



15th Novembers, 2022.

Open Letter To Dr. K.D Asante – Ghana Hockey Association President (2022-2026) III


Dear Dr. K.D Asante,

I bring you warm greetings from Ball and Stick's quarters and trust this letter finds you well. I want to take this opportunity to congratulate your vice, Madam Elizabeth Safoa King for her re-election to the FIH Executive Board (EB) during FIH Congress held on 5th November, 2022 and also to congratulate you on your efforts (huge or little) that might have contributed to the success of her re-election. It is our hope that, Hockey in Ghana will derive several growth and development opportunities as a result of the position she occupies inside FIH. Ghana and by extension, Africa must be duly represented and its interest pursued

We are devoting this particular episode on criteria for appointing people into committees within the GHA framework. As we have mentioned in our previous episodes regarding the need for the **right people taking the right seats**, there are lots of misconceptions that precludes this standard corporate procedures and it is important we address it as a matter of urgency for growth.

The first and the most dangerous among all the misconceptions is that, Pioneers, in other words, people who have been in hockey for a long time **must** and **should** lead at all cost and not based on merit or appropriate factors and their decisions are the best and not to be challenged because there is an assumption that they know the ins and outs of the game.

We believe that, such thoughts are extremely unhealthy and must be discouraged in the strongest terms because they do not have a place in any corporate model systems. The number of years one has spent in a particular place does not warrant leading ability of the individual. Someone can join an organization and within a matter of weeks, he/she will understudy to understand the architecture and operational systems of the organization far better than someone with several years of stay/experience in the organization. I must add that, there is no public record that England and Great Britain Hockey CEO, Nick Pink has played hockey before and yet, he is leading the organization in winning trophies. I got involved in hockey in 2018 and in 2019 I established a hockey promotion organization (Ball & Stick) and I am promoting hockey more than people who have been in hockey for several years. The question is not how long one has been in hockey, it is about how impactful and useful one can be to the game they claim to love.

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These pioneers, some of whom I have encountered before, will hurriedly shoot down ideas at the slightest opportunity, making one feel unwanted and unwelcomed. People with such mindset have a strong sense of ownership and belonging and it is therefore so strenuous working with such.

This is not to say that, experience is not important, but the point has to be made that experience, coupled with knowledge of current growth strategies and strong leadership skills is ultimate. Pioneers appointment must be done strictly base on merit (competence, track record, knowledge, leadership skills, influence and commitment) as it is the norm in any corporate environment.

Another treacherous misconception that I have seen forming basis for appointment is; the older they are, the better and the more useful they are for the growth and development of the game. This is completely false and must be disregarded. What currently pertains is that, old and retired people are running the affairs of most committees whilst young and smart people are not engaged. If old age is a determiner for leadership, then, the oldest person in hockey should be the president of Ghana Hockey Association. It is scientifically proven that, the older a person gets, the less active their brain gets. It is imperative that, you correct this misconception, so it does not negatively affect progress.

There are two (2) other misconceptions that I will not want to spend much time on, thus, money and higher education does not prove that an individual possesses leadership abilities and therefore, they should be appointed to committees.


As you discuss with your executives on who to be appointed to what committee, please consider the above and make informed decisions. Please do your best to appoint the right people based on merit and not on misconceptions.

Delegates have elected you leader and we will **Let you lead** but when thorny issue sprouts, kindly allow us to air our censures and your leadership style will pay off and will be seen as intact.

Till you hear from me again next week, enjoy the goodness of God.

Best regards

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