

Culture, Each Player And Leadership Within Vermont South Bowls Clubs

I presented on a Zoom meeting among the members of the Vermont South club in 2020 to chat about team culture and I chose to commence the presentation in this following way.

INTRODUCTION

Consider this scenario ***Recruit 2020***

Your official club reps. approach me to be a player at your club as you think I would seriously assist the top pennant side performances. You tell me all the right things about the club.

If I was a recruit could you easily inform me on these matters:

What are your pennant competition goals?

Where you are competitively now?

What occurs in reality in working toward the goals (barriers & distractions)?

What you need to do to be where you want to be?

Responsibility - who shoulders what - selectors, skips, players, coaches?

Now as the recruit I want to succeed, to compete as high a level as the club can aspire, I want to meet and eyeball fellow club members under consideration in this top side and ask them.....

What will YOU agree to do to ensure we are a better team this season because of your effort.

Will you be alongside me each of the two team coach supervised training nights.

And train with the purpose of enhancing your / our skills as offered by the coach.

Do you know your player position role?

Will you accept your role?

Will you prepare to play your role?

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Remember selectors choose your position / role, not you. (Luke Hodge & Paul Roos later.)

If you are NOT willing to do any of these things for the team why would I, or any other committed teammate, and for that matter the selectors, want you in their top team;

It is our team not your team;

T = team, team, team - not one of us is as good as all of us; trust.

As the recruit, by asking for answers to the questions above, I have just done an *AUDIT of your bowls Club ...would you pass my test???*

The above was my presentation, however the content below was drafted should there be time for presentation.

I hold the view all clubs might see merit in what is posed for consideration.

A possibility for more discussion on this topic in the Zoom meeting

The Culture of the club (leadership)

What are good practices / services to foster as our culture?

What is to be recognized as unacceptable and acted on - quickly and firmly?

What is the prescribed role and responsibility of the selectors and is it suitable?

The Club influencing team performance for success

First and foremost everyone, beyond just the players, must have the right ATTITUDE.

Management

Set the objectives, the goals for performance.

Make everyone accountable.

Choose the right people in all roles from the outset.

Encourage as well as review.

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Players

Be given what they NEED, not what they want to do.

Challenge to excel, explore and change.

Skips in leadership - ensure qualities obvious or else to be trained in skill set.

Skips must set game plans; no game plan, no go, no direction, no hope.

Accountability and responsibility being reciprocal as a team.

Selectors

BUS concept - right players, right selectors and players in right positions.

Skill ratings are measurable not qualitative - Selby reaction to it.

Adhere to the club goals in pennant performance.

Coaches

Directive in training for games sense.

Ensure purpose in training and fun.

Influence on team cohesion.

Praiseworthy in practice at training, see something good as often as we can.

Common sense, a bit of spine in assigned leaders in the club, is an approach to these issues and problems below experienced at clubs elsewhere.

Best club player advising can only play home games.

Life member withdrawing on morning of pennant because 'dropped' from second to a lead.

Player arriving drunk and is allowed to play.

Top side separating themselves from other teams socially at club house.

New members dictating where they will play if they come to the club.

Training poorly attended, especially by senior officials of club.

Selectors being accommodating to avoid conflict with bad buggers in the club.

Lachlan Tighe, 2020