

*Elbows, 2013*  
**STRIVING FOR SUCCESS IN COACHING**

**STRIVING FOR SUCCESS**

**How can I foster your desire to succeed in my bowls coaching**

(Below is paraphrased another article this time Sunday 11/8/2013, from the NY Times titled 'striving for business success'. The article cites an American business luminary. Again, what I have done is inserted examples of what we do accordingly in Elbows.)

**Successful thinking is a factor for successful culture**

Hugh martin, CEO, Security Systems USA

- Forget goals, let's talk commitment (goals are what you intend doing, commitment is what you actually do)
- Communication is critical (open, personal, trusting yet honest, informed, interpersonal, timely communication allows for best returns to all of us anywhere we operate)
- Accountability- if you say you will do something and nothing occurs, comment he made was let's have some personal consequences, none of this...nothing happened reaction (I love that concept as I have even applied it to 'losing' former members of Elbows; for me the first person to be convinced of your own credibility is.....yourself);
- Set goals however set accomplishments (our new Elbows members keep doing this, our oldies are stragging but they deserve 'leniency' as loyalists);
- You need data to set goals, appraise profit/ results (not unlike our goals and our debriefs and recorded stats.as per Pappa, Bear, Pat, Maryanne, Beano, Jacque)
- Engaging people- do not seek confrontation avoidance as the avoidance reeks of frail egos- good people are apt to be assured, even in our face as CEO (must be Deno & GH he had in mind: and he may have been privy when someone was told their skipping was the most boring game ever)
- Leadership means having an alert observational antenna
- Was not singularly interested in the people with technical proficiency in their job, more his top priority was to vet those who could really think, their sense of self, their sense of team, their level of motivation, their capacity to cope with adversity, all strong character traits (gee was he reading the qualities we have or foster or imbue or pride in us Elbows)

Lesson – good enough for the best in USA business thinking, good enough for we Elbows.

Lachlan Tighe, 11/8/2013