

‘Accountability, Suggested Solutions’

A requirement in sharpening culture, encouraging character.

Committee members, selectors and coaches should all be required to be accountable.

They are the leadership. Their standards reflect our club, our bowls organization.

Then you can ask that all players are to be accountable.

Heck, once you walk into a club, or team, I reckon you have to abide by the whole rather than the single approach. In saying that, I am not advocating a passive adherence to dumb and mediocre approaches. Just sometimes you have to concede to the group to move on to success.

And if ever these people who manage, play, coach, select were asked for input I wonder if they might agree with these suggestions:

As for demands on players-

- Each of us be allowed, even be asked, to own our own area of responsibility, i.e. playing position.
- That measured results of performance need to apply rather than the historic approach of recall of a vague memory.
- We feel better if we know exactly what is asked and expected of us in our roles.
- We, and others, may dislike our performance today (which I see is different to effort or insufficient skill), however.
- We will not accept unsatisfactory attitude or behavior any time from any member.
- We each will accept our part or contribution to the unsatisfactory performance.
- Together we will act to change that contribution / result (around).
- Be prepared to give and receive upfront honest feedback.
- Prepared to be open about criticism of my / our performance in and as a team.

Yeah, yeah sounds good, but, how do we do it in the team setting.

Website menu – Tools to perform
Accountability, suggested solutions

Bowls is renowned for people with obstinate natures. Bowls also has its share of brash and loud bullies, and quiet types not wanting to cause fuss.

If I knew the answer I would sell it to you.

So, you club and bowls executives, selectors and coaches I will suggest some things to try:

- Confront behaviours that are unacceptable to the club culture and encourage members to do likewise.
- Keep all those connected with your team informed of the overall goal(s).
- Regularly have a review of the objectives.
- Regularly seek clarity on your goals.
- Encourage participation in team members.
- Note the importance of feedback as a valued tool.
- Be clear about the standards the team, and you, expect both in personal behaviour and in sporting performance.
- Ensure all know there are team objectives and personal objectives and that both need to be considered by all involved.
- And where team and personal objectives might differ, allow for some latitude with teams entertaining the personal though not to the detriment of the team.
- Ensure the environment enables people to contribute their best.
- Celebrate team and personal successes.
- And learn from the losses, see them as temporary and especially learn from the wins (know why we win).
- Don't praise players and people unless it is deserved for it will ring hollow.
- And one last thing I liked, if no one has ever given you or the team (negative) feedback, maybe you should ask why so?

Lachlan Tighe, 2015