

Rewarding Performance With Awards

Another season draws to a close in your particular part of the bowls world.

Another season with the club / selectors / players / coaches doing the same old thing, without success and never doing anything about it in readiness for next season.

Here in Victoria we have 50 sides from various clubs competing at the elite pennant level, which I define as the premier league & Division One pennant levels.

Remember 10% of those sides, who start out, are victorious.

For most, staying in the elite pennant level is satisfactory, which is 70% of contenders. These 70% are a concern as they do enough to hang in without the fire to fight to be the 10%.

And we have the unfortunate 20% who are relegated down in the levels below elite and more than likely had no idea how to resurrect that situation even before the season commenced.

My idea is to provide tools to raise motivation and intensity for the club's best players, in Victoria, that is premier league and Division 1 pennant players.

To be truly elite level performers, and, operating at elite level performance.

The tools are in the form of Awards for performance - one for training performance, the other for pennant performance.

For those who regard both award ideas as nonsense, I can advise that I 'borrowed' the two ideas from the highest levels of football, AFL and Rugby. Good enough for profile professional sports, good enough to borrow for our elite end of bowls competition for clubs.

I do not expect lower pennant levels to take on this idea.

My approach allows us to move committees at elite level clubs from a vague world of securing players who appear to be able to bowl at elite level, to one of having the players who are disciplined to set themselves elite level standards and adhere to a process to bring our committed capable bowlers to that level of elite performance, an elite mindset.

One obvious gain will be the chance for selectors to have another set of tools to readily assess the capacity and commitment of the bowler to be considered to compete at elite level for the club.

By implementing these two awards, I pose the question for us all - do we now have a tool that sets our culture of commitment, our culture of success?

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We might find that this new club culture is so well regarded that it in itself attracts elite bowlers who want to be part of this environment known at our club.

We might find that as teammates, colleagues, we can reinforce what the selectors and head coaches would imply is our brand of culture FIFO (fit in or f&*&# off).

BAT AWARD (BEST AT TRAINING Award given on a weekly basis).

In the corporate world they use the acronym ISO to signify a level, if I can call it elite, of recognized performance.

I would use the ISO acronym in this manner of gauging the BAT award.

- I intensity at training and of training
- S technical standards of excellent application including skill assessment tasks.
- O one percenters - reinforcing other skills that include teamwork, tactical options, willingness to try anything asked by coaches, persistence of endeavour, positivity, punctuality.

The weekly BAT award would be a score out of 10 awarded by the coach / selector in attendance.

Pennant Performance Standards

The players who compete at elite pennant level for the club have their prime focus on the side winning. The following statistics have been collected over time to state the standard of performance at the two elite pennant levels for these 3 objectives.

OBJECTIVE

The number bowls deemed Mat Length (ML) or effective delivery from a total of 42 as accepted pennant performance objective at stated levels.

	LEA D	2nd	third	skip
Premier league pennant	21	21	19	19
Division 1. pennant	17	17	14	14

OBJECTIVE

Mat Length (ML) or effective delivery with FIRST bowl (from a possible 21)

Accepted pennant performance levels as objectives.

	LEA D	2nd	third	skip
Premier league pennant	12	same	same	same
Division 1. pennant	10	same	same	same

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OBJECTIVE

Number of ends (from a possible 21) with recorded Mat Length (ML) or effective delivery accepted pennant performance levels as objectives.

	LEA D	2nd	third	skip
Premier league pennant	14	same	same	same
Division 1.pennant	12	same	same	same

PENNANT GAMES AWARD (also given on a weekly basis)

On an individual level to further motivate their elite players, the club has this AWARD with the 3 OBJECTIVE measures as a guide to scoring their progress in the award.

AWARD OBJECTIVE: rink player

The player in your rink :

- with the most ticks (/) for their **first** delivery over 21 ends
- with the most **ML effective** deliveries (/)
- with the most **ends** with effective deliveries (/)

is each scored a point toward the AWARD

AWARD OBJECTIVE: premier and Div.1 sides

The player in the elite pennant side:

- with the most ticks (/) for their **first** delivery over 21 ends
- with the most **ML/ effective** deliveries (/)
- with the most **ends** with effective deliveries (/)

is each scored a point toward the AWARD

AWARD OBJECTIVE: rinks as team(s)

The four players in the rink:

- accumulating the most **ML/ effective** deliveries (/) for the side
- accumulating the most **ends** won for the pennant side
- accumulating the **biggest winning margin** (shots) for the side
- conceding the **least** shots for the pennant side

is each scored a point toward the AWARD

This amounts to a maximum total of 10 points for the weekly award for any one player.

Lachlan Tighe, 2018