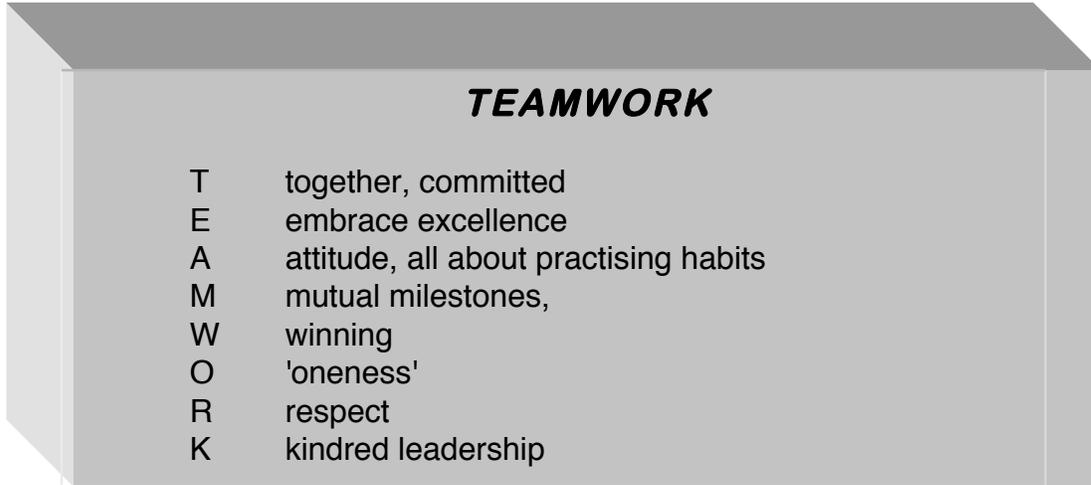


Elbows, TEAMWORK



What the acronym ...TEAMWORK ... means to me.

T_ Together, committed

How can I best describe it:

- **Total commitment** to the best, the best planning, the best preparation, the best purpose, the best perseverance.
- You should understand the value of being together as a squad, a team, with a common goal.
- The winning team is not necessarily that one with the best bowlers, it is the team that is the most committed (to planning, preparation, etc.).
- When training seems dreary, when player requirements for the coach seem demanding, when it appears you are not enjoying this effort to the team, that dedication may be the difference between glory and ignominy.
- Think, team, plan team, train team, action team.

E Embrace excellence

- **Excellence** has never gone out of fashion, players, **embrace** it.
- As team members we **energise** each other, we become better because of each other.
- At times we have opportunities to **embrace** fellow team mates: don't pass up that opportunity provided by your peers; if a teammate offers advice, grab it, regardless of whether you need it or not; your response adds to excellence in our ongoing team building.
- Having a competent technical player is not enough when inspiration, perspiration and sheer dedication to be your best, to **excel**, are paramount.
- **Evaluate** as a team.

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A Attitude, all about practising habits

Each of us takes our ***attitude*** everywhere; my old mental skills colleague Craig Fox referred to it as your business card; your attitude goes well beyond bowls.

- Every player should see training and competition as (an enjoyable) challenge.
- Building a great team starts with you, then me; each of us can set the tone; we interact with one another, done with trust, joy, inspiration, exasperation and all the time it reflects our attitude, our preferred vibe or tone; at days end we work together for one another as people, not some nebulous bowls organisation.
- Faced with a challenge let us move from the fear of failure and onto what the best do attitudinally; let's do what it takes to win, forget losing as an outcome.
- Great teams forego the place of safety, security and comfort being simply competitive in events, as their focus is on winning which results in success.
- ***Accept*** and embrace adverse results and conditions; as a tough team you learn from this, you train for this.
- When you bowl brilliantly it is a no brainer, then you go off the boil _ you lose the flow _ when you lose that rhythm the flow is slow, it now becomes an effort. If your flow is literally against the current or tide, externalise the situation; work with teammates to feel and regain your sensory awareness, with the mates recall your strengths, lean on the teammates to do this, do it in training; worse case scenario laugh at it with them.
- Having the technical skills and talent is only the start of the road to success, but, ***attitude*** is everything.
- I see poor attitude often - it is recognisable to me and others at training where players train poorly, cut corners, moan and groan, give less than their utmost, ignore their team roles and rules.
- Now good attitude likewise is visible and is reflected in players who train with intensity, are team oriented, do more than the expected, never complain, never justify and can be trusted implicitly.
- Finally on this one - can I assure you, bowlers, doubt is mandatory, losing is optional; keep your perspective in the (bowls) world of reality.

M Mutual milestones

- Debriefs require a ***mutual*** level of input on the learning, and, a postscript of what could be done better, differently next event.
- You should never feel you are the one dragging your team or squad down, or, carrying them along toward your goal.
- We should each be ***motivated*** by the target we set.
- As coach I can facilitate, even energise, inspiration, but you each create it (for yourself), I don't as it is in your heart.
- Might I suggest that it's not what you know, or even do, that makes you a valued teammate, more, it seems to be about your willingness to learn.

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W ***Winning***

- The word ... ***work*** ... is in teamwork, never forget that term and it's application.
- ***Winning*** has, and requires, a different mindset to losing, even to competing.
- Winning is a habit, so let's practice ... winning ... habits.

O ***'Oneness'***

'Oneness' is an historical term. I first used it with Bowls Australia national teams in 2003. It implies that we are all in bowls together - players, selectors, team managers, coaches, board, management as ***One*** team, ***One*** Bus: the visible and invisible team members.

- In that sense we start together, we finish together, we all push together, we praise together, maybe we even cry together.
- I read a quote ... hire the inspired ... in bowls select the inspired has a similar ring.
- We accept one collective responsibility for the outcome.
- We look for ways to better use ***our*** resources, skills, to foster our progress.
- We have a squad of players with character and from these we can choose the teams to compete in events knowing these players believe in our journey, our goal.
- Players, I ask you to be the person with double vision, your own and your keeping an eye out as protection of a teammate.
- Players, be the person we can all count on.
- Having or allowing, even one of our teammates to lose, or fail (to meet their expectations) is maybe a breakdown for the squad – why? Because everyone should be pitching in to take that player to their level of defined success.
- ***Out*** there on the green in a team, it is vital to support if one member is having that horror patch of being out of form.
- And ***one*** in all in - I feel the best team mate is he / she who wants to feel they had all contributed to the success of the team.
- No ***one***, not one of us, is as good as all of us.

R ***Respect***

For me the meaning of respect, and who it applies to, is:

- ***Respect*** is its own ***reward***.
- You, us, them the opposition.
- Appreciate even praise the skill and attitude of any teammate.
- Includes loyalty, trust, integrity, dignity, sportsmanship.
- No ***respect*** no team.
- We are on the TEAM 'bus' which is fuelled by players with mutual respect, a most precious commodity as people (who bowl).
- Maybe when we trust, and believe, in one another as we progress to higher levels we find players may also rise to that higher occasion to prove us right.

Elbows, **TEAMWORK**

- Confidence and ego are markedly different. Confidence is a strength of character, whereas ego to me is a flaw of character showing insecurity, maybe even a bit of fear, in the sporting sense.

K Kindred leadership

- I chose the word '*kindred*' as it includes the word ... kind; be *kind* when it is your 'turn' to be a leader within our squad.
- Our squad, our selected teams, will have shared and changing leadership among you players, we value that.
- A *kindred* member will be valued at game debriefs as we want them to discuss, not compare, not complain, not compete.
- On this team '*bus*' we have the right people on, no passengers, others are wanting to get on because they see who is on the bus and want to be on it too.
- Be selfish as team members about who tries to join you, who in fact you choose to *keep*, on the '*bus*' - people of character is writ large on the bus entry ticket, cherish it.

Lachlan Tighe, 2015