

Culture, Leadership In Bowls Clubs

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

Do you know your position, role?

Will you accept your role?

Will you prepare to play your role?

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 a committed teammate, in this case me as starters, and for that matter the selectors, want you in their top team.

As a club would your discussion on this topic include such as:

How do we see ourselves (Board)?

How do the best bowlers view their club?

How do visitors view our club?

Leadership & direction

Club / squad mission statement, values statement,

On the bus,

Goals: the Club / squad / team / coach / plans / selectors

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 & responsibility of the selectors and is it suitable?

Can you say the club, our club, could be summarily described in the acronym ABOUT.

A attitude

B bowls talent,

O ownership - our commitment, behavior, role, preparation

U uncompromising toward standards and unaccepting of mediocrity

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

Is that an apt summary ABOUT this club?

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The Club influencing team performance for success

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

Management

- Set the objectives,
- Make everyone accountable,
- Choose the right people in all roles from the outset,
- Encourage as well as review.

Players

- Be given what they NEED, not what they want to do,
- Challenge to excel, explore, change,
- Skips in leadership - ensure qualities obvious or else to be trained in.

Skill set

- Must set goals; no goals, no go, no direction, no hope,
- Learn from past experience and share with all, so as to be better,
- Membership – who handles recruitment of capable bowlers and on what basis,
- Accountability & responsibility being reciprocal.

Selectors

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

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

- Directive in training for games sense,
- Enhance mental, tactical and communication skills set.
- Maintain standards, attitude and skills.
- Ensure purpose in training and fun.
- Assist with team debrief skills for all.
- Influence on team cohesion.
- Influence players to realize how good they can be and thus the team.
- Enable range of emotions is ok - enable disappointment, stamp on destructiveness and negativity, subtly dislodge distraction.

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

Don't accept mediocrity and be bloody intolerant of anyone (else) who does.

In all sports, except bowls, one has coach driven training so as to improve player effort.

Common sense as an approach to these incidents as issues for club culture:

Your Best club player advising can only play home game,
Life member withdrawing on morning of pennant because 'dropped' from second to a lead,
Selector arriving drunk and is allowed to play,
Fraudulent practices in money dealings not confronted,
Top side separating themselves from other teams socially at club house,
New members dictating where they will play if they come to the club,
Players / coach being paid,
Are coaches coaching or simply playing - deploy responsibility,
Training poorly, especially attended by senior officials of the club,
Image is perception - youth not visible in our ranks, by youth I mean 40-50 age bracket,
Awards & rewards - champions / winners & long serving members duly recognized.

Interesting to note most clubs don't have that level of introspection.

Lachlan Tighe, 2022.