

Selection of players

**Selecting the selectors: the first influence for success in team bowls
...what players need to know, what selectors seek from players.**

The initial question I ask of a bowls association is...who selects the selectors, and on what basis is the decision being made with a view to the long-term objective of the **bowls** association.

Get that wrong and all the cards fall the wrong way. Get it right and we start having the 'right people on the bus'.

This is the third paper / column I write on the general topic of Selection and is focused on what players need to know, what selectors seek from players.

Players

- Measurable commitment
- Attributes / qualities
- Skills
- Squad application
- Rationale / criteria for player selection
- Criteria for player team positions

Rationale for Selection

1...Retention or inclusion in the national bowls squad

The criteria for continuation or inclusion as a squad member **could** include these factors in their influence on a players national squad selection:

- Competition Performance in past year
- Recorded player commitment to prescribed training and coaching (camps)
- Comparison of players overall performance(s) to their written set of goals for the period
- Responsibility of player to record and submit documented information to the national coach
- Commitment priority of players to national level requirements over other bowls priorities

Website menu – facts & knowledge

Selection of players

- Squad members adherence to their formalized personal Terms of Agreement
- Judgement and measurement by coach, selectors etc. of player skills at this level
- Summary of event debrief reports
- A player selectors view as ...knowing how to win

2... Positioning players in team events

Being chosen in the final team of say 16 players is the only rationale for the player. Selectors including the coach should be positioning players in the rink fours based on such reasoning as:

- Specific skill for any team position
- Recent record of players in positions
- Team position vacancies
- Perceived team harmony
- Coach advice on player temperament / suitability for Skip or Vice captain positions

Player commitment- measurable factors

- Level of usage of personal and specialist coaches
- Preparedness of player to comply with and use services as directed by the national coach
- Commitment of player to their Skills development based on evaluation and analysis as recorded in their training and your competition (viz game plans, mental & tactical skills)
- Calendar of coaching and training program for following year
- Obligation to record and maintain a fitness program of an acceptable standard
- Level of usage and application of sports science (include game plans etc.)
- Self appraisal form and evaluation of such form
- Skill rating using average and a 'pb' to gauge ultimate level of technical skill
- Player debrief reports & analysis
- Fitness - a level acceptable to anyone presuming to play elite level bowls as sport
- Report from national and personal coach
- Report from national selectors

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Selection of players

- Potential for improvement measured by the various factors above
- Measure of the **personal qualities** (referred below)
- Responsibility to submit requested information to the Bowls association per timelines
- Any other factor deemed by the committee (viz Rankings)

Player: personal qualities

The qualities sought from the coach and selectors in squad members **could** include these factors:

Attitude	to bowls, balance in life, teams, others, excellence, learning
Commitment	training, competition, programs
Goals	set, planned, met, reviewed, reset
Learning	willingness to learn, explore, experiment, losing as learning
Lifestyle	and a life and interests other than playing
Loyalty	gives and earns respect, belief in others support
Mental skill	toughness
Motivation	innate desire to succeed, to improve, to win
Persistence	contends with setbacks, sacrifice
Presentation	physically, verbally, role model approach
Self confidence	self belief, self esteem, positive
Sportsmanship	acceptance of fairness and integrity in all dealings
Team	contribution adherence to team approach and appreciates each member

Selectors proforma:

QUESTIONNAIRE for selected players

NAME.....

- Why should the bowls body include you in their national squad?
- Record your performances at elite level the past two years describing the events, playing positions, team mates names, result.
- Your regular playing position in elite teams

website www.lachlantighebowls.com

Lachlan Tighe, email l.a.tighe@bigpond.com ph 03 9853 5497, mob 0409 532 953

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Selection of players

- Your preferred playing position in a team
- State your bowls goals – last year; this year; next year
- Explain your regular training program
- Tell us a bit about yourself as a person (away from bowls)
- What hinders your capacity to commit (further)
- What mental skills training do you include in your sessions
- Explain your current skill level
- Explain what is included in your calendar of bowls commitments for the year
- Describe the objectives you set within your game plan for an event
- Describe your debriefing of such an event
- How do you (not) record performance in training, games
- How committed are you in the opinion of the coach

Lachlan Tighe, 2016