

**Sample BOWLS CLUB,
What do you offer a targeted recruit**

What Attracts A Targeted Recruit

We here in Australia have what is called a pennant competition in each state and good players are sought to be part of the top side of top clubs. Some of these players are sought from interstate where a club has the money to pay the player to travel to compete.

Let's set the scene.

Your official club reps. approach you to be a top side player at their club as they think you would seriously assist the pennant side performances. They tell you all the right things about the club.

If I was such a recruit could they easily inform me on these matters:

Where they are competitively today,
What occurs in reality (barriers & distractions),
What they know has to happen,
What they want to see yourselves in the future, targets / aims,
What they need to be where they want to be,
Responsibility - who shoulders what – selectors, skips, players, coaches.

As the sought after recruit I want to succeed, to compete at as high a level as the club can aspire. I want to meet and eyeball my fellow club members under consideration in this top side and ask them.....

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

I want a feeling that you are fair dinkum in the above, not hoodwinking yourselves, and especially not deceiving me in joining you.

Club requirements to provide a service satisfactory to the recruit.

Set out competition objectives - answer why,
State the level of willingness to commit (players, coaches, committee),
Establish a schedule of service from the head coach,

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Have selection criteria which we all know about beforehand (made public),

Have selection criteria which is adhered to, no confusion,

Have selectors not skips choose the sides,

Have some commitment expectations / behaviour standards for being in the top side,

Have head coach conduct proper team training for the top side,

Do I want them, do they want me?

Interesting exercise.

Can you see yourself being such a recruit and going to such a progressive club?

**PENNANT STATISTICS WHEN MEASURED TELL THE TRUTH!
FOURS TEAM RINK**

% Statistics standards: the figure in brackets is the number bowls deemed Mat Length (ML) or effective delivery from a total of 42 as accepted pennant performance objective at stated levels.

Pennant competition level	LEAD	2nd	third	skip
Premier league	50 (21)	50 (21)	45 (19)	45 (19)
Division 1.	40 (17)	40 (17)	33 (14)	33 (14)

Lachlan Tighe, 2022