

# *ELBOWS*

## *Coaching as leadership, 2013*

### Facts and knowledge - Leadership

Since 2011, I have re-read and rewritten these leadership aspects summarised below

#### **LEADERSHIP (practically) STATED**

- A leader to me is someone who can do (nearly) everything themselves but lets others help them
- People do work, not processes, hence I coach/ lead people (who bowl)
- Ask challenging questions for the others to come up with the answers
- To lead people, walk beside them
- Understand people and involve them to help you meet our / their /my goal
- The quality of leadership determines the success of any (bowls) organisation.
- The qualities others see in leader(ship) include trust, care, vision, reliability, credibility, hope, inspiration, philosophy, values
- my leader is one who passes on the baton as their legacy

### Leadership, an attitude

In my time continuously learning and practising the craft, and indeed the art, of coaching, I have eventually developed a **P** Principle as follows, applying the phrase... attitude, all about practising habits....to encompass the approach to coaching, to steer or lead the direction of the squad.

- Sharing my coaching **Philosophy**, i.e...striving to be better, always
- **Planning** constantly; everything, every time, every battle is won before the war is begun
- Developing, enthusing, educating, training, sharing and enjoying the **People**
- Display, communicate the sheer unadulterated **Passion** that reflects that enthusiasm
- Applied importantly via the challenging and skill intense training **Programs**
- All done with the goal in mind to **Perform**
- **Power** is attitudinal- if you work hard you get to make the choices...if you don't (work hard) others make those choices for you
- **Praise** and appraise the effort the share and care of the players competition

### The BUS (organisational) concept

I want to look at the DESTINATION written on the front of the bus so as to ensure I am jumping aboard a bus being taken in the right direction.

And before I jump on the bus I want it to appear contemporary and be well resourced (fuelled for energy).

Then where I am willing to be on the BUS, for me as a coach, the bus driver, I ask myself

let's get the right people on the bus  
get the wrong people off the bus  
get the right people in their right positions  
let the passengers off where they do the least damage.  
Take the role, take the responsibility  
Do we have the right people on the bus in all capacities.

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If not is the leadership able or willing to pursue the recruitment of the right people connected to all aspects of High Performance?

- Mentally *where your mind goes everything else follows*
- emotionally *attitude is all about practising habits*

#### **‘PIE’ LEADERSHIP STATEMENTS**

P

Professional	passionate	patient	planned	personable	persistent
Political	probing	prepared	profile	powerful	philosophy
presence					

I

Intelligent	initiator	innovative	influential	informed	inspiring
Inquisitive	interested	interpersonal	integrity		

E

Enthusiastic	energised	educator	embraces	empathy	enjoys
Excel	encourages	evangelist	excites	experiments	

(these simple statements in the acronym PIE have guided me for years as I strive to do it better each and every year). Be great if I had these qualities. However simply realising what traits make for leadership is enough to both keep me realistic and desirous of at least improving on these traits.

#### **LESSONS LEARNT ON LEADERSHIP SINCE 2011**

##### **Leadership**

Means taking responsibility and in that sense it is about your ongoing learning and growth, regardless of age;

it means you are prepared to put up your hand;

it means you acknowledge when you err;

it means you accept the consequences from incorrect or misguided decisions and actions;

it means you are a stronger character with a stronger conviction;

it means others see that attribute too;

How do I know this- well I experience it and strive to gain from all and any ideas and action I journey through.

The right ones and the ‘wrong’ ones too.

Make your conviction, your leadership, known to all; make a commitment to influence as others will be the beneficiary of that conviction; and in their being the beneficiary you engage them; listening is leading as it helps to engage and then others grow as you do.

What else have I learnt this past year- in walking tall, sharing and enjoying what I do and believe in, others (in this case in bowls and coaching) also are taller than they were before. As one coach said she is now getting warm and fuzzy herself by being able to share and guide others. Me too.

One reminder, take on the role then take on the responsibility (of leadership); with that increased responsibility comes a degree of accountability which we have to equally accept and adopt.

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And that requires another degree- one of honesty, self honesty, a trait so important to all of us first as people, then in the various roles we have, seek, in our lives, sport, business or interpersonal relationships.

**LEADERSHIP Story #1     Hawthorn FC 1989 Brian Richo, Bo Bo, Iggy**

Hawthorn era of permanent grand finalists, frequent premiers.

Young recruit joins in training with the greats who are senior players. Recruit starts lairising with a set skill routine and is cautioned by one senior player about adherence to set routines. Recruit continues his lair ways in routine. Another senior player gives a reminder to the recruit. Recruit still does his own thing. The two senior players are joined by the captain and all three in effect tell the recruit to piss off, you are not wanted here at Hawthorn.

Coach, Alan Jeans, did'nt have to do a thing. Standards are known and agreed to and applied and have success and no one is going to challenge that for successful players.

**LEADERSHIP Story #2     Melbourne Storm, Glen Lazarus via Bo Hanson**

Glenn Lazarus was the hot profile player brought to Melbourne to establish the Storm. He was already a legend in rugby. He joins in with his new team mates at training where he is to be fed chest high passes from two forwards and then he is to race through for 15m. First forward pass is knee to hip high; Lazarus ignores it and sprints the extra 15m. The drill resumes and the second forward passes well above Glenn's head and again he ignores it and does the extra sprint.

Both forwards walk over to Glenn asking him why he made no attempt to catch their passes; his retort is when you acquire the skill to pass that ball to me chest high then I will catch it; till then I will just do sprint throughs.

The outcome- those two forwards went off and learnt how to effectively pass the ball at chest high to a legend player.

***Lesson for me-***

get the fundamentals spot on,

get the attitude right too,

get a GRIP

G     goals

R     roles

I     indicators to measure

P     people perform people are investment

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