

## **Selection of Selectors**

### **Selecting the selectors: the first influence for success in team bowls.**

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.’

These comments to me appear relevant for all bowls associations operating at the level of bowls from club to zone / group etc, to state / province to national.

### **Selectors as individuals**

#### **WHO WE ARE AS THE SELECTORS**

#### **SKILLS** needed as Selectors

Some of the important skills would include:

- Prior playing experience at the relevant level
- Prior coaching experience at the relevant level
- Analytical and observation skills
- Communication skills - includes report writing
- Contemporary awareness of elite sport requirements
- **Knowledge** of Team selection requires selectors to have:
  - Outline of what is best for the team
  - Base selection on facts, statistics, performance measures, then qualitative aspects
  - Inform squads what they are looking for PRE the choosing of the team
  - Know and inform what skill level is necessary
  - Know and advise each squad member what the role is for each playing position
  - Be aware of character traits they are after from team members that includes work ethic, commitment, dedication, leadership, team oriented, a winners mentality

## *Website menu – facts & knowledge*

### **ATTRIBUTES** necessary as Selectors

These personal attributes for selectors should not have to be stated as they are elementary to the position:

- Ability to judge people
- ‘People’ intelligent (skills)
- Open minded attitude
- Honesty
- Confidentiality in dealings with players
- Integrity
- Impartiality
- Sense of rationality in argument
- Be prepared to be Accountable and
- Take responsibility for decisions and results

### **Selectors checklist: a check of your skill & knowledge**

- What do you look for in a bowler, and what do you watch when they compete?
- What are your reasons for being a selector?
- What skills do you bring as a selector?
- A structure is required to identify talent, explain your approach?
- What are the most important events in the future?
- Describe to us what you mean by leadership.
- What would you do if appointed as a selector?
- How do you see your role fitting with the coaches and team managers?
- What questions would you insert in a proforma handed to players?

### **Summarily**

#### **What we do**

- Objectives of a selection committee
- Roles of members
- Responsibilities of members

## *Website menu – facts & knowledge*

### **Who we are as the selectors, ‘doers’ displaying our**

- Skills required for the job
- Qualities and attributes as people

### **What we want from players**

- Criteria for selection
- Player attributes and expectations

**Lachlan Tighe, 2017**