

SELECTING PLAYERS, MEASURED IN BOWLS 2017 CATCH THE BUS

Two aspects

Measures of performance standards

Observable attributes for team playing positions

MEASURES OF PERFORMANCE STANDARDS

How do you think you bowled today, really!!!

Measuring skill

- technical skill rating audit
- skill defined – communication, fitness, mental, sensory, tactical, team, technical

Measuring attributes / attitudes

- self appraisal (template 2017)
- coach evaluation
- coach observations at training, events
- goals
- outcomes to goals
- reporting
- re-set goals
- pyramid

Measuring performance

- standards relevant to the team competition level (pennant, state, national)
- targets
- game plans / skips
- team objective
- player (position) objective
- data collected post game for comparison: actual versus objective(s)

SELECTION, A MEASURE OF PERFORMANCE IN BOWLS

Game plan / Skips

A Measurement of performance, both team and player(s)

Game plan Objectives may be

- win the event / pennant today
- win the majority of ends
- win a minimum of 1 every 3 ends
- keep the opposition score to <10 shots in weekly domestic club pennant competition

Game Plan process to fulfill the Objectives

FRONT END PLAYERS

- Compete at the winning length
- Deliver jack 90% effective length as lead
- front end 14/21 ends with 2 bowls in head**
- front end 20/21 ends to have a back bowl**
- Lead first bowl to be within ML 11/21 ends
- one of first 4 bowls must be within ML every end
- both players perform at known average effective delivery rate at the pennant level

SKIP & THIRD steering the team.

- keep losses to a maximum of 2 shots any one end
- prevent opposition entry to head whenever opportunity arises
- take the attacking opportunity whenever it presents itself
- assess the game plan (measures) every 5 ends
- if needed, alter player behaviour as part of amended game plan
- Team to win 11/21 ends, at worst a minimum 8/21 ends**
- Team unable to win today, at worst to keep rink / team loss to single figures**
- both players perform at known average effective delivery rate at the pennant level

OBSERVABLE ATTRIBUTES FOR TEAM PLAYING POSITIONS

Observing attributes of a lead player

- technical skill rating audit for draw bowling
- ML % each pennant performance

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- Jack throwing competency

Observing attributes of the 2nd/3rd players

- technical skill rating audit in all deliveries
- knows the role, accepts it, applies it
- complements the leadership / tactics of the skip

Observing attributes of a skip

The best skips are those marshaling their team, using their team skills as tools to success, giving the teammates the opportunity to amaze, to inspire fellow teammates, rather than a skip leading as a pacesetter who never allows others 'in on the action'.

They are described as LEADAR (acronym)

- is the energiser
- is the tactician
- game planner
- the people manager,
- the impeccable communicator
- technical skill rating audit in all deliveries

The BUS (organisational) concept

Selectors, please hear me,

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.

If not is the leadership able or willing to pursue the recruitment of the right people connected to all aspects of a better level of performance?

Summarising

...hire the inspired, inspire the hired

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&

...first WHO, then what as the who probably know the what.

Lachlan Tighe, 2017