

The Performance Of Selectors

QUESTION:

How well did the club selectors perform?

ANSWER:

To start off the discussion the question was asked, how many clubs select their selectors = 2; the other 16 clubs represented elect their selectors by vote at a general meeting, regardless of any published document on the qualities or skills of a selector at any club.

I asked the audience to indicate if anyone was / shall be a selector and if the club committee furnished them with any objectives, any responsibilities, any criteria for selection. The answer was a resounding NO.

No selectors were given a brief on what was expected of the sides. It was obvious some club selectors set their own guidelines, though will that change with next year's intake of selectors. Therein was a problem recognised within the room, a lack of continuity in the role as selector.

Within the discussion, we sought both a selector and a player view on what is meant by...commitment, compatibility and team spirit. With so much variation in responses it demonstrated how emotional and subjective it all is and there is a need to measure. When asked if clubs used votes to provide to selectors, all clubs had some system, but it was all too obvious that each system is flawed by the quality of input, that old computer acronym GIGO garbage in garbage out - e.g. rink loses by 13-30 yet all 4 players rated as a 7/10, lack of honesty. Or the one I love...the skip racing to the selectors saying my front end gave me nothin'...Everyone in the room acknowledged these both occurred at their club yet this (dishonest) approach seemed to go unchallenged back at the club. Is that saying something about the values at your club?

A handful of clubs, a number that was a pleasant surprise to me, now measure every delivery and that data is submitted to selectors as a fact in selection. One club could even display to players the required % needed in positions within the fours team.

A regular issue voiced is that selectors don't always choose the best 16 players for the top side.

No one indicated that the club committee set the objectives for the performance and pennant and that selectors set about choosing with the club direction in mind. Still the old complaint about self-serving selectors. What also arose was the frustration the selectors and the club have dealing with acrimonious, recalcitrant team members, some of whom are in your top side. And members of your top side, many being your skips, who just do not want to go along the new line the club committee, the selectors want for the top side to perform.

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My bowls mates who I met last week referred to these players as ‘roadblocks’ and they have influence. A suggestion in the room was to take these top side skips who are barriers to your club progress and move them from that role, diminishing their influence. They still deserve to be in your top side, simply lower their role. Why keep rewarding them to oppose your club, in a simple way you are reprimanding them, subtly lets hope.

Another old hoary one to feature in discussion is the bowlers who pull their name off selection having seen the team selections. When this came up it appeared most clubs faced the issue. I piped up why reward them, why not show some club fibre and suspend them for a game without a guarantee where they will feature the following round. Again depends on the culture prevailing at your club.

Many in the room felt skips should be selected firstly on their ability to be a team leader, inference being able to get the best from the team mates, and then able to play well enough to hold that position.

General impression from all this was that selection criteria is important. Issue will be will this occur back at the club.

A new player to bowls felt there was a need for regeneration in that new people, new ways keep a club abreast of competitors. However, the question everyone had then was how do we do that (regeneration) back at our club?

Lachlan Tighe, 2018