

Engaging fellow teammates

I read an article, 'How to improve employee engagement,' in the financial pages last week.

The article detailed ways for organizations to improve employee engagement to strengthen purpose, participation and progress, foster core attitudes and build core practice.

As I prepare players to compete in teams for the 2019 Victorian open championships and next year 2020 prepare others for state team titles, I had to note the comments pertinent to the value of a stronger team and add my own take to the prime thoughts.

CORE SYSTEMS TO STRENGTHEN THE TEAM

- Purpose - set goals, objectives
- Participation - know your role and play your role
- Progress - measured and reviewed

CORE ATTITUDES TO FOSTER IN OUR TEAM

- We believe in why we are here
- What we do
- How we do it
- We belong
- We are recognized and involved
- We achieve goals
- We are getting better
- Our future is positive
- We are as one, united

CORE PRACTICES TO BUILD WITHIN THE TEAM

- Build belief in the purpose and values of the organization
- Develop, clarify and communicate the values and vision
- Reward exemplary behaviour
- Be fair in recognition
- Improve management skills
- Improve management communication skills
- Consult staff - fellow teammates

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Website column

- Encourage feedback - part of our debrief of the event today
- Evaluate staff - the self appraisal of the coach
- Provide directions for improvement - singly and collectively

It appears to me, looking at this model list, that we could say if we were to develop all these CORE factors for bowls, then our clubs, state and national systems would have better success.

On one proviso, that the people managing all this (systems) are not followers of the platitudes, but in fact practicing adherents willing to foster the people who can enable it to happen.

Lachlan Tighe 2019