

SELECTION PROCESS IN BOWLS 2017

SELECTION, THE PROCESS SOLVING THE ISSUES IN BOWLS CATCH THE BUS 2017

SELECTION PROCESS, DUE DILIGENCE

The selection process provides the tool to solve the expected issues (refer Selection Issues), as well as the role and responsibility of being a selector:

Selectors need to:

Know their responsibility to the club (committee) direction, goal and despite all the critics and apparent loss of friends, hang tough with that purpose.

Criteria for selection on display in a public forum in line with the stated direction of the club committee.

Knowledge about club bowlers / recruit skills, maybe a documented skill appraisal.

Knowledge about club bowlers / recruits previous season pennant performance.

Knowledge about club bowlers / recruits commitment level last season.

Knowledge about club bowlers / recruits developed commitment level for this season.

Seek game plans from skips to measure post game the result to the plan.

Measurement of performance tools - PENNANT rink & side score; voting cards.

Measurement of performance tools - debrief session for both team and player(s).

Measurement of observable indicators for player(s) specified in criteria.

Measurement of player skill levels compared to the event / pennant division standards.

Observable behaviours of players to reflect their attitude.

Choosing teams of players with skill & requisite competitive attitude.

Liase with head coach to have this expert advice, always.

Reward-reinforce-reprimand the commitment / behaviours of players.

Explain the criteria for selection and appeal process to players in a formal setting / meeting.

Explain to players when there is concern about current performance

Elbows- attitude, all about practicing habits

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and discussion had occurred between both about player being subject to possible exclusion.

Explain to players why they are dropped.

Have a set time early in a week for the selection meeting to enable players / teams to work / be coached together.

Don't reward players (in positions or teams) not willing to fit the team/club's agreed culture, purpose - know your role, accept your role, play your role).

THE APPEALS PROCESS - DUE CONSIDERATION

The chairman together with the head coach and one other selector will hear credible, rather than dubious, appeals. A dubious appeal (which will not be heard incidentally) is exemplified by these:

A person being moved within the side(s) at the same pennant level;

Where the rink lost by >10 shots, and, that player performance rating was recorded by fellow team mates as 'below average' either numerically or descriptive;

There was no recorded statistics on the player effective deliveries % as required or recommended by selectors;

Where statistics were kept, the player recorded a below pennant level of performance in effective deliveries;

They are appealing on a simple personality clash with another rink member;

They object to the team position assigned them.

Selection & Teams

Attitude has an affect on teams. It is observed in the moan, the body language and the energy level.

One negative trait is enough to influence (morale of) the team. Selectors need to identify this, to negate or eliminate it, as consequences are brutal.

Team spirit ???

A team is a unit with a collective task, that no one individual can do alone. Teams can achieve success even if their members have no / little liking for one another. Fulfilling the task of the team is the drive and satisfaction to successful teams. Working together the team can succeed.

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We feel stronger because of who is around us in the team. And, when it all goes pear shaped everyone knows you are the one who gets us all (attitudinally) back on the bike. Be that team member who reminds us what we need to do to get back to winning.

Team success - research, 'Athlete assessment' source

- 36% more team development programs than opponents (Group 13, KHBC)
- 60% found unsuccessful team leaders due to an inability to work as a member of the team (skips or others in 4s team)
- Prime reason felt for the failure of these team leaders was due to their lack of clarity and what they are expected to do, their own goal, their teams goal (overcome if a game plan and roles are spelt out)
- 9% said teams failed due to a lack of technical ability
- Summary – successful teams and organisations know their success is due to the functioning and efficiency of, and within, the team.

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?

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Summarizing:

...Hire the inspired, inspire the hired.

&

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

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