

Lachlan Tighe: Talking Tactically website bowls coaching column

(April 2011 column)

The Bowls 'Team' and Team Goals

A country/ state/ province/ region/ group/ district and club wishing to succeed in bowls events could do no worse than consider this view on team and what it means.

We all want success.

Not all of us though want to work at it, yet we all expect success. Fortunately many bowlers and their bowls team enjoy success because...the rest of the field of competitors/ teams...trots along at the same pace as before. We only come back to the field, they do not generally catch up to us.

My hope one day is more bowling teams, clubs to national, will take off the blinkers, see the light and gallop away from the field with the spoils of success, regularly.

How so!

Because management, selectors and coaches will join the team bus with their bowlers to form the 'team' and collectively take pertinent responsibility in their differing roles for the player development and ongoing success.

This team bus will have a winning culture where players are ferocious in their desire, discipline; the coaches are honest and professional with players; selectors are pragmatists in choosing the best players; and everyone from management down the ladder is striving for that success, sharing the leadership in the roles.

These responsibilities for each sector within the team might include

MANAGEMENT

Think team learning the name of the game

the board or committee set the path by determining the answers to

- What is our purpose
- What do we stand for
- Where do we want to go
- Who are we

and a need to know the goals drive the team. The board has to appreciate a positive culture is essential if you want to attract and retain quality people starting with selectors, coaches and then players.

Selection is a responsibility of management in choosing the best people as selectors, the best people as coaches who in turn have the skill to pick the best players to perform.

SELECTORS

Building

None.....of our decisions will be as important as that one when selecting people who compete for our 'team' because the decisions determine the capability of the team

- Do we have the right people
- Are they prepared to take the responsibility
- Do you / they take the role seriously
- Do you / they accept the challenge
- Have we the right fit (a talented bowler may not always fit within the 'team')
- Provide a prepared orientation for newcomers into a team

Lachlan Tighe: Talking Tactically website bowls coaching column

- The coach, as a recognised leader, has to ultimately be responsible for building the team and therefore has to be involved in the recruitment / selection

Maintaining (keeping a team)

Requires selectors and coaches to be emotionally intelligent and be sensible to

- Promoting non achievers
- Watchful of player personal needs
- The player sensitivities
- Keeping promises
- Dignified and respect in our dealings
- Know their names
- Their special days
- Confidentiality such as personal criticism to be done in private
- Loyalty even to retired, former and discarded players

Selection is not just about choosing the best players. In the team game formats it is about choosing the best people for the job. People management, compatibility, leadership, team spirited all are facets of a team

COACHES

Leading requires leaders

These qualities might well apply to all in the team but certainly have to apply to the chief coach(es) evidenced as people

- With a vision
- Innovative
- Decision makers
- Exude trust, value dignity
- Are encouraging, praiseworthy
- Are teachers
- Have a sense of humour, fun and FUNDamental
- Demonstrate their conviction, their standards
- think, Plan, act
- Embrace others as people, collaborate
- Resolve conflicts, seek consensus

PLAYERS

invest in their own team better if they set down an agreed squad statement which may read as follows

...we acknowledge and agree that as squad members –

1. the teams strive to be the best in competition and a model competitive unit
2. we have a responsibility to be role models as elite players in our professionalism for our sport
3. professionalism is detected by us and others by
 - having pride in our selection, our team mates and our appearance
 - priority to the commitment (s) of the squad
 - preparing, planning & training with and as a squad member
 - competing individually and as a team member to the best of our ability at all times
 - leadership within our group

Lachlan Tighe: Talking Tactically website bowls coaching column

- the goals I/ we set and strive to achieve
- by my / our attitude
- 4. a commitment to improve our technical, fitness, mental, communication and tactical skills
- 5. we support, respect & encourage all current and prospective squad members who in turn will be team mates competing together
- 6. we cannot control selection, however we can control our focus on being better bowlers and team members
- 7. we concede we will make mistakes in competition and we will enjoy the pride of being squad members
- 8. we share equally the responsibility for the performance- win or lose
- 9. each of us has a role for which we are accountable to the performance of the team

An effective team essentially is one that wins. Again the players can display their leadership and agree on their commitment to an effective team. That commitment statement by players may read like this

...We are an effective team because we

1. have a clear understanding of why we exist, our purpose
2. have clear and shared goals that have a time frame and are achievable
3. integrate our team goals with each individual's goals
4. have agreed squad approaches and norms
5. receive frequent and good feedback on our progress toward our goals
6. have honest and open discussion about issues and problems
7. monitor and measure our performance
8. welcome approaches and ideas
9. welcome and support our new members to the team
10. have an invisible team that supports and encourages our quest for success

A player does'nt have to physically be gone to be out of the team – if turned off, bored, or exhausted, they have already left the team for this event or training session

PRIME GAME Is WINNING

People who expect to win consciously adopt a winning attitude which is transmitted to people involved with the team.

POSTSCRIPT

...you don't build your leadership/ skip on who can play, you build it on the person/ citizen, and, if you've got someone who is highly respected within the sport/ club, he/ she has a positive affect on the people around them

Collingwood coach Mick Malthouse talking about Nick Maxwell on 7/9/2008 and saying Nick is a wonderful choice as a leader

RESULT 2010 Collingwood win the AFL premiership skipped by Maxwell.
Culture, truth, judgement and quality selection will out.

Lachlan Tighe, April 2011