

Lachlan Tighe, BCB, National Coach 2012-2104

My philosophy or approach toward bowls coaching

Leadership, an attitude

In my time continuously learning and practising the craft and indeed the art of coaching, I have eventually developed a **P** Principle as follows, applying the phrase...attitude, all about practising habits...to encompass the approach.

- Sharing my coaching **Philosophy**, i.e...striving to be better, always
- **Planning** constantly; everything, every time, every battle is won before the war is begun
- Developing, enthusing, educating, training, sharing and enjoying the **People**
- Display, communicate the sheer unadulterated **Passion** that reflects that enthusiasm
- Applied importantly via the challenging and skill intense training **Programs**
- All done with the goal in mind to **Perform**
- **Power** is attitudinal- if you work hard you get to make the choices...if you don't (work hard) others make those choices for you
- **Praise** and appraise the effort the share and care of the players competition

Goals, approach as a coach

WHAT DO I WANT

to be the best I can be as a coach

to make my coaching mean something

to make sure my job is to make players realise how good they can be

As I see it, as the BCB national squad, we are on a bus, and, for me as a coach, the squad bus driver, I demand from everyone, note everyone, in the organisation connected with HP

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 on the role take on the responsibility

people will want to get on the bus simply knowing who is already on it

As Canada's National coach for the 3 years 2012-2014, I see myself responsible for a program including:

- Provide coaching for elite athletes (bowlers) in the National squad.
- Design, deliver and evaluate relevant skill based training programs for players & teams.
- establish performance indicators to monitor progress of squad and National program.
- involvement or contribution in the national coach committee to foster personal and professional development of coaches
- Supervise and use coaches to facilitate the development of succession plans for these coaches.
- Provide reports to the High Performance committee.
- Prime responsibility for diligent selection for squad membership and national teams

A View on Coaching BCB

I like, and hope I practice, a concept of 'ONENESS' i.e.....one coach with one culture, preparation and approach to and with the team, the squad and the 'invisible' (that is all others connected with HP) team.

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Attributes of an elite bowler

The *personal attributes* that I prefer the elite athlete/ bowler possess (note the subjectivity) to propel this bowler onward toward the top (international) tier elite level would include at least these:

- Highly motivated person
- Has a goal(s) they have written down as a reference to guide them
- develops an annual calendar of events and training that drives toward their goal
- Understands, and is committed to, a personal priority to be an elite athlete (bowler)
- has a coach capable of planning and servicing their goal to achieve at elite level
- trains regularly and with a purpose, an intensity, for every session
- Challenged to learn, to experiment, to work hard in the training
- Works at improving 'pb' in technical delivery skill and appraises those other skills
- has inherent ball (sporting) skill
- Instinctive competitiveness/ killer instinct
- Acceptance that mistakes/ losses will occur
- once selected in teams, shows the capacity to be a strong character for/ within the team
- Honest in self analysis of their skill, performance, progress, their personality
- Contented, happy personality

Great teams: attributes

In a perfect (sports) world, great teams, and teams I coach are encouraged and supported to be so defined, would comprise players (who I probably selected) as kindred spirits who have these attributes listed in my use of an acronym GREAT

G goals; great skills; game plans; galvanise; graciousness
R respect; responsibility; role; rigorous; reliable
E excellence; experiment; evaluate; enjoy; expectation of winning; exacting; embrace; exemplary;
A attitude; absorb; achieve; aspire; analyzes and appraises; amazing artists
T trust; team oriented; thinkers; trains; tenacious.

Nothing less for me, anytime.

As coach, my influence on team cohesion

I am a fervent fan of the idea that as a coach I can influence both belief and cohesion in a team. The climate I create and foster influences the players belief. A bit of the notion of ...walk the talk. Not hard really. I feel from my experience in sport that belief is only in question when stress appears in its perceived or reality form. Why I seem never to worry is because I try and set up training sessions to anticipate stressful situations. More than likely the idea of losing is the cause for stress, yet I see it as only a temporary aberration on the road to continuous improvement. Losing is a lesson not a failure, in my mindset.

How I go about setting up team cohesion might be thus

- Seek and foster a form of player leadership and peer leadership
- Personalise the contact with every player
- Foster a sense of pride in the team, let you players enjoy the journey
- Set team goals, game plans, player roles, acceptable behaviours
- Allow for you to be different, human, happy, mad and sad, having issues to be dealt with

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- We all do the team training and other tasks, no exceptions
- Personable communication which can be good feedback or honest criticism
- And foster open discussion with and between players too- eliminate sniping and bitching, quickly
- Foster mutual respect, we simply have different roles as player and coach
- Let them see and hear and read what I stand for...always.....attitude and striving
- Embrace everyone who is around to be part of the extended team so it becomes extended ‘family’
- Show I don’t know it all either, so we learn collectively
- Let them believe there is real value in aspiring to be a great team

Training & Appraisal of players and programs

Skills Audit determining squad training

Before we even start, we need to know where each/ everyone is right now in an objective sense

- Audit of player skill ratings, appraisals in training sessions, simulated games
- What are the essentials for players – expectation compared to reality
- players – goals, commitments, responsible
- players – position descriptions, game plans, performance measurement

Training session template

Coaching needs to entail all 5 aspects below with my content summarised

Planning discussion; goals; plans; lessons; knowledge; game plans; pre game prep
Audit technical skill; game plan; warm up program;
mental & tactical skills described; pyramid; player appraisal; drills; learning the drill
team position roles described; applied
debrief event proforma; response; lessons

Appraisal Factors affecting performance (16)

Each and every one of the 16 factors would be under consideration by me in performance appraisal

- Coaching confidence communication skill culture, squad
- debriefing environment breeds success
- game plans goals leadership
- mental skills – TCUP Planning pressure
- selection skill rating tactical skill teams, composition

Planning Success factors (12)

These factors have pertinence to me having had a lengthy experience to know what now works for me

- objectives & goals audit bowler technical skill what works
- training with purpose player levels who works
- player needs implementation restraints & issues
- ‘suffocate’ principle, calendar of commitments debrief

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Coaching performance

Performance Review of goals, objectives

I want professional rational analysis of my role, hence my setting my own set of sample objectives

- What objectives were met
- What objectives were not met
- What has been your greatest contribution this period
- What has been de emphasized
- review the implementation of skill training programs and strategies for
mental – tactical – physiological – technical- communication skills
- Are the squad members the right people, explain

Operational Review

- What aspect of the Invisible team needs review / change/ improvement
- What new direction/ support should the team operation take in the immediate future
- Is the relationship between the on and off green organization satisfactory
- Are the selectors & coaches the right people, explain
- What are the sources of frustration in the operation of the team

Coaching performance appraisal (sample objectives useful for appraisal)

(5) Primary Objectives as coach (score each objective out of 10)

- Meet the medal targets for specified events, championships
- a game plan for all events
- Win majority of games played overall in specified events
- Have every squad member write out their goals
- Develop the competitive skills of squad players

(5) Secondary Objectives as coach (score each objective out of 10)

- Have every squad member attempt then record all their delivery skill rating
- Have the squad complete a self appraisal statement
- Establish a training program & calendar for the squad
- Have every squad member review their squad competitions
- Have every squad member debrief daily at events

Thanks to all you players who allow me to coach you, it is my privilege and pleasure.

Lachlan Tighe
Latest draft 3/5/2012