

**Website menu – Q&A**  
**Bowls club culture**

***Hi Lachlan:***

*As head coach at a bowls club we are having member issues around pennant and commitment levels from too many.*

*I'm inviting them all to the club next Thursday, as I'd like to address the playing group and give my thoughts on how we're going both on the green, but more importantly off the green. This will also be an opportunity to share their thoughts directly to myself.*

*The areas I'd like to discuss are:*

- *Selection*
- *Coaching*
- *Practice*
- *Attitude / Negativity from bowlers*
- *Culture*

*Have you faced similar issues and have you any input, advice, on my approach to addressing the club issu.*

***Thanks***

**Well coach:**

Join the ranks of so many others of us who take on that club coach role.

The areas you chose to cover I agree with, and some of the content within each may be:

- Selection (are members handing in stats. or votes post game; disgruntled yet not prepared to register a performance rating on themselves or their team).
- Coaching (are you providing structured training, are you advising players who are in a form slump).
- Practice (do you foster team practice as rinks with skip).
- Attitude / Negativity from bowlers (how evident is the sniping, the energy sappers, the members withdrawing from teams at late notice because they object to who they are listed to play with, or not happy with their new position).
- Culture (what is it you are seeing around the club that is good and bad, and, have you a vision for the club).

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If I was a new recruit, I would ask myself what is the culture I expect at the club?

A successful club in the prime competition league with standards, characters and behaviours that fostered this constant goal.

I expect the culture to be evident in/ by:

Habits of training that reinforced the playing approach for the winning standards.

Everyone knew what it is to win; and we can measure it (process, pressure).

Players of character whose whole being was to motivate fellow team members, be the one others trusted, that others wanted in the team.

Players who invested in the team to make it an even better unit.

Players who would be such magnets as core leadership of the pennant teams I would be desperate to be beside in the team.

Feeling stronger just simply seeing who else is in this team.

I thought I would see a hell of a lot of energisers, players who commit to the team, to the standards, to the preparation we want for a successful team.

I thought the energy sappers, the passive passengers, would be kept low in influence, profile, on the radar.

I wish to know I was around others who when we lost, looked in the mirror (together) and, also could look out and praise others in the team.

Behaviours from leadership that knew to reward, redirect, reprimand accordingly to retain club standards.

Hoping to be in a team that works together to succeed; that when one of us falls short, literally in bowls, the teammates would be there to help (energise) because if you feel and see and hear the strength of that supportive team mate if fortifies that player and then the team.

That is exceptional, maybe a hint unrealistic, but what I would savour if it existed.

One suggestion, though bound to cause confrontation, is to ask members in attendance to put their hands up as you call out each team in the club and ask:

**What could / would YOU do now as a team member of character to counter our demise, relegation, loss, or to influence the acceptable successful standards?**

Boy that would throw them.

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One final thought from me in your role as coach: Maybe see the role of the coach as being the guardian of the team's (club) best interests:

3Rs \_ reward, redirect, reprimand.

**Hope that helps.**

**Lachlan Tighe, 2017.**