

Werribee Bowling Club Selectors



Criteria from July 2020 and Onwards

These new rules shall be applied in selecting teams from the 2020 Season and onwards this has been detailed by Steve Weston Chairperson of selectors for the Werribee Bowling Club April 1st 2020

Aim

The Werribee bowling club selectors are able to achieve the twin aims of **certainty and consistency** then they will have done their job for the upcoming seasons and the bowling club members will be satisfied with the outcomes in achieving pennant flags.

Selectors can do this by:

Developing concise and clear policies, procedures and criteria and communicating these effectively to all Werribee bowlers concerned well in advance of timelines. (This will be outlined at the beginning of the new Saturday Pennant season presentation night each Season)

WHAT WE NEED TO INCLUDE

Selectors should remember 'Brevity is golden' and make sure the guidelines are written in plain English and as clear and concise as possible. So all Bowlers are aware of the new criteria to be in place for the coming season

The guideline should include:

- How the selection will work
- Who is responsible for the selection
- Who to contact about issues
- The event and dates to which the selection applies
- The criteria and how they will be applied
- Appeals rights and processes.

CREATING SELECTION CRITERIA

- Herein lies the dilemma of the Werribee club selector.
- In selecting the best team, the selectors are seeking balance, both in their teams, but more importantly in their selection process to give all Werribee bowlers the opportunity to improve or to be guided through the selection process to build on their strengths and move up to a higher grade of selection.

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EDUCATION & COMMUNICATION

Good and effective lines of communication between selectors and bowlers are vital to the selection process. When the selection policy and process are clearly understood, problems are much less likely to arise. All major decisions from 2020 onwards in communication should be communicated by the chairperson of selectors to the Werribee bowler.

DEVELOPING A SELECTION POLICY

"We will select the teams that will give the Werribee Bowling club the best chance of achieving the best result. We acknowledge that this will from time to time require valuing compatibility above individual prowess. We will offer each bowler in the club the right to appeal the selector's decision."

This will be addressed at a meeting forum on the Wednesday night prior to the upcoming Saturday Pennant game. No decisions will be reversed unless there is a major issue for the upcoming Saturday

REPORTING MECHANISM

The Werribee Bowling Club and other Bowling clubs are often quite different to other sporting organisations in that selectors are often also players, and as such should be concentrating on providing the maximum performance for their team during competition, not on the selection process. Good feedback on your team mates is still important

Therefore, to maintain a selection process with the necessary elements of consistency and certainty, the club will put in place an effective reporting system. Voting cards shall be out of 7, Poor to Very Good, which shall be filled out by bowlers at the conclusion of the days play

Votes are counted in house prior to selection meeting Monday nights thus giving no room for collusion by any members on out comes

Important to note: The selectors may from time to time believe voting from members on the Weekend competition for Most Consistent Bowler has been tainted or votes given incorrectly upon performance on the green. The selectors have the right to approach members on their voting decisions and challenge those members as to why they may have given over and above the normal standard vote in accordance with the voting slip. If no justified reasoning can be given the selectors have the autonomy to alter the members vote's to the average of the 3 members in the team they are playing with, this the selectors believe gives all Weekend bowlers no added advantage in the overall Seasons end result in awarding the trophy.

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THE SELECTION DECISION

How can selectors be consistent with their selections and consistently performing on the green at their best, simultaneously?

In a team sport, the selection elements of **consistency and certainty** are even more valid than in an individual pursuit. A team has the ability to gel into a unit, given time, shared experience and opportunity to improve. The longer a cohesive group are together the stronger the chance of and opportunity for individual improvement will be. The selectors should take this criteria on board as we have seen excellent results from prior years in not tampering with winning rinks and upsetting members

Once the selection process has been completed and the team chosen, everyone will be notified of the result through the club notice board and Team app.

However selectors should make every effort to tell the unsuccessful players why they were not selected. This shall be communicated by the chairperson this will ensure all bowlers are fully explained the reasons for such decisions

Superficially there may appear to be less pain involved in staying quiet by selectors but an open honest policy is a priority to be successful selection committee

Selectors should seek out unsuccessful candidates and inform why they have missed out.

The chairperson in conjunction with fellow selectors should offer, where possible, some constructive feedback.

Constructive feedback shall will

- Ensure that selectors adhere to the objective criteria laid down in the selection process.
- Give unsuccessful bowlers (who may feel aggrieved at missing selection) the satisfaction of knowing their application and efforts were seriously considered by the selection panel.
- Force selectors to give proper consideration to the process itself, thus ensuring constant improvement through continual analysis in the voting system.
- Reduce the strong feeling of loss, disappointment, anger and even grief that some bowlers could experience.
- Reinforce bowlers knowledge of the selection criteria and also their understanding of how that criteria is applied and actioned

It is up to selectors in some decisions to decide the best way to communicate their outcomes to members

Almost invariably, unsuccessful candidates feel a great sense of loss and even grief, when they learn they did not make their chosen team. Werribee Selectors should be conscious of such feelings and take steps in advance to soften the blow.

This should be done by informing non-selected bowlers prior to teams being made public.

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Selector solidarity Conclusion

It is critical to the ongoing cohesiveness of the Werribee Bowling club and to the successful ongoing process of team selection that all members of the selection group remain as one, outside the selection room.

It is divisive and ultimately counter-productive for one selector to say to players, "I voted for you but the others outvoted me".

Selectors should not discuss the minute or personal details of the Monday's process outside the selector's room, and should remain as one. It would be more constructive if the standard answer is

"That is the decision we have made as a group, is based on the information we had at our disposal". If you feel you have been unfairly treated our new grieving process is available to you to peruse in contacting the chairperson.

Bowling Club Selection Committee Meetings commences Mondays 2.30pm through to 6.00pm

- *Correspondence In*
- *Any ongoing issues from Saturday Pennant Results*
- *Counting of Votes by section and sides*
- *Print out of results to be discussed for upcoming Saturday selection*
- *Selection process and all agreed upon*
- *Any phone calls of major section changes to members*
- *Notice Board to be concluded and placed on Notice Board*
- *Advise Werribee Team App to publish*

Steve Weston

Chairperson 2017/2018/2019/2020

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New Selectors Joining the Committee Thoughts for 2020/2021

What is your reason for nominating for the Saturday Selection Committee for the 2020/2021 Season?

What attributes can you bring to the 2020/2021 Saturday Selection Committee?

What are your thoughts on the 2020/2021 season and what can be improved if any?

Are there any new ideas you can bring to the Section Committee for 2020/2021 Season that may be considered?

Any further thoughts or suggestions are appreciated.