

## Selection Issues

### What selection issues might bowlers well keep in mind?

- For club teams, there are sometimes more vacancies than there are bowlers available.
- 'Emerging' bowlers should consider becoming a specialist in a team position for which selectors have continual difficulty in finding reliable candidates.
- Bowlers who rate themselves 'good enough' for selection should consider aspiring to even higher and more reliable levels of ability.
- 'Leading' indicators of form (objective data based on accuracy measurement) are largely ignored or considered risky. 'Lagging' indicators of form (subjective data based on recent scores) are usually considered safer selection tools.
- Selectors may maintain a player ranking based on current and recent performances, which may be supplemented by ratings of bowler combinations.
- A record of success in past events is no substitute for current competitiveness.
- When bowlers are unhappy with selection outcomes, they have commonly been selected for a pennant side lower than a division they aspire to, for teams led by bowlers they perceive as being of lesser ability, or for playing positions that require a narrower repertoire of shots than positions for which they consider they have the tactical experience and shot-playing ability.
- Bowlers, no matter how skilled, should avoid a reputation for 'on-field' and 'off-field' attitude or behaviour that would cause doubt about their suitability for representation.
- Individual brilliance is no substitute for the mutual support and respect within a cohesive team.
- Although the selection process necessarily occurs behind closed doors, bowlers should not be discouraged from approaching selectors and discussing non-confidential issues.

### What components of individual skill might selectors continually monitor?

- **Technical Skill:**
  - Process:
    - Consistent, smooth and grooved delivery for:
      - Average draw shot.
      - Fast shots (or holding greens).
  - Outcome:
    - Draw shot accuracy.
    - Attacking shot accuracy.
- **Mental Approach:**
  - Attributes:
    - Motivation
      - Attitude
        - Representational behaviour.
        - On green cohesiveness.
        - Off green cooperativeness.
      - Dedication to practice, personal planning, goals & self management.
  - Mental Skills:
    - Powers of concentrating and ignoring distractions
    - Control of anxiety and over-excitement
- **Physical**
  - Health & fitness for arduous competition.
- **Tactical**
  - Ability to identify strengths and weaknesses of teams.
  - Ability to identify changing opportunities and risks.

SPBC

RVBA Selection Sub-Committee 2010-2011

Wes Gibbs (Chairperson)

Noel Dobson

Graeme Sinclair

Doug Eddy

Peter Matthews

## DRAFT Shepparton Park Bowls Club TEAM SELECTION POLICY

### **Purpose:**

Developing a Men's Bowling Club Team Selection Policy to provide a transparent selection process

A well developed process will have the following attributes:

- (a) a process that is seen and perceived to be fair;
- (b) members are fully informed of the process; and
- (c) members have a right of appeal.

### **Aim:**

To select teams that will be highly competitive in Pennant competition.

### **Cornerstone Principles (Consistency and Certainty)**

The following are the cornerstone principles that apply to the team selection policy:

- a. Bowling is a club and individual game. Selectors cannot satisfy the wishes of all bowlers all the time. Therefore, it is the responsibility of bowlers to readily accept selected playing positions other than positions expected. However, if a bowler is genuinely aggrieved and can demonstrate that the principle of natural justice has not been met, he can appeal the decision in accordance with the criteria of this policy. Members who refuse to play as directed in a rink position or division will not be selected in Pennant teams.
- b. Where a member's behaviour whilst representing the Shepparton Park Bowls Club (SPBC) in Pennant constitutes conduct considered unbecoming to the sport, this matter will be referred to the RVBA Mens' Section Committee for resolution.

### **Selection Committee**

The Selection Committee is a Sub-committee to the SPBC RVBA Mens' Section

### **Selection Criteria**

While attempting to define objectives to base bowls team selections on it must be recognized that there is a high level of subjective judgment required by selectors. Selectors are subjected to considerable pressure to meet club and individual bowlers' personal expectation. This is not always achievable.

Selectors should select the best players available for each team. However selections must be balanced against the criteria listed below:

- The selectors shall consider team harmony as an essential selection element to develop team spirit so the rink/team can become a competitive unit.
- Selectors should consider players that will be available for the majority of play during the season. It is unreasonable to expect that every player will be available for every game and the practice program during the season.
- Selectors must consider players ability to play under all conditions and play the range of deliveries required for their selected playing position.
- Bowlers who make representations to be raised a pennant grade or team position and there is reasonable potential that bowler could succeed he should be given a number of opportunities to trial at the position during the practice program.
- Selectors will continually review the performance of all pennant teams. Selectors are to discuss performances with the Team Manager and Skips after the completion of the pennant games.
- Selectors may seek reports on the performance of teams from experienced Players who are considered to have mature judgment regarding playing skills where the selectors have insufficient observation time to make an informed judgment of team/rink/player.
- Selectors are to ensure consideration and counselling for those who are not selected and those who may be selected in positions lower than their reasonable expectation. Selectors should also provide constructive feed-back of areas of weakness that need to be improved. Selectors shall in the case where two or more players are of equal ability show preference to the player who has competed in club championship events.

### **Appeal Process**

All bowlers have the right to appeal selection decisions.

Bowlers who feel that they have not been treated fairly should discuss this position with the Chairman of Selectors. If still not satisfied they can exercise their right to lodge a written appeal to the RVBA Mens' Committee advising the basis of his appeal. The written appeal is to be handed to the RVBA Mens' Committee President or RVBA Mens' Committee Secretary, or the Chairman of Selectors.

The Appeal Committee is to review any Appeal within seven days and advise the Appellant the result of the appeal.

Appeals must be based upon failure of natural justice and transparency of the selection process.

Appeals will not be accepted regarding the selectors' judgment except when the principles of natural justice have been breached.

The Selection Appeal Committee will consist of the following members:

Chairman: President RVBA Mens' Committee

Member: RVBA Mens' Committee Secretary

Member: Chairman of Selectors

If the Appeal is lodged by any of the members of the Selection Appeals Committee, then the Chairperson of the Shepparton Park Bowls Club Board will replace the appellant for the Review.