

Newcastle District Bowling Association (Zone 2) Inc.

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ADVISORY COMMITTEE PAMPHLET No 30a

Avoiding Selection Pain

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There is hardly a club today that does not have a formal and readily available Selection Policy. Equally, there is hardly a club that does not have problems surrounding selections – from mumbling around the noticeboard to player desertions.

There are any number of reasons for this. Regardless of the reasons, the bottom line is that the role of Selector is not a popular one and the Chairman of Selectors is on a hiding to nothing.

This, however, need not be the case if Management insists on Consultation, Consistency, Clarity, Cohesion, Care and, most importantly, Communication.

- If your Chairman of Selectors is making ad hoc decisions without consulting the selectors - You have a problem.
- If your selectors can't put a face to the name of the bowlers - You have a problem.
- If your management team or directors are ignorant of these issues – You have a problem.

CONSULTATION: Talk to your team Managers and Skips. Consider implementing a review meeting at various stages of the season, say every four weeks. They know what is happening out there. They know their team's weaknesses and strengths.

CONSISTENCY: If a rink out-performed all others last year, would you really break it up, promoting some members and demoting others? Of course not. Common sense decries this. Yet it happens. Also, remember that you have a legal obligation to act in good faith without bias.

CLARITY: Have a written policy setting out the selection process and criteria. Physically give a copy to everyone who nominates. Don't expect them to read it on the noticeboard. 90% won't. Be transparent and make sure that you are able to point to the criteria when a member queries his or her selection or non-selection.

COHESION: Your selectors and their Chairman must be as one. One person whispering and critical of the others brings the whole process undone. Sure, a selection choice may have seen a split and required a casting vote, but at the end of the day the published result is still the decision of the committee as a whole.

CARE: It is vital that the Selectors are seen to be taking due care that they are making the right decisions. They have to know each players' strengths, weaknesses and potential. They must ensure that they can put every name to every face in the teams. They must have done enough research that they can withstand questioning. If a Selector walking into the Selectors' meeting turns to a lower grade Skip and asks "How did you blokes go at the weekend?" you have a problem.

COMMUNICATION: Communicate your selection policy and process widely and with ample notice. If there's a ripple of discontent, address it immediately before it becomes a tidal wave of desertions. Bring the team in, ask for their concerns and then address the issues, revealing how your decisions were made and why. Similarly, when the teams are posted, place a paragraph at the bottom of the sheet suggesting that anyone with concerns or questions is welcome to address them to the Selection Committee as a whole but is not to harass an individual member of the committee.