

Welcome to the December 2014 (monthly) edition of the coaching column titled '...On Line Delivery' on Henselite's website.

The theme of this column is.....

Facts and knowledge - Leadership

Since 2011, I have re-read and rewritten these leadership aspects below as they keep being viewed by me as dreadfully lacking out there in the bowls world. So here goes again

LEADERSHIP (practically) STATED

- A leader to me is someone who can do (nearly) everything themselves but lets others help them
- People do work, not processes, hence I coach/ lead people (who bowl)
- Ask challenging questions for the others to come up with the answers
- To lead people, walk beside them
- Understand people and involve them to help you meet our / their /my goal
- The quality of leadership determines the success of any (bowls) organisation.
- The qualities others see in leader(ship) include trust, care, vision, reliability, credibility, hope, inspiration, philosophy, values
- my leader is one who passes on the baton as their legacy

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 to coaching, to steer or lead the direction of the squad.

- 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

The BUS (organisational) concept

I want to look at the DESTINATION written on the front of the bus so as to ensure I am jumping aboard a bus being taken in the right direction.

And before I jump on the bus I want it to appear contemporary and be well resourced (fuelled for energy).

Then where I am willing to be on the BUS, for me as a coach, the bus driver, I ask myself

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 the role, take the responsibility

Do we have the right people on the bus in all capacities.

If not is the leadership able or willing to pursue the recruitment of the right people connected to all aspects of a better level of performance?

LESSONS LEARNT ON LEADERSHIP SINCE 2011

Leadership.....

Means taking responsibility and in that sense it is about your ongoing learning and growth, regardless of age;

it means you are prepared to put up your hand;

it means you acknowledge when you err;

it means you accept the consequences from incorrect or misguided decisions and actions;

it means you are a stronger character with a stronger conviction;

it means others see that attribute too;

How do I know this- well I experience it and strive to gain from all and any ideas and action I journey through.

The right ones AND the 'wrong' ones too.

Make your conviction, your leadership, known to all; make a commitment to influence as others will be the beneficiary of that conviction; and in their being the beneficiary you engage them; listening is leading as it helps to engage and then others grow as you do.

What else have I learnt this past year- in walking tall, sharing and enjoying what I do and believe in, others (in this case in bowls and coaching) also are taller than they were before. As one coach said she is now getting warm and fuzzy herself by being able to share and guide others.

Me too.

One reminder, take on the role then take on the responsibility (of leadership); with that increased responsibility comes a degree of accountability which we have to equally accept and adopt.

And that requires another degree- one of honesty, self honesty, a trait so important to all of us first as people, then in the various roles we have, seek, in our lives, sport, business or interpersonal relationships.

Note: My bowls book 'Winning becomes you' is now available from Henselite and other bowls shops. If interested in purchase, contact me direct on email l.a.tighe@bigpond.com or check the Henselite website for details of availability. Or my own website www.lachlantighebowls.com.

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