



Welsh Lawn Bowls Team Managers’ 4-Year Development Plan

Team Managers’ Vision –

We aim with WLB Selectors, to identify new talented bowlers and foster current experienced bowlers. Team Managers will guide, mentor and support selected Welsh bowlers, building on performances at trials, practice days, national and international events. Wales have the potential to achieve and gain podium success at any events, but we need to strive to improve and maintain consistency in our performances at all levels. As Team Managers we are committed and have a strong desire to make an impact on bowlers’ preparation and performances, so that they can achieve their full potential.

Ideally, we believe that Wales needs to invest in a high-performance lead who would be able to develop a high-performance team having access to specialists such as psychologists, physiotherapists, and analytic experts. Aspects of these high-performance requirements have been available in past years for Welsh bowlers but have not been consistently available or accessible. To move forward and build for the future, high performance input would support the success of our bowlers. We understand there will be financial implications needed to support any of these investments, but with this in mind and within the current national governing bodies unifying process, we hope that high performance can again be seriously considered in the coming years by our WLB executive. In the meantime, we will strive to invest in aspects of this planning as part of our Team Manager roles and responsibilities.

As newly appointed Team Managers we will endeavour to support and manage our selected teams covering as much of the bowlers practical, psychological, physical and tactical requirements needed to aid performances on the green. With the goal to create an individualised bowler centred environment which will hopefully lead to individual and team success.



Priorities and Talent Identification-

As Team Managers and in conjunction with the selectors we will have the responsibility for selecting individual bowlers and teams to represent Welsh Lawn Bowls at national and international events. As part of this, we will ensure there is always clear communication and ensuring confidentiality, respect, openness, honesty, and fairness is maintained. Having clear and consistent assessment criteria to evaluate performances in the selection process, talent will be identified using the following key indicators.

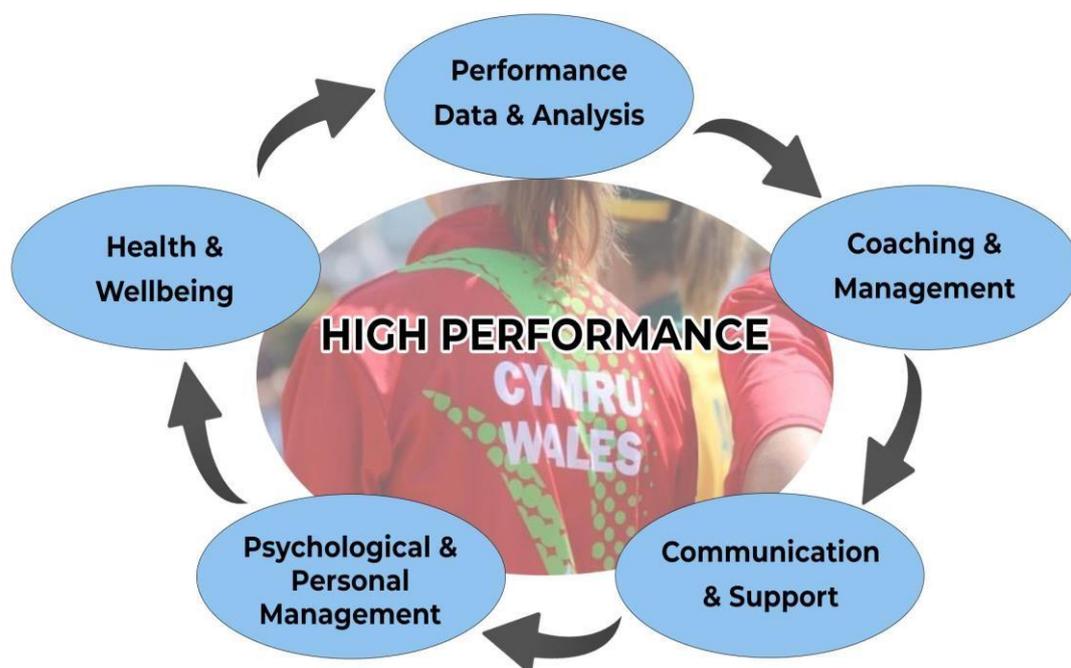


Team Managers' roles and responsibilities in moving towards a high-performance culture-

There will no doubt be challenges along the way whilst we strive to achieve success, but with long term strategies and goals set in place, the focus is to nurture talent while appreciating and realising the complexities of day to day living and balancing a bowling career. The objective is to adopt a clear transparent and accessible performance pathway, which integrates all the requirements needed to support our best bowlers in Wales. Team Managers will aspire to develop selected bowlers through effective governance and professional administration. As Team Managers we will be mindful of all WLB policies with priority given to the Safeguarding, Equality, Anti-Doping and Codes of Conduct for Officers and Players.

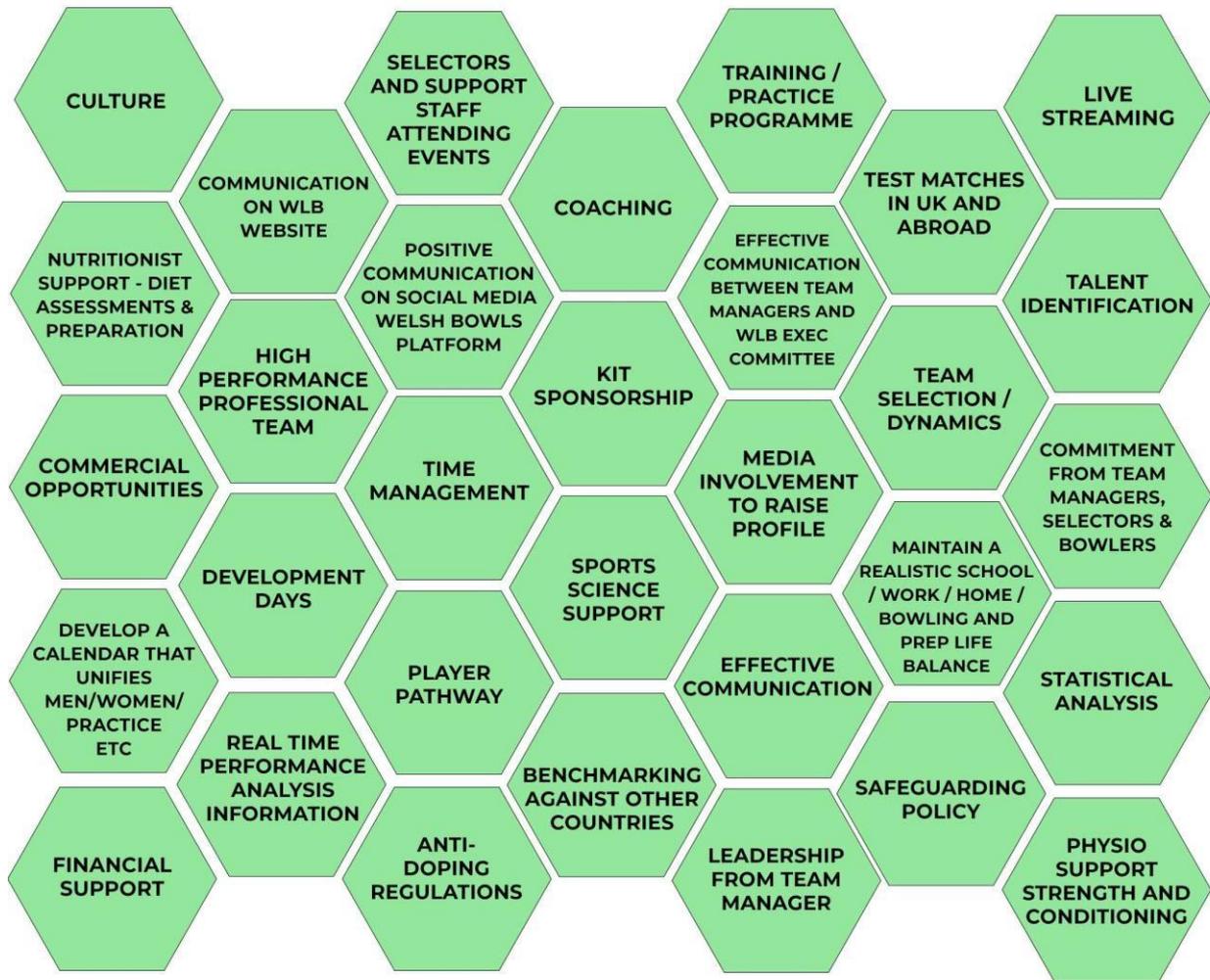
Team Managers will work closely with bowlers selected to identify key areas of support required, setting goals to develop them both individually and as a team. We will also focus on them taking responsibility of their goal setting strategies and strive to balance their home, school, college and work commitments with their bowling requirements. Maintaining their wellness, physical and psychological wellbeing will also be a priority. Our vision is that all bowlers will have the tools and support to be the best they can be and to aspire to reach podium success at international and major events.

To strive for success, the diagram below explains how all aspects are needed to achieve outstanding performances.



Planning, preparation and performances for a long-term vision –

With investment to enable Wales to emulate other countries in the UK and across the world in terms of preparation and performances. The following areas could be addressed to ensure long term sustainability of Welsh bowlers to consistently perform on the pathway to podium success. These will also help to raise the profile of the sport of bowls and our bowlers across Wales.



Player performance from grass roots to podium success-

The aim is to promote and foster the game of bowls in Wales at all levels and with the goal being to bring consistent podium success back to all Welsh international teams. We value the importance of all Welsh bowlers being fully involved in their Bowling Clubs and County activities, having as much competitive game time as possible.

Historically Welsh bowlers have enjoyed consistent success across all championships. We believe to continue to improve our bowlers to achieve, it is a priority to expose them to high quality competition and opposition to enable us to undertake benchmark analysis in all areas to better understand what improvements are needed to ensure great performances on the world stage.

It seems that most of the major championships over the next couple of years for example the World Cup and World Bowls Championship, will take part in the Southern Hemisphere. Therefore, as well as hopefully arranging test match events in the UK, it is imperative in terms of best preparation, we strive to take our teams to compete in a variety of events in the Southern Hemisphere to enable them to adapt to bowling and climatic conditions. This also to ensure that our bowlers can be given quality competitive experience against top opposition in preparation for planned major events and become match ready to aim and gain podium success.

