

Jack₉

Direct to Administrators and Volunteers

New Coach in NSW

Bowls Australia has appointed the new NTC Coach, Jason Stokes. This is not a State Coach but rather a coach based in NSW that will help the elite group of bowlers in the Australian and Australia A squad in NSW and ACT to stay on track with their training. He will also look after the emerging squads and the Under 18 squads.

The new position was created to address the current difficulty of one National coach trying to meet the needs of every elite representative bowler across the country. The position will allow for better contact between bowlers and coaches and should also provide a higher level of coaching.

In an ideal world there will hopefully be some flow-on to other coaches as Jason engages with the state coaching system. Apart from being a terrific bowler, Jason is one of the real gentlemen of the game. He is perfect for that role and will be a terrific influence on all those fortunate young elite level bowlers.

Conditions of play 2012

The 2012 Conditions of play are online at
www.rnswba.org.au

or for sale from our offices at \$5.50 per copy plus postage and handling.

There are changes to eligibility and grading.

100%
Unofficial

Get on board

Welcome to the ninth edition of our Enews Jack.

If there is something that you think needs to be spoken about then please get in touch, we are only too happy to talk about the things you want to talk about.

michael@rnswba.org.au

Michael Beaumont
Development Manager + Editor

Country team

I have no idea how it happened, but I left two players off the list for the City vs Country clash. Paul McKenzie (Dubbo Railway) and Cory Daley. (Park Beach) and good blokes too (sorry)

Good luck to all bowlers playing at Cabramatta on November 12 and 13. I'm looking forward to seeing the new roof over the green out there.

Calling for Volunteers

Energymark is looking for volunteers in NSW. Energymark is a CSIRO initiative offering a kitchen table approach to climate change and energy use and the role that individuals can play in moving toward a new energy future. Community members volunteer their time to facilitate discussion groups, you don't need to know a lot about energy and climate change to participate. Find out more at www.energymark.com.au

Bombarded

With internet news services, newspapers, TV and radio all pumping out news, I find it very difficult to avoid the feeling of information overload. In a world that prizes information it is hard to process the flow into anything meaningful.

Once upon a time I relied on The Bulletin magazine to sort out the important news stories for me. Though I was never completely reliant on it, the magazine did provide a source of quality reporting, good humour and the much needed filter.

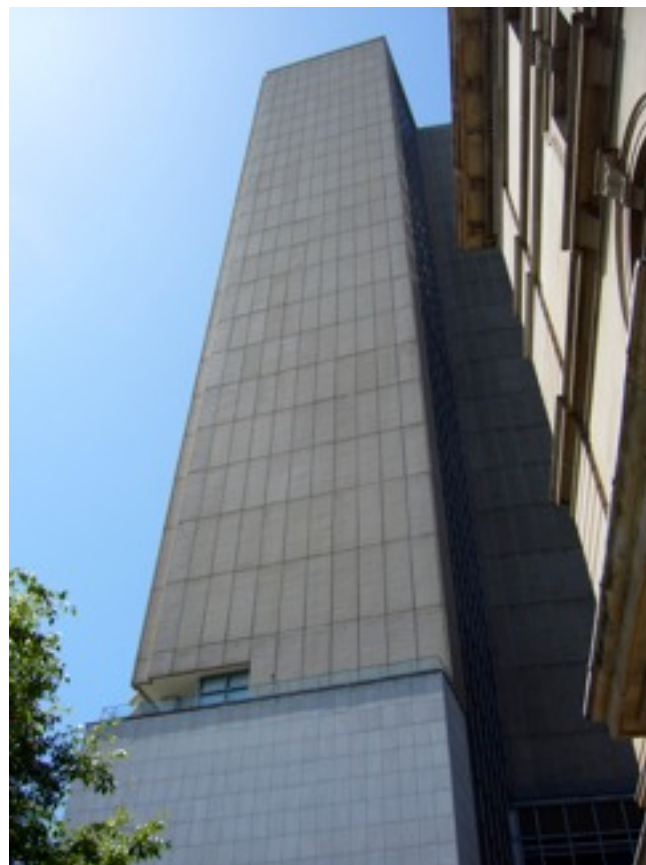
I have recently started reading The Monthly, which seems to have taken off right where the Bulletin left off.

In last months edition, the Monthly contained fascinating articles on law and justice and many well researched articles on a range of interesting people including the great Australian architect Glenn Murcutt, the shock jock Andrew Bolt and the legal eagle Geoffrey Robertson.

I recommend the magazine to you. Please let me know what you think of it.

Right; The AMP building that CEO Greg Helm climbed down in the name of charity. Wow that looks tall!!!!

Below; My wife Anna about to begin her descent of the AMP building, in the name of charity.



We've been tricked

Recent research has uncovered two interesting facts about money. The first; Most people believe that if they had more money they would be happier, and that their level of happiness is directly linked to the amount of money they have.

Second; After interviewing lottery and lotto winners a few years after winning, researchers discovered they were no happier and the winners had come to the conclusion that money and happiness were not linked.

So how can these two statements be true? The conclusion that I drew immediately was a conspiracy theory, in fact it was a range of conspiracy theories.

Most everyone i know really wants to be happier and is working hard toward having more money to help make them happier.

Clearly, according to the latest research, my friends have it all wrong. It turns out that according to the researchers, happiness comes from a variety of sources mostly linked to having a purpose. It's the old chestnut of knowing what it is you want to do and going out and doing it. Who would have guessed?

Effective goal setting

Thanks to the ground breaking research of Dr Edwin Locke in the 1960's (I was still wearing short pants) and the follow up work of Dr Gary Latham which concentrated on goal setting in the workplace, we now have a pretty handle on how goal setting works in the workplace.

Anyone that has done the new Coaches course will be very familiar with SMART goals. For goals to be effective they need to be Specific, Measurable, Achievable, Realistic and Time bound. In addition to these requirements, for goal setting to be a useful motivating tool they need to have 5 additional characteristics; Clarity, Challenge, Commitment, Feedback and Task complexity.

Clarity. The goal needs to be understood, be clear, measurable and unambiguous. Clarity is another way of saying SMART.

Challenge. one of the most important factors of a motivating goal is the level of challenge. People are often motivated by achievement and they will often judge a goal based on the significance of the anticipated accomplishment. Typically rewards are reflected in the complexity or difficulty of the task.

Commitment. Goals must be understood by all parties but more importantly they must be agreed upon for them to have motivating influence. There must be some "buy-in" for their to be any motivating factor. One version of SMART has goals being Agreed and Realistic swapped with Achievable and Relevant.

Feedback. In addition to seeking the right type of goal, an effective goal program must provide an element of effective feedback. Feedback provides opportunities to clarify expectations, adjust goal difficulty and to provide interim recognition. Feedback is crucial in providing participants with clear mini-steps to assist them in completing their goals.

Task Complexity. This is really a two pronged component of effective goal setting. People who work in complex or complicated roles or environments may be overwhelmed by the complexity of the goal unless closely monitored. Therefore it is important to build in sufficient time to complete the task, meet the goal or improve performance. It is also important to provide opportunity or time for the person to learn or to practice the task or skill, as part of internalising the opportunity or skill.

Thanks to www.mindtools.com

Conflict resolution and MPIO courses in NSW

A short seminar designed to provide information and strategies for clubs and associations on how to deal with conflict and unsavory behaviour in the sporting environment will be conducted by NSW Sport and Recreation on 12 October from 6–9pm at the Netball Complex in Penrith.

NSW Sport and Recreation are also holding a Member Protection Information Officer (MPIO) course on 18 October from 5.45–9.45pm at the Park Beach Bowling Club in Coffs Harbour. The course aims to assist the MPIO by increasing their understanding and teaching practical skills to effectively deal with complaint handling, dispute resolution or issues relating to harassment, discrimination and child abuse in sport. For more information on NSW Sport and Recreation's training, go to: www.dsr.nsw.gov.au/training/



Don't print this Newsletter

Ok, you can if you really have to, but the whole idea of the E-news is that people will subscribe and read it online and help save a tree or two. Rather than print it out, send it along to people you know that are also online. Save a tree.

Vale Cedric Smith

The old guard of our game will remember Cedric as the voice of Bowls in its halcyon days of the 70's. I will remember him as a man who loved the game and unflinchingly protected it. With his old-worldy English accent and his lovely old fashioned turn of phrase he was a fixture at everything his beloved Zone 13 were involved with for more than two decades.

It was his express wish that his funeral would be attended by immediate family only, and the news of his passing was delayed accordingly. Cedric will be remembered widely and fondly by the bowls community.

Calming a Boardroom Debate

From time to time Bowling club boardrooms can become pretty heated places. When you are discussing matters close to peoples hearts, emotions and often very raw emotions spill out and become part of the debate.

Rather than trying to run the gauntlet of someone's over-wrought expressions you could try one or a combination of these techniques.

Stay calm and listen. Many people raise their voice and add extra passion to their speech because they feel they are not being heard.

Ask Questions. By asking questions you are not only helping the person to see that they are being heard but you are also providing them with an opportunity to rationally explain their stance and to back up their opinion.

Understand the issues. You will best do this by staying calm and asking questions of course, but if you make a real go of understanding the issues not just the emotion, this may help to diffuse much of the passion.

Provide emotional safety. This doesn't happen overnight, but your boardroom should be a place that people feel secure enough to debate the real issues as well as the emotions behind them. Work toward creating an atmosphere of inclusion and acceptance wherever possible.

Take a break.

Enable everyone to express their views. You may be surprised at the outcome when everyone at the table has the opportunity to state their position.

Verbalise emotion. While board decisions are not all based on emotions, most big decisions have some emotional component and this should be considered. By using real words, emotions can be seen for what they are.

Have protocols in place to fall back on. Having appropriate protocols could save you a lot of pain. If all board members understand the protocols, the little bit of formality may well help to reduce the emotional content.

Know the others at the table and work to establish a working relationship. By understanding the people at the table and making an effort to get to know them a lot of unnecessary pain can be avoided. When you understand what makes people tick, you can often avoid the pitfalls or recognise the signs and duck or weave appropriately.

Don't be a news collector.

Be a sharer, rather than a collector. Too many people in our sport just collect news and information without sharing it. I think it may have something to do with power. We don't want to keep **Jack** a secret so please help us by passing it on to anyone you know involved in the game and ask them to subscribe too. Its free and they can opt out at any time they choose.

Thanks MB

Mirror Mirror

Companies such as Kraft and Adidas could be using facial recognition software to market their products by the end of the year, according to the LA Times.

Digital advertising boards with facial recognition technology will identify the age and gender of the person looking at the ad and then tailor the content accordingly.

State Championships

Soldiers Point Bowling Club hosted the 2011 Greater NSW State Championships, from Saturday 22nd October. Bringing together the Champions from each of the 16 Zones around the state, the State Champions in singles, pairs, triples and fours disciplines were decided over the 8 days of the event. The first event played was the fours (Sat/Sun), followed by triples (Mon/Tue), pairs (Wed/Thur) and concluding with the singles (Fri/Sat).

The Fours was won by the Roselands combination of Ashley Mitchell, Alex Lee, Cameron Curtis and Carl Healey.

The triples was also won by Roselands with Alex Lee leading, Cameron Curtis playing in the middle and Carl Healey continuing his excellent form. It is very difficult to play in back to back finals at this level, but to win two titles is an exceptional performance.

The pairs was won by the Cabramatta combination of Michael Clarke and David Holt. They beat Tony Laguzza and Aron Sherriff in a closely fought final.

The singles crown (or rather hat) was won by the amazing Aron Sherriff (Ettalong Memorial). Since 2000 Aron has played in 16 state finals, 8 in the Juniors and 8 in the Seniors. Aron beat the indefatigable Eric Johannes (Oak Flats) in the final.

The two stand out performers from the titles were definitely Aron and Carl Healey.

Get on Board the Coaching train

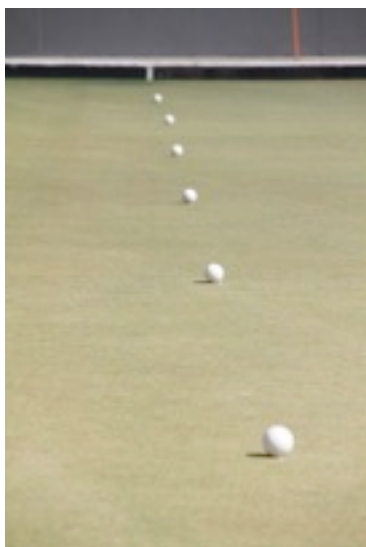
How does your club handle new bowlers? Do you know how to handle first timers at your club on Open Days? Does your club have enough club and Introductory Coaches to handle an influx of new members?

Coaching courses teach the latest techniques in coaching and deal with a range of issues that the old coach education system didn't cover.

To find out more about the new coach education programs, drop me a line on 1300 286 392 and we will try to get you along to one of our seminars.

We are looking for the best, most inclusive coaches to build our sport on.

Get involved today!



Tell me where to go!

Do you have something useful to say? Get in touch, drop me a line here at BowlsNSW or send me an email. Our 1000 subscribers would like the benefit of your wisdom. I won't publish anything that is negative though. If all you want to do is criticize or whinge, you can do that from the comfort of your own home or the "table of knowledge" at your club. If you have an idea or some way that will help clubs and our bowlers to improve, we would all love to hear from you. Michael b

Quotes

Sign on a managers door read.

*Be fired with enthusiasm or
be fired with enthusiasm!*

Doubt grows with knowledge. Goethe

*I don't understand my husbands theory of
relativity, but I know my husband and I know
he can be trusted. Elsa Einstein.*

Study shows Indian Australians experience more racism.

An important finding of the University of Western Sydney's decade long *Challenging Racism Project* is that Indian and Sri Lankan born Australians reported higher levels of everyday racism than other groups of non-anglo Australians or indigenous Australians. In particular, the study found that 38.5 per cent had experienced racism at a sporting or public event compared to 13.8 per cent of Australian born and 23.1 per cent of overseas born.

To assist in counteracting racism, the project team has compiled a list of practical anti-racism initiatives and strategies that local organisations and individuals can use to address cultural prejudices in their own backyards.

For more information go to

http://www.uws.edu.au/social_sciences/soss/research/challenging_racism



Get inspired

Its all very well for people to say you should show more enthusiasm, or get more excited, but how do you do that? I think different people do it in different ways. For some people its a matter of really gritting the teeth and pushing themselves to get involved in things. Some others get it without too much effort.

I get inspired by reading books and watching videos and movies. I thought it might be useful to introduce you to a few new ideas from time to time. Here are two short videos that I reckon are inspiring.

The first one is a performance that should have as its motto, "look after the small things, the little details, and the rest will look after itself." Follow this link. <http://biertijd.com/mediaplayer/?itemid=27419>

The next amazing clip should be sent to every sceptic that has ever said that wind power is not worth pursuing. This amazing man creates the incredible, have a look by following this link below

<http://www.youtube.com/watch?v=HSKyHmjyrkA&feature=share>

Be prepared to be amazed.

Grants News

Experience and Training Grant

Do you employ workers 50 years and over and apprentices or trainees? You may be eligible for \$4950 (Inc GST) to train your mature age workers so they can provide supervisory or mentoring support in your workplace.

For more information see the Federal government website for the Department of Education Employment and Workplace Relations.

www.deewr.gov.au/employment/programs/expplus/employers

Sports Psychology

There is another sports psychology presentation being given by the incredible guys at Condor Performance. This time it's on the Northern beaches of Sydney at Balgowlah / Seaforth. Saturday 26th November 3-5pm For more details you can contact Condor Performance on 9283 1310 or at info@condorperformance.com

Starting your Club Championships

It's coming up to that time of the year again where Club Championship nominations are opened.

To make things clear for everyone in the club, a few simple things should appear with your nomination sheets:

- Any special Conditions of Play that apply for the event (eg who is eligible to enter the minor events)
- The dates that the event are expected to be played (along with a note that the dates may be changed if needed because of weather or District/Zone championship commitments)
- That the play or forfeit rule applies (and how teams may arrange to play games beforehand, by agreement, if applicable)
- The entry fee
- The dress regulations in force (see RNSWBA By-Law 8 for Association Events!)
- Arrangements for lunches if more than one game is to be played on any day.

Having this information available when nominations are called means that everyone should be aware of what is involved, helping to prevent disputes during the competition.

How to get the most out of a conference

There are plenty of conference opportunities available these days in pretty much every capital city in the country. While some people view a conference as a paid holiday, they tend to be the same people that view work days in the same way.

In a recent article in the Corporate Directors magazine there was a list of helpful hints on how to get the most out of a conference. The article was timely as our conference for Development Officers must be coming up soon.

Be on time. The NSW Development team members are all sticklers for this one. **Meet new people.** Surprise surprise, a conference is a great way to meet people that know more than you do. **Don't get bogged down in trivia.** There will be plenty of time later to deal with the details. Be mindful that **others have opinions too.** Always **stay positive.** **Work hard.** **Be yourself and don't over-promise.** Only give your business card to people when invited or needed. Remember to **smile.** Don't canvas for business as many people find it crass. Last but not least **remember to take business cards.**

Contributors

CHRIS GREEN

Chris is a Development Officer with BowlsNSW and looks after the juniors.

MARK WHITEMAN

Mark is a Development Officer with BowlsNSW and runs all the inclusion programs.

ANDREW LYNN

Andrew is the Sports Co-ordinator and supports the permanent committees.

NSW Sports Federation

There is a changing of the guard at the NSW Sports Federation. Deb Kemp has been our fantastic CEO for the last four years and has decided with the impending birth of her 2nd child to pursue opportunities in the family business. At about the same time long time administrative assistant Kris Alisch has moved on too. Cassie Butcher has filled the void in the office beautifully and our new CEO Ross Taylor starts next week. The brilliant education courses and seminars are run by Julie (no change there at all. You can contact the federation to book a course on 81 16 9740