

***BOWLS W.A. ACADEMY.  
ATHLETE INDUCTION MANUAL.***



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## ***BOWLS W.A. ACADEMY COACHES WELCOME:***

***Congratulations on your selection to the Bowls W.A. academy.***

***The academy will provide you with the coaching support, and the opportunity to develop your skills and personnel attributes.***

***As coach of the academy I look forward with enthusiasm, to working with you, and providing the resources and assistance necessary for you to realise your goals and dreams.***

***It is my vision, that in the near future this academy will produce athletes of a standard necessary to achieve selection for State or National representation.***

***Yours Sincerely.***

***Linda Warburton***

# ***BOWLS W.A. ACADEMY.***

## ***STATEMENT OF PURPOSE:***

***“To Provide Western Australian Bowlers  
With A Safe And Supportive Environment,  
Within Which To Develop As A Bowler And  
Also As A Person.”***

# ***CORE VALUES:***

## ***PRIDE:***

- Proud to represent Western Australia
- Pride in your achievements and the way you conduct yourself
- Proud to associate with your teammates, your coaches and officials.

## ***RESPECT:***

- Respect and Treat all PLAYERS, COACHES and OFFICIALS as you would want to be treated.
- Respect yourself, have self worth.
- Respect other peoples rights and opinions.
- Respect that difficult decisions have to be made by coaches and Bowls WA for the good of everybody and not an individual.

## ***INTEGRITY:***

- Be true to yourself and others
- Accept the consequences of your actions
- Do the right thing, even when nobody is watching
- Act morally and ethically

## ***COMMITMENT:***

- **Commitment to the objectives of the academy and the programs laid out by the coaches.**
- **Commitment to seize the opportunity and to listen and learn as a player; physically, technically and mentally.**
- **Commitment to accept constructive criticism in the way it is intended**
- **Accept personal responsibility for the maintenance of your skill levels.**
- **To be aware that there is no such thing as partial commitment.**

## ***EXCELLENCE:***

- **Lead by a positive example with attitude, words and actions.**
- **Support and encourage your teammates.**
- **Ensure skill results are always accurate.**
- **Think big and outside the box**
- **Remove physical and social barriers**
- **Be flexible and readily adapt to change**
- **DO NOT ACCEPT MEDIOCRITY**

# ***WHAT IS HIGH PERFORMANCE?***

- **High Performance Sport is about change: specifically it's about accelerating your rate of effective change faster than your opposition**
- **High Performance Sport is about consistency: it's about being better in your role – everyday – than any of your competitors**
- **High Performance Sport is about never being complacent or resting on your results – it is a commitment to continuous improvement**
- **High Performance Sport is about cohesion – about people working together under pressure and with urgency towards a common goal**
- **High Performance Sport is about innovation and creativity – about seeing things and doing things that no one else will or can**
- **High Performance Sport is about alignment between all areas of the organisation: Board, Management, Coaches, Athletes, Staff... everyone from the person who signs the cheques to the person who checks the signs – one team, one vision**

- High Performance Sport is about passion – it's about drive and enthusiasm and attitude and commitment
- High Performance Sport is about science – it's about integrating leading practice sports science (and sports medicine) into a cohesive, problem solving focused, multi disciplinary, dynamic high performance environment
- High Performance Sport is about living excellence – on and off the field – in public and in private

Wayne Goldsmith (Sports Coaching Brain)

## ***WHO ARE ATHLETES?***

### ***DEFINITION:***

ath·lete

***noun***

A person trained or gifted in exercises or contests involving physical agility, stamina, or strength; a participant in a sport, exercise, or game requiring physical skill.



# ***QUALITIES OF A GREAT “ATHLETE”***

From Dr. Bruce Brown, National Association of Intercollegiate Athletics

## ***CONFIDENCE:***

An **athlete** displays a quiet inner confidence based on preparation, their own and that of their teammates. Confidence is a belief based on your daily work habits and your constant progress. This kind of confidence is contagious within a team, built as athletes subject themselves to tough challenges and practices and see the value in hard work. These athletes develop a “go for it” mentality, become unafraid of failure, and remain confident in “rough waters”. They prepare hard everyday. When success follows, athletes tell you it’s because of the effort they put into preparation.

The **non-athlete** has a false confidence, not built on preparation but on factors they don’t control. Maybe they are blessed with great athleticism. Maybe they think that the team will “carry” them. In either event, they do not put the same effort or attention into practices as do the athletes on the team.

***Having true confidence is a choice***

## ***TEACHABLE SPIRIT:***

**Athletes** want to learn and improve. They bring an enthusiasm for “continuous improvement” every day. They know that correction happens because a coach sees potential in them to get better. They have learned to take correction as a compliment and look at correction as an opportunity to improve. The **athlete** responds to correction with verbal and physical cues that is listening and learning.

The **non-athlete** looks at any correction as criticism, and often responds with an excuse

**Having a teachable spirit is a choice.**

## ***PRIDE:***

The pride of an **athlete** is a shared one. It is found in the “shared joy of the inner circle“, a feeling among team members that no one on the outside can understand. Shared pride involves a desire to become as good as possible for yourself and for your group of teammates. It involves unselfishness, and accountability. Team pride is developed in parts of the game that require more effort than skill, where determination is more important than talent (DIMITT). (Example: “optimistic recovery” by everyone when a ball is lost.)

The pride of a **non-athlete** is self-oriented, often selfish. Such players often develop a “sense of entitlement“, where they think athletic skill should guarantee special treatment

***Developing the right kind of pride is a choice.***

## ***ACCOUNTABILITY:***

The **athlete** is responsible and demonstrates it when they take personal accountability for what happens to them. When things are not going well, they look at themselves first to see where they can act to make a difference. They become a problem solver, better able to cope with stress and more likely to persevere when facing difficulties. They realize that “you are either getting better or you are getting worse”, that if you are not making steady improvement, you are losing ground to those athletes who are.

The **non-athlete** blames everyone, and everything, but themselves when things do not go well. They often fix their focus on things they cannot control rather than those they can.

**Being accountable is a choice.**

## ***COMPETITIVE PERSEVERENCE:***

The **athlete** and great teams are not deterred by bumps in the road. Since they are committed to continuous improvement, they can recover quickly from a mistake and refuse to remain discouraged. Positive, competitive, persevering athletes are “mentally tough”, a quality that allows an individual to remain confident, enthusiastic and positive.

**Athletes**, who are mentally tough, simply cannot have their spirits broken. They can lose to an opponent ten times and look forward to the next rematch. They welcome challenges and look forward to the toughest competitions as tests of themselves.

A **non-athlete** is easily discouraged and allows yesterday’s failures and disappointments to interfere with today. Non-athletes are unable to recover quickly from mistakes.

**Perseverance and positive attitude are a choice.**

## ***DISCIPLINE:***

This is nothing more than focused attention and effort. To be successful individually or collectively, sacrifices involving discipline (“focused attention and effort”) are required. Great **athletes** not only accept discipline, they embrace it for the benefit of the team. They have the strength of character to overcome temptations and pressures and will do what’s right for their team at the moment of truth. Discipline is exhibited by attentiveness, enthusiasm, sportsmanship, respecting authority and personal responsibility. Because they display “athletic integrity“, disciplined athletes are better teammates. They are reliable and trustworthy, are always there for their teammates. For a team, discipline can be the characteristic that sets them apart and gives them an edge.

The **non-athlete** chooses self-indulgence (“I’ll do what I want”) over self-control and only thinks of discipline in terms of punishment.

**Accepting discipline (“focused attention and effort”) is a positive form of teamwork. It is also a choice.**

## ***TEAM FIRST:***

Teamwork is a rare gift that allows ordinary people to attain extraordinary results. The process of becoming a good teammate is a decision based on attitude, specifically the choice of interdependence over independence. The **athlete** intentionally puts the needs of the team ahead of themselves. They will **NEVER LET THEIR TEAMMATES DOWN.**

They understand that everyone on a team can have different roles that together can make the team stronger. On a great team all roles have equal value, and great teams are made up of athletes who have given up the quest for individual glory, who willingly and wholeheartedly commit themselves to the team effort. Sports provide many individually satisfying memories, but for the true athlete, nothing can compare with the memories built from being part of something bigger than yourself.

The **non-athlete** is a selective participant, looking to satisfy their own needs first by being selfish with their effort, attention or behaviour.

**Putting the team first and not letting your teammates down in any situation is a choice**

# ***Bowls WA Academy Squad:***

## ***Role:***

- To support identified talented athletes to reach their potential through high performance pathways and programs delivered in Western Australia

## ***Objective:***

- To instill a High Performance attitude in players who are committed to play at the highest level
- To allow players who wish to improve, a surrounding free from negative attitudes
- To demonstrate to the Australian Selectors that Bowls WA is serious about winning National Championships and giving individual players the opportunity to push for National selection.
- To have a fluid coached squad in Western Australia 12 months of the year

# ***Bowls WA Academy Coach:***

The Bowls WA Academy Coach will be appointed by a selection panel appointed by the Board of Bowls WA and they will be responsible for all members of the Academy Squad.

The Academy Coach will be encouraged to incorporate the assistance of other coaches, current State players and former State players to provide Academy Members with an enhanced experience.

The number of years the Academy Coach shall be appointed for at any one time will be at the discretion of the interviewing panel based on the coach's presentation at the time of the appointment.

The appointed coach shall be a part of the Bowls WA Academy Selection team.

## ***Bowls WA Academy Player Selection Panel:***

The Academy Selection Panel will be made up of the State Selection Panel Chairperson and the Bowls WA Academy Coach.

The State Selection Panel Chairperson will consult with all State Coaches and State Selectors on their views during the year.

## ***Selection to the Academy:***

Priority selection will be given to bowlers who have the potential to represent Western Australia within 3 years. This will include but not limited to players coming out of Under 18 squads, Country Enhancement Weekends, State Novice Championships and Major events in Western Australia.

- A player's ability to commit and desire to play at a high level shall be a major selection consideration.

- **Players are to be reviewed and evaluated every 6 months by the Bowls W.A. Academy Coach**
- **Players who are currently or have recently been removed from State Squads or Teams may be sent to the Academy Coach to undertake specific training as set out by State Coaches or Selectors. They will not necessarily join the Academy Squad but will work with Academy Members to achieve specific outcomes as set out by the State Squad Selection Panel.**

## ***Athlete Contracts:***

**To be modeled closely on the existing State player contracts, with the proviso that termination can be enacted by either party.**

## ***Athlete Induction:***

**All players selected for the Bowls W.A. Academy will undergo an induction session at the commencement of their program.**

**The induction session will be conducted by Bowls W.A. Academy Coach and the Bowls WA High Performance and Talent Development Coordinator.**

## ***Academy Squad Attire:***

**W.A. Academy Squad members may or may not receive an Academy Shirt depending on sponsorship arrangements.**

**Should shirts be available the attire will remain the property of the academy and returned when a player ceases to be a member of the squad.**



**Note: Players will be required to sign for their attire, on receipt, and return.**

**(Records of distribution and return will be maintained)**

## ***Athlete Coaching Programs:***

**The main thrust of the academy is to provide selected athletes with the best possible on-green & off green high performance support. To underpin this requirement, The Bowls W.A. Academy coach will generate a program designed to:**

- (A) Evaluate each individual athlete's skills and attributes.**
- (B) Identify areas that require attention.**
- (C) Provide in conjunction with the High Performance and Talent Development Coordinator, sports science resources to support the athlete's possible future inclusion to a state or national squad.**
- (D) Provide both individual & collective skill acquisition modules to improve both individual and team-based performances.**
- (E) When possible provide competition to demonstrate the need to understand the attributes required in such areas as, game plans, tactical awareness, and team dynamics, associated with representative level competition.**
- (F) Maintain concise individual records of coaching undertaken, progress attained, areas that require attention, and athlete evaluation interviews conducted.**

A post review of all coaching sessions will be conducted to ascertain (what worked and what didn't) Coaching programs will be constantly evolving as the academy matures, and to accommodate changes in State and National policies.

## **Mental Skills Commonly Used By Elite Athletes While Achieving Their Peak Performance**

- *Imagery*
- *Goal setting*
- *Thought control strategies*
- *Arousal management techniques*
- *Well- developed competition plans*
- *Well-developed coping strategies (used when distracted or faced with unforeseen events)*
- *Pre-competition mental readying plans*

## **Elements of Mental Toughness**

- *Inner motivation*
- *High standards*
- *Self-to-Self Comparisons*
- *Chunked down goals*
- *Linking present with future*
- *Personal involvement*

# ***ATTRIBUTES OF ELITE BOWLERS\****

- **Highly motivated person.**
- **Understands, and is committed to, personal priorities to be an elite bowler**
- **Has a coach capable of servicing their goal to achieve.**
- **Trusts the contribution and honesty of the coach to evaluate their progress.**
- **Train regularly, and, with a purpose.**
- **Challenged to learn, to experiment.**
- **Has inherent sporting skill.**
- **Instinctive competitiveness/killer instinct.**
- **Acceptance that mistakes/losses will occur.**
- **Has a goal(s) that is written down as a reference.**
- **Works hard in training and in competition.**
- **Know their current technical skill and the skill required at various levels.**

- **Works at improving “PB” in technical skill development**
- **Applies training to mental and tactical skill development.**
- **Applies game plans based on training.**
- **Disciplined to avoid social games in lieu of prioritised events.**
- **Selected in teams, capacity to be a strong character for/within the team**
- **Has a calendar of events scheduled and to aim for.**
- **Honest in self-analysis of their skills, performance, progress & their personality.**
- **Honest in analysing their competition performance.**
- **Honest in acknowledging/hearing what else he needs to do to be at elite level.**
- **Contented, happy personality.**

**\* Lachlan Tighe**

# TIPS TO STAY MOTIVATED.

- **HAVE A MISSION**
- **FOCUS ON GOALS**
- **DEVELOP ACCOUNTABILITY**
- **MIX IT UP REGULARLY – Planned variation in the training volume**
- **HAVE OPTIONS; for variety and exclusiveness**
- **FORGIVE YOURSELF – It's ok to have off-days. BE POSITIVE NO MATTER WHAT**
- **DISCOVER BALANCE WITH YOUR LIFE SITUATION – Organize your life, simple as that**
- **CUT THE NEGATIVE, GROW POSITIVE**

## MENTAL SKILLS TRAINING:

Sports psychology is often quoted as making the difference between someone who is good and someone who is a champion, giving you that little extra edge to put you ahead of your opponent. All good sporting performances come from being well prepared, mentally as well as physically.

**The Bowls W.A. Academy will be focusing on maximising your potential by providing workshops to develop mental skills that everybody already possesses but don't know it, or do not know how to use it to their advantage. Workshops covered may include but are not exclusive to:**

- **ASADA – Drugs and Alcohol in Lawn Bowls**
- **Goal Setting**
- **Confidence, Self-Belief & Optimism**
- **Concentration and Focus**
- **Nutrition/Hydration**
- **Arousal Management**
- **Handling Pressure**
- **Positive Perfectionism**
- **Imagery/Visualisation**
- **Resilience**
- **Motivation and Commitment**
- **Sport Intelligence**



## **“Let’s Get On the Bus”**

**Our Academy has a metaphorical “bus” and you should all aspire to obtaining a seat.**

**Why; because it only carries so many passengers and the seats are hard to buy. To purchase a seat on the “bus” you must have the right currency. The currency consists of; Dedication, ability, willingness, good behaviour, and ambition. This is the only currency the ticket sellers (Selectors) will accept. Once you obtain a seat you can get off the bus at any time, but remember that there exists a long waiting list and you may not get your seat back.**

**The bus has one driver (Coach) and mechanic (Bowls W.A.) who makes sure the “bus” is heading in the right direction and is kept in good condition. It’s a pretty comfortable “bus”, rides well, and is exciting to be on...**

***The “Bus” of course is the Western Australian High Performance and Talent Identification Structure. I hope you decide to save up the currency and obtain a seat to ride with us to one of its exciting destinations.***

# ***BOWLS ACADEMY CONTACTS.***

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