

One club as one team



Bowdon Hockey Club
Selection Guidelines

Introduction

Our mission is to provide a competitive experience that inspires excellence, promotes good health, develops character, and builds strong relationships that strengthen our club and community. We recognise a broad range of abilities and commitment among our members. We strive to provide ability-appropriate coaching and competition within the constraints of time and resource.

Our environment – one that is fair, safe, and open to everyone, creating a sport experience that will celebrate personal and team achievements. We are committed to an enjoyable and fair environment that develops self-confidence alongside the skills to make everyone's game better.

We seek to place players, with similar desires and abilities together to maximize their enjoyment and development. This commitment begins with our Player Selection Process.

Although competition and the desire to win is an important element of any sport, when good sport is sacrificed for winning at all costs, we lose something special. To achieve this balance, we are committed to creating an atmosphere and environment where we

- develop our members how to compete to the best of **their** abilities. If everyone is **their best**, the performances will be the best and the results will take care of themselves.
- develop sportsmanship, fair play, pride, and achievement
- have respect for all those involved, teammates, coaches, opponents, referees, and officials
- provide a competitive sport experience that is enjoyable and rewarding for all
- foster an understanding of the importance being a positive role model, at all ages and contribute to improving the quality of the club

Selection Process

We are a team sport and so we need to reflect the nature of varied positions, team spirit alongside the level of opposition, when we make selection. As part of the 'one club as one team' vision, we may occasionally also need to place the club needs before a team's needs or the team needs above the player needs. However, in most situations, we will select players for teams based on their player qualities below.



We are aiming to create environments that allow players to develop and use the **correct techniques for the right situation under pressure.**

We are keen to develop players who can **read the game** and place a high level of **individual accountability** and responsibility, **to make good decisions** on and off the ball and **help others** do the same.

The game is fast and dynamic, and we **strive to create teams who can play collectively to achieve this.**

Our Approach to selection

The ultimate goal of this player selection process is to provide players with the best possible experience in an environment where they can grow as players and people. Our ambition is to have a consistent, fair, and transparent process that identifies the level of play that is most suited to players **at a particular moment in time** in order to place them on an appropriate team, best suited to their abilities, ambition and level of commitment/availability, alongside the needs of the club and teams.

Players (especially juniors) develop physically, emotionally, and mentally at different rates and this needs to be taken into consideration when placing players on a team. Players who play on teams that exceed their technical abilities, speed and desired level of commitment are more likely to have a negative experience and leave the sport. While players (and parents) may be upset in the short term if they are not placed on a team at their desired level, in the long run, it will facilitate their continued development, love of, and participation in, the sport if they play with others of a similar ability.

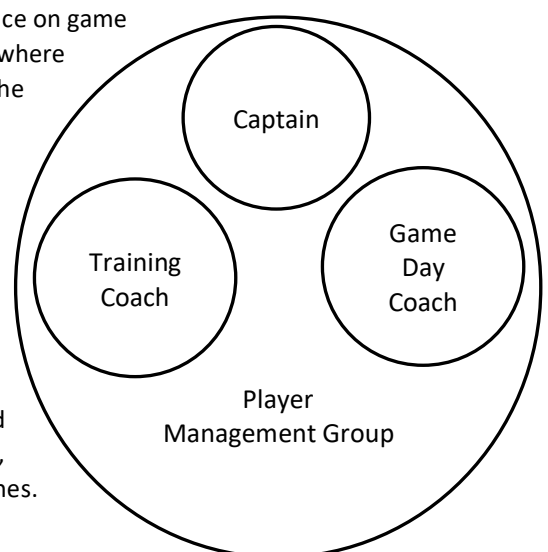
Our approach to Player Selection is designed to promote excellence and to inspire and develop all players in a way that is consistent with our vision. Furthermore, we are committed to developing club for the entire community that supports and develops all players fairly.

Selection will be made around a player's qualities (based on all five areas of the skills model) and the positional needs of the team. In some instances, the needs of other teams and the club may be prioritised.

In the first instance input will be shared about the performance on game day from the captain or captains' group, manager, or coach (where available). For all home games additional input will be from the home game coach. All home games will have a designated coach to support the ongoing development of all our teams across the club. The added value is the nominated coach can observe all players every home game, adding to our consistency and selection decisions. Finally, player development and attitude through training sessions will also be part of the selection process.

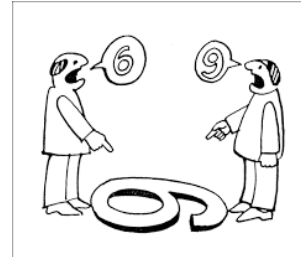
The ambition will be to inform players of selection by the end of the last training day (Women-Wednesday, Men-Thursday), to allow conversations to be had between captains and coaches.

Player's, please plan ahead and notify captains of your availability (normally at the end of the last match, but no later than their training night).



Things can get Tricky!

Selection is part of competitive sport, and we are developing a strong framework for player progress to be observed. At the end of the day, **selection is opinion**, we all have something to say, but with the framework we can **start to give clear rationale to our decisions**.



For selection decisions that lead to a player being moved into a team below their regular team, we will strive to communicate this in person (and with parents where necessary) or over the phone. We will always look to give honest feedback, based on the player qualities model (Teamship Skills, Game Understanding, Skilled Actions, Physical Capabilities and Mental Skills) in relation to a decision and your next steps.

Please remember. A lot of thought and time will have gone into any selection decision. **You** can only be responsible for **you**!



Reflect honestly

Don't compare yourself to others, as every player has a different composition of player qualities, each game requires different approach and qualities, and players develop at different rates.

Don't chase the number, understand that improvement is success, and every game is a learning opportunity around the complete player qualities.

Get back up after a fall, speed bumps are good for your development.

Accept opinions gracefully and show 'different'.

And remember the club must get 14 senior sides out every week alongside a full junior programme. Play your part in developing, one club as one team.

It is advised that you take some time to reflect on any selection decisions and if after reflection you wish to discuss further, then please connect with the Section Management Group.

Gatekeepers



Our captains, managers, player management group and coaches are the main gatekeepers in a player's journey. **Without our gatekeepers, competitive sport doesn't happen.** Our gatekeepers are mainly VOLUNTEERS, working together as much as time allows to create a consistent and accurate picture of our members and often investing significant time. The player selection process is robust, and we equally want to make sure they are not under unnecessary pressure.

There's a lot to what they do that **you may not see or hear.** There is a lot of communication between as many invested people as possible, and decisions **are rarely taken in isolation. Selection is opinion,** we all have something to say, but with the framework of what we want to achieve on the pitch we can now **start to give clear rationale to our decisions.**

Players

Please support our gatekeepers and the decisions they make. Again, taking time to reflect and look at the context of club, team, and your personal development. Players need to understand that ups & downs are part of development and take personal responsibility. If you have a question about your progress, **just ask** the captain or coach about it, but you must be prepared for the answer, as we will endeavour to be honest with our decisions.

New players

Our club ambition is designed to give people the inspiration and means to leverage the many benefits of sport to instill character, strengthen our communities and increase our opportunities for excellence. We aim to not only create the right conditions for people to promote the benefits of sport, but also to connect with others looking to do the same. We are an open members club, who welcome new players to enjoy the benefits of being in a sports club and a team sport. For players 15 years+ the Section Management Group will make the initial decisions on new players and the squad selection. As a very successful club we have many junior players, so for players under 15 years the Junior Management Group will make the initial decisions on new players, and then pass on the squad selection decisions to the relevant Section Management Group (see our club website for current Section Management Teams).

All new members will be treated in the same way as an established member, and all players must be clear that with any sports club, this can mean that selection is fluid. This player selection process is intended to make the decisions fair and transparent for all our members.