



GLENELG DISTRICT CRICKET CLUB

JUNIOR LEADERSHIP DEVELOPMENT FRAMEWORK

INTRODUCTION

Leadership is an important part of any team or squad. Leaders are not always the best players and leaders are never more important than any other player in the team. Leaders care for their team mates and will do everything to assist their team mates and the team to be their best. Not all players wish to become leaders.

We aim to build leadership across the GDCC junior cricket program and ensure we provide a consistent approach of “leadership without a title” in developing the capability of all the players in our program. We want to give every player the opportunity to be a leader. However, there will be players who fill the important roles of Captain and Vice-Captain for all our teams:

- Academy Team;
- Under 13;
- Under 14;
- Under 15.5;
- Under 17;
- Under 18 Shield.

This document serves to outline the activities we want to see from our Captains and Vice Captains as well as the activities we want to see from others in the squad who demonstrate leadership qualities.

SELECTION PROCESS

During the pre-season programme, the coaches of each squad will assess the players to work through who will be suitable to undertake the roles of captain and vice-captain(s) for the upcoming season. Key areas coaches will consider are as follows:

- *An understanding of the game and ability to support team mates to develop and play their best in training and game day;*
- *Understand strategy of the game to ensure they are capable to set fields, work with their bowlers in game situations as well as understand and apply strategies against the opposition. This is particularly important in having a balance of positive and supportive leadership combined with strategy around the game to support the team;*
- *We do not see Captain as the Best Player in the team but a leader of the Team. Someone that helps the team to be their best.*
- *A leader;*
 - Brings the squad and team together – thinks team first before self;
 - Encourages their team mates, is inclusive and works hard to support his team mates;
 - Sets the example for others to follow – both on and off field including training, during the week and leading up to and during game day;
 - Is prepared to take lead to take warm ups, take a drill or demonstrate positive and proactive leadership in a game;
 - A positive role model with their voice and their actions;
 - Others respect and listen to and isn’t afraid to challenge all of us to be better; and
 - Cares for the club, its values and what it stands for.

The coaches of each squad/team will work together prior to the first game to recommend the captains and vice-captain(s) with the decisions being endorsed by the Junior Coordinator and Coach Coordinator.

KEY ACTIVITIES OF OUR CAPTAINS AND VICE CAPTAINS

The overall leadership approach we are looking for from our leaders to ensure we are following the GDCC values is as follows:

- **One Team** – talk to and include all players as one team – find ways to be inclusive and involve everyone in the team
- **Show** – role model the behaviours and actions on and off field that are detailed below for both training and game day
- **Connect** – be the connection and represent the playing group to the coaches and other volunteers
- **Perform** – Perform the functions of a leader including leadership activities but also ensure they understand and apply the game sense around cricket strategy needed to play various forms of cricket through the season.



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Training

- **Pre-Training** – Arrive, shake all coaches hands; move around the group and check in with players and coaches around the weekend's game – get to know your team mates and show them that you care; phones away across the whole squad to ensure we are focused; drink bottles and gear in the nominated area where we warm up, not everywhere; Help set up balls, wickets, cricket aids and cones and encourage the entire squad to do the same; undertake warm up lap with other players; actively use your voice to be a positive role model to the squad; positive talk to team mates;
- **Start of Training** - Participate in team discussions for feedback and thoughts; address the squad regarding expectations for training including goals and outcomes as well as debriefing the last game; – what we did well and what we need to work on; no mucking around or talking while coaches are talking; actively lead warm up including taking lead with dynamic warm up activities and skills/craft work; mix in different parts of the squad rather than warming up with the same people you know from school or socially;
- **During Training** – Set the example for intensity of training – train as you play; Run or assist with drills at training; Ask coaches and assistant coaches whether you can assist with anything during training; Encourage team mates particularly those that may be struggling with the challenging aspects of training; and feedback to the coaches on what is working well and what we could improve from our training.
- **End of Training** - Help pack up balls, wickets, cricket aids and cones and encourage the entire squad to do the same; Shake all coaches hands at the end of training;

Game Day (Home or Away)

- **Pre-Game** - Encourage our squad to be on time; get the team up and about once we switch in to game mode – positive voice, lots of talk and encouragement; shake coaches and assistant coach's hands at the start of game; phones away to ensure we are focused; lead the warmup activities; shake opposition player's hands before the game; shake umpire's hands before the game; toss the coin before the match;
- **Start of Game** - Speak to the team before the match; lead the team out of field;
- **During Game** - Lead by example with your voice and body language; play your role and help others put the team before themselves; set fields and work with bowling unit to ensure we play with good strategy; help ensure we implement the team game plan and structures; apply game sense and cricket strategy in the field ensuring we rotate our bowlers; set the fields with bowlers and encourage team mates; support teammates from sidelines when our team batting; display positive body language to team mates – keep the team united and together; speak positively and do not criticize; focus on teaching and helping team; make sure we demonstrate the spirit of cricket and be good role models as a team for GDCC;
- **End of Game** - Shake opposition player's hands; shake umpire's hands and "Thank"; use rubbish bin in change rooms (don't leave rubbish on the ground or floor of change rooms); and feedback to the coaches around what we did well and what we could improve for future games; speak at the club presentations with support from coaches;

LEADERSHIP PROGRAM

GDCC will be undertaking a leadership development program for all captains, vice captains and other players who aspire to be leaders in our junior program. This will be undertaken through monthly leadership workshops held at the club through the season from November to April each year. Topics will be provided to all players in advance along with some pre-reading materials and pre-work to maximise the engagement before each workshop. We believe that this leadership development is unique and will ensure all players who hold leadership roles now and, in the future, will be supported and set up for success.

REVIEW AND CHECK IN

The coaches will regularly check in and provide feedback to the leadership group for each team on what is working well and what can be improved in relation to leadership development. This will happen through face to face conversations throughout the season.