

THE PRINCIPLES OF EFFECTIVE TEAM SELECTION

The following is an outline of some key aspects that Canterbury Sub Unions coaches need to consider to ensure we achieve our overall aim of selecting the best players for our representative teams and assisting them with their long term development.

These are not in an order of precedence, as they are **ALL** seen as being vital to achieving our aims

1. List all available and eligible players.
 - 1.1 Formulate a rankings list of those players and revisit it often as you observe players during the selection process.
 - 1.2 Establish possible team, including best xv, possible reserves, impact players, goalkickers, leadership, captaincy.
2. Decide on Selection Criteria. Include
 - 2.1 Is he/she a starting player
 - 2.2 Good team member
 - 2.3 Versatility, can he/she cover more positions.
 - 2.4 What are his/her key qualities?
 - 2.5 Who are your leaders ? Consider several players for leadership roles. It isn't simply a matter of picking a captain. Captaincy is only one part of leadership within the team.
3. What are the key qualities required for each position, based on the Game Plan, and Vision for the team. (You can obtain a number of Positional Responsibilities and requirements lists from your Rugby development officer.) These are excellent references and support for your opinions on players.
4. Do you select players to fit the game Plan or do you fit the Game plan to the players? In simple terms both arguments are acceptable to some degree. Is it appropriate for the level I am coaching? You as the coach need to clarify it in your mind which one you are going to emphasize.
5. The Sub Unions policies on selections. Ensure these are communicated to you and understood.
 - i.e. Development v Results
 - Equitable playing times
 - Management of boarders or double registered players
 - Expectations of clubs
 - Expectations of parents
6. What are my own philosophies and what effect will these have on team selection.

7. How will we communicate ALL aspects of our team organization and activities?
 - 7.1 Announcement of team and communication to players, clubs, of selection or non selection.
 - 7.2 Notify non selected players as to why they were not selected. Especially important.
 - 7.3 Pre season/programme meeting or communication with players and parents to outline the programme and expectations of players
 - 7.4 Accurate team lists and regular correspondence on the programme

8. Off season development Programme requirements and availability.
 - 8.1 Attend the Off season programme activities
 - 8.2 Provide information on players to assist with long term development
 - 8.3 Play a meaningful role in the Development programme

9. End of programme requirements
 - 9.1 Accurate player /team profiles for Sub Union /Union
 - 9.2 Season review and Recommendations for future
 - 9.3 Complete player rankings lists
 - 9.4 Attend End of season reviews

10. The NZRU Principles of Rugby Manual contains some excellent notes on the Selection Process which can be obtained from your Rugby Development Officer.

This contribution is from a selection debrief for North Canterbury coaches undertaken by the Canterbury Country R.D.O. Lee Golding. Thanks for the input Lee.