

Hong Kong Lawn Bowls Association

Debtors Outstanding List as at 10/3/2014

Club	Due Under 30 Days	Due 30 to 90 Days	Over 90 Days	Total Amount
ABC	800.00	320.00	0.00	1,120.00
AYFP	1,440.00	1,440.00	29,520.00	32,400.00
CCC	3,520.00	0.00	0.00	3,520.00
CdeR	4,640.00	0.00	0.00	4,640.00
CELBC	1,120.00	0.00	0.00	1,120.00
CLBC	1,520.00	0.00	0.00	1,520.00
CLP	720.00	560.00	480.00	1,760.00
CSD	480.00	320.00	5,170.00	5,970.00
FC	1,660.00	0.00	0.00	1,660.00
FSLBC	1,280.00	80.00	0.00	1,360.00
GBLBC	2,880.00	0.00	0.00	2,880.00
HEGSC	720.00	0.00	0.00	720.00
HKCC	0.00	0.00	800.00	800.00
HKSAP	240.00	0.00	0.00	240.00
IRC	1,440.00	0.00	600.00	2,040.00
KCC	2,160.00	0.00	0.00	2,160.00
LBTC	880.00	0.00	3,050.00	3,930.00
PDLBC	1,360.00	1,120.00	0.00	2,480.00
STSA	1,840.00	0.00	0.00	1,840.00
TKOBC	2,400.00	3,280.00	0.00	5,680.00
TMSA	4,540.00	5,120.00	8,890.00	18,550.00
TPLBC	1,200.00	0.00	0.00	1,200.00
USRC	2,880.00	0.00	0.00	2,880.00
WISC	1,360.00	1,440.00	0.00	2,800.00
Total	41,080.00	13,680.00	48,510.00	103,270.00



Wise-Link CPA Limited
智匯會計師事務所有限公司

26/F, Times Media Centre,
 133 Wanchai Road,
 Wanchai, Hong Kong.
 香港灣仔
 灣仔道133號
 匯豐中心26樓

Tel: (852) 2723 0385
 Fax: (852) 2739 7032
 Email: audit@wiselink.hk

Date: 5 February 2014

Hong Kong Lawn Bowls Association,
 Room 2010 Sports House,
 1 Stadium Path,
 So Kon Po,
 Causeway Bay, Hong Kong.

Attn: Mr Cheung Yuk Fung, Vincent

Dear Sir,

Re: ANNUAL RETURN TO THE LEISURE AND CULTURAL SERVICES DEPARTMENT
 FOR THE FINANCIAL YEAR ENDED MARCH 31, 2013 (PAGE 27 - REVISED)

After examination of additional information provided and representation made by your chairman, we hereby enclose "page 27- Revised" of audited accounts for your approval, in which "the marker fee" is described as "Travel allowance for marker".

We are also instructed to send to LCSD the reason for the above-said amendment together with "page 27-Revised" for its record purposes

Should you have any questions, please contact our Mr. Giles So or Ms. Carrie Fan at 2723 0385

Yours faithfully,

For and on behalf of
Wise-Link CPA Limited
 智匯會計師事務所有限公司

Authorized Signatures

Encl

Prorata for Breakdown of Programme Expenses for a Programme Submitted by LCSD

NAME OF NSA: HONG KONG LAWN BOWLS ASSOCIATION 香港草地滾球總會

Breakdown of Programme Expenses for Programmes

Submitted by the Leisure and Cultural Services Department for the year ended 31 March 2013

Name of Programme: Youth Novice Lawn Bowls Competition
 Category: C010 Local Competition
 Date of Programme: 10 & 17 March, 2013
 Venue / Destination: Ap Lei Chau Sport Centre - Indoor Lawn Bowling Greens
 No. of Athletes: 50

Description	Actual Expenditure Breakdown	Amount (HK\$)
(Original Allocation : \$5,188) (Revised Allocation : \$5,250)		
(A) Expenditure to be met by LCSD		
I. Board & Logistics		
1. Accommodation		
2. Air Fare		
3. Other Items		
Sub-total:		
II. Staff Remuneration		
1. Umpire Fee	\$71 x 10 hrs	1,340
2. Organizer Fee	\$74 x 20.5 hrs	1,517
3. Travel allowance for Markers		2,900
Sub-total:		5,757
III. Printing & Publicity		
1. Printing		403
Sub-total:		403
IV. Event Related Expenses		
1. National Venue Charges (MVC)		1,068
Total Expenditure met by LCSD (A):		8,882
Total MVC (B):		8,042
(B) Expenditure Met by Sponsorship/Donation/Contribution from the Association/Other Resources		
(C) Expenditure met by Sponsorship/Donation/Contribution from the Association/Other Resources		
1. Uniforms		
2. e.g. Souvenirs		
Total Expenditure met by Sponsorship/Donation/Other (C):		
Total Programme Expenditure (A)+(B)+(C):		12,924
(D) Income		
Estimated Amount		
1. Entry Fee (\$40 x 50 pair)		2,000
2. Admission Fee (\$)		
3. Donation from Umpire		487
Total: (\$)		2,487
(E) Total Subvention Granted by LCSD		
Deficiency of Expenditure met by LCSD over Income (A) - (D):		4,385
Maximum Subvention Level (E) #:		85%
Maximum Subvention Amount (A)*(E):		5,850
Subvented Expenditure #:		4,385
Savings:		875

Please refer to Annex 2 of the Auditor's Guide for the maximum subvention level for the respective category of programme.
 * The "Subvented Expenditure" should be (i) the deficiency of expenditure met by LCSD over income, or (ii) the maximum subvention amount, or (iii) the revised allocation, whichever is the less. If there is no change to the original allocation, the revised allocation will be the same amount as the original allocation.

If there is significant variance between the estimated and actual expenditure / income, (i.e. >25%), please explain. No significant variance found.

Hong Kong Lawn Bowls Association
Council Meeting on 10 March 2014 at USRC

Notes from VP National League

Triples League 2013

The result in website is Final. Congratulations to the winners.

Premier League 2014

Fixture is to be approved.

All rescheduled games should be fixed by League panel recommended next premier league to start on 26 Apr.

National Championships Panel Report

Case Report

1. Pinky Chan (KCC) did not turn up without any notice given to LBA at the Champ of Champs Day 1 schedule on 1st March. Explanations have been sought and received from KCC. It will be referred to the Panel for action in due course.
2. Esther Yu (STSA) and Terry Kung (HKFC) enquired separately about their eligibility for novice pairs 2014 after their winning in national pairs and fours respectively on the finals day. They were advised that they remained eligible as entries closed before they lost their novice status.
3. WSC which originally entered 5 names for the Women's Aitkenhead Fours including a player in the "reserve" box enquired if the named reserve which was an original entrant could play skip in her first match. The Panel confirmed the original entered reserve could play skip. The panel noted that at least two other teams utilized the originally entered reserve as skip. Note that Aitkenhead is the only competition included in the bye-laws which allows entering a reserve in the entries form. This generated ambiguity in the application of Clause 6.7 of the bye-laws. The panel will study options to eliminate any ambiguity in future.

National Championships/Competitions Results

1. Men's National Pairs 2013 – Ken Chan and Noel Kennedy (KCC)
2. Women's National Pairs 2013 – Esther Yu and Eva Hui (STSA)
3. Men's National Fours 2013 – Kenny Tam, Terry Kung, C.T. Wong and S.K. Ng (HKFC)
4. Women's National Fours 2013 – Rita Tsui, Grace Chu, Priscilla Lam & Hanna Ha (HKFC)
5. Mixed Triples 2013 – Lee Pik Lin, Philip Chan & Sunny Chan (TMSA)
6. Men's Novice Singles 2013 – Gilbert Lau (USRC)
7. Women's Novice Singles 2013 – Liu Wai Ying (AYFP)
8. Mixed Pairs 2014 – Camilla Leung and Danny Ho (HKFC)
9. Men's Aitkenhead Fours 2014 – Philip Chan, Simon Tam, Raymond Chan & Leo Li (TMSA).
10. Women's Aitkenhead Fours 2014 – Ada Lam, Karen Lam, Cheryl Chan & Joyce Cheung (AYFP).
11. Note that prize money was distributed to eight top finishers in each section of the Aitkenhead commencing this year.
12. Thanks to Irene Leung, USRC Convenor for presenting the trophies and her assistance in the venue and catering service on National Championships Finals Day at USRC on 23rd Feb.
13. Thanks to D.H. Chu, FC Convenor for venue of Mixed Pairs 2014 semi-finals.

Champion of Champions 2013

1. After two rounds of matches at CCC, KBGC & KCC on 1st & 8th March, the finalists are P.T. Lee (CLP) and C.Y. WONG (KBGC) for the men's section and Vivian Yip (HKYDT) and Emmie Wong (HKFC) for the women's.

Forms Issued

1. National Fours 2014 entries form issued on 6th Feb.
2. Ronson Au Mixed Fours 2014 entries form issued on 24th Feb.
3. Prize-money / trophy selection form for 2013 season issued on 28th Feb.

Walter Kwok
VP National Championships

HONG KONG LAWN BOWLS ASSOCIATION

Selection Report for Dutch Open 2014

Dear All Convenors

Please find the HK team selection results for the Dutch Open for your information and reference.

10 men and 11 women showed their interest and applied to represent HK in the event. The selection results are as follows :

	Men	No. of Vote	Vote for Reserve	Remarks
1	RAYMOND HO		1	
2	LI MING SUM		1	
3	BERNARD LEUNG	4		Selected
4	STANLEY LAI		1	
5	ARTHUR LAM			
6	SIMPSON CHANG			
7	LYNDON SHAM		3	Reserve 1
8	BOSCO LI		2	Reserve 2
9	AARON KOO			
10	MICHAEL CHEUNG	4		Selected

	Women	No. of Vote	Vote for Reserve	Remarks
1	HELEN CHEUNG	2		Selected
2	ANGELA CHAU		1	
3	ALICE LEE			
4	TAMMY THAM			
5	DOROTHY YU	2		Selected
6	IRENE CHOW		1	
7	EMMIE WONG		2	Reserve
8	FLORA WONG			
9	SANLIA WONG			
10	TIFFANY LAU			
11	CHERRY TSOI			

The report will be tabled for your sanctioning at the Council Meeting on 10 March 2014 at USRC.

Vincent Cheung
Chairman of Selection Panel
HKLBA

5 March 2014

China Open 2014

- Estimated Budget (HKSI subvention)

as at 3/3/2014

Venue : Zhengzhou, China
 Period : 17-23 March 2014 (7 days)
 Event dates : 18-22 March 2014 (5 days)
 Officials : Team Manager - Mr. Warren Kwok
 Players : 8 persons
 Total : 9 persons

Items :	Estimated Expenses (HK\$)
1 Airfares \$2182 x 3 pax + \$2332 x 6 pax	20,538
2 Airport transfer \$200 X 9 pax	1,800
3 Insurance \$117 x 9 pax	1,053
4 Meals Allowance for Players a) Lunch \$80 x 1 day x 9 pax b) Dinners \$100 x 2 days x 9 pax c) Supplement of drinks \$20 x 5 days x 9 pax	3,420 720 1,800 900
5 Entry fee (RMB9000/team) \$11,400 x 2 teams	22,800
6 Overseas internal transport	1,000
7 Overseas fax & telephone	300
8 Uniform a) Track-suit \$305 x 2 sets b) Shirt \$75 x 3 pcs + \$76 x 2 pcs c) Trousers \$230 x 6pcs d) Fleece jackets \$200 x 9 pcs	4,167 610 377 1,380 1,800
9 Laundry \$30/day x 4 days x 9 pax	1,080
	56,158

Lion City Cup International Lawn Bowls Championship 2014

- Estimated Budget (HKSI subvention)

as at 4/3/2014

Venue : Singapore
 Period : 27-31 March 2014 (5 days)
 Event dates : 28-30 March 2014 (3 days)
 Officials : Team Manager - Mr. Danny Ho
 Players : 3 persons
 Total : 4 persons

Items :	Estimated Expenses (HK\$)
1 Airfares \$2520 x 4 pax	10,080
2 Airport transfer \$200 X 4 pax	800
3 Allowance for Team Manager \$200 X 5 days	1,000
4 Accommodation for Team Manager \$1000 X 4 days	4,000
5 Insurance \$164.75 x 4 pax	659
6 Meals Allowance for Players a) Lunch \$110 x 1 day x 4 pax b) Dinners \$160 x 2 days x 4 pax c) Supplement \$20 x 3 days x 4 pax	2,200 440 1,280 480
7 Entry fee (\$\$1500 per country) S\$1500 x 6.2	9,300
8 Overseas internal transport	1,000
9 Overseas fax & telephone	300
10 Uniform a) Track-suit \$442 x 2 sets b) Shirt \$75 x 1 pc + \$76 x 4 pcs c) Trousers \$230 x 8 pcs	3,103 884 379 1,840
11 Laundry \$30/day x 3 days x 4 pax	360

32,802

World Cup Indoor Singles 2014 - Estimated budget as at 7/3/2014

Venue : Wanlia, Australia

Period : 6/4 -17/4/2014 return (12 days)

Event dates : 8-16/4/2014 (9 days)

Players : CL Fung & Tammy Tham (2 persons)

Expenditure :	Estimated Expenses (HK\$)
1 Airfares & Departure tax \$6030 x 2 persons	12,060
2 Accommodation (provided FOC)	0
3 Insurance \$300 x 2 persons	600
4 Airport transfer \$200 x 2 persons	400
5 Meals \$1480 x 2 persons	2,960
6 Overseas internal transport	500
7 Overseas fax & telephone	200
8 Uniforms	1,528
a) Trousers \$230 x 4 pcs	920
b) Shirts- \$76 x 3 pcs + \$75 x 1 pc	303
c) Track-suit \$305 x 1 set	305
9 Laundry \$20 x 10 days x 2 persons	400
10 Visa (provided by the travel agent for free)	0
	18,648

Proposed Discipline and Appeal Panel name list (2013-2014)

(as at 5/3/2014)

Discipline Panel	
Chairman	Vincent Cheung
Officers	Claudius Lam
	Mike Worth
Members :	Nick Cuthbertson
	Nick Grimshaw
	David Tse
	Glyn Davies
	Mark Taylor
Appeal Panel	
	Stewart Kavanagh
	Patrick Chu
	Mike Dowie

HONG KONG SPORTS INSTITUTE
香港體育學院

Elite Training Programme Evaluation Report
精英培訓活動評核報告

Sport 運動項目: Hong Kong Lawn Bowls Association

1. Programme 活動名稱: Junior Squad Overseas Training Camp
2. Period 日期: 2-8/2/2014 3. Place / Venue 地點/目的地: Malaysia
4. Name of Coach / Athletes / Official (Name and Title) 教練/運動員/工作人員(姓名及職位):

Coaches 教練: 2 persons
WAN Hang Yee
KWOK Chi To, Herbert

Athletes 運動員: 11 persons
TANG Ho Yin
SHAM Wang Yin
LI Ho Man
PO Ting Jun
YUEN Hok Hin
KOO Shin Jee
CHEUNG Tsz Yau
CHAN Ming Yi
LAU Yan Ting
YEUNG Ki Yuk
TSOI Cheuk Yi, Cherry

Others 其他: (Please specify)

5. Objectives 目標: 是否達到預期目標? Yes 是 No 否
Reasons for not meeting targets 未能達到預期目標原因:

6. Budget and funding source 預算及撥款機構: s. 189,660
 Elite Vote ASDF NSA Others: IASS

7. Arrangements & Supports 安排及支援
- | Area / Item (項目/類別) | Excellent 極好 | Satisfactory 滿意 | Fair 一般 | Unsatisfactory 不滿意 |
|---|--------------------------|-------------------------------------|-------------------------------------|--------------------------|
| Training & Competition Venues 訓練及比賽場地 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Transportation, Board & Lodging 交通、食宿、聯絡 | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Information, liaison, coordination & logistical support 資訊、聯絡、協調及支援 | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Organization and Arrangements of Event 活動組織及安排 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| On-Field Support 臨場技術支援 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

6. Overall Evaluation of Hong Kong Team and Effectiveness of Programme 評核活動/訓練之整體效益:
It aroused our athletes' desire to enhance their skills & their awareness of the importance in change of attitude during training & competitions. They started to plan for their goals (or review their goals) & work out how they can achieve them.

7. Other Remarks (Areas of merits / for improvement, Technical Support, etc 一般評語(可取/有待改善之處, 技術支援等):
Should review the dates of training – find better period which will not clash with local tournaments in Malaysia or their squad's training camp.

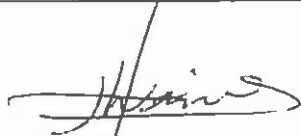
8. Achievements 成績 (Elite Coaching Departments, please attach results from EIAPS 精英培訓部門: 請由 EIAPS 下載成績)

Competitions / Events 比賽 / 項目	Achievements 成績				
	Athletes 運動員	Person 名次	No of Teams 參賽人數	No of Countries 參賽國家	EVs/ans 精英資助分

9. Evaluation / Assessment / Comments on Performance of Individual Athletes 個別參賽/受訓者的表現:

Athlete 運動員	Performance Target 比賽/訓練目標	Evaluation on Performance against Expectation / Area for Improvement 評核運動員表現/有待改善之處
CHAN Ming Yi	Fine-tune delivery form: enhance verbal communication skills with other teammates	Improved a bit but it meets our expectation as the training related to these aspects is only 4-day; follow-up training in HK is required.

LAU Yan Ting TSOI Cheuk Yi, Cherry	Enhance self-confidence & verbal communication with teammates	Improved. esp. Lau: follow-up training in HK is required
Yeung Ki Yuk Sham Wang Yin Yuen Hok Hin	Enhance Self-confidence	Meet expectation
TANG Ho Yin LI Ho Man PO Ting Jun KOO Shin Jee CHEUNG Tsz Yau	Enhance self-confidence & arouse their desire to be champions in national/international competitions	Achieved but need further guidance in setting goals stage by stage with reasonable time frame



Signature of Coach 教練簽署

(Name 姓名:)

**Delete whichever is not applicable 請刪去不適用者*

4 March 2014

Date 日期

***HKLBA squad
Consulting coach Report: February, 2014***

HKLBA Squad program in Melbourne 8/2/2014- 22/2/2014

Hello Heron, Walter, Rita, Danny, Arthur & Leona (and Chooie)

SUMMARY

Last August I suggested that HKPursue a HP culture, structure, personnel, resources for an outcome of all that combined effort occurring in 2016. Don't expect too much beforehand.

And at the time I urged HK to document everything.

Then you will know where you have been (history) where you are (present) where you are going (future) which helps to know where you need to be. If you did not do that documentation, don't expect to succeed, don't even refer to the system as HP because it is not; HP is excellence.

It is not HP until you state it, write it, read it, circulate it, share it, apply it, review it, revise it, then...and maybe then it is rewarded.

Last July I made recommendation to you at HKLBA in point form to

- establish a HP (high performance) committee by the end of 2013
- establish a calendar for a 3 year period to the world championships 2016 that includes
 - setting timelines and guidelines of action for the HP committee
 - Selecting a squad of bowlers for that period
 - securing a consultant coach(s) at various times over that period, or
 - Appointing a national coach within that period
 - Devising a schedule of national squad training camps for that period
 - Identifying national events squad members to compete in that period
 - Identifying international events for HK representation in that period
- develop programs to raise the skills and opportunities for all personnel
- increase the funded support from all sources to meet that skills and opportunities outcome
- Include the very promising juniors now, 2013, in senior squads to expose them to the intensity level necessary at international level
- Set performance targets for all international events and circulate target detail to squads

Based on these points, I see real progress in the space of 6 months. Well done.

DETAIL

A schedule of daily activity for the February fortnight in Melbourne was drafted and provided to HK before the squad departed and it was adhered to with some slight alterations. I provide my observations (in random listing) under two headings – satisfactory factors, areas for improvement

SATISFACTORY FACTORS,

- AO arrangements and player performances
- Awareness of required bowls skill to succeed in profile events like AO
- Awareness of HK domestic events being profiled more for better international players
- Training schedule wide ranging and intense and varied by differing local attendees
- Reaction of host clubs
- Appointment of Rita, Danny
- Management from Walter
- Competitions provided to HK – AO, Fitzroy triples, Bundoora premier league team
- Bowls skill of all players
- HK squad model representatives for the country in all settings
- Meeting with BA chief to seek support
- Meeting with BA head coach to share approaches and future developments

HKLBA squad
Consulting coach Report: February, 2014

- Use of Elbows & other coaches to provide a wider spectrum of training approaches – Pappa, Danny, Barry, JR, Chooie
- Use of Elbows squad as fellow teammates in AO or other events and their capacity to provide me with feedback on the HK squad – Bear, Sam, Maddi, Maryanne, Snelly, Deno, Neville, Chicken, Peter F;
- Opportunity for coaches to be made aware of training conducted overseas
- Trip should provide motivation to players and coaches for their future
- Introduced new networks for the benefit of the HKLBA
- An appreciation of the standard required for future player members of the HK squad
- Overall willingness to learn from all involved with the HK squad

AREAS FOR IMPROVEMENT

- Practical application of Dr Chan's topics – simulate training to reinforce the topics he has covered – motivation, anxiety, goals, self confidence, concentration, imagery etc – which in effect was part of what I did in many training settings;
- Don't view hard work as intensity- the Alphington program highlights intensity is about standards; hard work may be too much long work;
- Did not appear to me to be a stated objective for the trip
- No communication with me about the content and outcome of daily debriefs held here
- My role, and Choo too, quite vague, and even how we performed in the role was never mentioned;
- I handed over a SELF APPRAISAL document for bowlers to be given to players and would see it as an important source for feedback for the HK coaches to compare their view of players with the player's own appraisal (I assume the document was seen to be adequate);
- Coaches be seen to take more practical training programs as too preoccupied note taking;
- Confidence from national coach to develop her role, her squad, her coaches
- Need to develop objectives for players and coaches in both training sessions, and, events
- Game plans/ objectives for all events- winning is an outcome not a plan
- Specific role/ duty of consulting coaches in the future
- Players, with the coach's support, to pursue a spirit of adventure beyond simply rote learning; even though all in HK squad are so keen to learn – explore, enjoy, initiate, be inquisitive, thrill with the new skill learning.
- Priorities- competing in Amsterdam has no HP competitive value in comparison to coming to AO or even NZ as you did this time: use your funds wisely.

Finally, many thanks for the enjoyable experience and the fact my squad colleagues were able to enjoy playing, training and coaching with your squad.
It was our great pleasure to have you here in Melbourne.

Lachlan Tighe, Elbows squad coach,
February 26 2014

*HKLBA squad
Consulting coach Report: February, 2014*

HKLBA Squad program in Melbourne 8/2/2014- 22/2/2014

Hello Heron, Walter, Rita, Danny, Arthur & Leona and last but not least my sifu, Lachlan.

Well done HKLBA to have progress so quickly since July 2013. It is a big step forward in making this AO trip possible. Keep it up!!

A big congratulation to the HK team especially to the players who managed to stay alive for 4 rounds for it was not easy to play in a knock-out competition right from the start of the tournament.. considering the totally different green surface and playing environment and the level of mental toughness involved.

A big thank you to Lachlan for his hard work in getting things organized in Melbourne.

He is well known in bowls in Australia and his networking has given the HK team a taste of variety in terms of future networking, bowling, green surfaces and training experience.

I sincerely hope this AO experience will help the HK attendees to 'grow and mature' as an international bowler.

My role was to assist Lachlan (who has been my mentor since 2002 and still is) and Rita.

Rita and I had chats mainly on my coaching experience and sharing of views on the training sessions conducted.

Discussions with Danny was mainly on his new role...as a coach and how different it was as a play...how this AO experience has opened up a new perspective - from coach's stand-point .

I had the pleasure and honored that some of the bowlers consulted in me during off-green hours on bowls as well as other aspects of sports science.

When Heron made contact with me via email.....I have forewarned him that he should not expect too much because the AO is a tough tournament.

The MAS team competing for the first time in 2005 (with wild card entries into the main draw) only had 1 player advancing into the singles semi-final, losing to NZ..Sharon Simms . But Siti Zalina was already a world class bowler then.

I also made known to Heron that the NSC of Malaysia does not expect the team to achieve all the time especially if the objective is for international exposure.

It may be expensive but necessary and good investment. Training alone without international tournament exposure will not suffice to develop a solid team.

HKLBA squad

Consulting coach Report: February, 2014

The reminder written and sent by Lachlan is most apt concerning HP” Pursue a HP culture, structure, personnel, resources for an outcome of all that combined effort occurring in 2016. Don’t expect too much beforehand..... And at the time I urged HK to document everything. Then you will know where you have been (history) where you are (present) where you are going (future) which helps to know where you need to be. If you did not do that documentation, don’t expect to succeed, don’t even refer to the system as HP because it is not; HP is excellence. It is not HP until you state it, write it, read it, circulate it, share it, apply it, review it, revise it, then...and maybe then it is rewarded.”

I see the 'AO experience' as a step towards this...

Please find below my personal observations, an add-on to Lachlan's list.

- A great management team, very cohesive and professional but at the same time ...very approachable/friendly.
- Walter Kwok :- In all my years as a coach, he was the best manager I have encountered.
- Rita Shek:- Firm, objective and very committed in her role as coach.
- Danny Ho:- Worked well with Rita and complemented Rita well with his experience.
- Rita and Danny : Very eager to learn. On the green, they endured the cold and heat with the athletes all the time....I like this!
- Arthur Yiu:- Carried his role well in helping Walter and the coaches too.
- Management set some rules to follow on their daily routine, every member needed to adhere including the management team, therefore there was no double-standard...this is a real team to me.
- Management managed well therefore the athletes only needed to concentrate on training and nothing else.
- The bond between management and athletes -very good. Always willingly helped each other out on and off the green. I am also impressed that the team moved as a team at all times!...all these are exceptionally good for building a great team. (small details but equally important!)
- Management was strict about discipline and addressed issues immediately. The use of IT - a whatsapp group created for communication was a very intelligent move...also makes communication transparent.
- It kept me in the loop as early as the team's preparation 1 month prior to the trip...to me this spelt commitment and team work even before the team left for Melbourne. Team = Together (management and athletes) everyone achieves more!
- On the green athletes were hardworking and very willing to try new routines.
- As in any team there will be some who wants to excel more than the rest...I saw the 'hunger' in Kevin, Tony, Vivian, Adrian and Simpson. Please bear in mind this is only my personal observation. And it does not mean that the rest are not trying.

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- Treat athletes as individuals with different level of skills and abilities. Every individual learns differently therefore it incurs a lot of patience, perseverance and time on the part of the coach.
- As Lachlan said to me "Live up to your own expectations". Do the athletes have their own expectation? What are they...are they in-line with that of HKLBA? The coaches need to find out and then nurture them.
- Having said that we must remember we are 'human' first therefore make allowances for mistakes...no matter how silly..we all have bad days.
- Athletes must also be allowed to be 'themselves' in order to let their creativity grow.... " Lachlan - explore, enjoy, initiate, be inquisitive, thrill with the new skill learning."
- Watching with a purpose - When no longer competing in the AO..athletes were assigned to watch a specified rink to collect stats...a debrief was conducted later:- In my opinion...they made excellent observations and they were able to suggest steps needed to improve the match they watched. Therefore I hope they realised the rationale of keeping stats of their bowls during practice and matches in order to identify one's strengths and weaknesses. Siti Zalina and Safuan Said felt that keeping stats kept them more focussed and they were able to concentrate better and not easily distracted. In team events, the MAS team used the stats in matches debrief which made them more objective and thus eliminated finger-pointing.
- Regimental training involves a lot of repetition - athletes must learn to enjoy and appreciate such training (not just finish it earliest possible). There is no shortcut to be excellent...its repetition and repetition and repetition until you get the perfect shot!! It can be fun and definitely high intensity.
- We must be reminded that learning is best when training in a fun environment but it does not mean forgoing discipline and intensity.
- Instructions need to be repeated - should not be taken for granted that the athletes should know. Coaches need to reinforce this at least until it has become a habit. Therefore coaches need to repeat and remind the athletes. (Lachlan - This is kind of an Asian Culture..at least to me)
- Re-emphasis Lachlan's point - 'winning is an outcome not a plan'. I used to tell my MAS team ..'Just do your best and winning is a BONUS' It helps take off pressure and one can only give your best. If that's not good enough then it is back to the drawing board!
- HK athletes must have the mindset that there is more than one option to a 'head' and there is no 1 correct answer (therefore do ask which is the correct shot to play) but the best shot which is up to the bowler couple with a few other aspects to consider.
- Athletes must learn to believe what they see... you cannot adjust the green but you can adjust yourself, the stance, position on the mat, etc etc...therefore you need to be a thinking athlete.

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- Training sessions are devised to simulate real game situations, therefore athletes must have the discipline to use these during matches eg..playing the min. and max. length.
- Game plan and team meeting during matches...athletes need to execute these as a goal to towards improving themselves as elite bowlers. Good is not good enough...especially internationally...you need to be better than good..excellent will be best! (Everyone is a good bowler therefore to don the national colours you need to stand out.)
- Retrieving short bowls...not only tedious but seemed like time-wasted but hidden behind this exercise is DISCIPLINE & MIND SET...do you have it to be the BEST!!!
- To re-emphasize on Lachlan's view on... practical application of Dr Chan's topics - motivation, anxiety etc etc...like him, Rita and Danny can incorporate these in their training sessions since there is a financial constraint in using the services of Dr Chan.
- Make use of the SELF APPRAISAL document for bowlers given by Lachlan - sit with the bowlers if you have too - Lachlan and I interviewed the bowlers individually in 2002 - time consuming but well worth it!
- Another Asian Culture - seldom speak out and not easy to break away from rote learning ... in my opinion we use the 'middle way' meaning use rote learning but at the same time encourage the bowlers to - " explore, enjoy, initiate, be inquisitive, thrill with the new skill learning"... it is not easy for I have been there. (The MAS team too do not offer feedback unless spoken to individually).
- Like Lachlan I sincerely hope this AO experience - should provide motivation to players and coaches for their future. To HKLBA - an appreciation of the standard required for future player members of the HK squad
- I must also say that there was overall willingness to learn from all involved with the HK squad.

Finally, thank you very much once again for your trust in me and also the opportunity to work with Team HKC. It was an enjoyable and great experience for me to be able to work along-side my sifu, Lachlan once again and not forgetting his private squad, ELBOWS.

YH Choo aka Chooie

March 10 2014