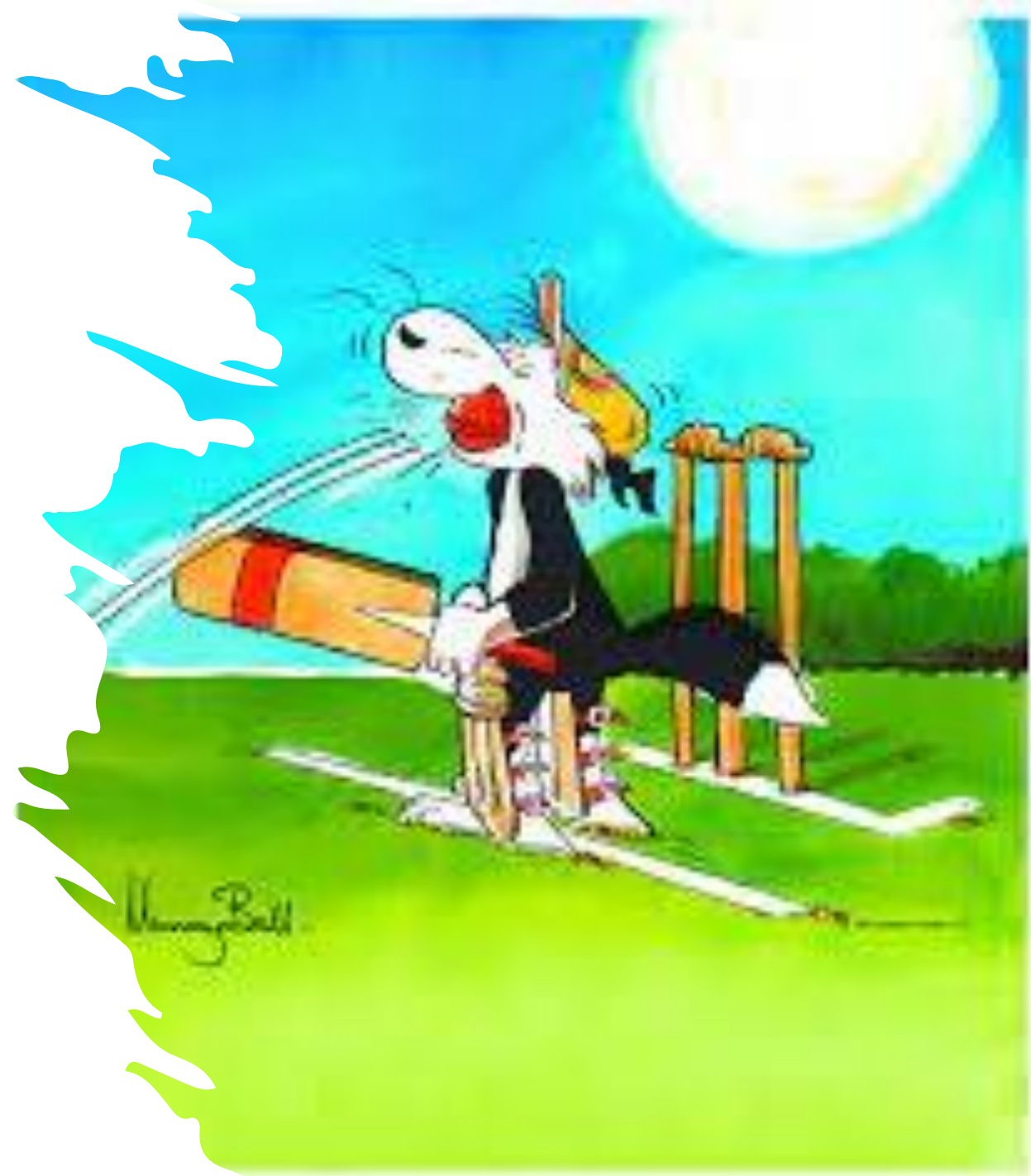


CRICKET

Its more than just a
GAME



July 2023 – The journey always starts with an idea!



Values Based Approach toward Performance

Presented by Barry Hislop
Physical Education and Performance Coach

BH46 - A mosaic of personal reflections
Sharing Knowledge – Skills – Attitudes
Values in Action

Create the power of imagination and creativity to expand our opportunities
- BH46

Habit 1.
Be proactive

Storyline

Values Based Approach toward Performance

BH46

Knowledge – Skills – Attitude – Aptitude, sharing with an intent to service those with the desire to discover oneself and be stimulated to a continuous learning with a “Growth Mindset”

Values: He tangata, he tangata, he tangata.
It is the people, it is the people, it is the people.

Courage, Comradeship, Loyalty, Commitment, Professional



RNNZ 17886

New Zealand

BH46

My story

I am hard working, conscientious and possess a high level of interpersonal skills and leadership ability. I approach my work with a high standards, commitment, professionalism and a keen sense of humour. Possessing good communication and organisational skills I am able to develop strong relationships with a variety of groups (be they in the public or private sector) and with my flexibility and adaptability I am able to maintain key relationships. These qualities along with my organisational and problem-solving skills ensure quality results are delivered.

Work Hard - Do your best in ALL aspects of your LIFE



Belief

Habit 2.
Begin with the end in mind

The key is others **believing in YOU** - BH46

That through collective leadership and values by giving support, coaching and mentoring we can become the bridge to expand the talents of others to understand their world and create a safe environment to explore their boundaries

BH46





The vista maybe different, but the expected outcomes will be the same K.S.A. - BH46

Pam Davis

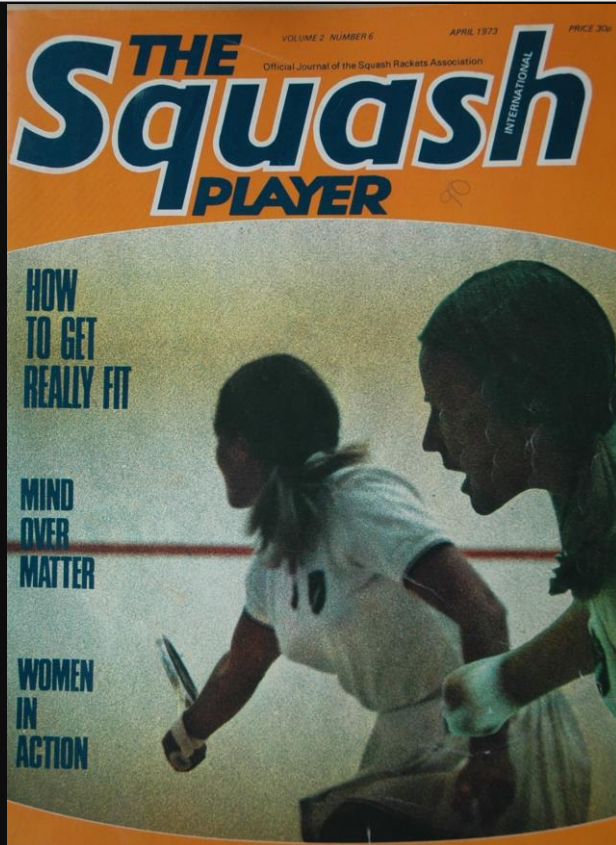
ENDURING SUCCESS



Mind Over Matter

**Women
In Action**

The game for fitness



The journey toward exploring values as a high-performance tool. MY learning pathway beyond my service in the military

One of New Zealand's most accomplished women's players, she won a national junior title and then, as Pam Buckingham and later Pam Guy won five national senior titles and a New Zealand Open crown. She represented New Zealand with distinction from 1968-79.

The 1970s was a time of strength for New Zealand women's squash, but no-one rose as high in that era as Pam. Her trademarks were her fitness, strength and power and she had a fiercely competitive temperament that helped her to win many close matches.



Concept of SPORT for LIFE



P.I.C NETBALL CLUB

A small premier club with a huge heart.

“We pride ourselves on encouraging a supportive family atmosphere, through athletic excellence, quality coaching, promoting fair play and healthy competition, whilst still having fun”.

P.I.C Netball Club originated from the Pacific Islands Presbyterian Church, Newtown, Wellington NZ in 1953, to provide for the spiritual and recreational needs of its growing population.

P.I.C is a club with a strong proud heritage.

We have built and maintained a strong extended family environment for all our members.



NZ Wheel Blacks #2



'NEVER STOP PUSHING' - A TEAM built on VALUES

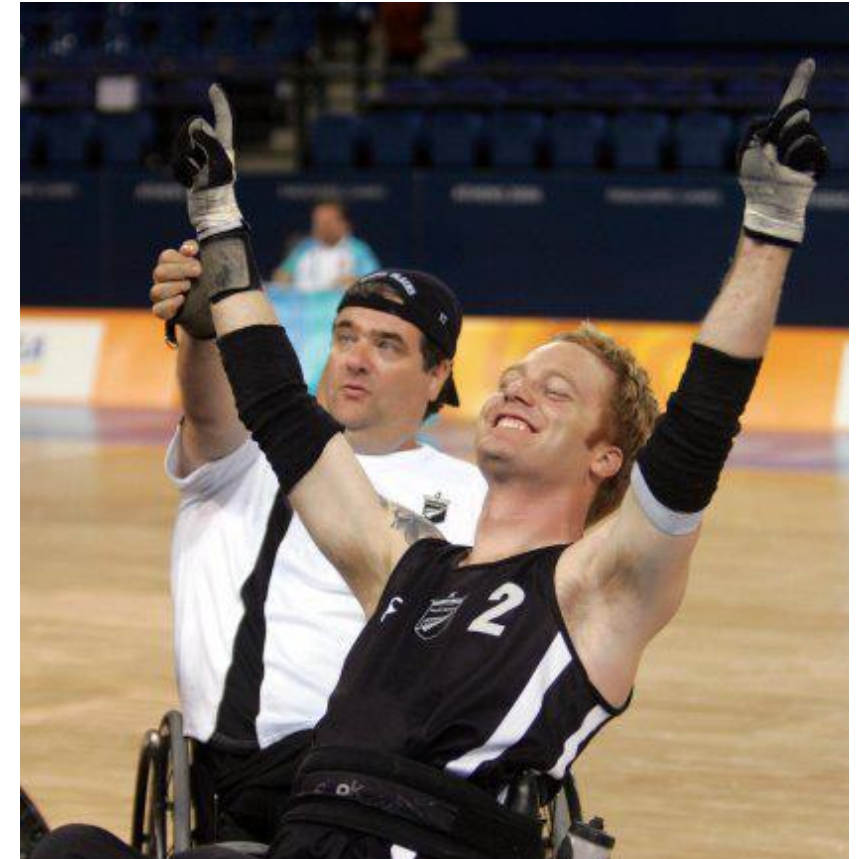
Curtis had an unfortunate accident. One that would change his life forever.

There were two roads he could have taken

Self pity and a life of 'why me' or

This is the life I have been given how can I make it the most awesome life ever.

Not surprisingly to me, Curtis chose the awesome road. And although he sometimes wonders how life might have been had he not had his accident. He looks back and sees what he has achieved, including becoming a gold medal Paralympian athlete, TV show host [soon to be international published author], speaker and now combating teenage bullying. Curtis now realises he was put on this earth to make a difference and change the lives of others.





TIM PRENDERGAST #132

More than just a vision

Athlete Life Advisor Barry Hislop asked a simple question

What is your WHY ?

I realized that my role in LIFE was to be an educator



I have achieved the greatest gift of ALL; a beautiful family. I have had amazing support that has enabled me to achieve; academic education, represented NZ, International sports ambassador, a career in human resource and development. I am still on the “continuous Learning Path’ with my mentor.



Athlete Pathway to Performance for Youth

Hi there, just wanted to let you know that I got into the Hawkes Bay A rep netball team, thank you heaps for your help and support so far. Thanks
- Freya Wilson

The guidance and support you gave me was a big help, the following has been shaped from our meeting and included in my LIFE plan.

Virtues and values statement:

My characteristics show that having a plan is important to me. I strive to have values such as **courage, persistence and efficiency to create strong guidelines for my future as a student and as an athlete in my chosen sport of netball.** As well as my aspirations for my academic and sporting future I balance my life with creativity, family and friends. I like to contribute to the communities I was brought up in through coaching and volunteer work. My values help me to achieve my goals so I try to implicate them wherever I can, which includes school, training and games. My passion for learning and netball helps to push me forward and the plans I make help to guide me in the right direction to give myself the best opportunity to achieve the future I want.

My goal for netball is to be recognised as a high-performance athlete and strive for a journey of continuous learning of the game. I aim to be an effective team member wherever I am and to have smart goals and measurable actions along the way to help me reach my goal.

My goal for school is to achieve a high level of learning in my chosen career pathway by connecting with people who can support me in my journey and by setting smart goals and measurable actions to help me achieve my goal.

Youth Pathway to Performance Athlete

My write-up about my personal qualities.

I am an independent individual who is adventurous and willing to take risks and try many new things. My ability to work unassisted expresses that I am entirely responsible for anything I do and will work extremely hard and enthusiastically to do everything to my absolute best, whether it be in school, sports, work, or general life endeavours, and be tremendously humble about doing so. To me, working hard implies incorporating humor and excitement while also doing it diligently and systematically, because I know that if I'm not enjoying something, I will have to persevere, otherwise, the flair to do well will dwindle. In the end, it isn't just about praise or prizes, but more the inner feeling of satisfaction that I know I will feel. Hard work in all areas of life personally signifies new skills being learned and perfected. I have and will continue to be very connected to competitive sporting enterprises, implementing skills I have learned over years of hard work. Enthusiasm gives me a natural aptitude for responsibility, so I am prompt and a competent leader, who can encompass humor into most things where it is appropriate, and still get the job done.

Thank you
Lucy Millar

TAIRAWHITI RISING LEGENDS



Putting Values into Action



1. Reflections

- Review the Youth statements, share your thoughts on the content.
- Share how you could use the content into your programmes and services or for planning and reporting.
- How would these statement help your shape your story.

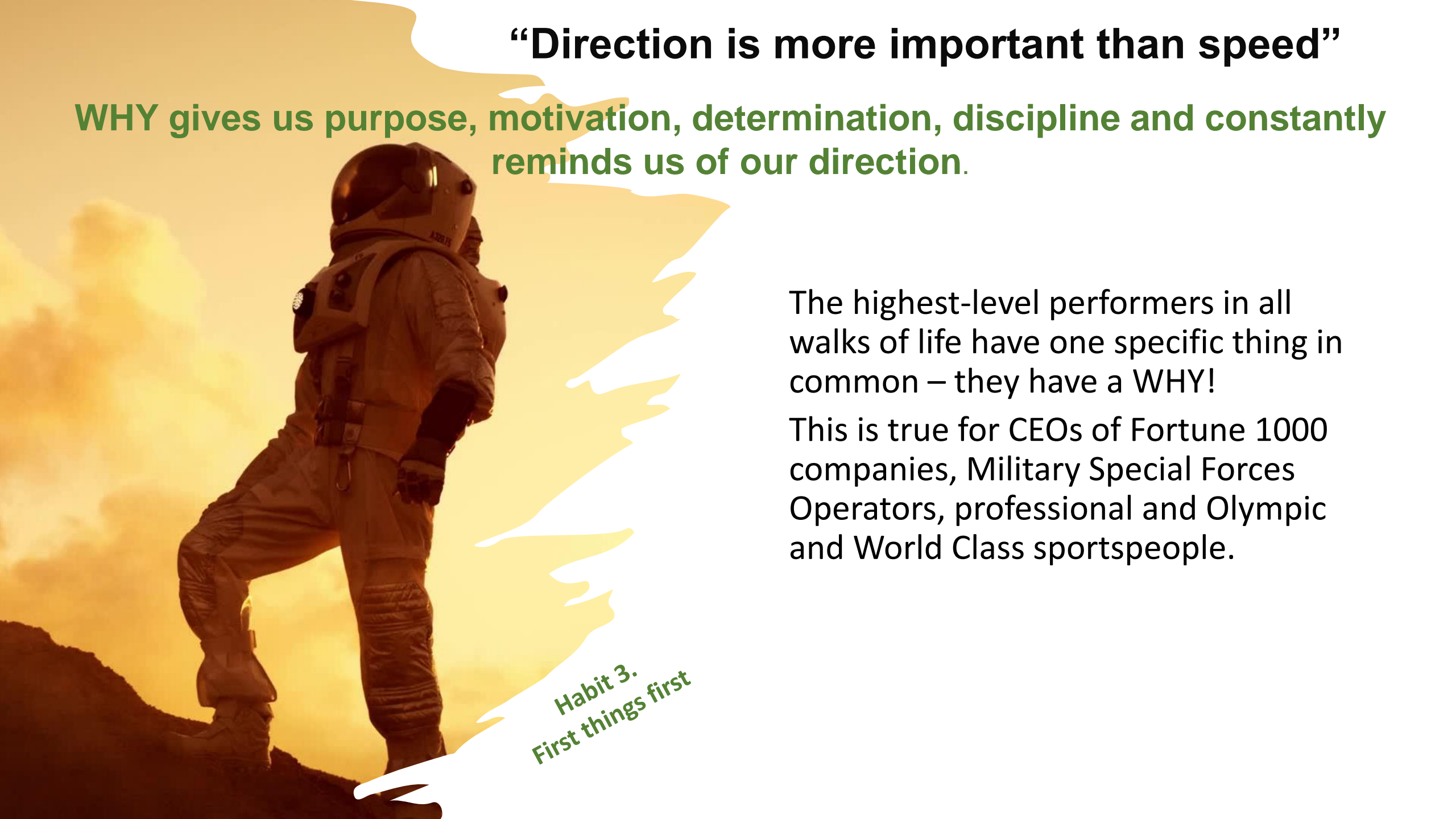
“Direction is more important than speed”

WHY gives us purpose, motivation, determination, discipline and constantly reminds us of our direction.

The highest-level performers in all walks of life have one specific thing in common – they have a WHY!

This is true for CEOs of Fortune 1000 companies, Military Special Forces Operators, professional and Olympic and World Class sportspeople.

Habit 3.
First things first



Principles and
Practices
Acting on Values
toward Actions

**Values Based Approach toward
Performance**

A soldier in camouflage gear is seen from behind, carrying a wounded comrade on his back. They are moving through a field of thick, billowing smoke and dust, likely the aftermath of an explosion or battle. The scene is chaotic and emphasizes the harsh reality of war.

Ground truth, an Army term

The difference of what is happening in the field is often very different from the strategy ideas intended of those in the board or committee room.

Work vision and values

Share **your** workplace vision and values

Share how **you** bring your organisations vision and values statements into your planning and reporting?



Values Based Learning

Purpose of Values Based Learning session is to encourage and support participants to engage in activities that contribute to their ongoing development as a professional in the sport Industry and LIFE.

The objective is to take the lessons your knowledge, skills and attitudes and apply them into your world

Values
approach
to
Personal
Development
&
Performance

In this session the minimum requirement is that you take responsibility for developing and implementing your own VBL plan.

This includes planning time, undertaking to support and accelerate others, documenting and reflecting on your role, duties and performance.



Values

Whether personal, professional, social, or life-oriented, values make room for knowledge, wisdom, and heightened self-realization. They are unique and individualized. We all choose different combinations of values in life, and these choices shape our actions and life decisions. Clarifying values is a great way to prioritize our life goals and understand what we truly desire to become.

Our values fuel our actions, emotions, and behaviour.

Life Values

acceptance	freedom	reciprocity
accomplishment	friendliness	relationships
adventure	forgiveness	respect
assertiveness	fun	resourcefulness
authenticity	generosity	responsibility
balance	gratitude	romance
beauty	home	safety
caring	honesty	self-awareness
challenge	humor	self-care
collaboration	humility	self-control
community	independence	self-discipline
compassion	integrity	self-expression
connection	intimacy	self-respect
contribution	joy	service
cooperation	justice	status
courage	kindness	stewardship
creativity	knowledge	spirituality
curiosity	leadership	skillfulness
design	learning	supportiveness
dignity	love	teamwork
diversity	loyalty	travel
encouragement	mindfulness	tradition
equality	order	trustworthiness
ethics	open-mindedness	understanding
excitement	optimism	uniqueness
fairness	patience	usefulness
fath	peace	vision
family	persistence	vulnerability
fitness	personal development	well-being
flexibility	power	wholeheartedness
		wisdom

Case Study
Values Applied
in High
Performance
Sport



Winning Vs Performance – Fiscal Vs People



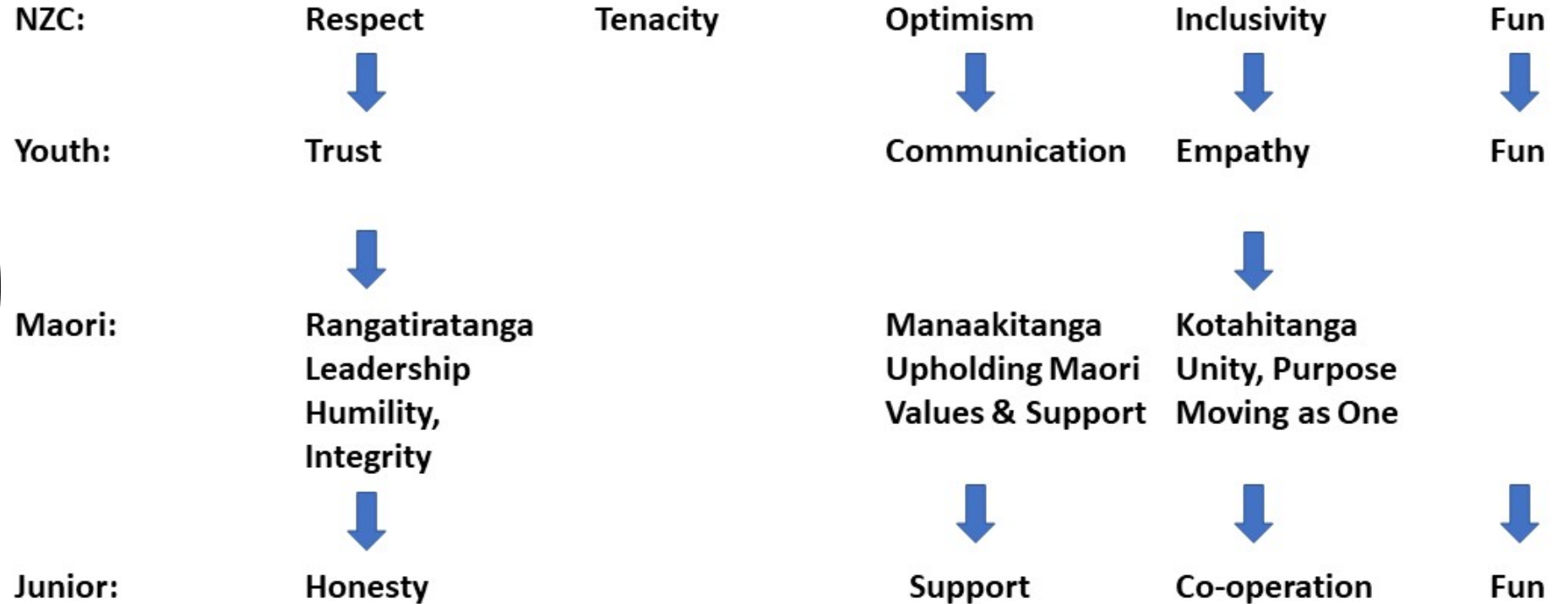
Values of McLaren f1 team

A forever forward approach to diversity, equality and inclusion in motorsport. The Forever Forward Pursuit of Better isn't just about racing. It's also about building a future with a clear focus on diversity, equality and inclusion.



Example

Values Alignment



NZC Values
Framework



Smash Play junior-tamariki is a cricket programme for juniors (5 – 12 year olds), focused on providing **quality experiences for all**. With a **focus on game play, values and enjoyment, every session** has more hits, more catches, more action... more fun!

Sport for ALL

Backyard to explore ; Play-ground to have FUN – School ground to develop, Club to TEAM, Competition to perform

<https://play.nzc.nz/programme/smash-play-junior-tamariki>

Values in Action

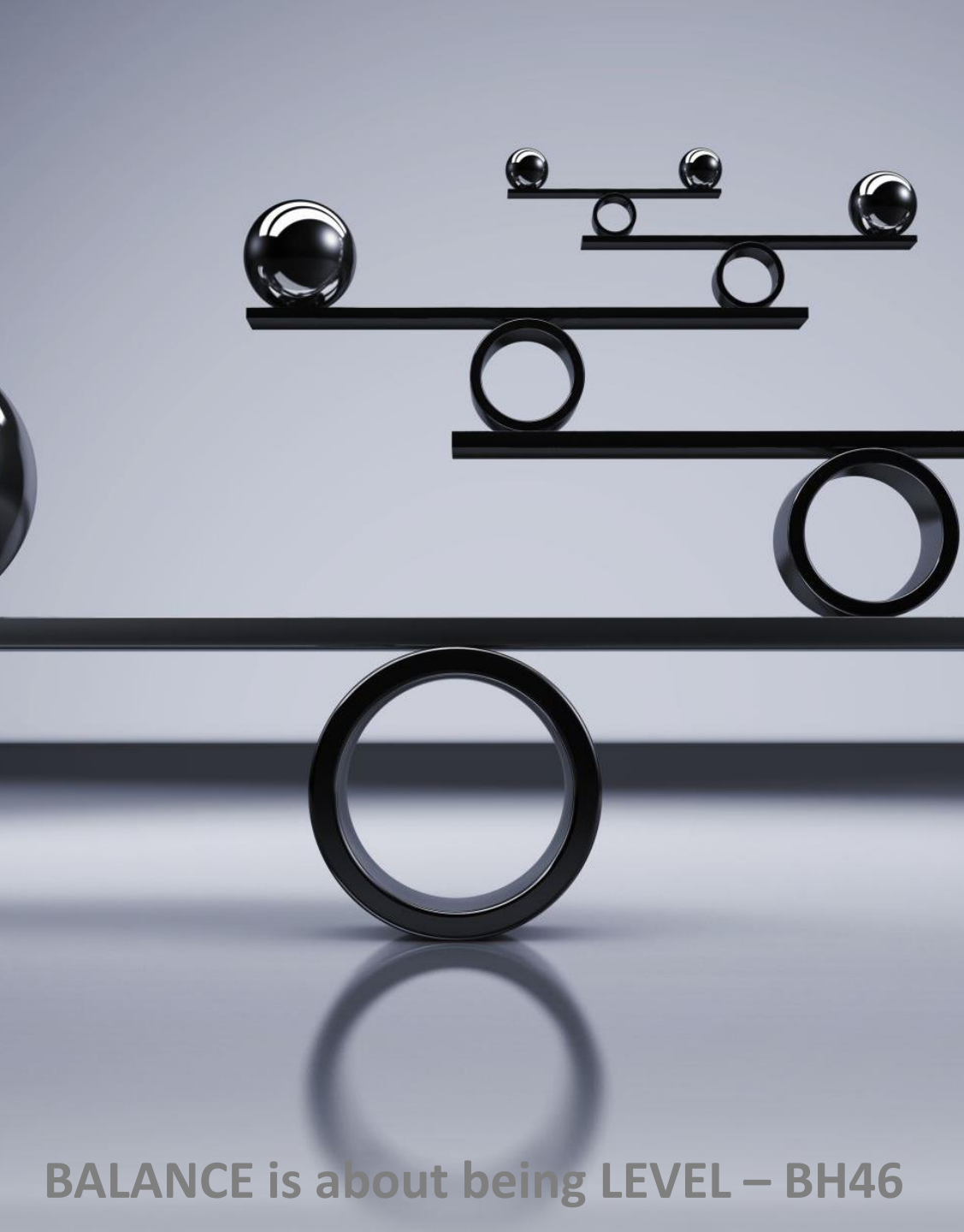


1. Snapshot' review

- a. Share on how your programmes and services are aligned to these New Zealand Cricket statements and values. (Give some examples)
- a. Share your successes and developments that embraces your workplace values?

2. Customer Centric ?

What are the methods for sharing and communicating your workplace values into your Community



Leadership Acting on Values

Values Based Approach toward Performance

BALANCE is about being LEVEL – BH46

P.R.I.D.E.

*Habit 4.
Think win - win*

*In 2024 - What would the newspaper write
about you and your work.*

**YOUR JOB. ARE YOU READY TO HELP
WRITE THE NEXT CHAPTER IN THE
NEW ZEALAND CRICKET STORY?**



**PERSONAL RESPONSIBILITY IN
DELIVERING EXCELLENCE**


Be an influencer – Be the inspirer – Be that person who believes in others

Sport Builds its Principles on Ethical Values

How do you set the ethical expectations and principles as a leader. (example)

- Concern for the well-being of others
- Respect for others
- Trustworthiness and honesty
- Compliance with the rule and law
- Preventing harm to others.





**Habit 5.
Seek first to understand
And then to be
understood**

Become a Bridge Builder through values

Values-based leadership is both a leadership style and philosophy that builds on the shared beliefs and assumptions of the leader and the team.

Because a common set of values is shared, teams experience greater alignment and benefit from higher productivity.



PRIDE

Values in a leader include; fairness, honesty, equality, humanitarianism, loyalty, progress, pragmatism, excellence, and cooperation.



From Values to Action, Kraemer describes four principles of values-based leadership:

The four principles

- Self-reflection
- A balanced perspective
- True self-confidence
- Genuine humility

Self Reflection

The ability to reflect and identify what you stand for, what your values are and what matters most.

Balance

The ability to see situations from multiple perspectives, including differing viewpoints, to gain a holistic understanding.

VALUES BASED LEADER

True Self-confidence

More than mastery of certain skills, true self-confidence enables you to accept yourself as you are, recognizing your strengths and your weaknesses and focusing on continuous improvement.

Genuine Humility

The ability to never forget who you are, to appreciate the value of every person, and to treat everyone respectfully.



The seven core values include; honesty, boldness, freedom, trust, team spirit, modesty, and responsibility.

Personal Values are “broad desirable goals that motivate people's actions **and** serve as guiding principles **in** their lives”

Personal Values 'Snapshot'



1. Your WHY?

Do you share it? And how?

2. Values?

Do you share them? and how?

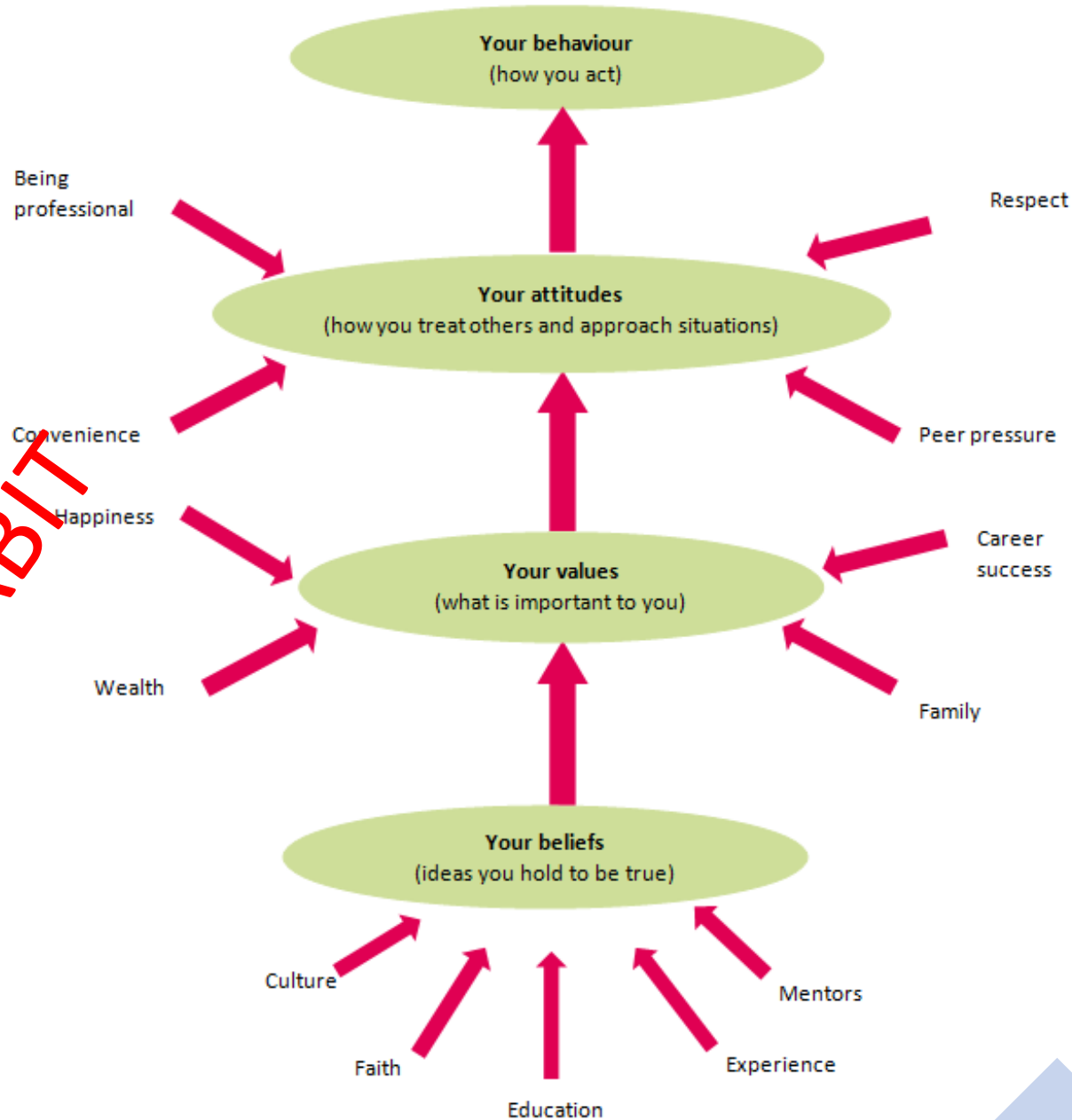
Action Stations



Values Based Approach toward Performance

Don't just say it act on it values are not just words written or said in the boardroom

Personal beliefs, values, attitudes and behaviour



Make it a HABIT

Live the HABIT



A NOTE:

By building on a continuous learning journey as professionals within New Zealand Cricket YOU must seek to:

- Foster transparency, consistency and professionalism
- Encourage meaningful discussion that will contribute positively to the on-going development of the GAME of Cricket as a professional
- Contribute to better overall outcomes for New Zealand Cricket
- Encourage the sharing of information to enhance the continuing professional development of ALL.

Habit 6.
Synergize

LEADERS
SHOULD INFLUENCE
OTHERS IN SUCH
A WAY THAT IT
BUILDS PEOPLE UP,
ENCOURAGES AND
EDUCATES THEM
SO THEY CAN
DUPLICATE THIS
ATTITUDE IN OTHERS
-BOB GOSHEN

Bring YOUR
WHY!

Conclusion: Reflect on Your Story

- View the world through the eyes of others.
- Demonstrate and act on your Values
- Continuous learning - challenge your Knowledge – Skills - Attitudes

Habit 7.
Sharpen the saw

Revised and Re-Energized!



Read. Apply. Repeat.

A Proven Way to Boost Morale and Improve Results



Stephen C. Lundin, Ph.D., Harry Paul, and John Christensen

Foreword by Ken Blanchard, Ph.D., co-author of *The One Minute Manager*

START WITH WHY

SIMON SINEK



"Values and culture are paramount to corporate leadership. This book provides leaders with the tools to develop their talent."
—JEFF IMMELT, Chairman and CEO, General Electric Company

FROM VALUES TO ACTION

THE FOUR PRINCIPLES OF VALUES-BASED LEADERSHIP

HARRY M. JANSEN KRAEMER JR.

OVER 15 MILLION SOLD

THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

Powerful Lessons in Personal Change

With a New Foreword and Afterword by the Author

"A wonderful book that could change your life."
—Tom Peters, bestselling author of *In Search of Excellence*

Stephen R. Covey



FOREWORD BY DAVID ROBINSON
San Antonio Spurs, 1999-2002, Two-Time NBA World Champion

COACH WOODEN'S PYRAMID OF SUCCESS

BUILDING BLOCKS FOR A BETTER LIFE

JOHN WOODEN
JAY CARTY


Over 28 Million Copies Sold Worldwide

Who Moved My Cheese?


An Amazing Way to Deal With Change in Your Work and In Your Life

Celebrating 20 years of the International Classic

DR SPENCER JOHNSON



GERARD EGAN



The Skilled Helper

A Problem-Management and Opportunity-Development Approach to Helping

SIXTH EDITION

SOCIAL INTELLIGENCE

THE NEW SCIENCE OF HUMAN RELATIONSHIPS



DANIEL GOLEMAN
The Author of the Number One Bestseller
EMOTIONAL INTELLIGENCE

