

USING BELBIN TO IMPROVE PERFORMANCE IN SPORT

Purpose

The purpose of this light hearted and fun exercise is to help deepen understanding of the Belbin Team Role model and demonstrate how it can be put to good use.

Method

1. Appoint someone to record your decisions on a flipchart and to feedback your conclusions to the full group.
2. Select the sport (excluding golf) you wish to use for your example write this on the top of the flipchart.
3. Discuss and agree what advice you would give a person with each of the 9 Team Roles to improve their performance. (An example for golfers is attached to give you an indication of the sort of thing we are looking for.)

Time Allowed

20 minutes.

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MANAGING YOUR BELBIN TEAM ROLES TO IMPROVE YOUR GOLF

Golf is a serious matter, more serious than business in fact, for some people. I have therefore prepared this guide on how Belbin Team Role profiling can be used to bring about improvements on the golf course.

Ignore the advice at your peril but use it in the knowledge that the writer takes no responsibility for the outcome and, definitely, will not be buying drinks in the bar should following the advice given not yield the results that meet expectations.

Use the guide by finding your top Team Role in the table below and then simply apply the advice given.

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TEAM ROLE	ADVICE
 Plant	You may find yourself standing on the tee fantasising about playing the most outrageous shot that normal mortals would not even dream of playing. Don't do it as it is likely to end in tears because you are in fact probably only a normal mortal.
 Resource Investigator	Your natural persuasiveness might enable you to borrow one or two magical clubs from others but despite your positive "I can do this" pre-disposition remember, you are not Tiger Woods. However, you will probably be able to tell such a good story in the clubhouse that people will believe you are Tiger Woods so just savour the moment despite the 94 on your card.
 Co-ordinator	So, you have got everybody organised and they have just enjoyed a great round of golf. One or two of them may feel a bit upset that the good score you posted was a result of you empowering the club professional to play the shot for you every time you found a bunker so, in spite of your natural desire to utilise the talents of others this approach is best avoided.
 Shaper	Golf can sometimes be a slow game and if the group ahead is holding you up it is not acceptable to shout "Playing through" and kick their balls out of the way. They make just reciprocate in kind and kick your balls. Smashing your clubs over you knee after a bad shot is something you should also try and resist.
 Monitor Evaluator	In reality you may never have a bad score as you consider all the possibilities and analyse what might go wrong. The bad news is that your slow considered approach might result in darkness falling before you complete your round so try and play a bit faster and thereby fit in a full round once in a while even if you fail to comprehend the logic of the handicap you have been given.
 Teamworker	You caring and considerate approach to others may make you a favourite golf partner. Do control your natural tendency to award "gimmies" to others when they are 15 feet or more from the hole as they may not reciprocate in the same spirit even if this results in you having to buy more of your own drinks.
 Implementer	Your organised and practical approach will ensure you have a metronomic swing, know the distances from everywhere on the course to the pin. Your resistance to change however may result in your 40 year old clubs not being up to it. You might have to fight your natural instincts therefore and splash out on some new kit and chance your arm now and again.
 Completer Finisher	Immaculate clubs and clothes are okay but going round the course picking up any loose blades of grass or leaves may irritate your partners. Those waiting in the groups behind may not be too happy with you either so just get on with it and be satisfied with smoothing out the bunker and replacing the divots.
 Specialist	In reality you make never make it on to the golf course because you are likely to spend so much time learning the full history and origins of golf and every detail of the complex rules. Remind yourself therefore that no matter how great your knowledge you will never be a winner unless you actually play so get out on to the course now and again and leave your books behind.