

UMPIRE:

Johan Cloete

## PERFORMANCE PLAN 2015-16

I am on the International Panel because of the following strengths I possess!

### 1. Strengths (describe in detail):

- Very secure routines in what I am doing, with a high correct decision making percentage.
- Focused preparation for matches, tournaments or series.
- I am confident, on and off the field. I have self-belief
- I have a comprehensive knowledge and understanding of playing conditions and Laws
- I am a strong TV umpire, and I am team-focused

### 2. Areas for improvement:

What are the aspects of umpiring I need to improve (be specific)?

- I need to continue curbing my enthusiasm and avoid giving the impression that I want to be in charge, or dominate, in the PCT. I have made a number of significant advances this year – and the feedback from those I work with has been very positive.
- I must make sure that others are feeling at ease and important in the PCT. I need to be more inclusive and use my emotional intelligence to better effect. I have worked hard in this area – and it continues to be an important goal
- Body language – I need to ensure that I project calmness and control when I speak to players and captains

### 3. Personal/non umpiring areas for development:

In addition to umpiring related areas, what areas do I need to work on to assist with my life balance? (These may include areas that will assist me post on-field umpiring) list:

- I must learn to relax away from cricket, and switch off.
- Achieve a healthy work/life balance with my young family

**OK then, let's get specific, what are 2 things (goals) I want to achieve in my umpiring over the next 12 months?** At least 2 of those goals to be performance goals e.g. *'Implement a consistent pre-delivery routine'*. (Rather than outcome goals e.g. be ranked in the top 4 in the panel)

#### **4. Goals (next 12 months, list):**

**4.1** Continue to make sure I don't try and dominate the PCT. Be an effective listener. Help to empower those I work with. I am developing these skills and they remain a focus for me.

**4.2** I want to continue to work on my body language and non-verbal communication. I want to further develop my strategies for being an effective listener

**What am I going TO DO to achieve my goals (in the next 12 months)?**

#### **GOAL 4.1:**

##### **I am going to ..... (actions)**

- Continue my work with Mike Cooper (personal coach) to develop more inclusive communication routines. Also use advice from Melanie Gobels in this area
- Continue my readings in sports psychology – especially with regard to body language
- Continue to analyse my communication strategies in my role as Director of Sport at my school in this regard and get feedback from the staff I work with. This has been very successful so far and my challenge in the next year is to achieve consistency and continuity

#### **GOAL 4.2:**

##### **I am going to ..... (actions)**

- Continue my work with Alicia Green at the University of Pretoria on positive body language and get her to video me during matches whenever she can. We can then use the video data to develop appropriate strategies. I will also build up my own database of video material to use for visualisation purposes
- Continue my work with Mike Cooper in this regard and seek focused feedback from those who observe me

#### **5. Personal/non umpiring areas for development**

In addition to umpiring related areas, what areas do I need to work on to assist with my life balance? (These may include areas that will assist me post on field umpiring).

**In this area, I am going to ..... (list 2 or 3 actions)**

- I want to meet as many people as possible and build up a network of informed umpires and coaches around the globe.
- Use my learning from 'personality identification' (school project) to inform my own emotional intelligence when managing individuals

**6. Other**

What I need from my coach to support the achievement of my goals is .....

- Monitor my goal setting and development.
- Give me feedback after series or tournaments (even if he is not there – speak to people that were there and find out from them how I did)
- Give me a holistic evaluation when I ask him

**7. Keep, Stop, Start Doing (as a member of the International Panel)**

In the next 12 months (2015/16), what is one action I will undertake in the following areas?

<b>Keep doing</b>	Focus on my goals and processes
<b>Stop doing</b>	Talking more than listening
<b>Start doing</b>	Making notes of my successes to share with my coaches and advisors, as well as keeping notes on those areas I find challenging

**8. Plan Review**

I will meet with my coach to discuss/review plan every 3 months.

- September** - monitoring, area/s for improvement, tweaking  
**December** - monitoring, area/s for improvement, tweaking  
**March** - monitoring, tweaking, consideration of focus for next year's plan  
**May** - confirmation of focus for next year's plan, develop draft plan to discuss with coach  
**June** - confirm 2016/17 plan