

*ADDENDUM to Ghazi Principles of 2009 (2 Pages):

Addendum 1 of 2

A. Motivation:

Motivation factors vary from individual to individual. Please **carefully** read the following TWO rules in order to understand our motivational responsibilities as a Ghaznavi.

Rule #1: Members will not criticize each other during the season. On mutual consent, critical views can be exchanged between 2 or >2 players, BUT do not extend it to others.

Premise: No cricketer deliberately does wrong things. It comes from the weaknesses in different skills like physical fitness, concentration, motivation, fielding, catching etc. The steps we have taken so far and are planned for future to tackle positive plays are:

Pre season: At least 2 months intensive practice (playing cricket) sessions, encouraging maximum participation. Arranging lunches, brunches and coffee breaks, which promote friendly-talks. On consent, weaknesses and their remedies have been identified and acted on. Hence, practice attendance is one of our important selection criteria.

During season: Continue the investigative process and work on our weaknesses. All players “silently” observe the weaknesses among our players. Findings communicated to the Captain and if addressable, a remedial action will be requested. **No one, including Captain will ever shout to condemn or instruct in insulting manner.** The skipper/coach will take necessary steps to work on the identified weaknesses.

After season: The critic’s clinic (informal) runs between October 1 and December 31, where we can look closely at the limitation of our players and give recommendation for the next season. Any one can report a game related finding. Let’s develop protégé mentor relationship among players restricted to post or pre season time. Incidents of poor fielding dropped catches, poor bowling/batting, is not a tool to single out a specific player. If there are coaching concerns, the skipper must be advised.

Rule # 2: The above rule hold between friends, i.e. even if you have a good joking relationship, you are no allowed to make any comment in the ground for humorous purpose that leads to embarrassment of your friend.

Rule # 3: NO PESIMISSTIC comments about the game and the club are accepted e.g., the team starts the season loosing games and win a few game here and there. Comments like Player X always gets out to spin bowler. (especially before the player X is about to go and bat)

In short think positively talk positively so that your actions also automatically reflect your thinking and words

B. Discipline:

TDCA has recognized Ghaznavi as a very disciplined team and under no circumstances will we let that recognition be compromised.

The disciplinary benchmarks are divided into 3 categories. Complete compliance under all categories is warranted and expected of all Ghaznavis.

1 On-the-field:

This involves the disciplinary conduct of every team member, 12 assigned for the game as well as any non-playing members present at the venue. On-field discipline is in effect from the moment you reach the venue up to the moment you leave.

The guidelines are as follows:

1. On the field, the captain is the boss. All players MUST obey and follow him whether he is RIGHT or WRONG (in other players’ opinion). Every one is welcome to give “polite” suggestions but hold no grudges. It’s his discretion and decision on what he plans to implement. If one is at discomfort with any strategy employed by the skipper please address after the game. Players must accept judgment rendered by the Captain during the game for both game & players related issues e.g. Captain decides to bat/bowl first after winning the toss, sends someone at a lower order, does not utilize all the bowlers available at his disposal, etc.

If any paid member has a reasonable doubt that he is been victimized due to Captain’s personal like or dislike not because of Captain’s judgment can lodge complaint with the Disciplinary Chair or his delegate. Also, If Captain is continuously showing incapability in making decisions and the SMT agrees with that finding then disciplinary committee will call Captain for explanation. They will take appropriate measures to remedy the situation with out jeopardizing the season.

2. Field placement will be determined primarily, by the bowler and the skipper. In the event of any disagreement the skipper’s instructions should be followed.

3. A player will field at any position he is asked to field at, by the bowler &/or skipper. Only exception is if a fielder is injured and the umpire turns down the request for a sub.

Addendum 2 of 2

4. Name calling/ backbiting / Nepotism is not permitted in the Ghaznavi Culture

5. Under no circumstances will the skipper or selection team member(s) be approached for personal favors on or off the field.

6. Players will not resort to any physical or verbal offensive gestures towards umpires, fellow Ghaznavis, opposing players or crowd.

Learn to accept harsh decisions from umpires. Any concerns over particular decision(s), the skipper can approach the umpire respectfully ask for explanation. If any member of the opposing team shows disrespect, communicate to your skipper who then can then speak to the opposing team and the umpires. **Offensive and disrespectful behavior by a Ghaznavi will be investigated & addressed.**

7. SCORING is very important. We need to weekly enter statistics on the web. This requires accurate and efficient scoring. Every player is recommended to volunteer to score.

2 Off-the-field:

Every Ghaznavi will refrain from indulging in any form of misconduct when representing the club and/or when recognized as a Ghaznavi. This applies to club meetings, club get-togethers, team dinners, TDCA meetings, captain's table, award ceremonies, website usage etc. 4 & 6 may below apply for non compliance.

3 Team:

There is no **I in TEAM**. Cricket is a team sport. Ghaznavi is OUR team. Please understand, assimilate and act on our motto "we win and loose together"

Under all circumstances players are expected to abstain from the following indulgences:

Glorifying oneself - Self-praise - Selfish behavior on and off the field- Lack of team spirit- Self-promotion....

If you have concerns that your performances are not being recognized in an appropriate manner, please address it directly to the non-operating committee. Such concerns will only be heeded if there is direct/indirect bearing on the team performance/unity. When addressing such concerns, players must bear in mind that if any foul play is suspected, & proved, it will be addressed in a **firm** manner. Members found guilty of spreading ill faith in the team, will not be tolerated & may be subject to deactivation (section C below).

4 Concerns/Complaints:

If a member has differences with another member or believes that fair treatment was not meted out to him, he may address it through the captain or the disciplinary chair. The decision of the committee appointed by the disciplinary chair will have to be accepted (in whosoever' favor). This committee may use their discretion on whether an explanation is required. It will also handle concerns regarding any of the role-bearing individuals.

A disciplinary chairman will handle all complaints through proper channels.

All decisions taken by the disciplinary chairman (with assistance of team he selects) may be subject to scrutiny by SMT (CEO and/or COO).

[All the above rules should be obeyed in conjunction with TDCA league rules \(www.cricketstar.net/tdca \) and the role models "Ghaznavi management" will assist Ghaznavis to be the most disciplined and talked about ambassadors of this great game.](http://www.cricketstar.net/tdca)

C. Deactivation:

Disciplinary chairman (with assistance of his committee members) will try to enforce the above laws. Any violation of the above rules will result in the order described below:

Warning (verbal or written) => Suspension from matches => Suspension for season => Dismissal from club membership.