

West Indies Cricket System Report

Goals & Actions Summary for Sign-Off

Prepared By: Richard Pybus – Director, Cricket

Date: March 2015



West Indies Team		
Focus Areas	Goals & Actions	Sign-off: Approved / Pending
1. Clarifying WI Team Vision and Mission	<p>West Indies Cricket Team - Vision and Mission</p> <p>Proposed West Indies Cricket Board / Team Vision</p> <ul style="list-style-type: none"> Team Windies – To Be The No.1 Cricket Team In the World – All Formats <p>The Mission of the West Indies Cricket Team is to become the Number One Cricket Team in the world through setting and achieving World-class standards of cricket excellence in management, preparation, training and playing, on and off the field of play. This includes World-class standards of excellence in physical, technical, mental and strategic preparation.</p>	Done
2. Guiding Principles	<p>Acceptance of Guiding Principles</p> <p>Acceptance of Guiding Principles</p> <p>Acceptance of a 'No Compromise Principle' on Cricket Excellence to guide and inform clear and transparent decision-making, focussing upon the necessary standards and benchmarks of cricket operations, selection and performance to achieve the West Indies Vision of being the No.1 side in World cricket. This reinforces excellence in process and outcomes, rejecting mediocrity and inferior performance.</p> <p>Acceptance of a 'Team Windies First' principle in the prioritisation of the international team as the central focal point of the Territorial Boards in West Indies Cricket.</p> <p>Prioritisation of Test Cricket as the pinnacle of West Indies Cricket and its protection through priority team selection and strategic scheduling.</p>	Done
3. National Team Management	Optimal National Cricket Structure	Done
4. Clarify Roles and Responsibilities- Senior Cricket Management	Clarify Operational Management Roles and Responsibilities – Director of Cricket. National Coach – Voting. Head of National Selection. National Cricket Captains – Non Voting.	Done
5. Clarify High Performance Role and Function	Board sign off on HP role and function and contracting of a minimum of 30 Players for High Performance Programme	Amended to 15 retained players and 90 franchise players

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6. National Staffing	Review National Staffing to ensure best operational staff for West Indies Team and High Performance Programme	New Head Coach to assess current support staff
7. National Selection Function	Prioritise 'West Indies First' selection policy.	Done
	Review and Clarify National Selection Roles, Responsibilities, Selection Criteria and Function.	Done
	Add National Coach (Voting) and Captain (Non-Voting) to Selection Panel.	Done
	Re-align Selection Panel. Head of National Selection to manage talent identification process.	New Selection Panel inducted and talent management system introduced. Regional Talent Manager (Courtney Browne) appointed with a special focus on women's and youth cricket
8. West Indies Team Performance	WICB Contracts. Performance based. Transparent and Meritocratic against World Class benchmarks.	Done. Contracts are performance based against International Benchmarks
	Skills Sets. Ensure that skill sets, mental, physical, technical and strategic are of world class standards. Benchmark current skills versus required skill sets.	Coaching Staff to assess Skill Sets. HP Programme being designed.
	Structured Cricket programme for the West Indies Team and first class sides. Adequate preparation time for camps and tournaments. National Players playing, training and recovery cycle controlled by Head Selector and National Coach.	Done and adhered to. Team preparation window adhered (10-14 days) within constraints of FTP schedule)
	Team Culture: Formal Induction Process for West Indies Players to heritage and values of the international team. Chairman of selectors and panel to take players through formal induction process.	Player Booklet Done Pledge Done
9. West Indies First Class Cricket System	Board sign off on professionalization of the regional first class game. Six first class cricket teams, strength versus strength.	Done First time in WI cricket history.

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	Contract 90 Professional Players.	15 Retained Players 90 Franchise Players
	Establish a full domestic cricket season of six months of double round cricket.	Double Round Four Day Cricket- Single Round One Day Cricket
	Professional Staff for First Class Teams: Admin, Coaching, Ops, Physio, Strength and Conditioning, Game Analysis.	Done. Implemented for first class cricket Physios subcontracted to teams by WICB
	All matches to be played at International standard grounds.	Done
	Player Draft: Territorial Boards to select their initial 10 contracted players and the rest of the regional players go into the draft to equalise the regional distribution of players to the betterment of West Indies Cricket. Move to free market after initial 12 months, as per best practice in overseas first class cricket.	Done. Proposal paper for new draft structure for 2015-16 Season
	Player Combine: Unique media opportunity for worlds first cricket player combine, held along NFL guidelines for scouting of talent for TB's.	Deferred
10. High Performance and Academy Programme	HPC to be centralised base for all West Indies International team programmes. National Players to be based at HPC to train and prepare as a professional sports team.	HP Programme run on and off line by HP staff, with focus on WI representative teams and emerging squads
	Establish a National Academy programme from the ages of U-13 to U-19/21 to produce elite talent for West Indies Team and first class sides.	In process
	Institute Regional Academy structure to feed first class and HPC programmes. Clarify Territorial Board requirements.	In process

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	HPC and Academy facilities: Ensure the West Indies teams and Academy have world class facilities for play, training and preparation, including gym and medical provision.	Under review
11. WICB and Territorial Board Online Performance Management System	Integrate online performance system to allow for efficient business operations and management.	Athlete management system to be introduced for HP Programme – with a view to broader roll out franchise programme as capacity is developed
12. Coaching	Appoint a Coaching manager to oversee and implement coaching programmes regionally	In process
	Elite Coaches Pathway: Identify current and former players for accelerated coaching pathway.	In process
13. Mentoring and Coaching	Establish database of former first class and International players to mentor and coach in cricket programmes.	All Territorial Boards contacted for list of mentors and coaches, names circulated
14. WICB and WIPA	MOU agreement to take West Indies Cricket to No.1 in World cricket.	Done
	Seek to establish an IPL Window for WI Players	Done within limitation of FTP overlaps
15. Player Experiential Base	Seek to create opportunities for emerging players to experience cricket overseas with a view to improving cricket skill sets and life skills.	Done within scope of CPL, A Tours and Franchise Preparation
16. Leadership and Succession Planning	Identify potential leadership candidates in admin, ops, coaching and playing for development and succession planning.	In process
17. Stadiums and Grounds	Wickets and Facilities: The highest standards of curatorship to ensure playing and practice wickets of international quality for first class cricket.	Done. Regional Curator Appointed and Assessing Grounds. 7 Territories Visited. Reports and Recommendations

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		Submitted.
	League Table of Stadiums for allocation of International games regionally, to ensure World-class standards of preparation and hosting.	In process
18. Club Cricket	Prioritise position of Club Cricket in the West Indies cricket landscape, to ensure and protect its integral importance in the health of the game regionally.	Schools and Clubs integrated programme: Seven territories visited, plan accepted and to be implemented.
19. Schools Cricket	Approach CARICOM to embed cricket as part of regional curriculum, to protect its role of historical and regional importance in the identity of the Caribbean people.	Schools and Clubs integrated programme: Seven territories visited, plan accepted and to be implemented
20. WI Cricket Captains Council	Utilise the cricket knowledge and experience of some of the world's greatest cricketers by establishing a Captains Council, tapping into the cricket wisdom of the former great West Indies Captains to inform cricket policy and implementation.	Deferred due to Clive Lloyd's travel schedule as Convenor of Selectors. Sir Vivian Richards appointed as Technical Advisor to A Team for Bangladesh and Sri Lanka Series. Courtney Walsh appointed as WI Selector.