



NSWRRRA Education Night 6th July 2023



AGENDA

- Association update Rob McKay
- DAC Update Ian Smith
- Interactions Swampy, Mike Oliver, Tom Nicholl
- Social All

ASSOCIATION UPDATE



ASSOCIATION UPDATE

■ Treasury

- Next reimbursement run late July for games to 30/06
 - Xplorer is the basis of all payments – please check your records are correct.
- All welcome to opt in for reimbursements
 - Please provide bank details to Treasurer's email.

■ Social

- Next Pub of the Month (PotM)
 - Forresters Surry Hills Saturday 29th July 19:00.
 - Family and friends welcome.
 - Starting bar tab courtesy of the Association.
- **HOT OFF THE PRESS!**
- **Test Match Team of Three is ON!**
 - Thursday 13th July, Easts, 7pm. EDM tomorrow.
- QLD exchange gathering next Saturday – details to follow

ASSOCIATION UPDATE

- Juniors
 - Members (Tane + Hunter) at Australian Schools for Sydney Youth Academy Workshop.
 - Referee coaches needed for Sunday Junior matches.
- Housekeeping
 - Match Official abuse
 - RA.
 - RefLive – Match Feedback EVERY match.
 - Availability
 - Run to the finals. Dates vary – see email sent today.
 - Update availability by 9th July.
 - Appointments
 - ACTION!
- DAC Update
- Questions

- Fitness Testing
 - Bronco dates are Wed 12 July & Wed 19 July
 - Referee Development Framework guidelines set the *desirable* standard:
 - Suburban Performance Level – 5:30 for Kentwell/Barraclough. 6:00 for other 1st grade
 - Expanding Performance Level – 5:15 with a growth approach
 - Elevated Performance Level – 5:00 with a growth approach
 - Get in touch with Phil Baird if you'd like to test but cannot make these dates

DAC July Update

- Finals Series Availability –
 - Subbies Div 2 & 3 – 5th to 19th Aug
 - Subbies Div 4 & 5 – 12th to 26th Aug
 - Subbies Div 1 – 19th Aug to 3rd Sept
 - Premiership Grade & Colts – Sat 12th Aug to Sun 27th Aug
- The above are all 3-week finals series. Other competitions will be 2-week series and fall within the above dates

DAC July Update (cont.)

- Sydney Juniors finals series will run over 18th to 27th Aug. More info will be distributed next week
- Referee Coaches will be appointed to manage a series
- To ensure ONLY available referees and coaches are selected for finals series, **please update your UNAVAILABILITY in Rugby Xplorer by this Sunday 9 July.** The DAC will be meeting next Thurs to consider selection decisions and confirm the Finals Appointments Policy
- Selections will be made available before the end of July. Those not selected for finals series may still be appointed to other competitions (schools and subbies) which are ongoing
- Education Topic for 3 August– “Game management” with a finals focus

REFEREE DEVELOPMENT



Development Framework - Referee Understanding Interactions

Novice level referee	Suburban Performance Level	Expanding Performance Level	Elevated Performance Level
<p>For this area of the Framework a referee at this level will:</p> <ul style="list-style-type: none"> • Communication for First Phase management. • Developing Preventative Talk, Signals. • Some explanation of decisions. 	<p>For this area of the Framework a referee at this level will:</p> <ul style="list-style-type: none"> • Preventative talk is relevant and/or timely. • Explains decisions. 	<p>For this area of the Framework a referee at this level will:</p> <ul style="list-style-type: none"> • Mostly effective communication both relevant and timely. • Contributes to “Team of Three” interactions. • Is mostly succinct in explaining decisions. 	<p>For this area of the Framework a referee at this level will:</p> <ul style="list-style-type: none"> • Highly effective communication both relevant and timely. • Leads “Team of Three” interactions. • Concisely explains decisions. • Is an effective listener.



REFEREE EDUCATION

Interactions

July 2023

RUGBY
REFEREES

#part of more

Nervous before games?

Take a breath

In for 7

Hold for 4

Out for 8

We are presenters

- How do we warm up?
- How do we warm up our voice?
- Do we?

How do we rate our first interactions?

**Unique New York
New York Unique**

The Human Torch Was Denied A Bank Loan

The Arsonist Has Oddly Shaped Feet

The Bad Man Punted Baxter – I'm In A Glass Cage of Emotion

Warm-ups

- Why?
- First impressions

Breathing = Composure
Warm-ups = Clarity





Leading Effective Captain Chats

Today's Agenda:

1. Pre-game set up
2. How to lead conversations effectively
3. How to stay on track
4. Speaking for ACTION.



Warm Up

- <https://www.youtube.com/watch?v=Tra8GiQR-Dc>
- What do we like / not like?
- Is this a good interaction?

Pre-Game Set Up (Ensuring we don't slip up before we even start)



Pre-Game Set Up (Ensuring we don't slip up before we even start)



How to lead conversations effectively

Step 1: Identify what type of interaction we are about to have ?

1. Are we instigating a conversation with or responding to a captain?
2. Where are we in the game i.e. what has led to this chat?
3. What do we want to achieve out of this chat?

Why are these sorts of questions important to ask ourselves?

Preparation is Key

How to lead conversations effectively

Scenario 1: Responding to a captain

Forrest 2nd grade captain comes to you 6minutes into the first half after a penalty has been awarded against them for holding on, on their own 10m line. For context this is the first penalty blown against their team. He asks “Ref can I ask how is that holding on? Doesn’t the tackler need to release first?”

How to lead conversations effectively

Scenario 2: Responding to a captain

Balmain concede a try to be down 7-0. The try was scored from a maul, you clearly see the ball transferred from the ripper to another player at the back of the attacking maul. The Balmain captain after the conversion attempt jogs over to you as you are both walking back to halfway and asks “hey mate, what did you see there? Our jumper saw the ripper swim back and then score the try? Surely, he can’t do that?”

How to lead conversations effectively

2. Instigating the chat ourselves?

- Is this an informal or formal chat?
- Why would this matter?

Discussion:

How do you lead a conversation with a captain?

What is a sign of the conversation being effective?



How to lead conversations effectively

My thoughts:

Tips to lead the chat effectively:

1. Own your space;
2. Give yourself time;
3. Have pre-prepared messages where
4. Manage you tone & body Language.



How to lead conversations effectively

Making the captain feel heard:

1. For the chat to be successful they must buy into your message and relay that to their team. To achieve this buy-in from the captain they will want you to buy into their 'problems' and listen to them.
2. How do we achieve this without losing control of the conversation?



Staying on track

Do not allow the captain to shift issues before your issue is dealt with.

- How do we avoid this?
- What phrases



Happy Captain = Happy Refs

Staying on track

Scenario:

You approach Sydney Uni captain to talk about their ill-discipline when they are under pressure inside their own 22m. As you caution him, he interrupts you and tells you that the opposition players keep killing the ruck, preventing their jackal from attacking the ball.

How could we best approach this conversation to:

- A) Stay on track and deliver the message we need to deliver;
- B) Say in control of the conversation; and
- C) Make the Sydney Uni Captain feel heard?



Happy Captain = Happy Refs

Speaking for ACTION

- What does this mean?
- How do we achieve it ?

**Don't over talk or you will end up
drowning in words and the captain
won't have a clear message to relay
to their team**



Speaking for ACTION

- What does this mean?
- How do we achieve it ?
 - Be specific
 - Don't waffle
 - Use the law!

**Don't over talk or you will end up
drowning in words and the captain
won't have a clear message to relay
to their team**



Video time

What do we all think?

- <https://youtu.be/3AXFNzGdCdU> (start at second 12)
- <https://www.youtube.com/watch?v=wqkHdcrY9GU>
(interaction at minute 1:43)

Cheers!



Overcommunicating

What's our ideal game scenario?

Put it on them

All of it

Put it on them

- Attention
- Praise
- Pressure
- Plaudits
- Get it all of us and onto them
- If our comms stick out – we risk bringing it all back on us
- How can our comms stick out?

Every word pays rent

Make them count

Is it for you or them?

What's our first management option?

What's our first management option?

How many can we use before speaking

FiftyFive5

Einstein

321

Your Process

Composure is key – make it your priority at all times

Calmy communicated – Slow and comfy not fast and bumpy

Thank you to Sydney Ferries

The Empathy Trap

- Don't get dragged into conversations you don't need to
- Is this bit of comms for players or for you?
- Is this an opportunity to 'Relate and deliver' or simply deliver a message
 - Feedback not a discussion

Interacting with Coaches and Assessors

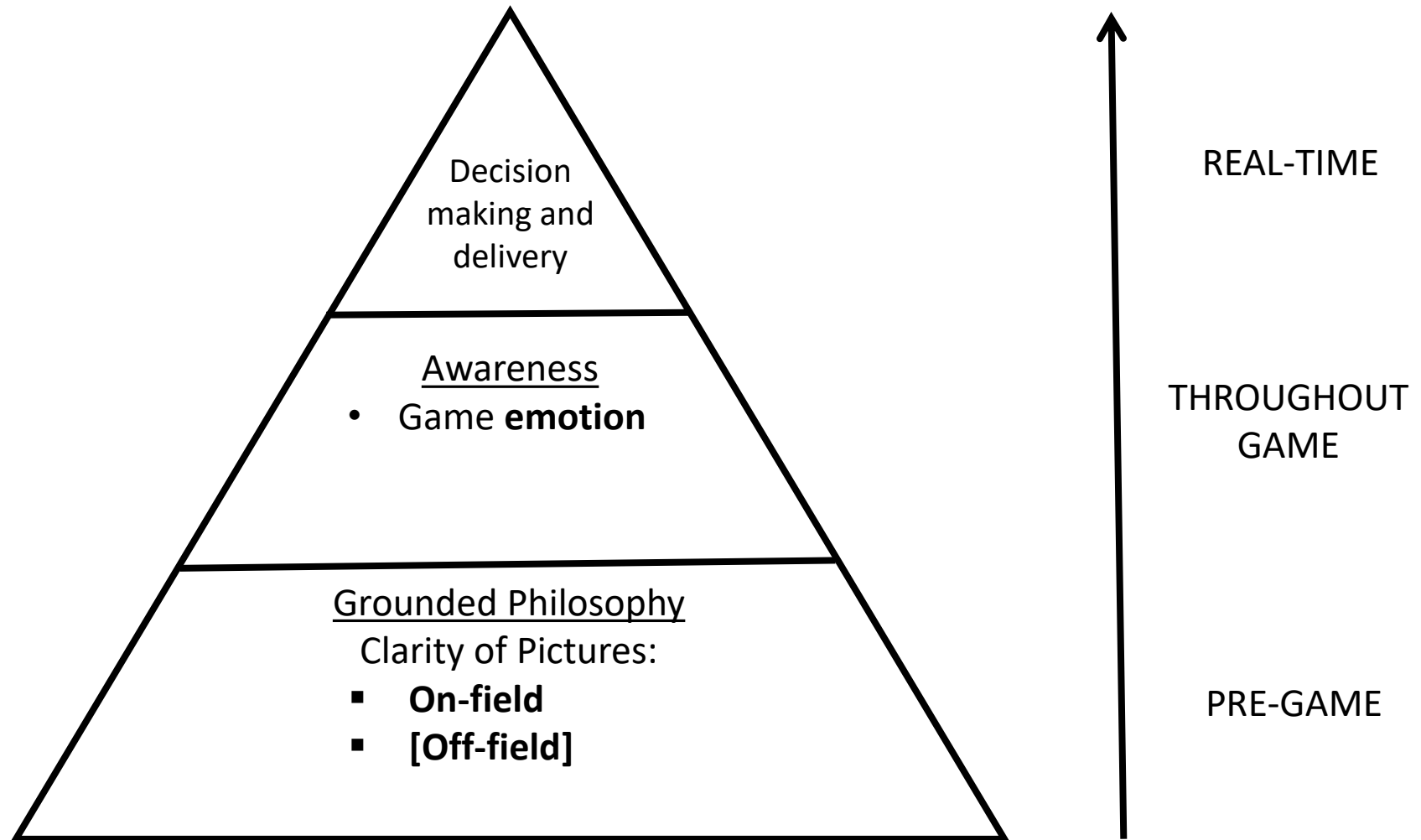
**Two ears
One Mouth**

Switch to receive

Don't try to show your right, show that you're listening

Don't challenge in the moment, you won't possibly have had a chance to properly considered the feedback. If you're being asked for you thoughts that's different.

Interaction Management Pyramid



Thermometer v. Thermostat

- Reading the room
- Do you measure the temperature in the game?
- How do you measure the temperature of the game?
- What are you looking for?
- Do you measure your own temperature?
- How do you change the temperature?

3. Pictures

- Off-field Interactions:
 - Spectators
 - Coaches
- On-field interactions:
 - Player → Referee
 - Player → Player
 - Team → Team

On-field: Player → Referee

- Physical abuse
- Verbal abuse
- Maintenance of boundaries:
 - What's appropriate physical abuse?
 - What's appropriate verbal abuse?
- Have you set boundaries in the first place?
 - Are you utilising your pre-game chat?
- Law 9.11: “A player must not do anything that is reckless or dangerous to **others**”.
- Law 9.11: “A player must not physically or verbally abuse anyone”.

