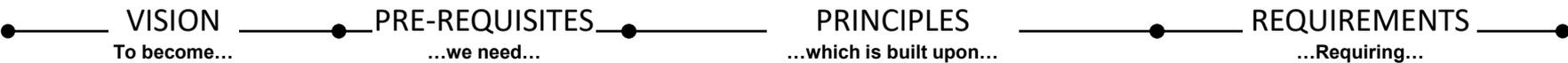


SUMMARY: THE HIGH PERFORMANCE PANEL DEFINED SIX PRINCIPLES TO SHAPE THE TRANSFORMATION OF ENGLISH CRICKET INTO AN EFFECTIVE HIGH PERFORMANCE SYSTEM



| | | | | |
|---|--|---|--|--|
| <p>The world's best men's cricket team across all formats, in five years</p> <ul style="list-style-type: none"> - Top 3 in all formats - #1 in at least one format - Sustained over multiple cycles | <p>A Game-Wide, Urgent Commitment to High Performance</p> | <p>Extraordinary Executive Leadership</p> | <ul style="list-style-type: none"> Alignment behind a common vision Diversity to drive innovation Effective execution of strategy Ruthless resource allocation | |
| | | <p>Understanding and Implementing What it Takes to Win</p> | <ul style="list-style-type: none"> What it Takes (us) to Win analysis & framework A game-wide plan based on WITTW | |
| | <p>Good Players...</p> | <p>Effective Talent ID and Player Development</p> | <p>Effective county talent ID</p> | <ul style="list-style-type: none"> High quality coaching and support Specific skills development and gap bridging Experience of winning and losing Appropriate facilities |
| | | | <p>Quality Time on Task</p> | <ul style="list-style-type: none"> Competitions delivering best vs best Conditions representative of international game Appropriate balance of matches, training, and rest Incentives to attract, develop, and retain talent |
| | | | <p>Picking the right players at the right time</p> | <ul style="list-style-type: none"> Evidence-based England Talent ID (WITTW) Effective and well-communicated selection |
| | <p>...Playing Well</p> | <p>A strong performance culture in the team</p> | <p>Inspirational team leadership</p> | <ul style="list-style-type: none"> Physical & psychological resilience Data-driven performance decisions Culture open to challenge & innovation |
| | | | <p>A strong performance culture in the team</p> | <ul style="list-style-type: none"> Data-driven performance decisions Culture open to challenge & innovation |

Notes: 'Good Players' also dependent on good levels of participation at grassroots – this has been excluded here as it is out of scope

WHY: JUSTIFICATION FOR THE REQUIREMENTS



| | | | |
|---|--|--|--|
| A Game-Wide Commitment to High Performance | Extraordinary Executive Leadership | Alignment behind a common vision | It motivates stakeholders to work together |
| | | Diversity to drive innovation | It ensures sufficient checks and challenges to groupthink and received wisdoms |
| | | Effective execution of strategy | It enables knowledge to be implemented in the organisation |
| | | Ruthless resource allocation | It enables key areas of the organisation to thrive |
| | Understanding/Implementing What it Takes to Win | What it Takes (us) to Win analysis & framework | It provides a 'guiding light' for how to play and develop players |
| | | A game-wide plan based on WITTW | It ensures all performance decisions ladder up to drivers of success |
| Good Players... | Effective Talent ID and Player Development | Effective county talent ID | It reduces the number of players slipping through the net |
| | | High quality coaching and support | It ensures players get the best possible learning experiences |
| | | Specific skills development and gap bridging | Players can then develop the right skills in the right way |
| | | Experience of winning and losing | Players can then understand the softer elements of what it takes to win |
| | | Appropriate facilities | It ensures players can hone their skills |
| | Quality Time on Task | Competitions delivering best vs best | Challenges deliver better development outcomes |
| | | Conditions representative of international game | Successful test nations have better transitions from first class to test level |
| | | Appropriate balance of matches, training, and rest | Players must avoid injury and play a suitable mix of competitions |
| | | Incentives to attract, develop, and retain talent | The best talent must see a path to the top |
| | | | |
| ... Playing Well | Picking the right players at the right time | Evidence-based England Talent ID (WITTW) | Players should be selected in line with success factors |
| | | Effective and well-communicated selection | It places accountability on people in the best position to decide selection |
| | A strong performance culture in the team | Inspirational team leadership | It gives teams a sense of direction and accountability for actions |
| | | Physical & psychological resilience | It enables players to respond to adversity |
| | | Data-driven performance decisions | It ensures decisions are objective and have predictive strength |
| | | Culture open to challenge & innovation | It enables teams to learn and develop |