

## After the Gold Rush: A Challenge to Coaching.

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# Objectives

- Identify elements of good practice internationally;
- Enhance understanding of the challenge in delivering appropriate support to improve performance;
- Enhance understanding of the most effective methods to harness the development of coaches who work with talent athletes

# Background/Context



- 2010 Legacy Paper
- Consistent messaging leading up to, during and post 2010 Games.
- Finding a program that resonated with 3 levels; national, provincial, local

# Aims/Objectives

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- The need to go deeper with targeted sports
- Address the developmental gap
- Centralized training groups for Canada's next generation of athletes/coaches
- Enhanced "daily training environment"; world class facilities, top level coaching, sport science/sport medicine and support services in one location

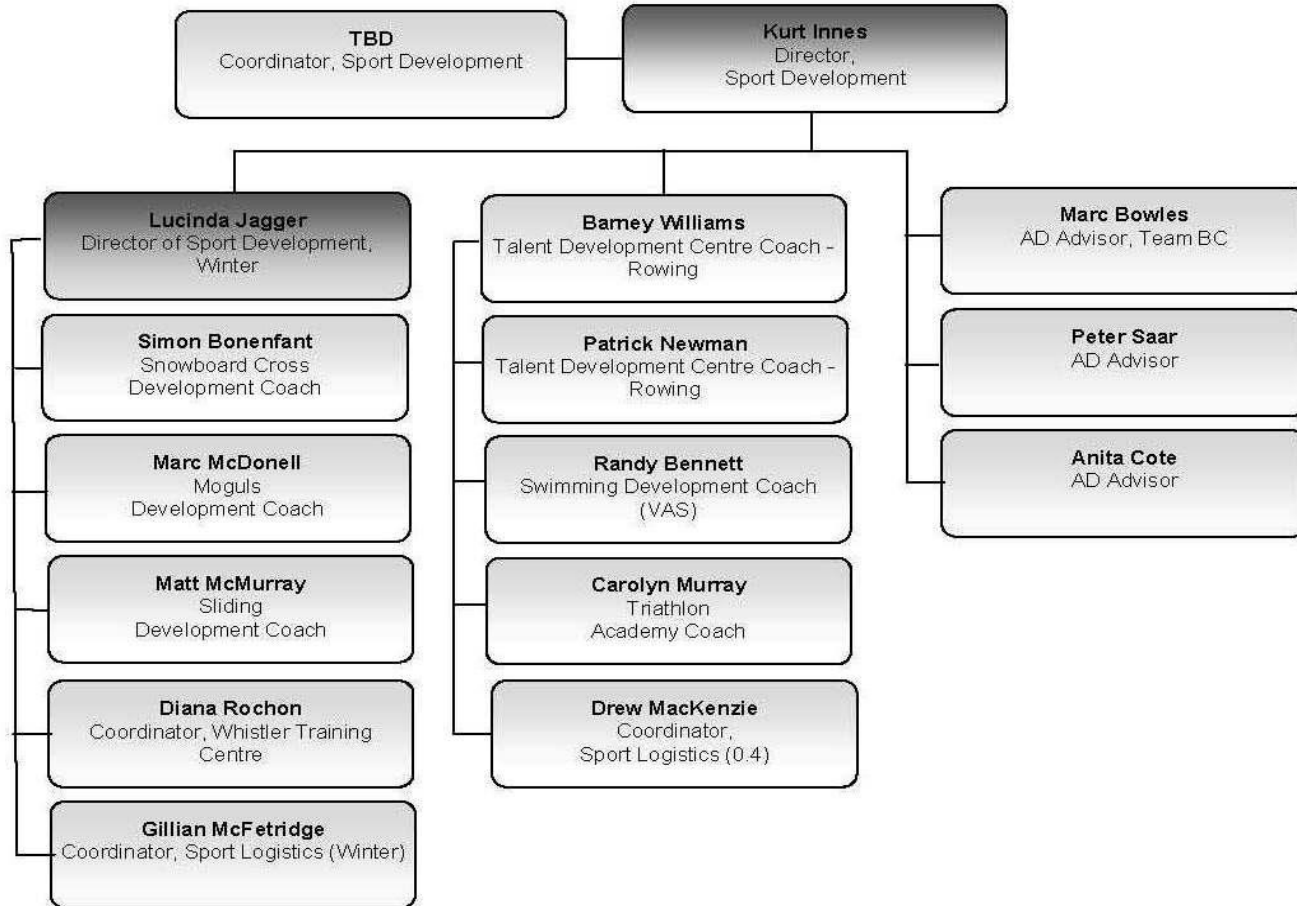
# Delivery Model

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- Full time training group coaches at Institute
- Athlete Scholarships
- Talent pool focus; T2T & T2C stages
- Performance Services
- Support Services
- Sport specific/multi-sport facilities
- Training Group Budget

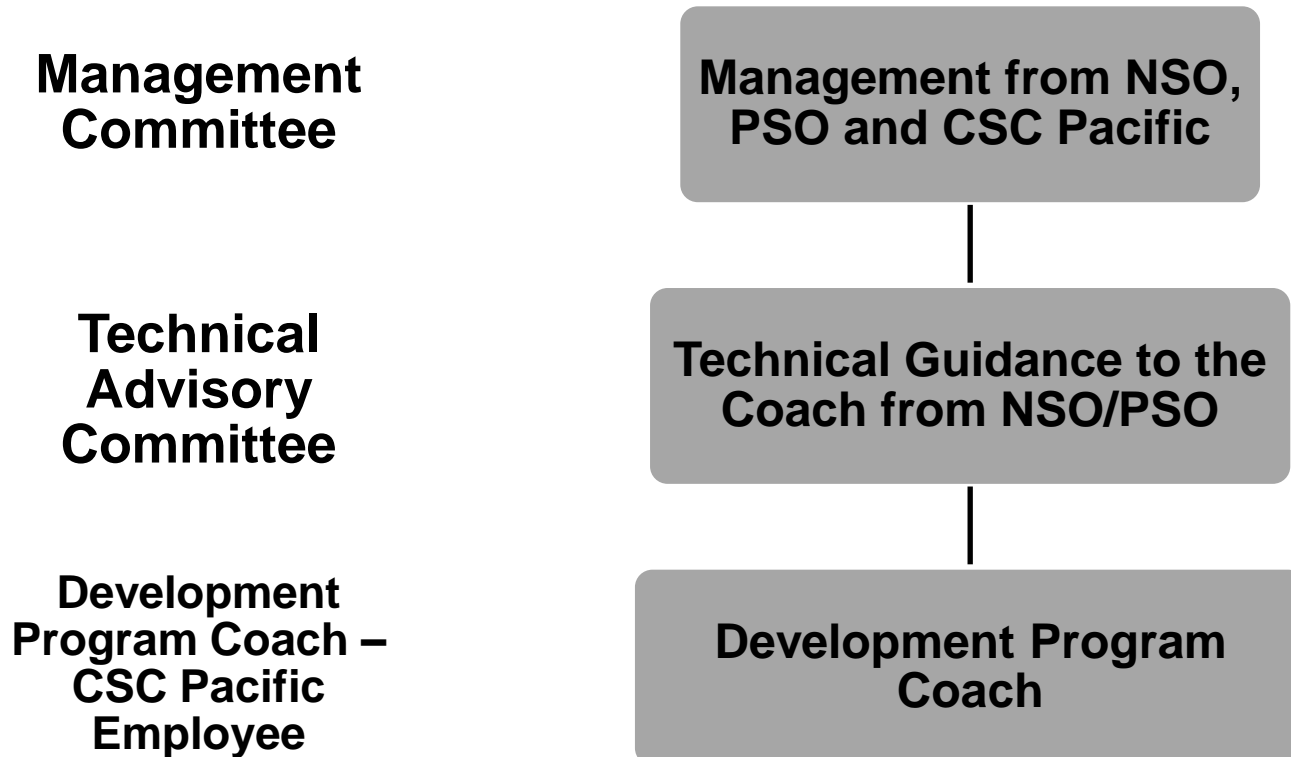
# Coaching Interaction & Development

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# Sport Specific Reporting Structure

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# Challenges/Issues

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- Sports “buy in” & multi-party agreements
- Program “fit” within LTAD
- Personal coaches
- Educational Support (sport schools)
- Budget
  - coach salaries/benefits
  - competition/training ratio within budget
- Branding of “institute programming”



# Successes

- Early days of pilot
- Coach pathway expanded
- Coaches part of a larger team
- Daily training environment for T2T/T2C
  - Better habits developing
- Coach/athlete ratio

# Context in N. Ireland



- **Melbourne Review 2006**

- Weak talent pool
- **No structured performance coach development**
- Lack of targeted integrated service provision for developing athletes (ad hoc delivery)
- **Relatively immature Institute (lack of blueprint)**
- Inherent weakness in coaching development to underpin athlete development.

# Objectives

- Performer Development Centres
  - Talent development athletes
  - Regional delivery of S&C and Physiotherapy
  - Delivered by Institute staff
- Practitioner Development Programme
  - High Performance and Emerging High Performance Coaches
  - Individually tailored personal development plan

# Delivery Model

- **3 centres, 75 athletes, 50 coaches and 16 sports**
- Individualised programme for S&C and Physio.
- **One year contract reviewed annually**
- Coach led / athlete centred.....

# REVIEW-PLAN-DO

Performance Planning Process



**IMPROVED ATHLETE PERFORMANCE**

# Challenges / Issues

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- **Education and development systems for coaches**
- Communication
- **Integration with support services**
- Performance system stage of development
- **Ownership of the athlete**
- Support staff's understanding of sports

# Successes / Learning

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- **Clear coaching development success, e.g. Triathlon**
- Service providers fully understanding and integrating within sports
- **Athlete centred focus, e.g. complimentary to performance, balancing performance and lifestyle.**
- Importance of focused 1:1 coach development
- **Shared learning across similar sports**



# Overall messages

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- **Coach is central - Understanding of the performance athlete**
- **Periodisation is critical**
- **Integration of support services must be managed carefully!!!**



# Question to you

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- How does your coaching development system meet these challenges??

# Workshop Outcomes



Examine the current performance environment of your 'department' or coaching environment

Identify key goals for the next 12 months within your 'department' and cross functionally

*Something that makes a difference to performance!*

# Performance Lens

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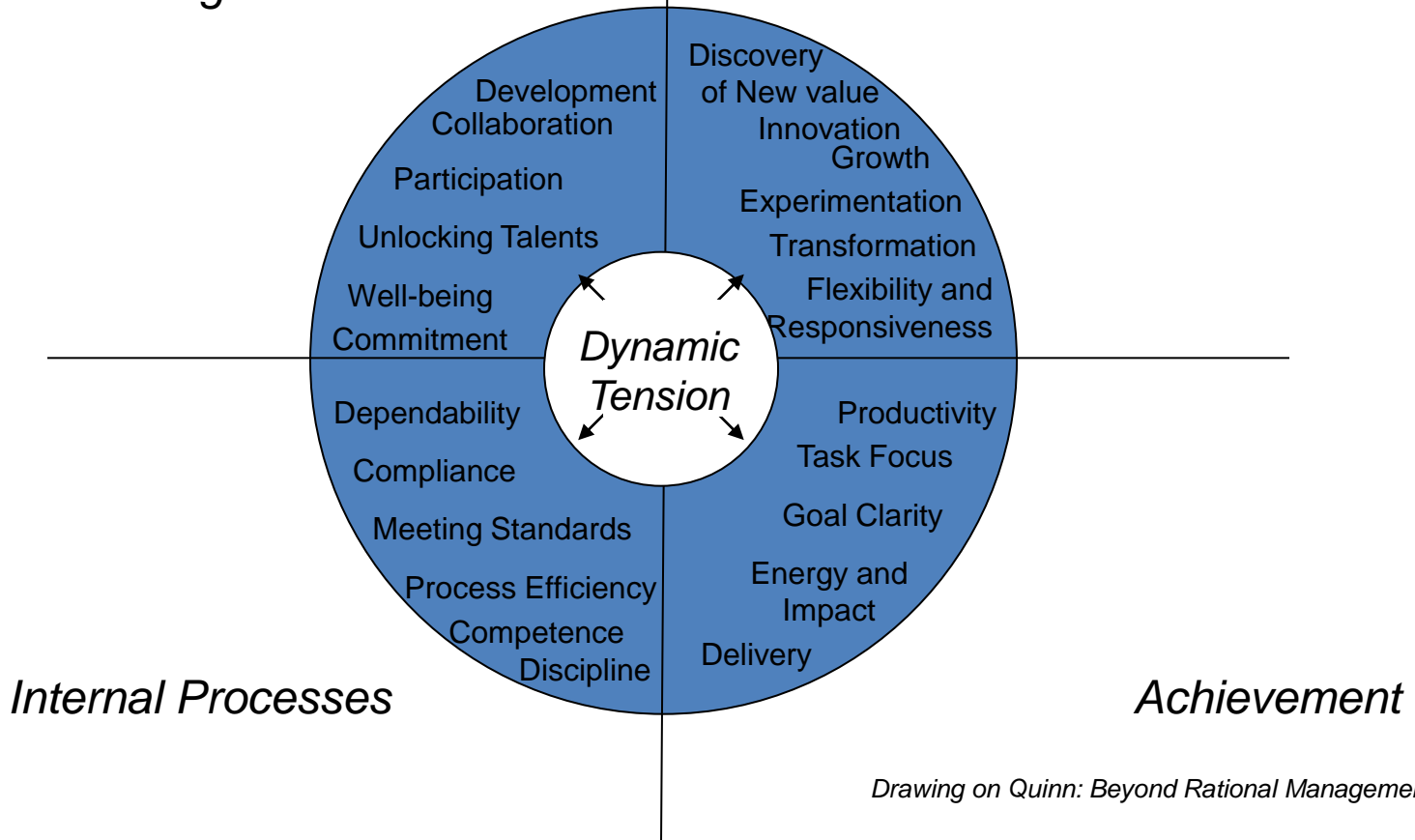
Take a step back and ask yourself

- What is 'Performance' in your department?  
*What are you trying to do?*
- What are the implications for your performance environment?  
*What is it like at the moment?*

# What Success Looks Like

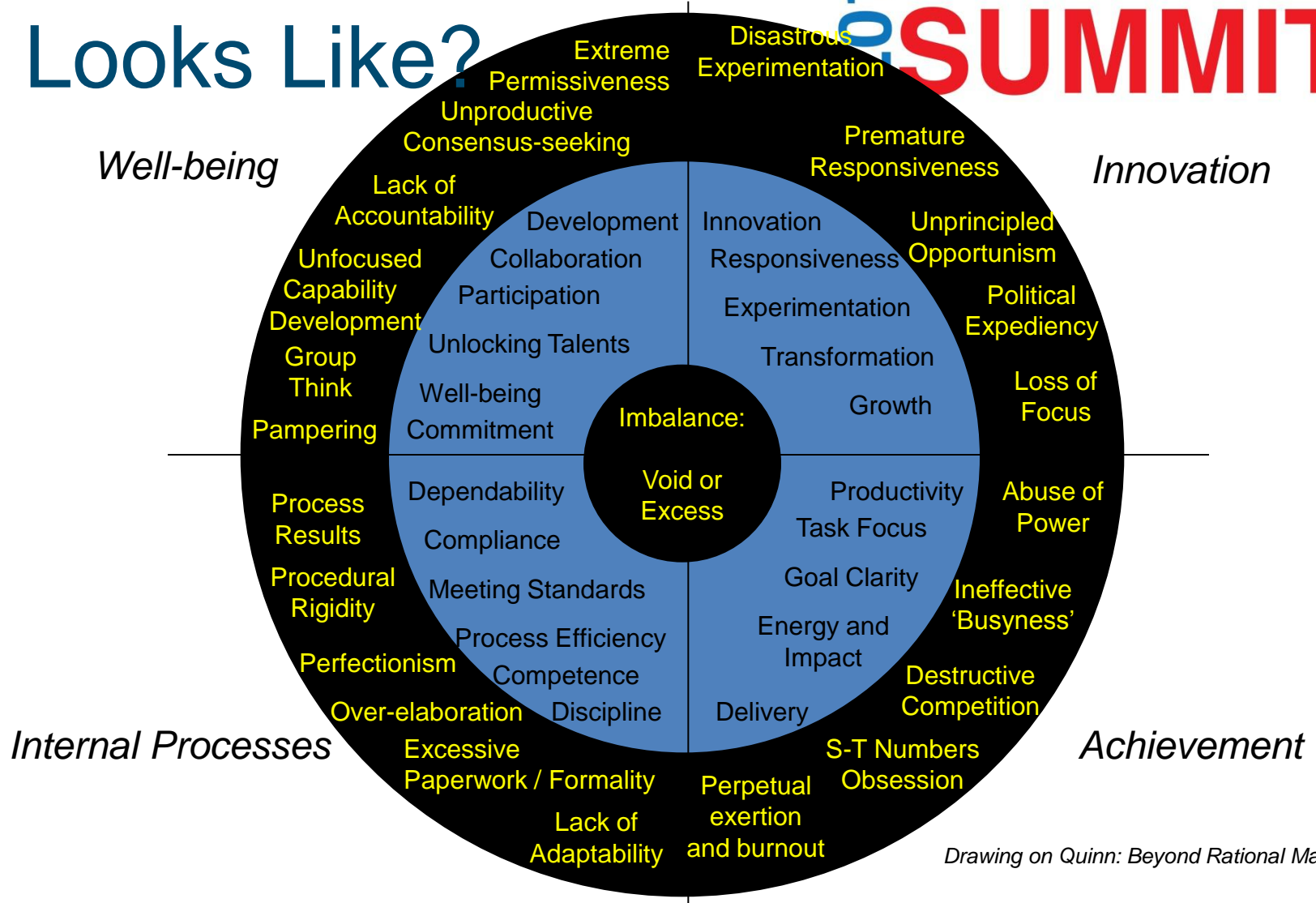
*Well-being*

*Innovation*



*Drawing on Quinn: Beyond Rational Management*

# What Does Excess Looks Like?



*Drawing on Quinn: Beyond Rational Management*

# Your Focus?

Take a moment to...

- Identify areas where the focus of your attention will increase or decrease to bring about the desired shift in performance environment
- Write 2 or 3 specific things down
- And maybe we can...Test, modify and enhance these

# Your Gold Medal?

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Take a moment to reflect on what is really important to you ...

What is the aspiration that inspires you?

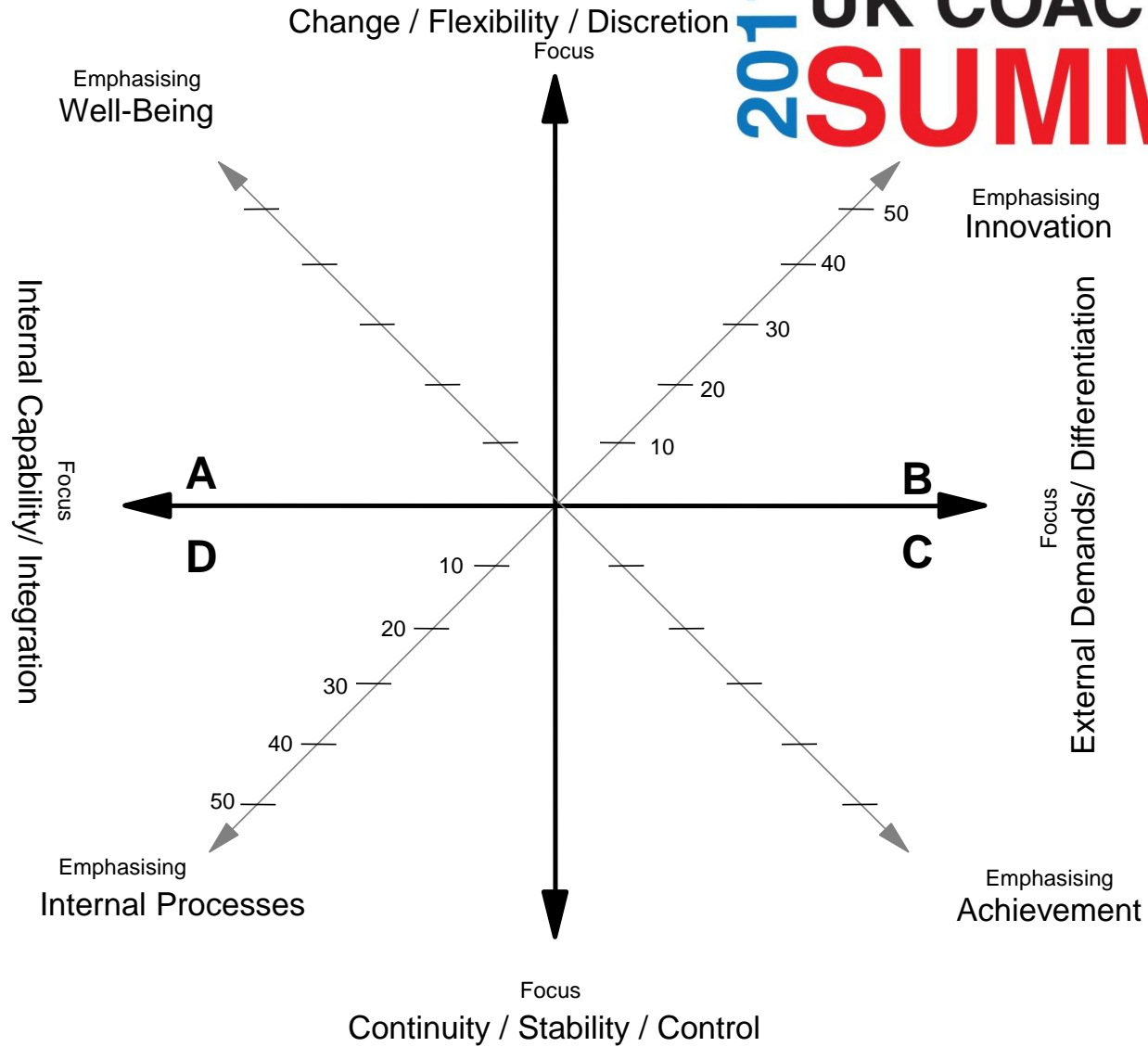
What are you passionate about delivering?

What is your *Gold Medal* performance?

What will it take to deliver?

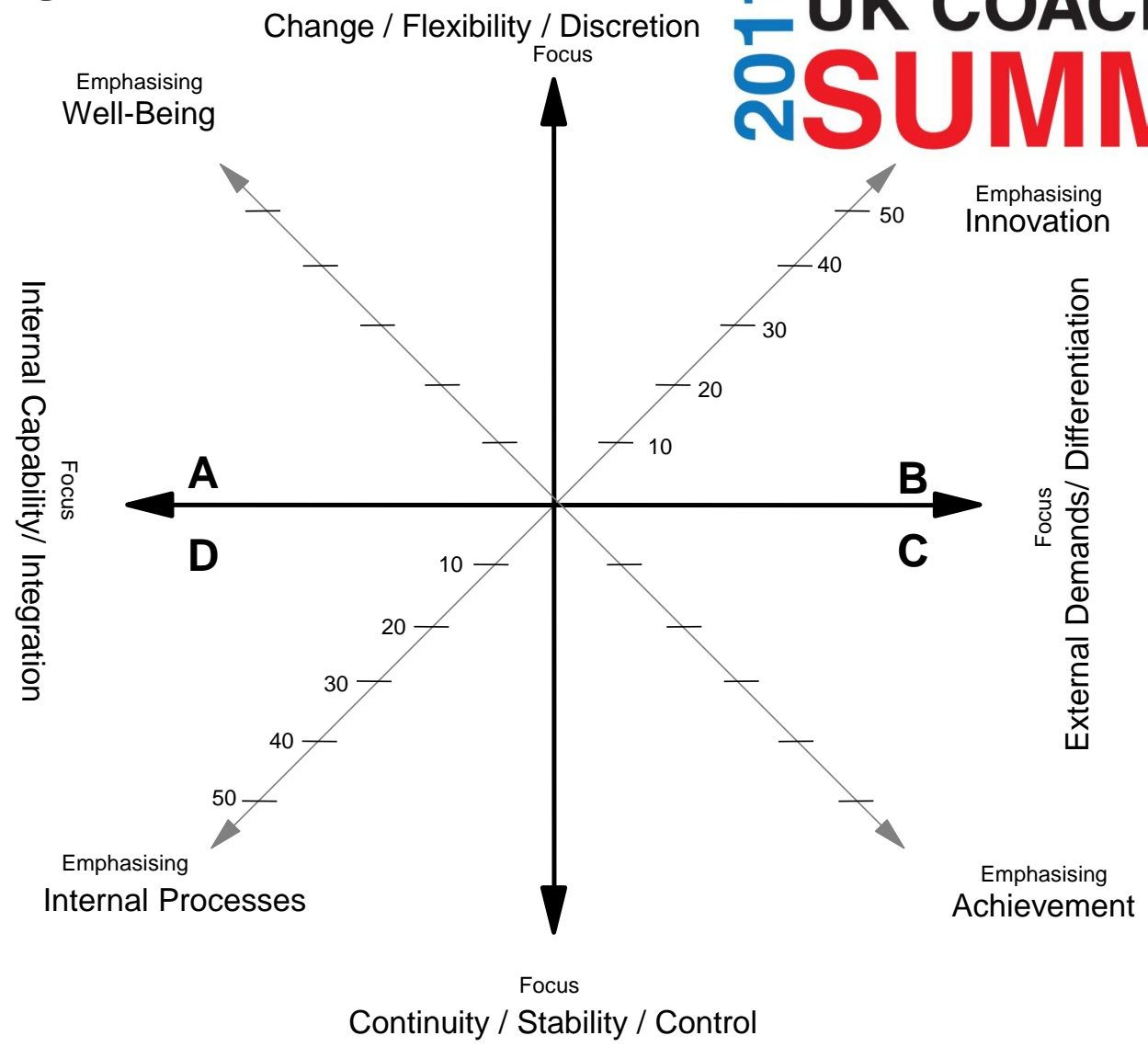
**How much attention are you paying to it?**

# Now





# Aspiration



# Performance Goals

