

Which coach developer model for my national sporting organisation?

The aim behind coach development activities and programs is to upskill those people who will educate and prepare coaches. This work may include activities such as presenting, facilitating or mentoring coaches. These educators we call coach developers (CDs).

CDs can hone their skills in different ways and in different settings. The model or models that your national sporting organisation (NSO) chooses will depend on your needs and the resources available. Below are examples of six different CD models.

Models

On a shoestring

- › A suite of basic measures to help coaches that can be implemented with little or no cost.
- › This model involves leveraging off existing practises, such as providing feedback to a presenter at an accreditation course.

CD in clubs

- › A formal structure, administered by the state sporting organisation (SSO). CDs work directly with coaches in clubs. The focus is on improving coach behaviour, with a secondary objective of improving the club environment.
- › The CDs participate in face-to-face inductions. This training may be supported by online resources.

Club coaching coordinator

- › A formal structure, driven from the NSO. Club coaching coordinators (CCCs) trained under an accredited program which covers all aspects of club development including coaching. The CCCs apply that knowledge as they see fit in the different clubs.
- › Training is broad and prepares CCCs to deal with matters related to the education of club coaches, administrative skills, building a robust club culture and working with important stakeholders.

Coach camp

- › CDs from a sport are brought into a 'camp' where they work with coaches and participants to learn in 'live' situations.

- › Opportunities are provided for coaches to review and improve their coaching of participants in an open dialogue with the CDs.

Local council - partnership model

- › CDs in a range of sports come together at the same time for a combination of general principles (related to effective methods for developing coaches) and sport-specific training.
- › The training is conducted by specialists in general principles using guidelines developed by the Australian Sports Commission, and experts in the various sports. CDs from NSOs can hone their CD skills under the supervision of master trainers.
- › Each relevant NSO provides guidelines outlining the goals and expectations of local coaches that the CDs will be tasked with fostering. The CDs then work in local clubs mentoring community coaches at training and/or match-day sessions.
- › Training and monitoring is facilitated by the council.

Courses/workshops

- › CDs attend a course, typically involving longer and more in-depth training, and return with this knowledge and new skills to run CD activities either at coach courses or in the club setting.
- › Courses typically cover teaching and learning strategies relevant to training coaches. The courses also involve opportunities for trainee CDs to conduct practical sessions with coaches and receive feedback.
- › A blended approach is often adopted involving face-to-face, online and informal learning opportunities.
- › Courses can be sport specific or involve CDs from different sports or a combination of the two.