

The post-session review

There are many ways a coach developer (CD) can conduct a review after a session and many different acronyms you can follow. Use whatever you are most comfortable with. Whatever method you use, there are a few key guidelines:

Hit the right tone

How you approach the review depends on the nature of your relationship with the coach. Early in the relationship it is better to be more encouraging and provide less feedback. As the coach becomes more comfortable, they will be more receptive to feedback.

Have a go

Feeling free to make mistakes is a pre-requisite for learning. Work on making the coach comfortable to make mistakes.

Know your coach

Coaches will want and expect different levels of feedback. A fairly informal, short, chat style would be appropriate for a parent volunteer coach of juniors. The conversation with a more advanced coach might explore more detailed aspects of technique or strategy, team dynamics or matters related to achieving the outcomes of a high performance plan.

Positive start and finish

Start with something positive on the session, something that went well. Finish with some encouragement.

Pull more, push less

Coaches will learn more and improve faster if they are able to assess their own performance. Try to avoid jumping in with your advice right away. You may need to give it, but encourage the coach to reflect and come up with their own ideas.

If you have nothing to add...

If you are trying to help, there is a natural tendency to want to provide input on every occasion. Sometimes the coach might not be in a receptive frame of mind and would be irritated by even constructive feedback. At other times a session might have gone so well and

the coach so pleased that it would be irritating to suggest improvement. Sometimes it's a good idea just to be encouraging.

What will you do differently next time?

Keeping in mind the importance of encouraging self-reflection, try to 'pull' this out of the coach with open questions. Have them think it through for themselves and come up with some ideas. Suggest something if needed, but frame it as something they might try or something that you or other coaches have found works. Guide the coach to come up with a specific follow-up action and specific time to try the action.

If you have established a good relationship with the coach, it may be time to provide a more in-depth review of the session. The checklist below will help you. There are many other ways to review a session; this is a simple, easy-to-remember method.



In-depth review of a coaching session

<p>From coaching to chatting</p> <p>Immediately after a coaching session observation, provide some reassurance. Bridge the gap.</p> <p>How do you feel?</p> <p>This opens the dialogue and sets a positive tone. There is almost always a 'positive' you can build on.</p>	<p>Use a positive as a bridge to the discussion</p> <p>Thank you Kate, that was a good use of court size, when you ... Thanks Peter, that's the first time I have seen that game, I really like the way you ... (NOTE: Be genuine in your comments)</p> <hr/> <p>How do you feel that went?</p> <p>(Here you are taking the 'temperature'. You may get an emotional response and not much useful information. SAY: 'That provides a good starting point - we will drill down to specifics in a moment.')</p>
O.R.S.N. Objective, Review, Summary, Next Time	
<p>O OBJECTIVE Focus on facts not feelings</p>	<ul style="list-style-type: none"> > What were you trying to achieve? > What were you helping the players to do?
<p>R REVIEW First the CD draws out what went well and then moves to areas of potential improvement</p> <p>Questions are used to get a clearer picture AND to help the coach to reflect on what was actually done.</p> <p>Be specific: questions should relate to specific things you saw.</p> <p>Remember: it's not an interrogation. Don't rush the process.</p>	<p>Good</p> <ul style="list-style-type: none"> > What went well? What else went well? What were you happy about? > What you did to facilitate the < insert aspect of session, e.g., high participation by everyone <p>For improvement</p> <ul style="list-style-type: none"> > What were you less happy about? > What about XX, how did that go? > How might you have done it differently? > Expand on what you just said about ... > Tell me a little more about ... > What else did you observe when ...? <p>Anything else?</p> <p>Now is a good time to ask: 'Is there anything else about the session you would like to mention?'</p>
<p>S SUMMARISE Highlights from the review - major points only.</p>	<p>The CD summarises highlights from the discussion above</p> <ul style="list-style-type: none"> > Thanks Kate - lots of useful reflections - let me try and summarise for you.
<p>N NEXT STEPS Here you are guiding the self reflection process, helping the coach find his/her own solution.</p>	<ul style="list-style-type: none"> > Kate, what are one or two things you will take from today's session and apply next time? <i>(Note: The coach may not be able to come up with anything concrete. In this case you could suggest something or it is fine to just provide encouragement if nothing comes to mind).</i> > Is there anything you want to ask me? (You may be able to complement the coach's own self-reflection) > Now is the time to plan for the when and how based on the coach's proposed next steps.