

# Coaches: What to expect from the Coach Developer program

## Why do I have a Coach Developer (CD) working with me?

Our club has been selected to be a part of a nationwide program supported by the Australian Sports Commission and the <NSO>. The aim is to provide more support for coaches in their coaching environment, ie on the job.

The role of the CD is to provide ongoing support, advice and encouragement to the coach. It's as simple as that: hands on help for the coach in the art of coaching. No 'targeting' is involved; research tells us that this kind of support is valuable and appreciated by first time through to highly experienced coaches working with participants from junior to elite.

## Who is the CD?

The CD is an accredited coach with a lot of experience and a passion for working with others and guiding their growth. They have been through an 'induction' session where they have been trained to provide the right level of support for the coach(es) they are working with.

## What will the CD be doing?

The role of the CD will vary according to the needs of the coach. The CD will observe training sessions and provide advice and suggestions where appropriate and respond to any questions that the coach might have. The CD may also be available outside of scheduled training or competition to provide support.

The CD will not be assessing the coach in any way, unless the arrangement is part of a coach's plan to achieve an accreditation. The CD may be working with a number of coaches in the club.

The CD may also speak with parents and other people around the club to explain the program and help them to engage in the sport and the club.

## Do I have to do anything differently under this program?

There are no extra commitments. The coach is encouraged to take advantage of the opportunity presented. In similar programs across a range of sports, coaches have found that the program has improved their coaching, which has had the effect of participants enjoying the sport more. Importantly, coaches also found that they enjoyed coaching more and the satisfaction of parents with their children's sport increased.

## Some Do's and Don'ts for coaches

### Do:

- > use your CD – ask for help when you need it, be open to suggestions
- > reflect on your coaching – think about participant reaction and engagement, think about what you might do differently to improve sessions
- > look for ways to encourage commitment and effort in players
- > expect to make mistakes – they provide a good learning opportunity
- > watch other coaches in action – you can learn both things that work and things that don't
- > talk to other coaches – they probably have had similar experiences and will be happy to share
- > ask players what they like
- > have fun – enjoy your experience!

### Don't:

- > expect your CD to conduct sessions for you – you will improve your coaching and your enjoyment of coaching by actually coaching – and trying things the CD suggests
- > worry if things don't go according to plan – be prepared to adjust as you go
- > try to be someone else – ie a coach you have watched either at your club or on TV, be yourself
- > expect every parent to help out – some will not be interested, some might be encouraged to be involved with some support and others will be hard to hold back.