

**Frank Dick O.B.E**

# The Coaching Process

Athlete centred

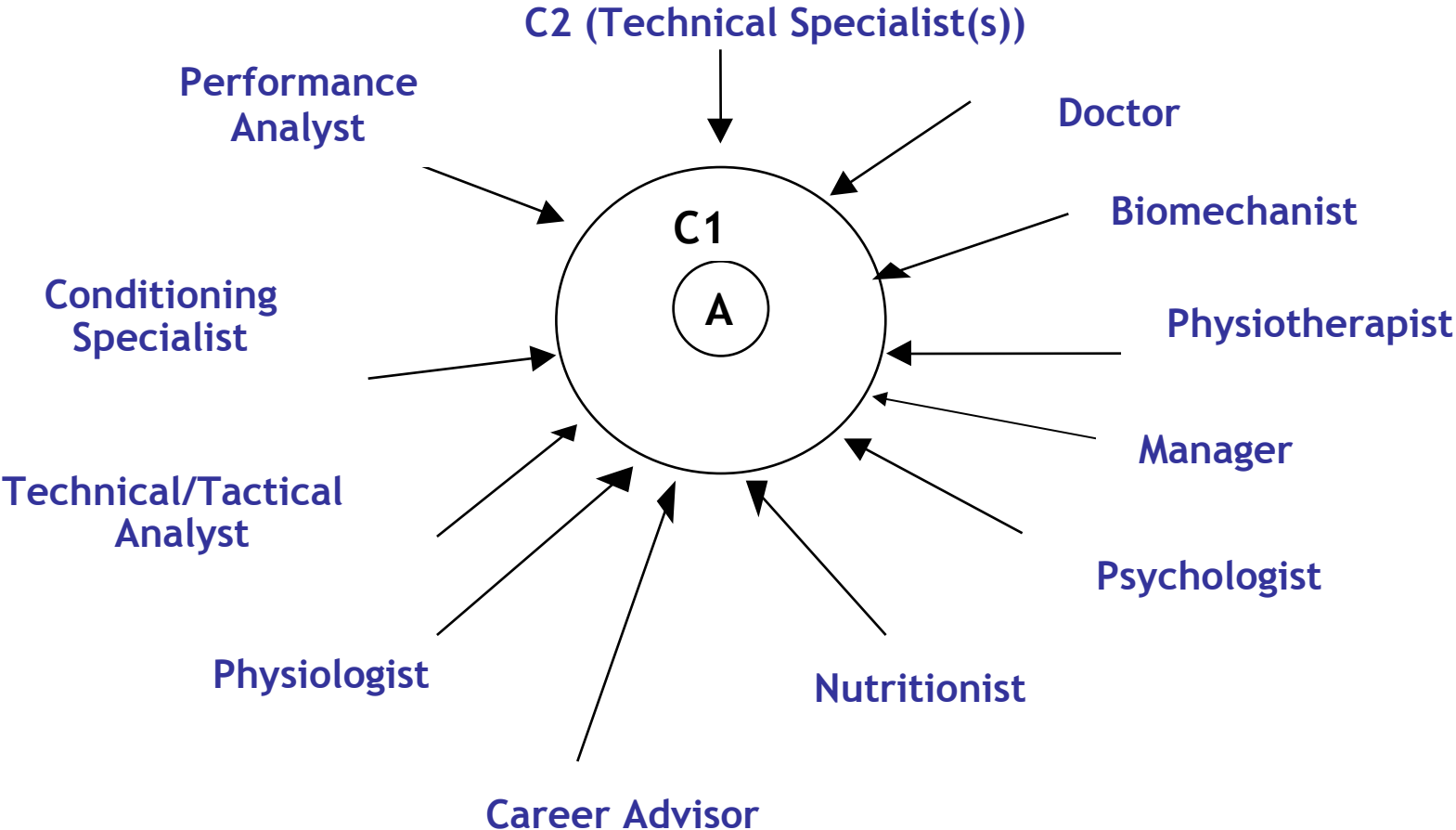
Coach led

Performance services supported

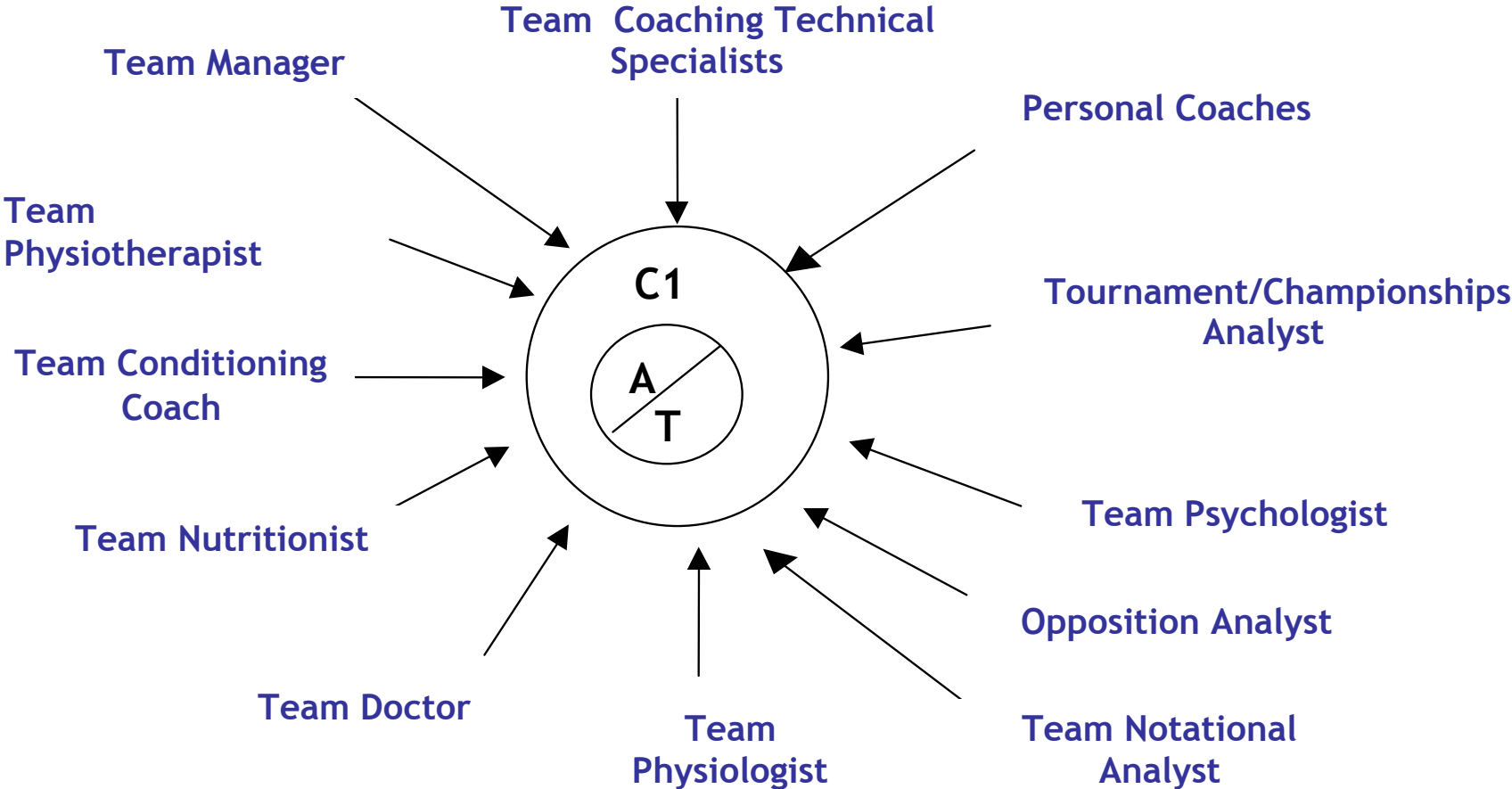
# Coach -Athlete

Is the central unit/relationship  
in the process

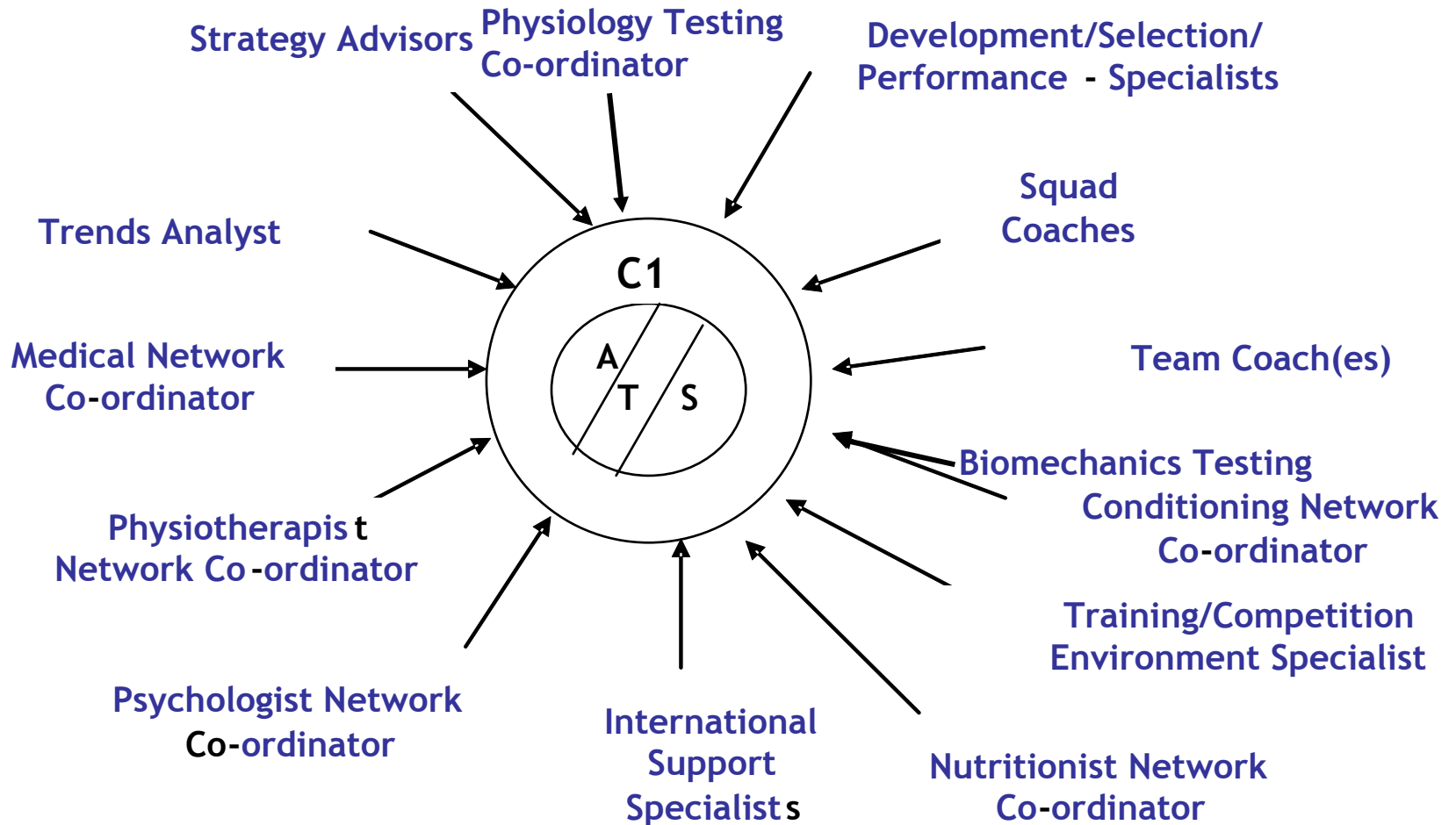
# PERSONAL COACH - ATHLETE



# TEAM COACH - ATHLETE/ TEAM

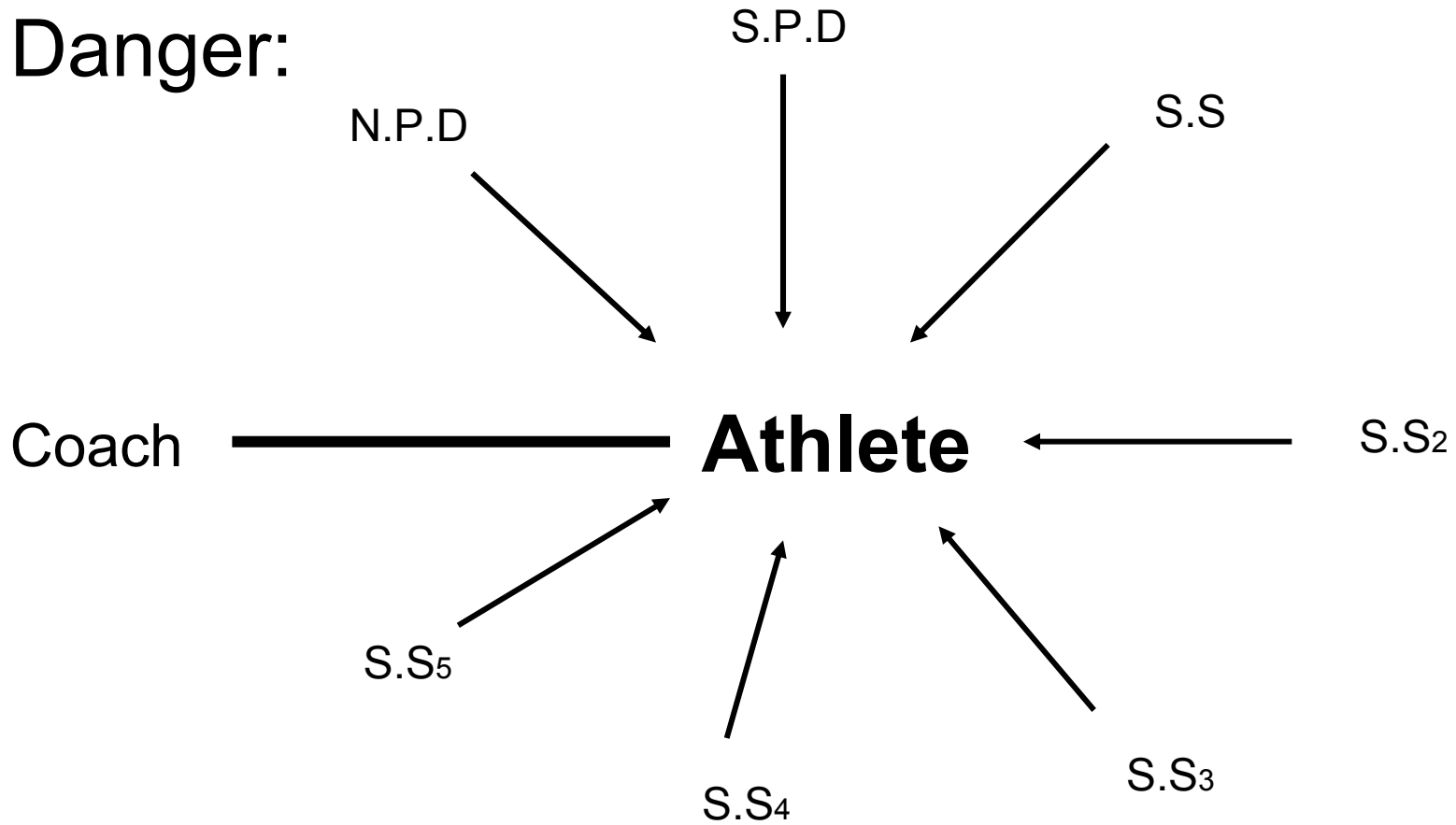


# CHIEF COACH - ATHLETE/TEAM/NATIONAL SQUAD



Current emphasis of coach as  
Manager/Director rather than  
practitioner creates perception of  
coaching as more science than  
art.

Danger:



Coach is bypassed in performance service input

Therefore potential fracture to coach-athlete unit

Coach is traditionally a tough pragmatic practitioner. More sergeant major than gentle mentor. So, leadership, coordination, teamship, harmonization and synthesis are not always well developed inclusions in the coach's skill set.

# Confusion increasing

Confidentiality (e.g. Doctor-patient)

Political correctness (e.g. Language, mannerisms)

Relationship ( e.g. Perceived abuse/assault)

# Consequence

- Incomplete intelligence for essential decisions
- Athlete not sure of who is in charge
- Coach disengages or resigns

# Solution

- Coach learns, develops, applies new skills in terms of art and science of coaching
- Coach /experts and athlete learn how to work effectively together

# Orchestra

- Soloist
- Conductor
- Sections
- Players

# Competencies 1

Technical – establish, develop, change

Technique (s)

Training

Tactical

Behavioural – establish, develop, change

Attitude

Ethic

Motivations

(own-decide-do-review)

# Competencies 2

General  specific

Discipline theory and practice

Coaching theory and practice

Training theory and practice

Learning theory and practice

# Competencies 3

Management and organisation skills

Leadership and team building skills

Teamship/complementing skills

Personal continuous learning skills

Synthesis skills

# Synthesis skills 1

- Clear communication conduits
- Translating advice to effective action
- Understand advice
  - » Raw information
  - » Data analysis
  - » Data significance
- Prioritizing advice
- Harmonizing advice

# Synthesis skills 2

- Preparing plan and agreed process
- Role delivery –
  - as practitioner
  - as team member
  - as team leader
- Managing relationship with athlete/team advisors to optimum effect.

# Synthesis skills 3

- Continuous personal coachability
- Continuous development in advisor network
- Shaping experience

# Making teamwork happen 1

## Advisor network team build

- » Role awareness
- » Human face to role
- » New member intro/inclusion
- » Away day learning workshops
  - technical updates
  - teamship reinforcement
- » 6 weekly brief : review : de-brief

# Making teamwork happen 2

- Addressing issues - general
  - specific
    - technical
    - behavioural
    - relationship
- Recognise – appreciate - reward