The development of coaching expertise on the Diploma- Coaches- Study

The Road to Coaching Competence

Lutz Nordmann - Markus Finck - Christoph Dolch
Overview

1. Structure of the coach-education system in Germany
2. The road to Coaching Competence
3. Practical realization
## Coach Education System in Germany

<table>
<thead>
<tr>
<th>Level</th>
<th>Certificate</th>
<th>Lessons</th>
<th>Role/Reference Point</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Diploma Coach</td>
<td>1300</td>
<td>Master Coach</td>
</tr>
<tr>
<td>4</td>
<td>Coach Grade A</td>
<td>90</td>
<td>Senior Coach</td>
</tr>
<tr>
<td>3</td>
<td>Coach Grade B</td>
<td>60</td>
<td>Coach</td>
</tr>
<tr>
<td>2</td>
<td>Coach Grade C</td>
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<td>Apprentice Coach</td>
</tr>
<tr>
<td>1</td>
<td>Assistant Coach</td>
<td>30</td>
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</tbody>
</table>

- federation based
- Elite sports
Structure of the Diploma-Coach Study

- Elementary Education (480 LE)
- Discipline-Specific Education (240 LE)
- Professional Practical-Training (100 LE)
- Specialization (480 LE)

Learning Center

Exams

total workload > 4000 LE
Structure of the Diploma-Coach Study

- Elementary Education (480 LE)
- Specialization (480 LE)
- Professional Practical-Training (100 LE)
- Total Workload > 4000 LE

Elementary Education
- Learning Center
- Exams

Specialization
- Center
- Practical-Training (100 LE)
- Exams

General Training
- Theory/Training Science (100 LE)
- Movement Sciences - Biomechanics (60 LE)
- Sport Biology - Sport Medicine (80 LE)
- Psychology (60 LE)
- Pedagogy (40 LE)
- Sociology (40 LE)
- Management (75 LE)
- Complementary Contents (25 LE)

Exams
Structure of the Diploma-Coach Study

- **Learning Center**
  - Professional Practical-Training (100 LE)
    - 22 Modules
    - Special topics/problems
  - Specialization (480 LE)
  - Elementary Education (480 LE)

Total workload > 4000 LE

Exams
Structure of the Diploma-Coach Study

- Elementary Education (480 LE)
- Sport/Discipline Specific Education
  - Under the responsibility of the NGBs
- Discipline-Specific Education (240 LE)
- Specialization (480 LE)

Total workload > 4000 LE
Structure of the Diploma-Coach Study

- Professional Practical-Training (100 LE)
- Discipline-Specific Education (240 LE)
- Specialization (480 LE)
- Elementary Education (480 LE)
- Professional Practical-Training
- Mentorship program

Total workload > 4000 LE

Exams
The objective: Developing the “reflective practitioner”

A coach who is able to develop athletes/teams to individual high performance in the complex system of elite sport
The objective: Developing the "reflective practitioner"

A coach who is able to develop athletes/teams to individual high performance in the complex system of elite sport

Competence dimensions

- professional competence
- methodical competence
- social competence
- self competence
- competence of reflection
### Course of Studies

<table>
<thead>
<tr>
<th>Course of Studies</th>
<th>Students</th>
<th>NGBs</th>
<th>Length</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>DTS 2-14</td>
<td>30</td>
<td>16</td>
<td>3 years</td>
<td>April 2007 to March 2010</td>
</tr>
<tr>
<td>DTS 2-15</td>
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<td>Oct 2008 to Sept 2011</td>
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<td>DTS 2-16</td>
<td>30</td>
<td>9</td>
<td>3 years</td>
<td>April 2009 to March 2012</td>
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### Olympic Games

<table>
<thead>
<tr>
<th></th>
<th>Gold</th>
<th>Silver</th>
<th>Bronze</th>
<th>Total</th>
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<tbody>
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<td>Olympic Games</td>
<td>12</td>
<td>12</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>April 2008 to Sept 2011</td>
</tr>
</tbody>
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### World Championships

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<th>Silver</th>
<th>Bronze</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>World Championships</td>
<td>24</td>
<td>22</td>
<td>14</td>
<td>60</td>
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<tr>
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### Occupational Activity

<table>
<thead>
<tr>
<th>World Championships</th>
<th>National Coach</th>
<th>Coach Federal State</th>
<th>Club Coach</th>
<th>Active Athlete</th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>20</td>
<td>14</td>
<td>38</td>
<td>17</td>
</tr>
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</table>

### Awards

- **Olympic Games**: 12 Gold, 12 Silver, 3 Bronze = 27
- **World Championships**: 24 Gold, 22 Silver, 14 Bronze = 60
Interconnection of formal and informal learning

Formal Learning (C, B, A, DTS, advanced training)

experience as coach/athlete

skills / previous knowledge

Informal Learning
Interconnection of formal and informal learning

Requirements for long-term development of coaching practice:

• to reflect his/her coaching practice on a relevant knowledge base
• to get the ability of lifelong learning

Formal Learning (C, B, A, DTS, advanced training)

Informal Learning

experience as coach/athlete

skills / previous knowledge
Road to coaching competence

Central question:

How can we organize formal education programs enabling coaches to develop/enhance competencies for their job?
Road to coaching competence - starting points

- Coaching is complex
- Coaches need a special expertise (competencies)
- Competence can not be taught directly, competence has to be developed in activity
- Competence occurs by linking to practical experiences
- It is necessary to gain many years of experience in order to become an expert coach

**Consequence:** a specific didactical-methodical approach
LEARNING

goal oriented, cumulative, systematic

Social Constructivism
situated, cooperative, participative

Cognitive Constructivism
active, constructive, independent

Hasselhorn/Gold 2006, 237
goal oriented, cumulative, systematic

• in line with elite sport
• linked with previous knowledge, experience, skills
• education phases in systematic structure

Hasselhorn/Gold 2006, 237
situating, cooperative, participative

- in concrete situations of elite sport practice
- social environment
- personal responsibility
active, constructive, independent

• active role of students
• complex problems
• self-directed

Hasselhorn/Gold 2006, 237
Formal Education Coaching practice

Reflecting

Knowing Thinking Deciding Evaluating

LEARNING

Declarative Knowledge

Procedural Knowledge

Reflecting
The role of a coach educator is to design cooperative learning opportunities in which coaches can develop competencies for their job.
Structure of the Diploma-Coaches Study

- Elementary Education (480 LE)
- Discipline-Specific Education (240 LE)
- Specialization (480 LE)
- Professional Practical-Training (100 LE)

Total workload > 4000 LE
Specialization

- is organized in modules
- special topics are handled in a problem-oriented, practical and complex way
- bring experts together in cooperative learning opportunities
- linking practical experience and theoretical knowledge

**Topics:**
- Barbell-Training in Elite Sport
- Footwork in Elite Sport
- Core-Performance Training
- Speed Training in performance sports
- Additional Endurance with Cycling
- Conflicts and Disputes in Coaching
- Practical Psychology in Elite Sports

**Choose 22 modules out of 40**

- 1 main topic
- 20 Learning Units
- 10-15 students / different sports
  + Top coaches
  + Specialists
  + Experts
knowledge transfer
generating new practical knowledge
"Our ability to learn what we need for tomorrow is more important than what we know today." (George Siemens, 2005)

Reflection and lifelong learning

Trainerakademie
Online Learning Center

Nordmann/Finck/Dolch - The development of coaching expertise
Trainerakademie Köln des DOSB · Guts-Muths-Weg 1 · 50933 Köln · Fon (+49) 221. 94875-0 · Fax (+49) 221. 94875-20 · info@trainerakademie-koeln.de
Social Software Tools

- Blogs
- Wikis
- E-Portfolios
- Audio-Video Podcasts
- Presentations/Office Documents
- Personalized recommendations
- RSS easy to integrate into an own Personal Learning Environment

- Users
  - Share
  - Connect
  - Communicate
  - Collaborate
  - Reflect
  - Aggregate
Learning processes become visible

Students are active and self-directed

Support of informal learning processes

Maintaining knowledge
Thank You!