

The Innovation Group of Leading Agencies

Teaching and Learning Working Group - Development of Coach Developers

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The Teaching and Learning Working Group

The Teaching and Learning Working Group comprises of Chair: Penny Crisfield (UK), Kathy Brook (Canada), Rosa Du Rand (South Africa), Klaus Oltmanns (Germany) and have been tasked to:

- 1 Define the meaning of quality coach development and review terminology around 'coach developer'
- 2 Identify the roles and functions of CDs operating (in voluntary, semi-professional and professional capacities) and at different levels of expertise
- 3 Share and describe good practice in teaching methods and coach training among the lead partners that contribute to the achievement of competence and qualification of coaches in line with the framework
- 4 Develop guidelines for the selection, training, support and professional development of CDs
- 5 Develop career, qualification and professional development pathways (long-term coach developer) for those responsible for CD and for training/supporting CDs
- 6 Identify the quality improvement standards and measurement processes to be used by ICCE in assessing CD training programs and development pathways
- 7 Generate research questions to substantiate the perceived best practice models. •

What are Coach Developers?

Coach developers include all those who have undergone training to fulfil one of more following roles: coach educators, learning facilitators, presenters and mentors. They are trained facilitators who develop, support and challenge coaches to go on improving their knowledge and skills in order to provide positive sport experiences for all participants. They respond to coaches' needs and the context in which they operate by providing and facilitating a range of learning opportunities. They are able to synthesise the input of more experienced coaches and experts, assess coaches and encourage them to take responsibility for their ongoing development. They role model best practice, portraying a growth mindset, critical reflective skills and a hunger for personal improvement.

Like coaches, coach developers need time, effort and practice to develop their skills. Three levels have been identified:

- **Coach Developers** who provide formal learning situations through prescribed coach education programmes with minimal customisation
- **Senior Coach Developers** who are also able to customise coach education programmes, provide non-formal learning, encourage on-going independent learning and co-deliver and support CDs
- **Master Coach Developers** also support SCDs & CDs through mentoring, co-delivery and feedback; they can design learning programmes and assist in CD training ;

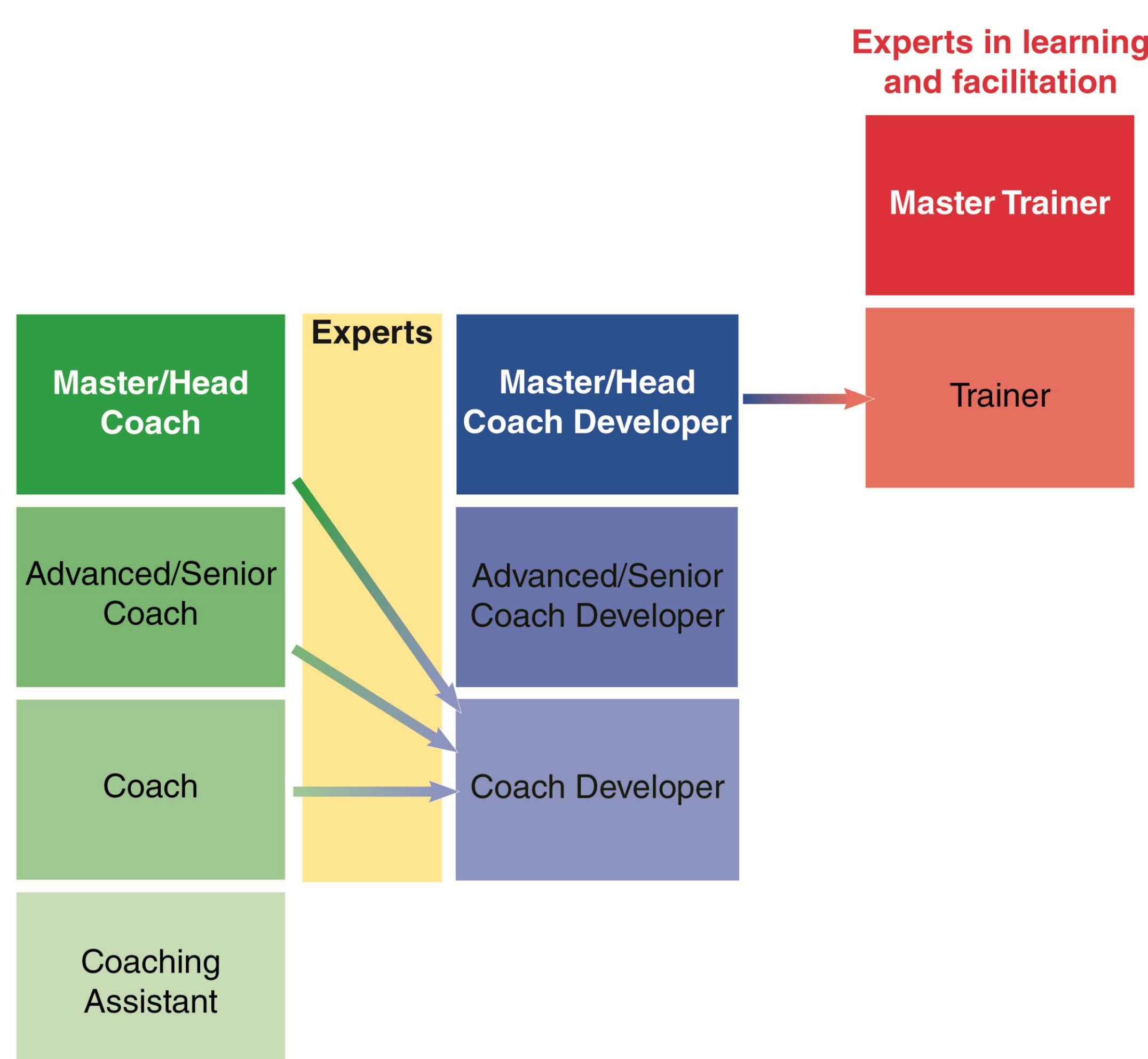


Figure 6.2

The Coach Developer System

A number of steps have been identified in developing a sustainable and effective CD system:

- 1 Analysis of current and forecasted coach developer workforce (numbers, skills, experience), taking into account the needs and contexts of the coaching workforce and the availability of more experienced coaches to support the development of other coaches.
- 2 Based on step 1, a strategic plan is formulated.
- 3 Using set guidelines, coach developer applicants are selected.
- 4 Using set guidelines for training and development, coach developers are inducted, trained, developed and supported through the pathway.



Recommendations

It is recommended that countries and sports, according to their needs and context, invest time and resources into the development of a fit-for-purpose coach developer workforce. This will enhance their ability to develop existing coaches, as well as increase the number of new coaches coming into the system where they are needed.

Future Projects

- Paper to be published in the International Journal of Coaching Science.
- Piloting of programme as part of the implementation of the South African Coaching Framework
- Further guidelines for the selection, orientation and training of coach developers.
- The identification of critical success factors to aid monitoring and evaluation of systems.

About the Innovation Group of Leading Agencies

The International Council for Coach Education (ICCE) has recently established the Innovation Group of Leading Agencies. This group brings together a number of leading coaching organisations from all over the world with the purpose of advancing coach education and development on a number of key priority areas.