Developing Coaching

the

England Athletics NCDP

by

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National Coach Mentor – High Jump
So Why Me?…

30 years of high performance coaching in the world of athletics

29 years of experience developing individuals and teams in Fire & Rescue Service

7 years coaching teams & Individuals in the workplace, to improve performance delivery
Athletes coached

Jayne Nisbet 1.87m

Michelle Dunkley 1.93m

Stephany Pywell 1.90m

Louise Hazel – Hep HJ

Vikki Hubbard 1.92m

Chris Baker – 2.36m (2.20m)
A Double Act!

Denis Doyle - NCM
My Coaching Influence

Roy Fenn

Denis Doyle

Mike Holmes

Fuzz Caan
Every single coach...
on the NCDP
Mentoring – A Definition

"Mentors are simply people who help other people succeed". - ... "A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust“

...UK Coaching Network
Mentoring – Origins

Greek mythology
Mentor, Odysseus & Telemachus

‘Impart wisdom and share knowledge to someone less experienced’

Developing the performance & exploring the potential
A truly valued role
Develop coaching & Improve Athletes Performance

If Dan Pfaff was right and...

“even a blind squirrel will find an acorn eventually”

Educate our coaches to be the best they can be and be ready to support the development of that talent when it turns up.
National Coach Development Programme

...a commitment to develop the quality of that coaching support and overall athlete performance standards

- Began in 2009
- Now in its 8th year of funding

Consistently reached and surpassed all of the KPI’s set by Sport England
Principles of the Programme

1. Improve the coaches skills within the event specific & general support skills required for their coaching roles to develop (eg. Physical Preparation – Nutrition – Sports Psychology)

2. Encourage & facilitate regular individual and group meetings, Including local, regional & national workshops & conferences

3. Provide coaches with mentoring support at various stages of their development and create a network of peers with whom they could work with where possible
How?

- One to one meetings
- Mentor observing mentee coach
- Mentee observing mentor coach
- Mentor/mentee observing Senior or Master coach coaching
- Group observation workshops
- National/International conferences
  - Masterclass
  - UCoach learn
Success so far!

• Currently 401 coaches on the NCDP
• In 2015 the NCDP delivered 67 organised coaching events
  • Over 600 mentoring sessions took place
• Between 2009 – 2015 there has been a consistent increase in the number of athletes achieving the 10 – 50 – 100 marks on Power of 10
• Between 2009 – 2015 there has been a 36% increase in impact of athletes winning National Champs that have been coached by NCDP coaches
SUCCESS

- England Athletics impacts on over **1000 coaches on the Local Coach Development Programme**.
- The Local Coach Development Programme delivered **267** organised events with **3952 attendees**.
- There has been an increase in the retention rate of athletes.
- Competition numbers in track and field have increased.

‘The data demonstrate categorically that there are more athletes overall, competing in more events, across age and gender groups.’ Sheffield Hallam Bridging the Gap 2, 2016
Developing our coaches..

15/26 of coaches have now delivered at Regional Coach Development workshops

12/26 delivered at National workshops

2/26 have delivered at an International conference

12/26 Have had EA or Team GB event coach roles
So why?

- Greater levels of knowledge
- Exposure to a higher level of coaching
- Improved confidence in ability
- Greater levels of support
- Peer groups sharing expertise
If coaching is an essential part of performance progress to the athlete...

...then coaches also need coaches!
GROW Model

- Goals
- Reality
- Options & Obstacles
- Way Forward & Will
The Importance of Feedback
Intrinsic Feedback

Intrinsic feedback is information that a learner receives from his or her own experiences. Most people know when they do a good job. From experience, they know what a good job feels like. Most people also know what a bad job feels like. This type of feedback comes from the person’s own senses.
Extrinsic Feedback

Extrinsic feedback is the information that a learner receives from an outside source. This information may come from a coach, a mentor, a colleague, a manager, a customer, a recording, an email or a videotape.
Learning how and when to give feedback…

…and understanding what kind of feedback to give & why!
Performance development

Model

Stages of Learning

Performer 1. Unconscious Incompetence (Novice/beginner)

Performer 4. Unconscious Competence (Expert)

Performer 2. Conscious Incompetence (Acquisition)

Performer 3. Conscious Competence (Skilful)

Teach/Coach

Coach/Mentor

Teach
Recognise the need to develop the relationship to suit the changing performance standard and future aims
And ensure that you both have the same desire and commitment to achieve the dream
Does any 1 coach have all the answers???

“Never let the performance levels of the athletes you coach ever be restricted by your own limitations”

...Frank Dick
A responsibility to ‘Pay it forward’

Start by;

“Support the development of your athletes and don’t stop educating yourself...share the same passion for success and GROW together”

And then;

Remember to share your knowledge, experience and expertise with as many other coaches as you can to ensure that the level of coaching and athletics performance also continues to improve
Coming together is a start
Staying together is progress
Working together is success

...Henry Ford
Enjoy your coaching

THANKS FOR LISTENING