



BC Coast Region Know Your Sport Workshop (Sept 30, 2017)

Club Management Topics

- Team Coaching

Team Coaching

- What is Team Coaching?
- Why would you want it?
- Benefits
- Challenges
- Implementation

Team Coaching (cont...)

- **What is Team Coaching?**
 - Obvious Example is Canskate!
 - However the approach used in Canskate is not often used in higher level Starskate/Competitive programming

Team Coaching (cont...)

- **What is Team Coaching?**

- Prerequisites

- Your club has mostly club coaches as opposed to freelance coaches
 - Your coaches have some sort of management structure that keeps them organized
 - Director of Skating
 - Coaching Management Committee
 - Your Board of Directors and parents are willing to let the coaches become organized

Team Coaching (cont...)

- **What is Team Coaching?**

- Structure

- A commitment to a standardized technique?
 - Coaches agree to and adhere to standardized technique for jumps, spins, program design, choreography, etc.
 - A larger proportion of club-paid “group” programs, taught by groups of coaches?
 - Fewer open/freeskate sessions
 - Emphasis on club-paid
 - Private lessons may not always come from the same coach every time?
 - coaches may begin to specialize, so there might be a spin coach, a jump coach and a skating skills coach, a dance coach

Team Coaching (cont...)

- **What is Team Coaching?**

- Other Characteristics

- Skater might not always have the same coach with them at a competition.
 - When a coach is off-sick or out of town, skater will still be able to get lessons from someone who knows “the plan”
 - The notion that certain coaches “own” certain students is reduced.
 - Students are assigned to “primary” coaches when they come out of canskate/academy
 - Director does the assignment, not the parent...

Team Coaching (cont...)

- Benefits
 - Standardized technique is good!
 - The two freelance coach story
 - The collective knowledge of the coaching team is leveraged
 - Having a coaching team that can review skater performance and provide feedback to parents
 - Gaps in coaching availability are “mitigated”
 - Great way to mentor junior coaches
 - Outcomes prove team coaching can be a successful approach

Team Coaching (cont...)

- Challenges
 - Getting Coaches to agree with each other
 - Sharing, Technique, group lesson participation
 - Explaining to parents that they do not pick their coach for their skater
 - The coaching team decides how the skater is best accommodated and a primary coach is decided by the team or team leadership.
 - Board of Directors must have the vision, longevity and energy to see the transformation through

Team Coaching (cont...)

- Implementation
 - Club Coaches, not Freelance coaches
 - Get a Management Team or a Manager
 - Director of Skating is a great practise
 - Accountability for results (vis-a-vis Team Coaching)
 - Have an implementation plan, an agreed set of expectations and some milestones
 - Let the coaches do their job