

Case Study – Collaboration for impact!

This case study is focused on the development of coaches and coach developers at Glenfield Leisure Centre, specifically targeted at supporting personnel from Glenfield Water Polo, North Harbour Artistic Swimming, Glenfield Leisure Centre, and North Harbour Gymnastics.

Prior to this intervention, limited support has been available to coaches and/or coach developers across these organisations. In conjunction with sports leaders from the above organisations, a need was established to provide better support to coaches in the Glenfield community.

As a result, Harbour Sport and Jasmine Hibbert (Glenfield Leisure Centre) created an approach to upskill and monitor the development of coaches across all 4 codes. The overarching objective of the initiative was to develop confidence and competence of coaches through improved knowledge, skills, attributes. This has been achieved in a number of ways: Good Sports online modules, a 2-day workshop, a Community Coach Developer Course for a targeted sports leader, an extension workshop, mentoring, and observation.

During the 2-day course, attended by 19 participants, coaches learned about the role of the coach, what makes a good coach, effective communication, operating from a climate of development, planning, developing a positive culture, and how to modify sessions. Feedback from coaches indicated that their overall experience was positive. See following quotes from participants:

"I really enjoyed the energy of those who were running the program. All of the content was incredible engaging and interesting, and I left feeling inspired to work even harder and improve my overall coaching abilities".

"The section on planning was incredibly beneficial as it is something I think every coach can always improve upon. I also really enjoyed leaning about different coaching styles and the importance of both push and pull, which I will integrate into my coaching sessions in the future".

Following the course, a champion from North Harbour Artistic Swimming was highlighted for further development. Fendi Thien completed the Community Coach Developer Course and is currently developing her own craft as a participant on Coach Evolve. Since the initial contact with coaches at Glenfield Leisure Centre, Jasmine and Fendi have successfully run an extension workshop for coaches, looking at the art of questioning, planning using the LEARNS Framework, and some practical coaching scenarios.

Going forward, it is important to provide ongoing support to the coaches involved via a mentoring and observation programme to consolidate their learnings. A programme has been put in place to monitor the development of a small cohort of coaches throughout 2021.

Further recommendations for projects within the community include:

- There is a value to hosting in the community as opposed to holding a course at Harbour Sport. Coaches are more inclined to attend and feel more comfortable in their own environment.
- Ongoing support is highly recommended. Various touchpoints allow for coaches to consolidate their learnings and have more opportunities to discuss and reflect concepts. In addition to that, coaches are more likely to apply their learnings.
- Building capability and increasing capacity adds immense value. As a result, there are more resources available to support coaches long-term.