

Understanding the Environment

Kickstarter

Name:

Date:

Kickstarter Checklist

Kick off your learning journey with the Environment guide.

Coaching Essentials

Equip yourself with coaching essentials to drive your continuous improvement and performance

- Values and culture
- Transitions
- Developing Independent participants
- Additional Stretch Activity

Coaching Enhancements

Boost your coaching skills with our effective Coaching Enhancements

- Development Journey
- Stage of Development
- Additional Stretch Activity

Coaching Extras

Explore deeper insights to apply in your coaching practice with Coaching Extras

- Holistic Coaching
- Additional Stretch Activity

Coaching Essentials

1. Values and culture

It's often said, "Culture is how we do things around here".



Reflect

Take a moment to consider what it looks like in your environment. Remember culture and environment is not just about facilities.

- How do people interact?
- How do you celebrate success and deal with setbacks?
- What behaviours are acceptable and what behaviours are challenged?

2. Tansitions

Take a moment to think about when someone joins your team or group.



Reflect

How do you set them up for success?

3. Developing Independent participants

Developing independent participants is important.

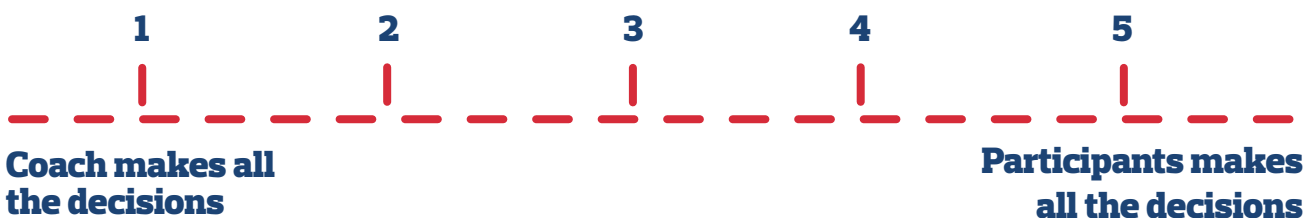


Reflect

Think about your last three coaching sessions.

How many opportunities did they have to make decisions?

Review your sessions and plot on the line. Using a scale of 1-5, 1 coach makes all the decisions, and 5 participants make all the decisions.



Example



Additional Stretch Activity

What three words would a participant, parent, or coach from another group or team use to describe looking in? You could text or ask them in person.

1.

2.

3.

How well do the words align with your view of the culture?.

Coaching Enhancements

1. Development Journey



Have a go

Draw your participant's development journey: Where did they come from?

- Where are they going next?
- What experiences will they have had?
- With this newfound insight, what will you do differently?

With this newfound insight, what will you do differently?

2. Stage of Development



Have a go

Explore your sport or physical activity's participant development model and what this looks like in your practice.

You can usually find this on your NGBs website.

Additional Stretch Activity

If you are a coach who gives or receives participants from a different group or team with a different coach, make time to have a coaching conversation with them to understand the individual and where they are at on their development journey. .

Coaching Extras

1. Holistic Coaching



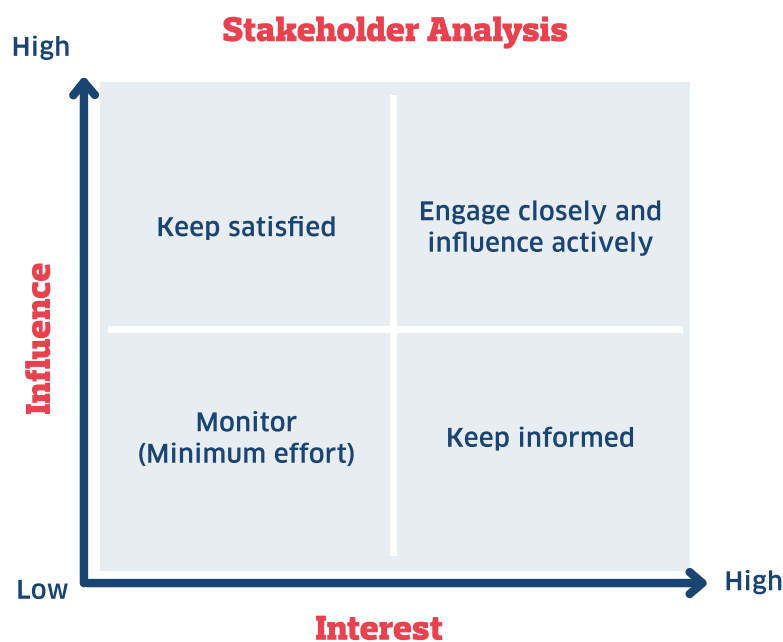
Reflect

- Who is in your 'team'?
- What are your and their key strengths?
- How do you complement each other?
- What gaps are there and how could you address them?
- What could you do differently to better understand those you work with?



Have a go

Once you have considered all the people that make up your team, an interesting exercise to work through is thinking about the **level of genuine interest everyone has** as well as the **level of influence** they hold within your team. This process is called stakeholder analysis and mapping.



Low influence - low interest: Monitor (minimum effort).

High influence - low interest: Keep satisfied.

Low influence - high interest: Keep informed.

High influence - high interest: Engage closely and influence actively.

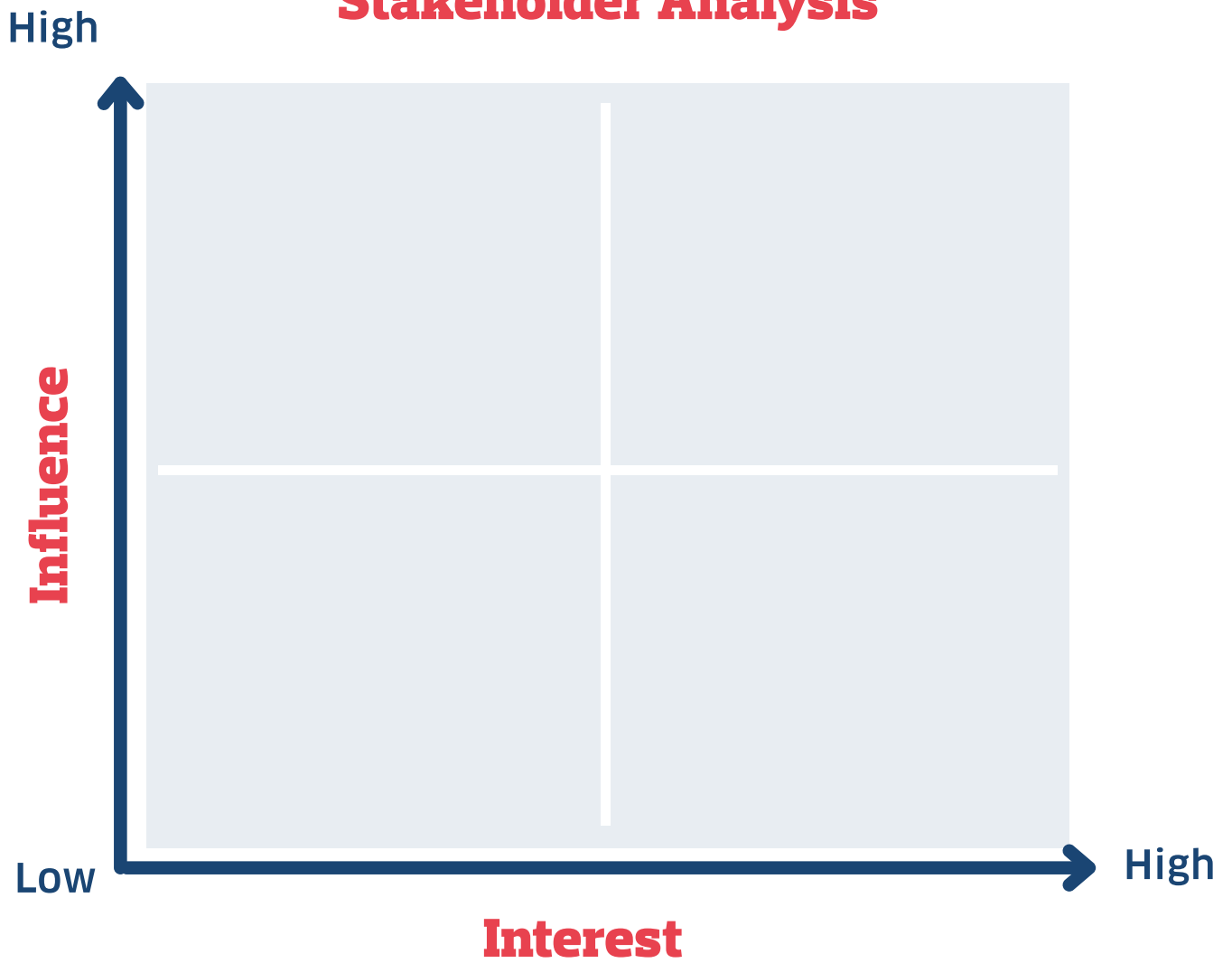
Once analysis is complete, the mapping task involves placing each individual on the matrix.

A high-influence and high interest individual might be the club chairman and as suggested it would be sensible to keep them fully engaged and look to proactively influence them.

But as with all things in sport and coaching, context is crucial; things will often change, and the turnover of individuals will affect dynamics.

Over leaf there is a blank version of the matrix to have a go yourself!

Stakeholder Analysis



Additional Stretch Activity

High-influence, low-interest people can have a significant impact on your coaching team. How will you engage them and keep them informed to the benefit of the coaching programme and team?

Notes