

# PODIUM

## COACH PROGRAMME



*making the good, great!*

The RYA are launching an exciting new initiative to optimise athletic success by raising the level of World Class Coaching. This programme is a cutting edge, 2 year journey to develop your personal coaching expertise. It is tailored to meet your individual needs and designed to fit into your current work programme. This is a process that will be driven by you but you will have the support of the delivery team and your course peers.

### The core elements of this programme include:

- Working with a range of experts in venues of excellence
- Funded personal development programme
- Personal mentoring

Our job will be to create an environment where expertise is inevitable. We will do this by providing you with the tools, opportunities, support and challenge to shape your knowledge and skills to help you get the best from your sailors.



## Course aims:

To support the development of coaching expertise by:

1. Evaluating personal strengths and weaknesses in order to create a personal development plan.
2. Developing proficiency across the range of the coaching essentials (breadth).
3. Developing personal expertise in one or two performance critical areas (depth).

A significant part of this programme is aimed at exposing coaches to real experts and environments of excellence. Underpinning that process is a personalised coaching framework and profile that will provide structure to the learning. This process has to be driven by the coach. Our job will be to create an environment that encourages exploration and personal development.

## What's in it for the coach?

- The chance to make a real difference to your sailors by developing your personal expertise.
- An in-depth evaluation of your personal coaching knowledge and skills.
- Approx £15,000 worth of intense and challenging development opportunities per participant.
- Access to and networking with a range of experts and environments of excellence from other sports and businesses.

All of these are seen as key factors to raise your coaching delivery, maximise your sailor's potentials and establish your coaching career.

## What we expect from candidates (C<sup>3</sup>)

1. Commitment- To have a real drive to develop yourself and complete the course.
2. Challenge- To open up to real challenges, expand your comfort zones and honestly address your weaknesses and develop your strengths.
3. Change- the ability to embrace change and apply the lessons into your coaching.

**“He who stops being better stops being good.”**

*Oliver Cromwell*

## Key course elements:

The elements represent the key methods for supporting coaches within the programme:

### 1. Core Expert Sessions:

These sessions will bring all of the participants together to explore the concept of expertise by :

**Inviting expert guests-** These experts, selected by you, will be invited to present, work with participants, help solve coaching issues and unpick the fundamentals of coaching expertise.

**Using venues of excellence-** The residentials will also use a range of venues that represent performance excellence: for example: McLaren, Manchester Velodrome, Royal Marines, CTC Lymstone, Red arrows, Google HQ, English Cricket, Portland House.

**Creating a community of practice-** A group of coaches that learn from each others' strengths and support each other's development.

### 2. Mentoring support and development of personal portfolio.

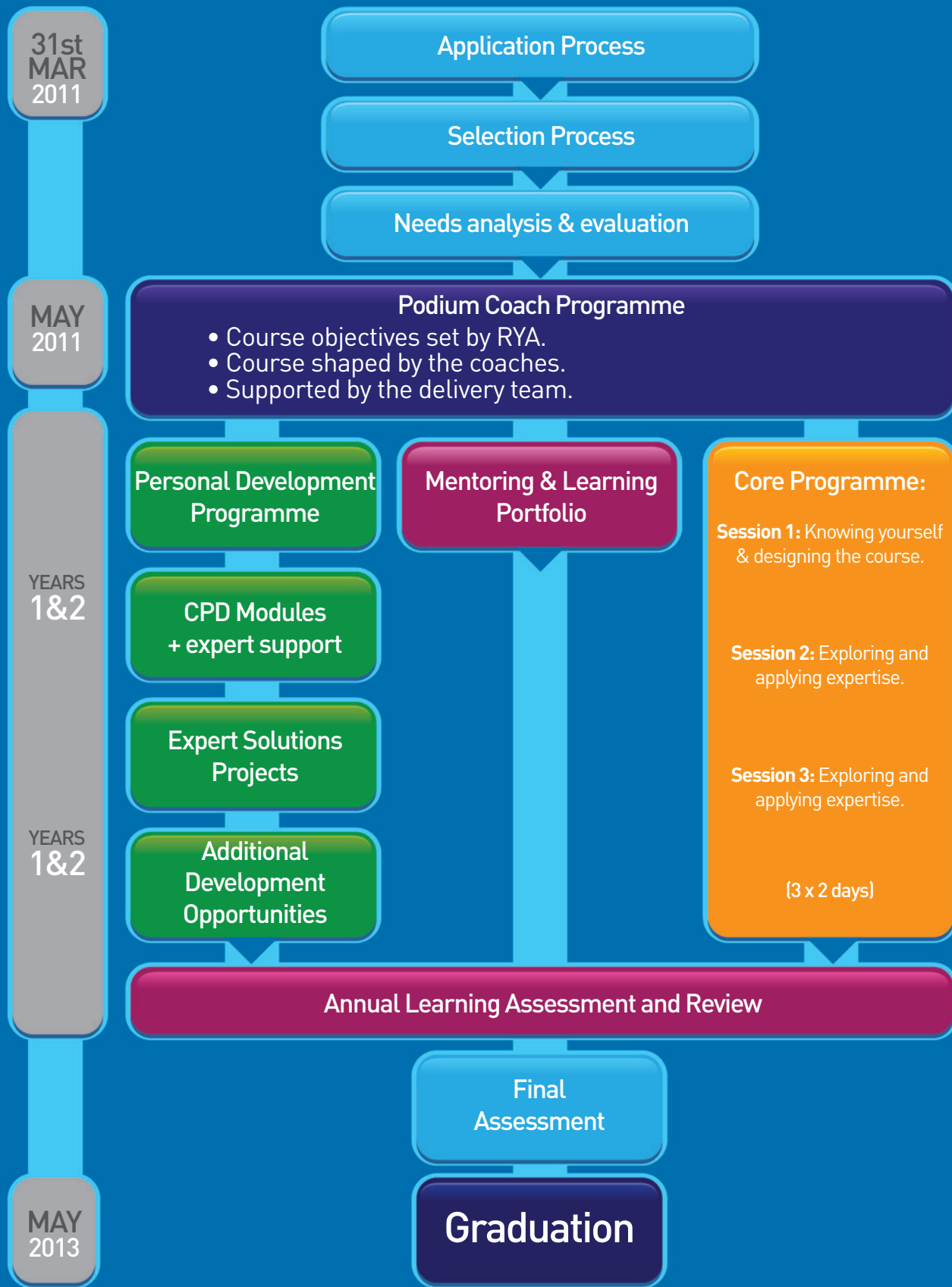
Mentoring and recording personal learning are both seen as critical factors for developing expertise. One to one support provides a personal and highly effective way of supporting change, while the portfolio records that learning. The portfolio is also a potential tool for coaches wishing to take this qualification forward for accreditation with an associated university.

### 3. Personal Development Plan

The Podium Coach Programme is about establishing individual breadth and depth within coaching and the quality of this delivery is based on the knowledge, skills and tools.

In order to establish proficiency across the range of the coaching essentials, participants will receive an evaluation of their knowledge and skills to shape a realistic, tailored programme of development.

# COURSE STRUCTURE



## How to apply

Coaching CV to RYA Coaching Development Manager, with a covering letter to explain:

- Reason for applying.
- What you would like to get out of the course.
- Your personal strengths.
- The areas you would want to develop.
- The area(s) you would like to specialise in.
- Aspirations within the World Class Programmes.

## Selection Process

All successful candidates will be called to an in-depth interview and asked to provide evidence that they can demonstrate the criteria for selection to the course. This should be done in the most appropriate way to get your message across and will be hosted by a range of specialists. This process is not a test but rather a chance for the candidates to explain their motivation and personal goals for attending the course. This course is not for everyone and those that are not asked to attend will be given a full debrief and support to help develop any future applications.

### Criteria for selection:

Factor	Examples of Evidence
<b>Understanding of coaching</b>	Personal ideas about what makes a good/expert coach at your level. Ability to share personal coaching principles, examples of demonstrating professionalism with personal coaching. Share something that you have done that is world class.
<b>High self awareness</b>	<ul style="list-style-type: none"> <li>• Personal strengths.</li> <li>• Areas of self development needed.</li> <li>• Area of preferred specialism.</li> </ul> Any additional evidence to show self reflection of your own personal changes, feedback, personal preferences, openness to feedback.
<b>Drive to develop self</b> (Pro-active and critical learners)	Previous education programmes attended, personal experiences, personal CPD. How learning has been transferred into coaching behaviour. This includes personal aspiration to develop coaching career.
<b>Openness to challenge</b>	Examples of personal experiences of responding to challenge and enduring hardship.
<b>Passion for the sport</b>	Examples of commitment to the sport (going the extra mile).
<b>Ability to create and maintain inspiring relationships</b>	Examples of sailor/team feedback, examples of how the coach has helped sailors to develop skills, results, personal achievements.
<b>Experience</b>	At least 4 years experience coaching.
<b>RYA Level 2/3 qualification</b>	Or equivalent.

## What is coaching expertise?

“The ability to affect changes in athletes that result in performance improvement”

Stephen Park - Team GBR Olympic Manager

- Creative decision maker.
- Highly developed routines.
- High sport specific knowledge.
- Highly sensitive to the variables within the training and competitive environments.
- Effective and tailored learning processes.
- Reflective practitioner.
- Able to regularly optimise performance across a range athletes.



**Ben Ainslie**  
Finn Olympic Champion

“Important to understand the technical design and development of the equipment to get the best speed out of the kit”



**Chris Gowers**  
Head Coach  
Olympic Sailing

“Giving the best athletes what they need at the right time.”



**Paul Goodison**  
Laser Olympic  
Champion

“Someone you have faith in, who says the right thing at the right time.”



**Annabel Vose and  
Megan Brickwood**  
World Champions  
Women's 420

“Motivation, bringing out the best in you and being able to relate to you.”

“Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. **Excellence, then, is not an act but a habit.**” Aristotle