

*“Making our Coaching
More effective”*

Clive Grant

MSc in Coaching and Development

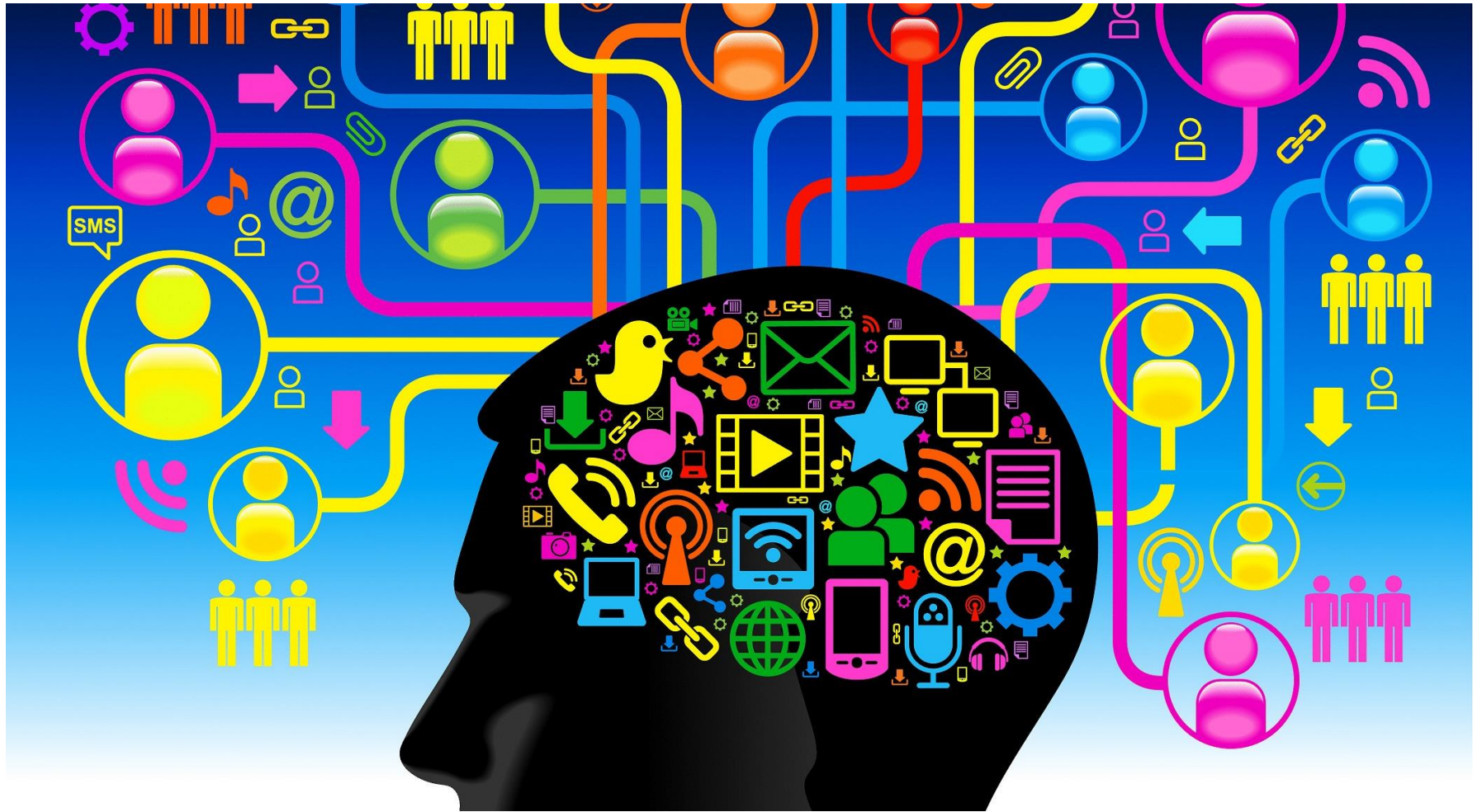
Overview

- We will revise or reaffirm
 - RYA Learning styles
 - RYA Skill models
 - RYA Session delivery model
- We will examine:
 - Reviewing performance effectively
 - Creating effective coaching conversations
 - Look at what makes a great Instructor / Coach
 - Some Coaching / Reviewing Models and Top Tips which may help going forwards
- Summary & Final Questions.

Housekeeping:

- Please ask questions as we go along
- Mobile phones on silent/vibrate please
- In the event of fire
- A copy of the presentation will be on the website
- Car-park (Un-parking at the end).

Firstly - How Do People Learn



Learning Styles

How people learn?



Honey & Mumford

Activist

Reflector

Theorist

Pragmatist

VAK / VARK

Visual

Auditory

Kineasthetic

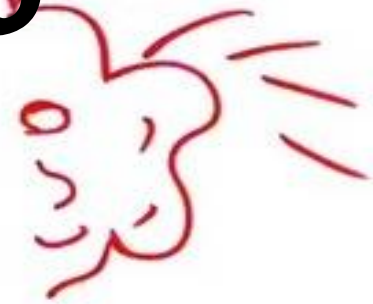
(Reading)

RYA Model:

V
VISUAL
SEE IT.



A
AUDITORY
HEAR IT. SAY IT.

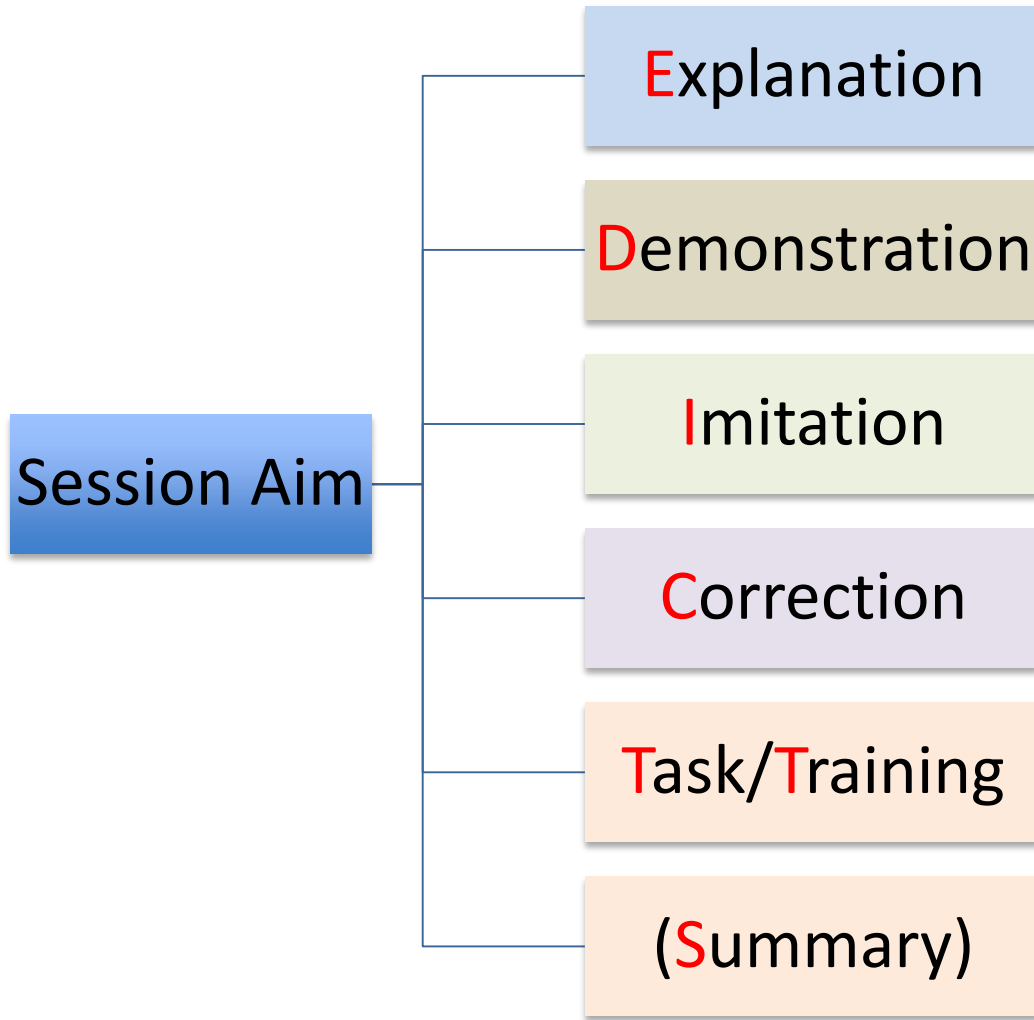


**Why do I need to know
this?**

K
KINESTHETIC
DO IT.



Matching the learning styles – EDICT(S):



IDEAS

Session Aim

I Introduction

D Demonstration

E Explanation

A Activity

S Summary.

Questions

? *so far*

RYA Skills Model

- What is a technique?
 - The method of completing a task/drill
- What is a skill?
 - Becoming proficient at the technique
 - Developing muscle memory
 - Needs Coaching to develop skill.

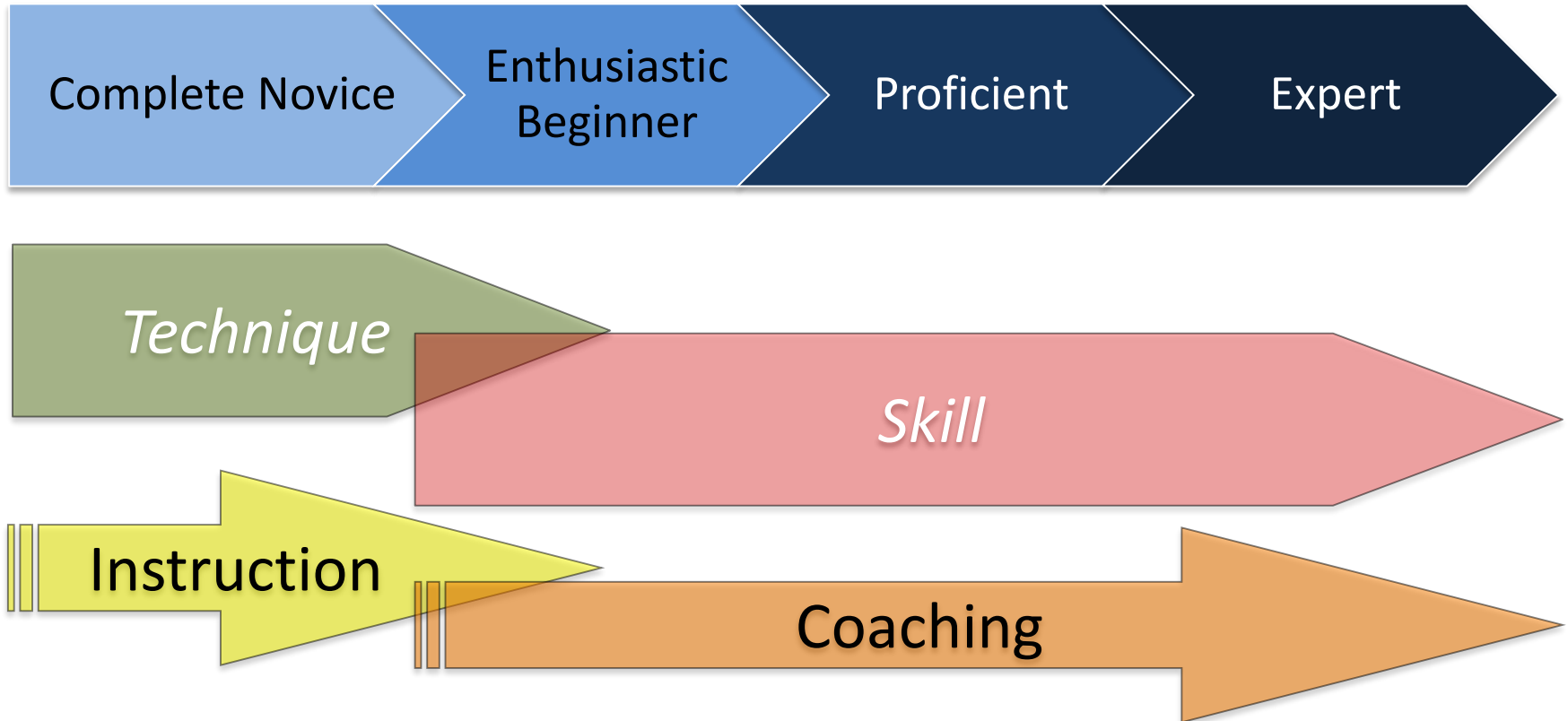
Skills Model*



*Abraham Maslow Model

RYA Skills Model

A framework for Learning and Coaching



Questions

? *so far*

BALLS

- Let's see it in action.....



Reviewing Models

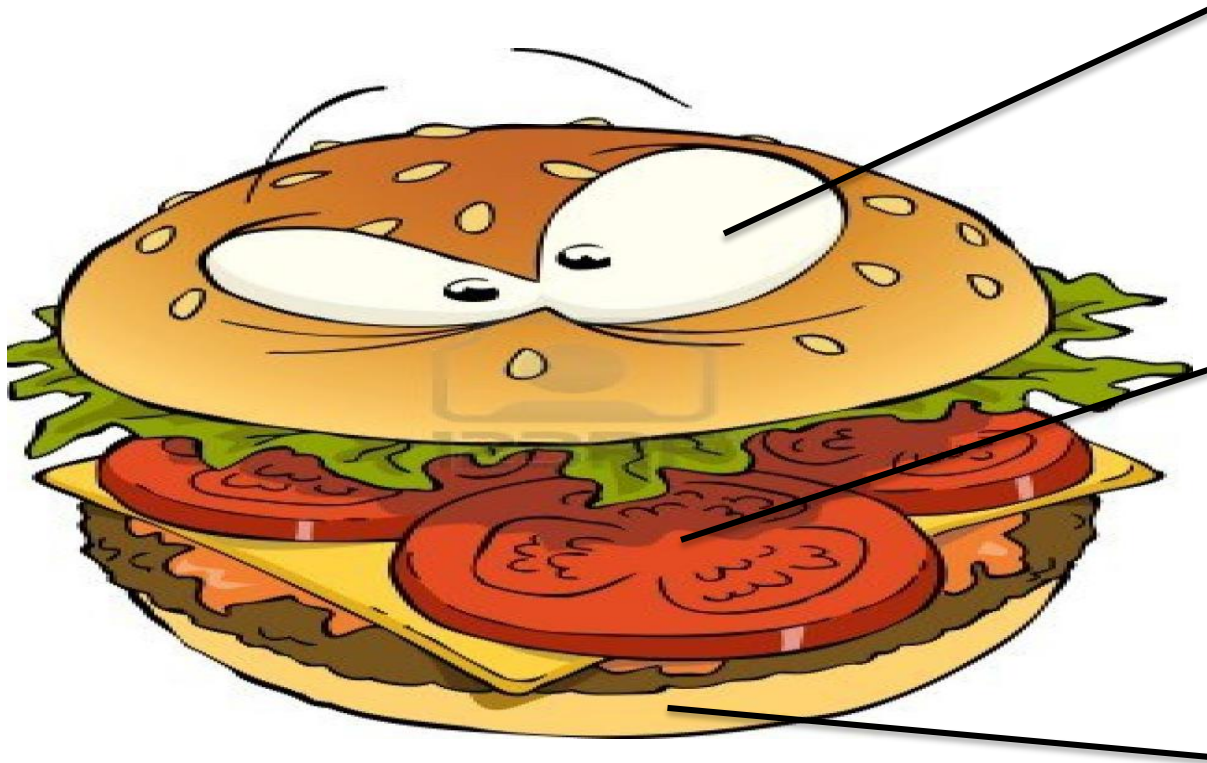
You will have you seen, delivered or received one of the following?

Hairdryer review

“Pin y’re ears back and listen to this”



RYA Reviewing Hamburger



PRAISE

Discuss the bits we want repeated
Be specific

APPRAISE

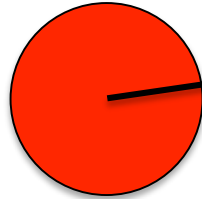
Discussion using rule of 3 of their performance.
Be specific

SUMMARY

Re affirm the good bits and get summary from them if possible.

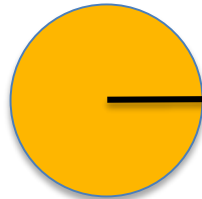
RYA Traffic Light

- Ask



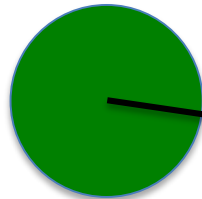
Ask the questions using
WWWWH and T E D

- Discuss



Discuss the performance
in response to the
questions/answers

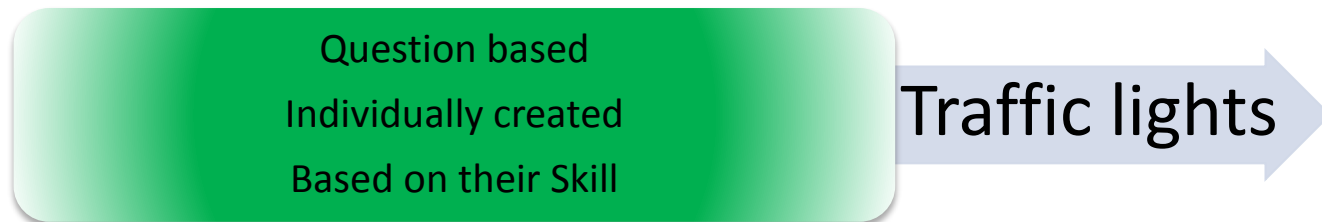
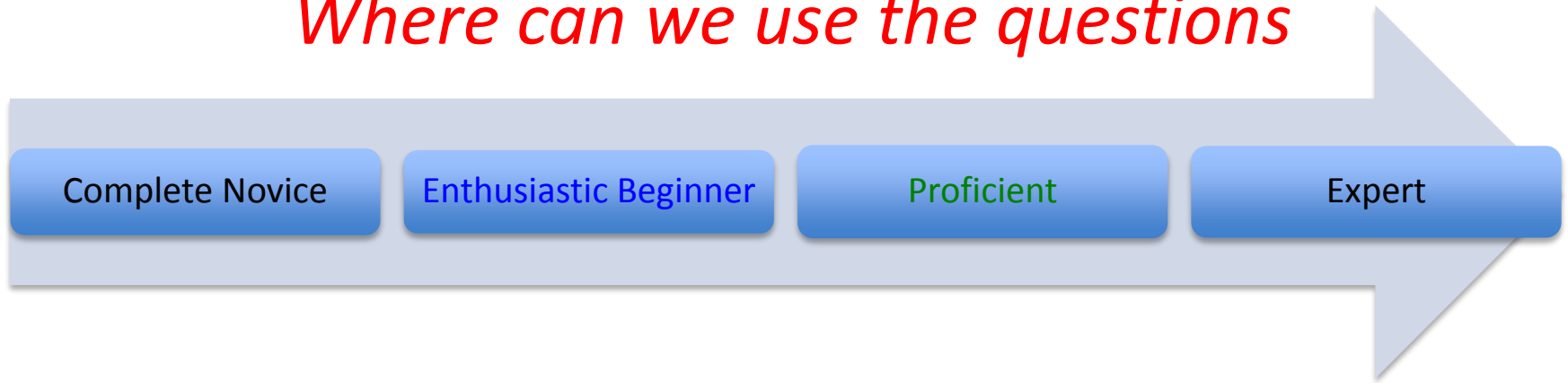
- Solve



Agree the actions going
forwards and summarise

RYA Skills Model

Where can we use the questions

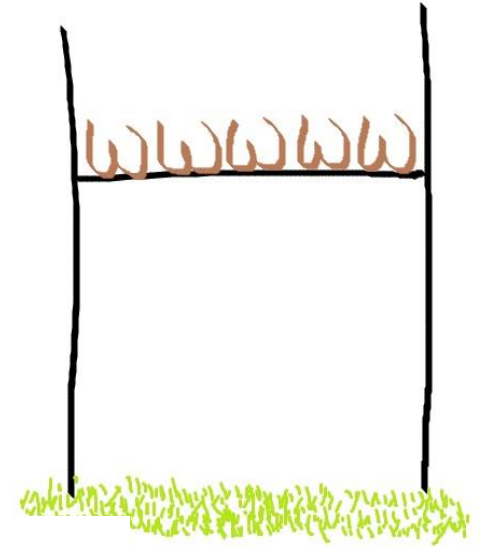
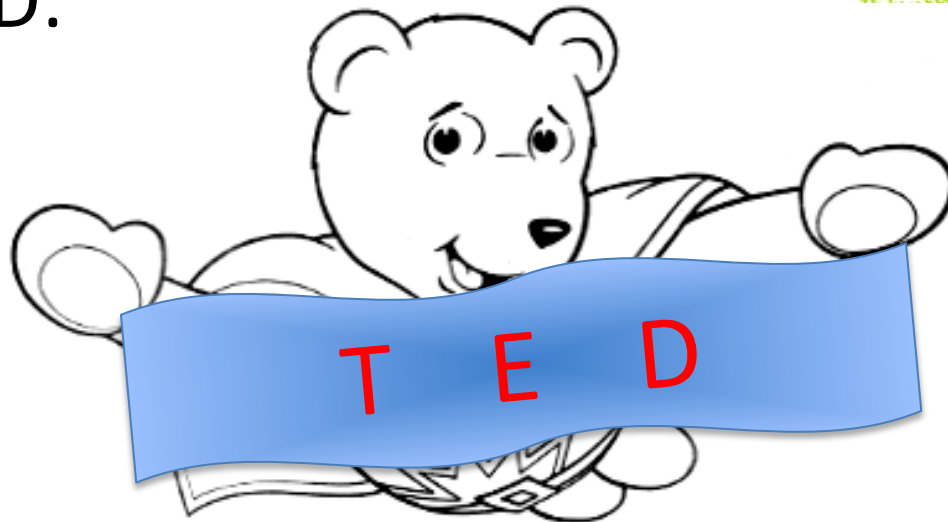


Types of Questions?

- Open / closed
- Specific / General
- Leading / Funneling
- Confirming / Paraphrasing
- Using the following techniques.

Words to use:

- What, Where, When, Who, *Why*,
How
- Super – TED:
 - Tell me
 - Explain
 - Describe.



Powerful questions in reviewing

- Usually “Open”, why is this?
- Are “Leading” or “Funneling” why?
- Have an “Aim” or “Focus”?.

Questions

? *so far*

Effective Coaching

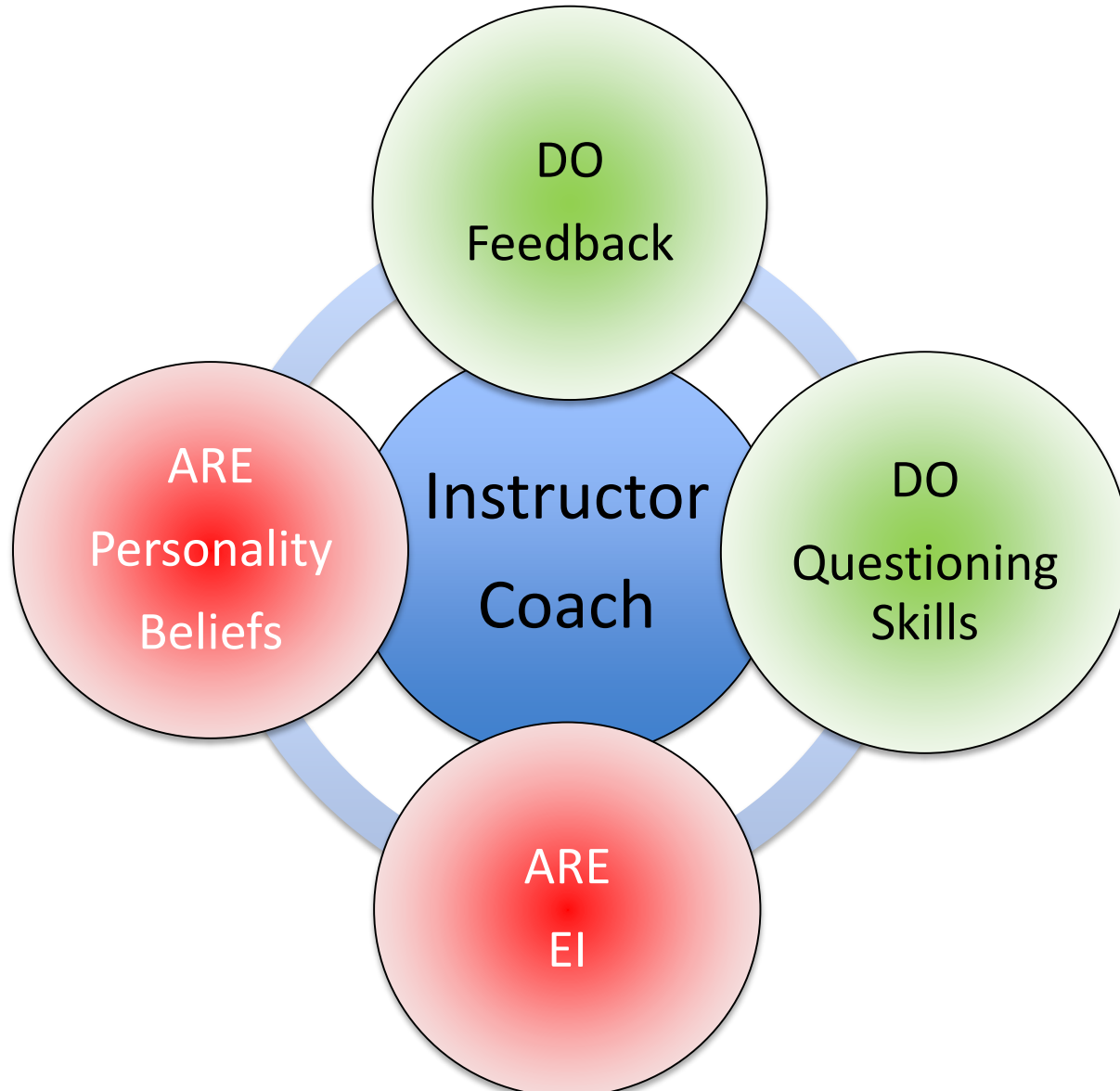
- What makes an effective Coach?

Think about a Coach/Trainer/Instructor you respect/admire?

What makes them good, why do you respect them?

- It's about what they DO and how they ARE.

The “DO” & “ARE”



Anatomy of a Coach

This is what people see
We can control this
But we usually play the same song

Above
the
surface

Behaviour

- What you Say
- What you Do

Surface

Below
the
surface

Purpose

- Identity
- Beliefs
- Values

This is what people don't see/know
Values and beliefs are personal
I can control this area, what I allow out
But it can seep out

Monks Story



Questions

? *so far*

Listening

- As Trainers we must learn to listen....



Listening:

- Levels of listening
 - Cosmetic:
 - It looks like I'm listening but I'm not really!
 - Conversational
 - I'm engaged in the conversation, talking, thinking
 - **Active**
 - **I'm very focused on what you're saying.**

Barriers to Listening

- Notebook and my (Instructors) list
- Front of mind issues
- Environment
- Other conversations around you
- Time
- Others.....

Coaching

- So, if we know all of this
- HOW do we structure our reviews and
- HOW do we create the Coaching environment?.

Reviewing Top-Tips:

- Break into reviewing chunks
 - (We'll come back to this)
- Watch closely
 - Take notes if you need to
- Prepare
 - At the end, create some time before you start.

Reviewing Top-Tips: (cont)

- Any review can be based around:

1

Plan

Approach

Manoeuvre

Escape

Reviewing Top-Tips: (cont)

- Breaking the sessions down:
- Any review can be based around:

1	2
Plan	What matched the demo
Approach	What to change to match the demo
Manoeuvre	What to focus on next time
Escape	

Reviewing Top-Tips: (cont)

- Breaking the sessions down:
- Any review can be based around:

1	2	3
Plan	What matched the demo	What to do More of (Keep)
Approach	What to change to match the demo	What to do Less of (Develop)
Manoeuvre	What to focus on next time	
Escape		

Reviewing Top-Tips: (cont)

- So now we have some techniques to break the performance down.....
- What about some techniques to help us structure the review.

Smiling Assassin

- Go for the kill
- Focuses on the problems
- Hits the development points
- Effective BUT
 - Hard hitting can be very negative
 - One way conversation
 - Effective with adult beginners
 - **BALLS.**



The Meal Out

- Starter
 - Start with good bits starts and sets scene
- Main
 - The meat and two veg
- Dessert
 - The final good bits (summary)
- Coffee
 - Looks forwards to next meal
 - **BALLS.**



The Film Editor

- Re run the film
- Can use Freeze frame
- Cut and keeps the good bits
- Cut out/replace the issues
- Need to be competent to get right edit
- End = Complete film
- **BALLS.**



Scoring

- Get them to score it
- Why that score
- What could make it a better score
- What if they over score?
- What if it's a bad session?
- **BALLS.**



Effective Coaching.....

The best Coaches are those who show you where to look but don't tell you what to see

Alexandra K Trenfor



Summary:

- We've looked at:
 - How people learn
 - Structure of a lesson
 - RYA Skills Model
 - RYA Reviewing Models
 - Questions when reviewing
 - Coaching top tips for reviewing
 - Do's and Are's
 - Listening
 - Played with some balls!

Car Park

- Is it empty?

Final Questions Please

