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# Powering Podiums High Performance Coach Pathway

March 9, 2018  
Richmond Olympic Oval  
10:00am – 12:30pm



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# Para Sport Synergies

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Help to provide some of your insights into B.C.'s High Performance Parasport Pathway by taking the [following survey](#) (5 minutes)

Our November 16th Powering podiums was great success allowing a number of different Sport Organizations to share both challenges and current practices on high performance Para Sport athlete identification and development. The purpose of the day was to understand synergies identifying and developing High Performance Parasport athletes to enable better:

1. LTAD aligned athlete centred pathway –
2. Coach led and optimally supported programming:
3. Conversion of athletes to higher levels in the pathway:

Some assumptions entering the day were based upon findings discovered in the viaSport investment review which revealed common gaps that include

1. Limited talent pool of athletes who meet sport specific classification needs
2. Limited number and quality of competition opportunities to progress athletes toward High Performance Sport and to foster sustainable athlete pathway.
3. Limited opportunities to engage and educate coaches toward parasport specialization and high performance sport

As a result, those athletes who make it to the upper echelons of sport success may due to chance rather than systematic support structures to guide and maximize their potential. As part of the facilitated workshop, participants were asked to identify their gaps related to para sport. These gaps were categorized into the following areas:

Type and hit enter ...

Recent Posts

Canadian Sport School Student Makes Canadian Paralympic Team for First Time Ever

How the COPSI Network is Helping Find Future Olympians

More Than A Quarter Of Team Canada's Athletes Are From B.C.

A Message from viaSport and Canadian Sport Institute Pacific

The Team of Experts Working with Canadian Olympic and Paralympic Athletes

Archives

- <http://www.csipacific.ca/programs/powering-podiums/para-sport-synergies/>
- Complete Survey



# Survey

Create simplified classification pathway.

Coordinate online platforms to help participants engage sport

Create Public Service announcement around 2018 Winter Paralympic Games

Coordinate second meeting (Powering Podiums)

Deliver relevant semi-centralized Sport Science support for targeted athletes in multi-sport setting.

Maximize engagement in 2018 Paralympian search

Create a provincial High Performance para sport committee

Created targeted education professional development workshops for coaches

Hire a full time High Performance Manager for parasport

Integrate High Performance Athlete targeting and programming into able bodied PSOs

Enhance inclusion education and initiatives across all sport organizations

Priority

Some Priority

No agreement on Priority

Lower Priority



## Topics for Today

- Simplifying the HP coach pathway in BC
- NCCP opportunities to enhance the entry into performance coaching
- Advanced Coaching Diploma and Post-Secondary alignment
- Competition-Development Advanced Gradation
- Competition High Performance and accrediting national team coaches
- Own the Podium's Coaching Enhancement Program
- Professionalization of Coaching and responsible coaching



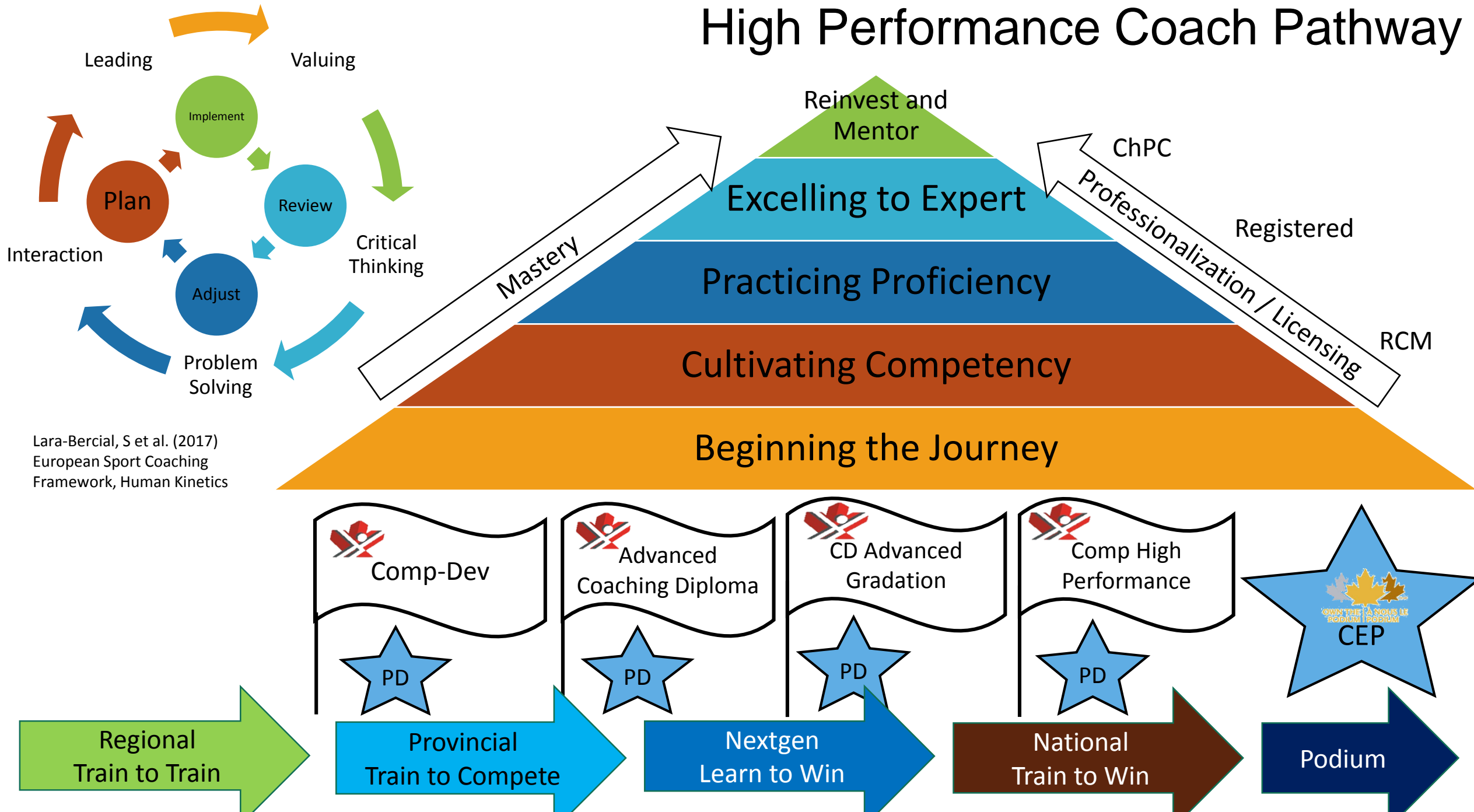
# Simplifying the HP coach pathway in BC

- Consider this scenario...

A coach comes to you and says that she wants to coach on the national team or go to the Olympics as a coach. This person has retired as an athlete about a year ago, but has been doing some coaching off and on over the past 4 years with club and some provincial level athletes. She is finishing the last year of her undergraduate degree (BA) and took an NCCP course several years ago but cannot remember what it was....

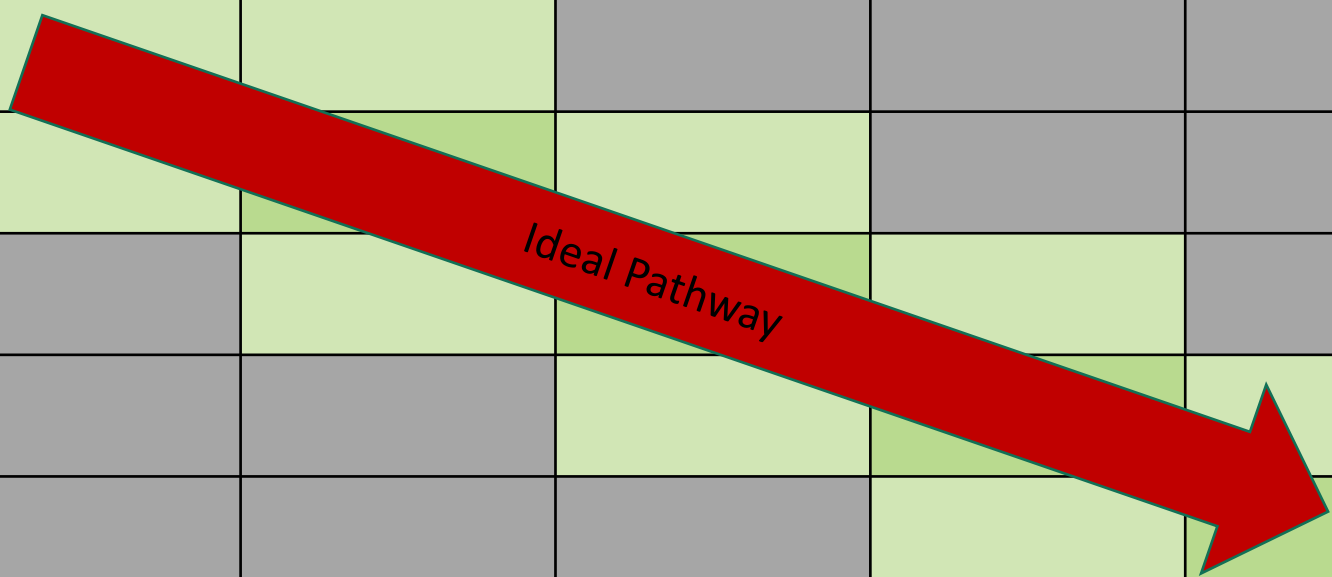
What advice do you give this coach? (Share)

# High Performance Coach Pathway



# Reflecting on the Pathway – 4 dimensions

		Coaching Qualification						
		Competition Development	Advanced Coaching Dip	Comp-dev Adv. Grad	Comp-High Performance	Coach Enhance Program		
Mastery	Beginning the Journey						0-4 years	Experience
	Cultivating Competency						4-6 years	
	Practicing Proficiency						6-10 years	
	Excelling to Excellence						10 plus years	
	Reinvesting and Mentoring						Varies	
		Provincial (T2C)	Provincial - Nextgen (T2C - LTW)	Nextgen - National (LTW - T2W)	National (T2W)	Podium (T2W)		
		Athlete Pathway						





# Registered Coach Advantage



220 Coaches Registered

700+ Coaches Eligible

Eligibility

Option 1: Nomination

Option 2: ACD

## ***Depth Chart of HP coaches!***



**SPORT PERFORMANCE SPEAKER SERIES**

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LOOKING TO TAKE THE NEXT STEP IN YOUR ATHLETIC DEVELOPMENT, BUT LACK THE ACCESS TO TOP-TIER SUPPORT?

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The **CANADIAN SPORT INSTITUTE PACIFIC** helps Canada win medals through their sport science and sport medicine expertise. **50% OF ALL RIO 2016 OLYMPIC MEDALLISTS** were registered with us!

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For the first time, **WE ARE MAKING THEM AVAILABLE TO THE PUBLIC.**

## TOPICS

- ✦ Strength & Conditioning
- ✦ Mental Performance
- ✦ Physiology
- ✦ Medical Sciences
- ✦ Performance Analysis
- ✦ Life Services
- ✦ Nutrition

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# Entry to HP Coaching – Competition Development

Kate Kloos – Manager, Coach Development



\*Certification is valid for no longer than 5 years and professional development is required to maintain certification.

## COACH CERTIFICATION

The National Coaching Certification Program certifies coaches who have demonstrated their ability to apply critically important competencies to coaching situations relevant to the stage of athletes they coach. This means that coaches must not only know about coaching but be able to demonstrate their ability to apply this knowledge in the coaching situation.

Coaches can be trained in any of the following eight coaching contexts, which are specific to the type of athlete they are working with, and can progress through to a "Master Coach" level in any context.

### COMMUNITY SPORT

The **Community Sport – Initiation** context focuses on participants who are being introduced to a sport. In many sports this is very young children participating in the sport for the first time. In a few sports, initiation into the sport can occur with youth or adults. Participants get involved to meet new friends, have fun, and to learn a new activity. The role of the coach is to ensure a fun and safe environment and to teach the development of some of the "Fundamentals" stage skills and abilities for participants.

The **Community Sport – Ongoing participation** context is typically for either youth participating in a recreational environment, or masters participants participating for recreation, fitness, and socialization reasons. The participants are in the Active for Life stage of long-term athlete development. The role of the coach is to encourage participants to continue their involvement in the sport.

### COMPETITION

The **Competition – Introduction** context is designed for coaches of athletes moving from the Fundamentals to the Learn to Train and Train to Train stages of long-term athlete development.

The **Competition – Development** context is designed for coaches of athletes ranging from the Train to Train to the Train to Compete stages of long-term athlete development.

The **Competition – High performance** context is typically reserved for coaches of athletes in the Train to Win stage of long-term athlete development although there is the possibility of some phasing in of a Train to Compete athlete into the High Performance level because of the fluidity of the stages of long-term athlete development. Coaches in this context require specific skills and abilities in order to meet the needs of their athletes.

### INSTRUCTION

Instructors in the **Instruction – Beginners** context are usually working with participants who are experiencing the sport for the first time through a series of lessons. Typically there's no formalized competition at this level — it's strictly about skill development and there is a short timeframe of interaction between the instructor and the participant.

Instructors in the **Instruction – Intermediate performers** and **Instruction – Advanced performers** contexts are very specialized and are specifically there to assist athletes crossing over from competitive sport to gain enhanced skills, and in some cases, tactical development specific to their sport.





\*Certification is valid for no longer than 5 years and professional development is required to maintain certification.

There are five NCCP core competencies

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# Trained Vs. Certified

# Accessing Comp Dev Training

- Multi-Sport Courses (eg. Psychology of Performance, Advanced Practice Planning)
  - viaSport/Regional Alliance: PacificSport, CSI, PISE
  - Homestudy (six modules)
  - Other hosts
- Sport Specific Courses
  - PSO (maybe NSO)

# The Multi-Sport Advantage...

Begins HERE!



# Accessing Comp Dev Evaluations

- PSO (maybe NSO)

# Coach Grants

- [viasport.ca/grants](https://viasport.ca/grants)
- [grants@viasport.ca](mailto:grants@viasport.ca)
- Scott Stefani – Manager, Grants



# For more information

[www.viasport.ca](http://www.viasport.ca)

katek@viasport.ca

778 655 1748

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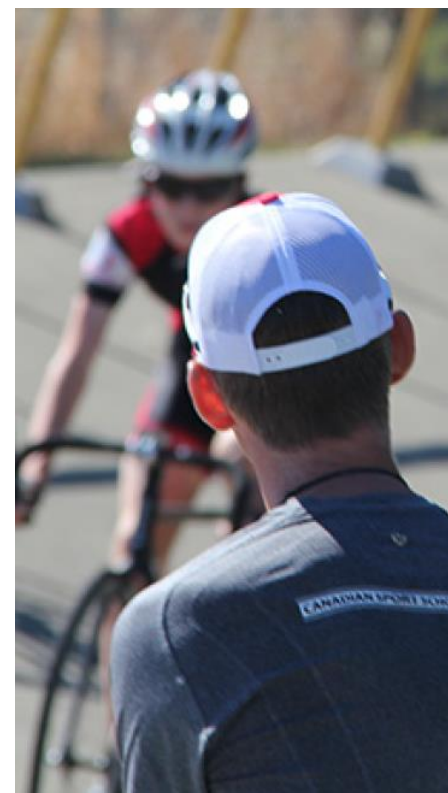


grow  
sport

# WHISTLER COACHING CAMP

APRIL 29 - MAY 7, 2018 WHISTLER ATHLETES CENTRE

DESIGNED SPECIFICALLY TO SUPPORT COACHES IN THE COMPLETION OF NCCP COMPETITION DEVELOPMENT MULTI-SPORT MODULES. THE CAMP CONSISTS OF CLASSROOM VENUES, RECREATIONAL ACTIVITIES, WELCOME SOCIAL, AND BBQ. AFFORDABLE ACCOMMODATION AVAILABLE & LUNCH INCLUDED WITH EACH COURSE. FOR MORE INFO & REGISTRATION, VISIT [WWW.WHISTLERSPORTLEGACIES.COM/WHISTLER-COACHING-CAMP](http://WWW.WHISTLERSPORTLEGACIES.COM/WHISTLER-COACHING-CAMP)



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# SPORT PERFORMANCE COACHING CERTIFICATE

NCCP COMPETITION-DEVELOPMENT

**MAY 26 - JUNE 1, 2018**

CANADIAN SPORT INSTITUTE PACIFIC  
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[www.csipacific.ca/ics](http://www.csipacific.ca/ics)







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# ACD and Post-secondary Alignment



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**VISION:** Canadian Sport Institute Network is a key contributor to Canada's world leading Olympic and Paralympic podium performances

**MISSION:** To provide a world-class, multi-sport daily training environment for athletes and coaches through expert leadership, services and programs

**DIPLOMA  
ENTRY PRE-  
REQUISITES**

- Proper NCCP qualification AND
- NSO MOU
- Actively coaching

**Mid-program Assessment**

**NCCP Trained – Status  
“Graduated”**

The Canadian Sport Institute / Institut canadien du sport  
On the authority of the National Coaching Certification Program / Programme national de certification des entraîneurs  
has conferred

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coach.ca

National  
Coaching  
Certification  
Program

**NSO**

**NSO's Sport-  
specific  
Evaluation**

**Certification**

ENTRY  
PRE-REQUISITES

candidate

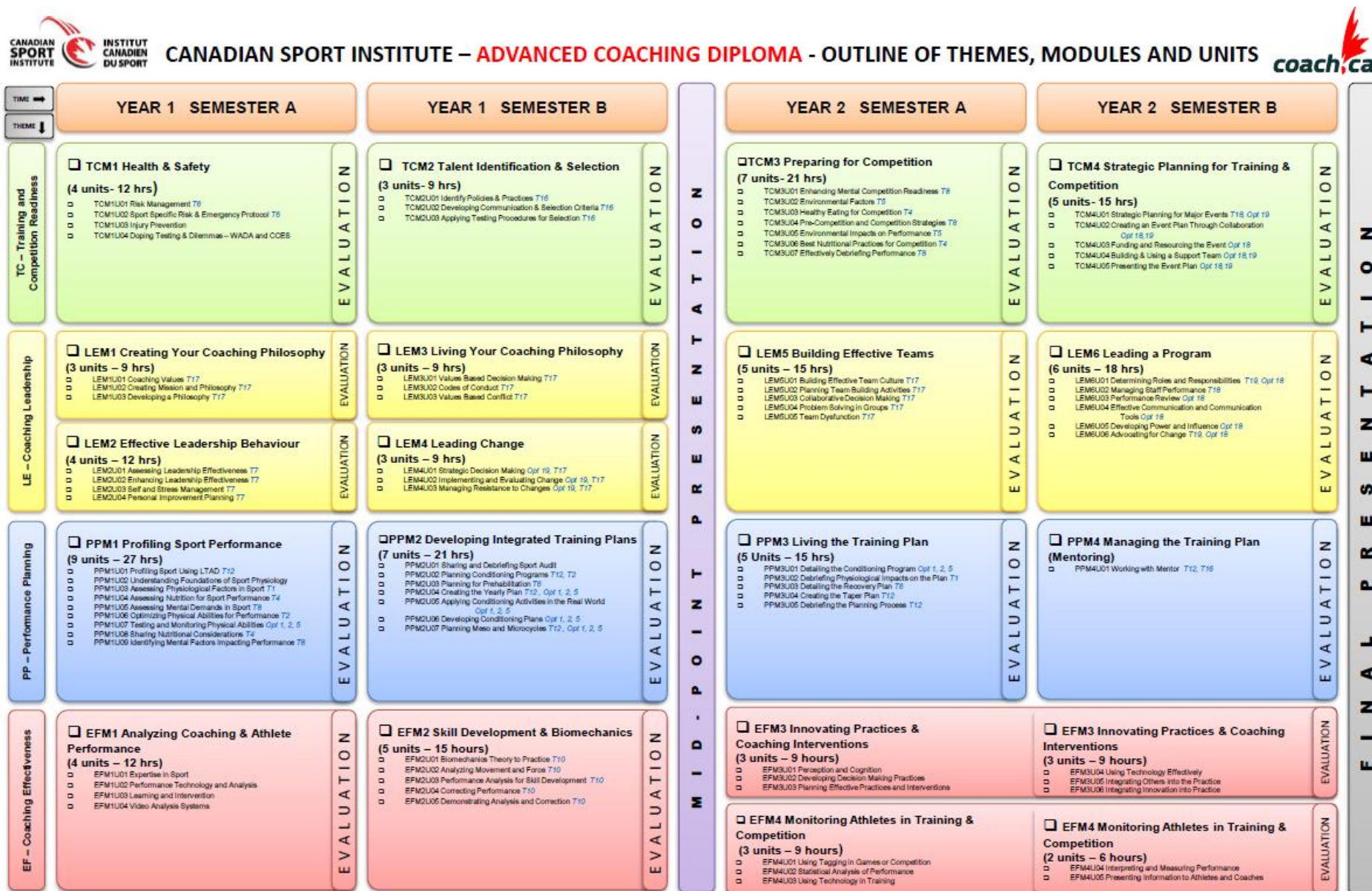
**CERTIFIED**

*Certification  
delivered by NSO*





# Overview







## ACD by the numbers..

Category	Nov 1, 2016 - Oct 31, 2017	Since 2010
Graduated	2	14
Current 2015 Cohort	4	19
Current 2017 Cohort	15	
Incomplete, Defer, Withdrew	6	24
UBC Transfer	9	
COPSIN TOTAL (Current)	19	56

- Tuition = \$3500.00 (\$4000)
- Travel Bursary = Up to \$100 / Event
- Canada Games Bursary = Up to \$500 per ACD or NCI Graduate who coaches at Canada Games
- Kelly Guest and Mike Charuk
- Cohort intake every 2 years (Odd) September 2019

<https://www.csipacific.ca/coaches/events-education/acd/financial-assistance/>



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## The CSI Pacific Advantage

- Enhancing High Performance Excellence (20/24)
- Mentorship across 4 themes
- In person leadership development
- Access to CSI Pacific Benefits, Services and Programs – ACD Coaches are eligible for registration
- Problem solving across a variety of sports – Multi-Sport Learning



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## Innovated Program



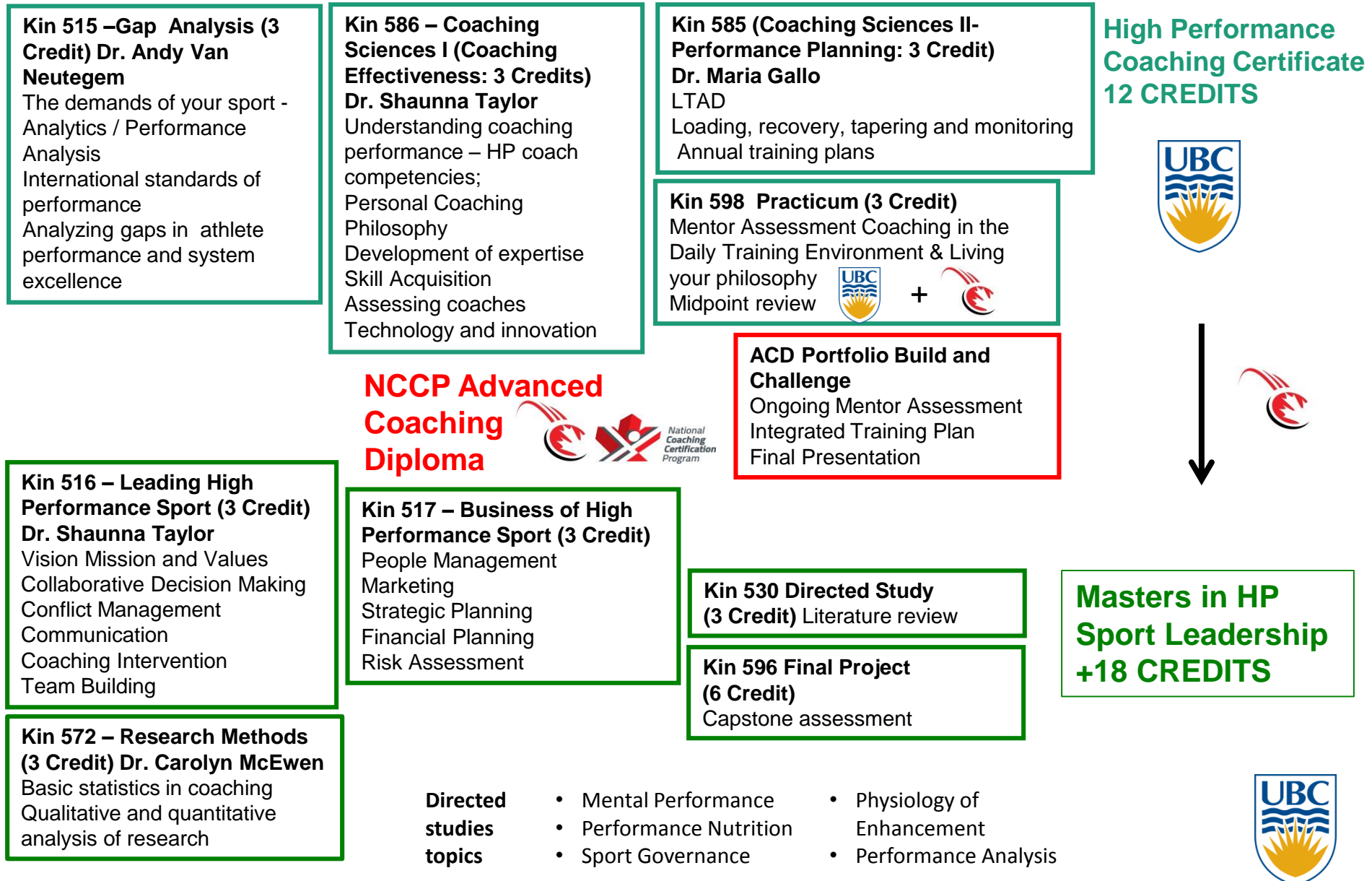
Graduate  
Certificate

Leading to a  
Masters

SUPPORTED  
BY...



# UBC Masters in High Performance Coaching and Technical Leadership





## UBC by the numbers..

Category	Nov 1, 2016 - Oct 31, 2017	Since 2015
Enrolled Masters	26	26
Enrolled Certificate	17	17
Certificate Graduated	14	27
Masters Graduated	1	1
Withdrew		4
Total UBC Coaches	46	48
50% OF COACHES ARE FROM BRITISH COLUMBIA		

Graduate Cert Tuition = \$6,408.88

Masters Tuition = \$16,031.12

CSI Pacific Scholarship = Up to  
\$2000.00 for Graduate Cert

<https://www.csipacific.ca/coaches/events-education/acd/financial-assistance/>



## The CSI Pacific UBC Advantage

- Enhancing High Performance Excellence (20/24)
- Research orientation with Academic credential
- Flexible Admission based on High Performance coaching or leadership background
- Access to CSI Pacific Benefits, Services and Programs – ACD Coaches are eligible for registration
- Problem solving across a variety of sports – Multi-Sport Learning



# **Competition-Development Advanced Gradation (CDAG) – Cross Country Skiing**

March 9, 2018





Cross Country BC

# CDAG: Cross Country Skiing



1. Lead up to CDAG context.
2. The CDAG context (T2C).
3. Why would coaches want to do CDAG?
4. What advancement opportunities does CDAG bring?
5. Successes and/or challenges implementing the program.

# Lead Up to CDAG Context



- **Comp-Int (L2T/T2T)**
  - 4 workshops; 72 hrs
  - practical component incl. assist at provincial team camp
  - evaluations
- **Comp-Dev (L2C)**
  - 2 workshops; 8 full days/60+ hrs
  - practical component incl. organize/lead provincial team camp, lead a team to Westerns/Nationals, assist at NST/NDC camp
  - evaluations
- **2571** ICC coaches vs 20 Comp-Dev coaches 'in training'; **5** Comp-Dev certified coaches.
- CCC Comp-Dev was launched in 2013.

# The CDAG Context (T2C)



## Two steps:

- Advanced Coaching Diploma (ACD); and
- Sport-specific training and evaluations.

# The CDAG Context (T2C): Sport-specific Training and Evaluations



*A six-step curriculum that puts into practice all of the theoretical knowledge coaches should have at this point through (1) sport-specific assignments and (2) practical coaching experiences working with athletes in the T2C stages of development.*

- Ex. - Integration of Sport Physiologist into Training Program/Coach Portfolio
  - Ex. - Practical curriculum, 2 International Racing Trips/Coach Portfolio
- **CCC CDAG Flowchart:**  
[http://www.crosscountrybc.ca/sites/default/files/documents/CDAG%20flowchart%20\\_June%2027%2C%202016\\_.pdf](http://www.crosscountrybc.ca/sites/default/files/documents/CDAG%20flowchart%20_June%2027%2C%202016_.pdf)
- **CCC CDAG Coach Workbook:**  
<http://www.crosscountrybc.ca/sites/default/files/documents/Coach%20Workbook%20CDAG%20%28Dec%201%2C%202016%29.pdf>
- **CCC CDAG Evaluation Guide:**  
<http://www.crosscountrybc.ca/sites/default/files/documents/CDAG%20Evaluator%20Guide%20%28Dec%201%2C%202016%29.pdf>
- **2** CDAG coaches 'in training' - they are almost finished this program.



June 27, 2016

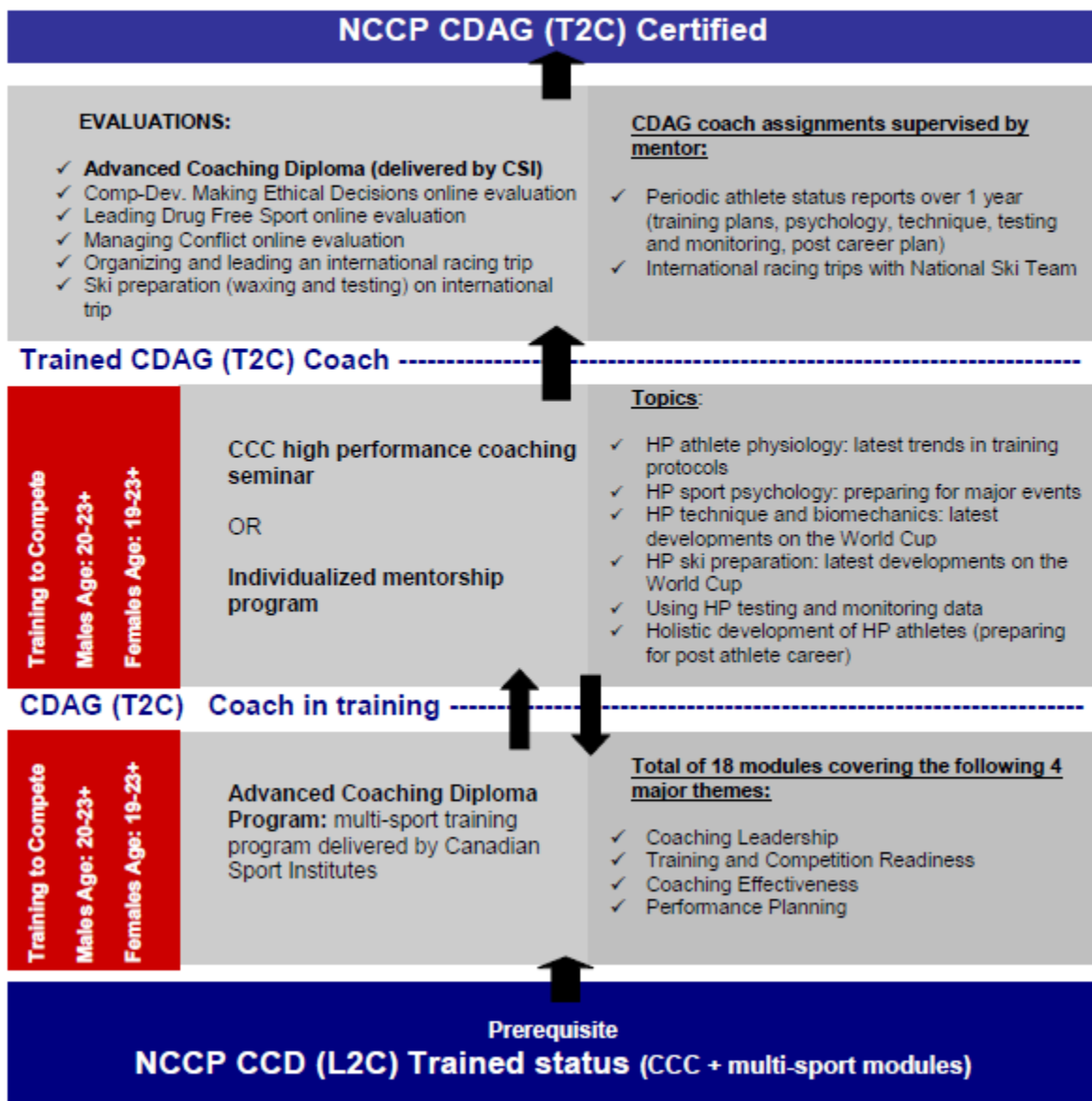


National  
Coaching  
Certification  
Program

### CDAG Flowchart



Cross Country BC





# CDAG



- Why would coaches want to do CDAG?
  - *Who? Coaches of T2C athletes*
  - *Why? To learn more about coaching T2C athletes*
- How is CCC/CCBC targeting and incentivizing coaches toward this program?



# Advancement Opportunities



- What opportunities do coaches have to move along the pathway when they complete CDAG?
  - *Club head coach opportunities*
  - *Provincial team opportunities*
  - *National team opportunities*

# Successes and/or Challenges



- What are some of the successes and or challenges in implementing the program?
  - *Success: coaches appreciate the program*
  - *Challenge: coaches finding the time to do it*
- Conditional Approval status!
  - *We are just testing our CDAG context now*





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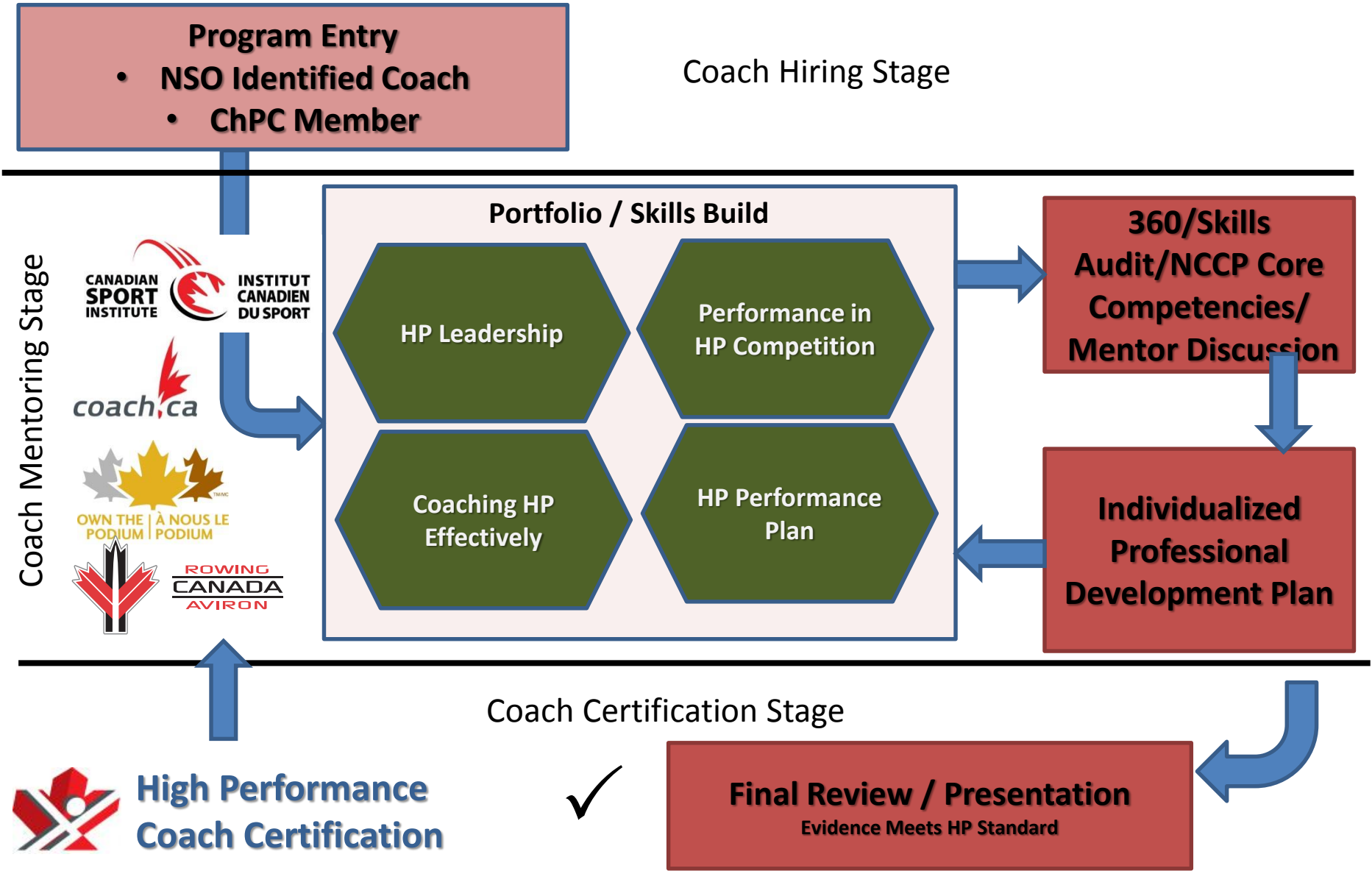


# Competition High Performance and accrediting national team coaches Rowing Canada



ROWING  
CANADA  
AVIRON

# RCA HP Coach Pathway





## RCA HIGH PERFORMANCE COACH PATHWAY

### PRE-REQUISITES

- 5-10 YEARS COACHING EXPERIENCE AT THE LEARN TO COMPETE, TRAIN TO COMPETE LEVELS
- NCI ADVANCED COACHING DIPLOMA, RCA PERFORMANCE COACH CERTIFICATION, OR EQUIVALENT EXPERIENCE (i.e. INTERNATIONAL)
- COACH ACTIVELY ENGAGED IN NCCP AND OTHER PROFESSIONAL DEVELOPMENT OPPORTUNITIES
- COACH ACTIVELY INVOLVED IN RCA NATIONAL TRAINING CENTRE DAILY TRAINING ENVIRONMENT

### TRAINING/EDUCATION FOR PROFESSIONAL DEVELOPMENT PLAN

- INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN DETERMINED BY 360, COACH OBSERVATION AND PRIOR EXPERIENCE/EDUCATION AGAINST THE HP PROGRAM IDENTIFIED OUTCOMES.
- COACH DETERMINES PROFESSIONAL DEVELOPMENT TEAM - HPD AND MENTOR (SUPPORT) TEAM
- ASSESSMENT AND EDUCATION ARE COACH DRIVEN AND CONFIRMED BY HPD AND SUPPORT TEAM.
- PROFESSIONAL DEVELOPMENT PLAN IS INTEGRATED WITH DAILY TRAINING ENVIRONMENT OF ATHLETES.

### EVALUATION AND CERTIFICATION

- ASSESSMENT IS ON GOING AND REFLECTIVE WITH EVALUATION OF PROGRESS DETERMINED BY COACH AND HP SUPPORT TEAM.
- CERTIFICATION IS AWARDED UPON SUCCESSFUL COMPLETION OF THE COACH PROFESSIONAL DEVELOPMENT PLAN
- CERTIFICATION MAINTAINED BY ACHIEVING CAC PROFESSIONAL DEVELOPMENT POINTS.

Module	NCCP Status	In Progress	HP Leadership	Coaching HP Effectively	Performance in HP Competition	HP Performance Plan	Knowledge of Classification (if applicable)	CORE COMPETENCY ASSESSMENT Problem Solving, Critical Reflection, Valuing, Leading, Interaction	
NCCP HP OUTCOME			Lead High Performance Program	Coach effectively in the HP Daily Training Environment	Coach effectively in the HP competition environment	Design and Manage the HP Training Plan	Understand and manage classification process		
NCCP HP CRITERIA			Enable High Performance culture that promotes excellence.	Make effective interventions that promote resilient performance	Effectively Manage pre-competition strategies	Identify HP Gap Analysis	Understands classification criteria		
			Make values based decisions that impact program	Optimally structure the HP Daily Training Environment	Make effective interventions that impact performance in Competition	Create the HP Training Plan	Complete effective Protests based on critical evaluations		
			Interacts with others to facilitate common HP vision and mission.	Make Observations to maximize performance	Facilitate post-competition strategies to maximize ongoing performance	Use effective monitoring to enforce training plan design			
			Identify personal coaching philosophy that influences HP Program	Reflect on Coaching Practices	Effectively Manage players and staff in competition	Effectively integrate IST into the plan			
Sources of Evidence			<ul style="list-style-type: none"><li>Performance Review with HPD</li><li>360 review of Leadership</li></ul>	<ul style="list-style-type: none"><li>External observation (video / stats)</li><li>Athlete Assessments</li><li>Practice Debrief</li></ul>	<ul style="list-style-type: none"><li>External observation (video / stats)</li><li>IST assessment</li><li>Competition Debrief</li></ul>	<ul style="list-style-type: none"><li>Gap analysis</li><li>YTP and Quad plan</li><li>Monitoring Strategy</li><li>Presentation</li></ul>	<ul style="list-style-type: none"><li>Classification Protest</li><li>Participates in classification process as an athlete rep.</li></ul>		
Skills Audit		Audit	Based on Module Portfolio, coach meets with panel to identify gaps linked to specific criterion. Intent of Audit to Identify Professional Development Plan based on Gap identified in portfolio PANEL: Coach, HPD, External, IST						
Professional Development Plan			Lead Multi-sport Organization funded PD if Necessary Portfolio Updated						
Final Review			Final Panel review to assess evidence in each module and provide link between Pro-D and assessed Criteria.						



**Rowing Canada HP Coach Professional Development Program**  
**Athlete Feedback Questionnaire**  
**October 2017**



In the Daily Training Environment My Coach	Scale: 1 never; 3 sometimes; 5 always				
Provides a clear understanding of the type of rowing stroke they want to see	1	2	3	4	5
Helps me to improve my rowing stroke with technical feedback	1	2	3	4	5
Reinforces what I do well as I'm making the change required	1	2	3	4	5
Clearly communicates how a skill contributes to performance	1	2	3	4	5
Uses video and other technology effectively to provide feedback for technical improvement	1	2	3	4	5
Makes sure I clearly understood what aspect of technique is being worked on	1	2	3	4	5
Holds individual athletes accountable for their technical improvements	1	2	3	4	5
Helps athletes understand how technical improvement will contribute to performance	1	2	3	4	5
Adjusts their coaching style to meet athletes learning preferences	1	2	3	4	5
Collaborates with other coaches to improve individual performance	1	2	3	4	5
Can articulate the difference between crew and individual technical changes required	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					

Program Design and Training Plan(s), My Coach:	Scale: 1 never; 3 sometimes; 5 always				
Communicates the overall plan for the year (Yearly Training Plan)	1	2	3	4	5
Explains the training blocks and the nature of the training we are doing throughout the year	1	2	3	4	5
Designs training programs in alignment with our training block goals	1	2	3	4	5
Creates and communicates weekly training schedules	1	2	3	4	5
Explains rationale for daily training sessions	1	2	3	4	5
Reinforces the use of athlete monitoring strategies	1	2	3	4	5
Adjusts and adapts the training plan to enable optimal recovery	1	2	3	4	5
Adjusts and adapts the training plan based on my current monitoring or if I'm injured or ill	1	2	3	4	5
Delivers daily training sessions that are organized	1	2	3	4	5
Delivers daily training sessions that are efficient and time-effective	1	2	3	4	5
Works with me to identify my training goals for the season	1	2	3	4	5
Regularly reviews my goals throughout the year to monitor progress	1	2	3	4	5
Understands the demands of lightweight rowing	1	2	3	4	5
Comments/What can my coach do more of or less of in this area: <div data-bbox="1803 1236 2097 1372" data-label="Page-Footer">  <div> <div>ROWING</div> <div>CANADA</div> <div>AVIRON</div> </div> </div>					

<b>In the Para Classification Process, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Understands classification criteria	1	2	3	4	5
Completes effective protests based on critical evaluations	1	2	3	4	5
IST staff and coach assist athletes physically and mentally to go through the process in the DTE and in Competition	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					
<b>Testing and Selection, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Explains testing protocols throughout the season	1	2	3	4	5
Prepares the group for the testing that occurs throughout the season	1	2	3	4	5
Explains selection criteria and the process that will occur at different times of the year	1	2	3	4	5
Runs selection process objectively	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					



**ROWING**  
**CANADA**  
**AVIRON**

In the Competition Environment my coach:	Scale: 1 never; 3 sometimes; 5 always				
Prepares me at the Pre-competition camp training and taper to have optimal racing at Worlds	1	2	3	4	5
Helps me focus on the process of racing well	1	2	3	4	5
Prepares me/crew to face a variety of possible situations	1	2	3	4	5
Has a consistent routine at competition	1	2	3	4	5
Maintains composure at competitions	1	2	3	4	5
Helps me deal with any problems I might have during a competition	1	2	3	4	5
Provides me the opportunity for feedback and input on race strategy	1	2	3	4	5
Makes appropriate adjustments if needed during competition	1	2	3	4	5
Shows confidence in me and my crew's ability during competition	1	2	3	4	5
Collaborates with other coaching staff to assist in the competition environment	1	2	3	4	5
Collaborates with IST to assist in the competition environment	1	2	3	4	5
Facilitates post competition debrief to review results and next steps	1	2	3	4	5
Ensures all our equipment and logistical needs are organized for the pre-competition camp	1	2	3	4	5
Ensures all our equipment and logistical needs are organized for racing	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					

<b>Valuing, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Builds athlete and team morale	1	2	3	4	5
Articulates and models the vision and values of the program both internally to the program and externally to others	1	2	3	4	5
Has integrity and openness when dealing with others	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					
<b>Problem Solving, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Reframes problems	1	2	3	4	5
Experiments with different approaches to find a better solution to a problem	1	2	3	4	5
Takes responsibility for improvements or solving problems	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					

<b>Critical Thinking, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Takes an organized, logical approach to thinking through issues	1	2	3	4	5
Is able to make decisions quickly where necessary	1	2	3	4	5
Is aware of their own strength and weaknesses	1	2	3	4	5
Is able to critically reflect on coaching and is aware of their impact on athlete and team performance	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					
<b>As a Leader, My Coach:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Creates a high-performance vision and has a clear picture of the future	1	2	3	4	5
Creates a training environment that is inspiring and energizing to train in	1	2	3	4	5
Displays motivation and drive day to day	1	2	3	4	5
Copes effectively with day to day challenges	1	2	3	4	5
Empowers athletes to develop and take responsibility for performance	1	2	3	4	5
Is an effective listener: Listens to my thoughts, feedback and concerns	1	2	3	4	5
Communicates relevant program information in an effective and timely manner	1	2	3	4	5
Encourages me to believe in my potential or ability to perform	1	2	3	4	5
Is approachable about questions or concerns I might have	1	2	3	4	5
Demonstrates an understanding of my life outside of rowing	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					
<div style="text-align: right;">  </div>					

<b>Engages with the following IST to maximize the benefit of their expertise in my development:</b>	<b>Scale: 1 never; 3 sometimes; 5 always</b>				
Physiology	1	2	3	4	5
Strength & Conditioning	1	2	3	4	5
Nutrition	1	2	3	4	5
Performance Analysis/Biomechanics	1	2	3	4	5
Mental Performance	1	2	3	4	5
Game Plan/Life skill (career planning and transition)	1	2	3	4	5
Comments/What can my coach do more of or less of in this area:					





# Coaching Enhancement Program



# Core Principles and Priorities

*World-Class coaching is at the heart of our aspirations as a sporting nation.*

A coaching task force identified the following strategies to improve the performance of coaches in the Canadian system over the coming years:

1. *Recruit* the best coaches
2. *Develop* Canada's current and future coaches
3. *Retain* Canada's best coaches
4. *Re-integrate* top Olympic coaches into the sport system

Strategically, the CEP will target those sports and their coaches that have the very best chance to deliver podium success.

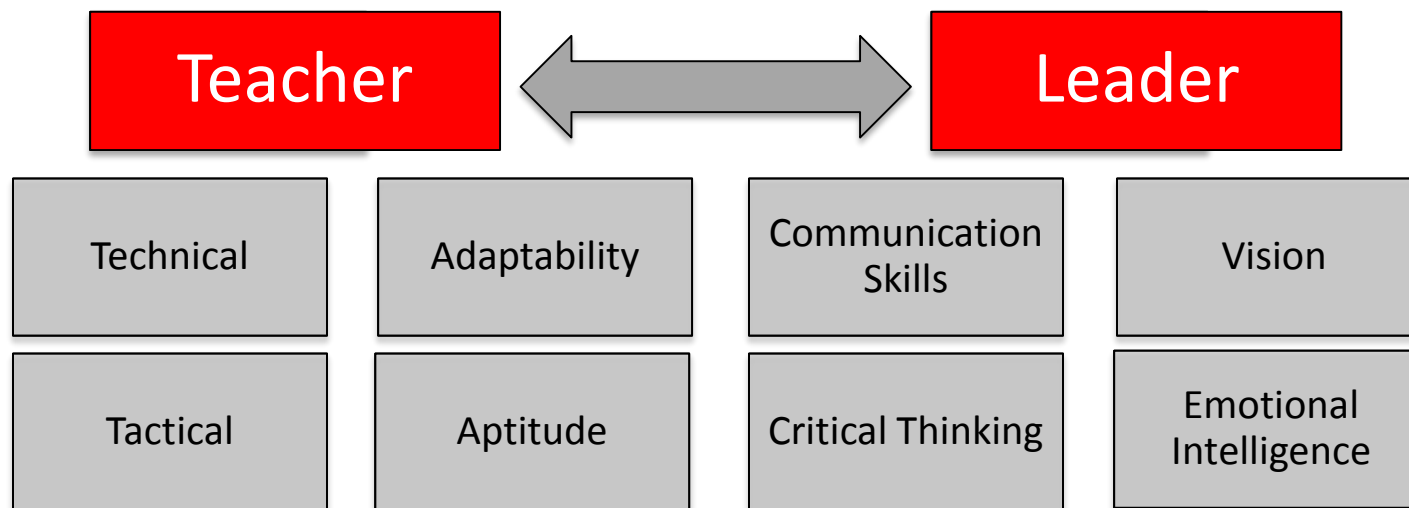
- **First Priority**: Senior Coaches from Summer Core Sports and Winter Category 1&2 who coach podium potential athletes
- **Second Priority**: Senior Coaches from Summer Strategic Sports and Winter Category 3 /Team Sport Strategy sports
- **Third Priority**: NextGen Coaches from Core and Strategic Sports

# Coaching Enhancement Program Framework



## World-Class Coach

*Uncompromising Ethics and Values*



*WC Coaches are able to  
Influence, Provide Solutions and Define Reality*

# CEP Components

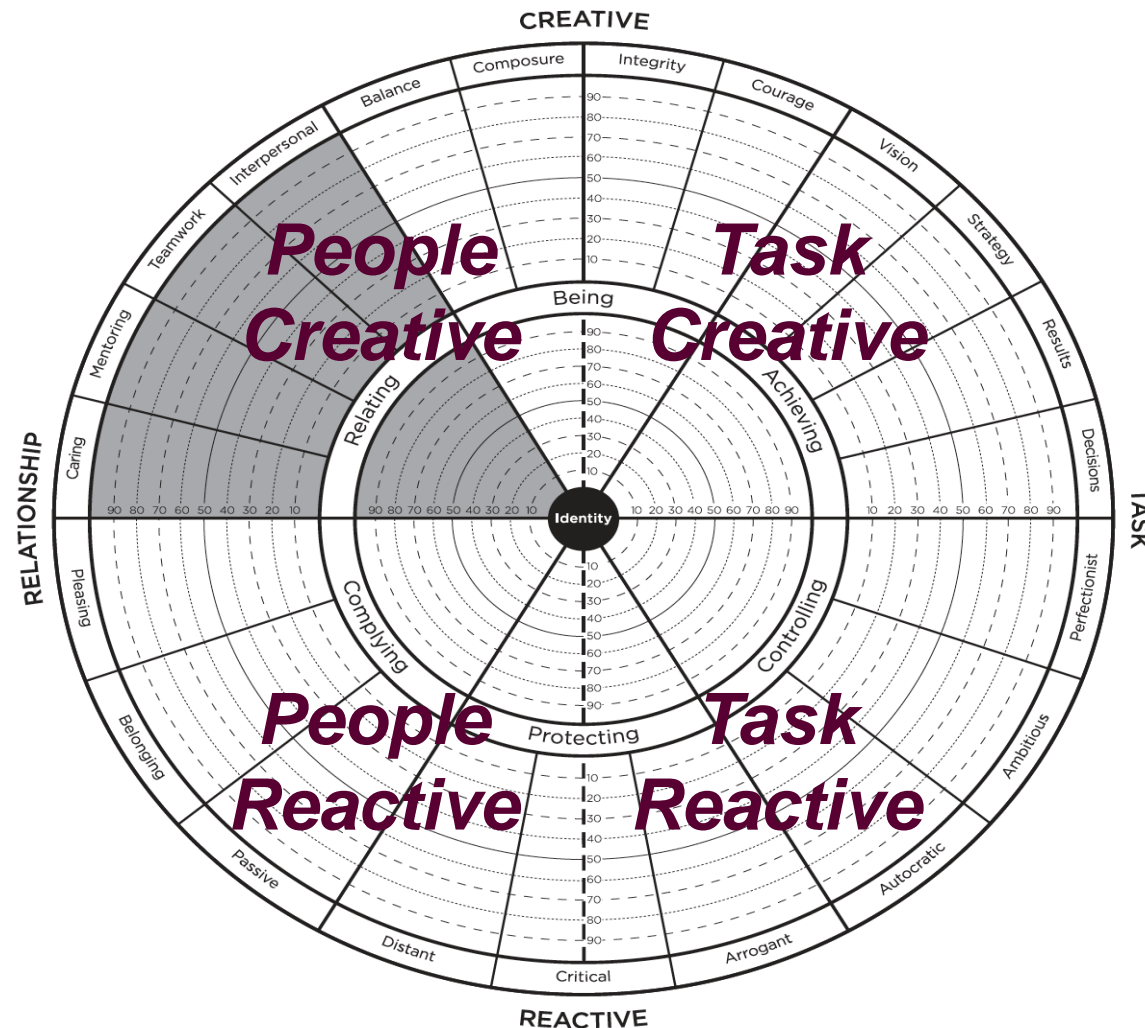
1. Assessment
2. Canada Coach
3. Professional Development
4. Performance Workshops
5. Women in Coaching
6. Re-Integration
7. Coach Summit

# Assessment

## Executive Science™, Leadership 360° Assessment

Thorough coaching assessments will take place every 24 months in order to design ongoing coaching development plans and to celebrate progress.

Access to Canada Coach and targeted Professional Development opportunities begin with the CEP Assessment program.



Data from the instrument is plotted into four major sectors portrayed in a circle.

Three consultant calls:

1. Understand and own data
2. Develop plan
3. Development progress

Confidentiality is priority.

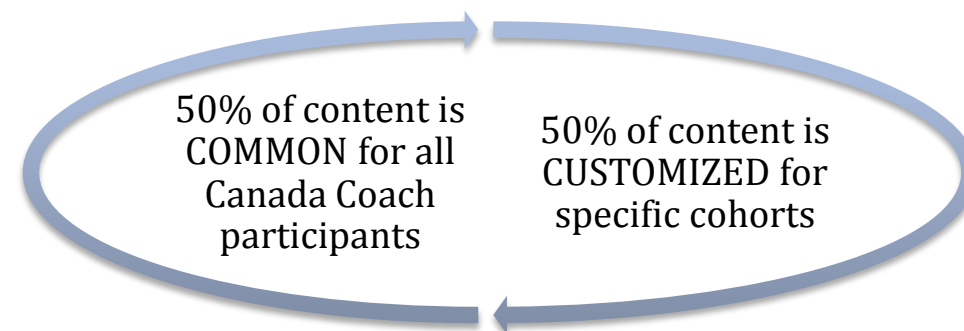
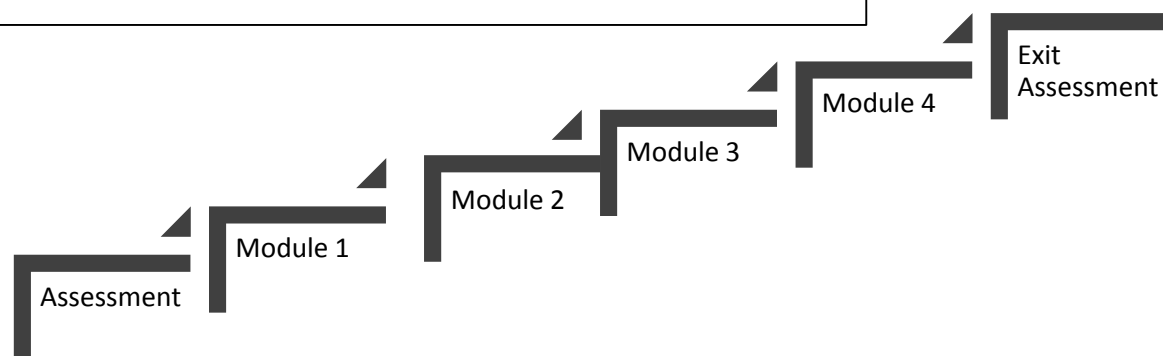
*Based on the work of Anderson and Adams TM The Leadership Circle*

# Canada Coach

A high performance coaching program that provides a focused, dynamic and safe environment for coaches to confirm and renew values while investing time in further developing their strengths and specific competencies.

- The program consists of 4, four-day modules over 18 months
- Content based on cross-sport and individual assessment reports
- Aimed at senior coaches working with podium potential athletes within targeted winter and summer sports
- Eight coaches per Canada Coach cohort
- Deliberate recruitment of female coaches

- Coaches will be challenged throughout the modules and will complete the program having further developed core competencies required to be World-Class.
- Essential to the success of Canada Coach is development of trust among participants, ensuring content is delivered by experts and working with motivated senior coaches.





# Targeted Professional Development (PD)

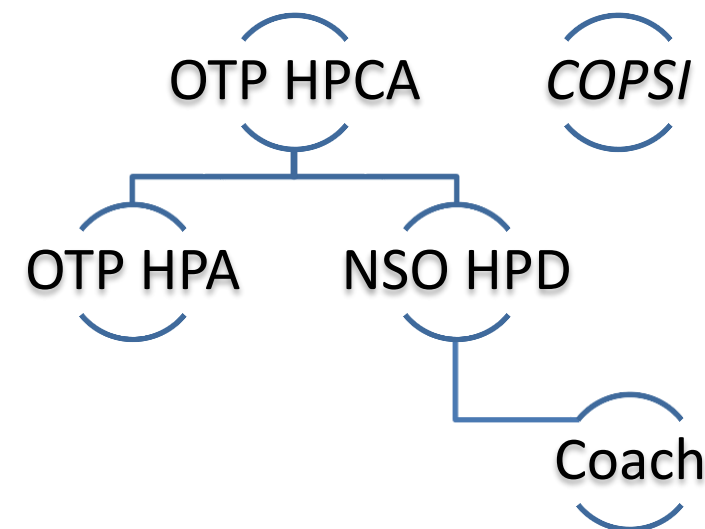
- Leadership and technical assessments provide a roadmap for participating coaches and the PD program will invest in targeted development opportunities for coaches that may range from technical development to customized leadership experiences.
- Coaches may participate simultaneously in both Canada Coach and the PD program.
- Examples include Experiential, Mentorships, Workshops, Executive Coach, etc.

## Proposed PD experiences for summer coaches

	Notes	PD Experience A	Approx Cost	PD Experience B	Approx Cost	Technical Options?	Approx Cost
<b>Sarah Smith</b>	Sarah requires ongoing support for three areas of weakness: conflict management, emotional intelligence and teamwork. The following PD exercises are recommended.	Emotional Intelligence - Take the EQ in Action test and follow up with EI consultant.	\$ 1,000.00	Crucial Conversations Workshop - Offered throughout the year in different Canadian cities, this workshop focuses on developing skills to improve one's ability to handle difficult conversations.	\$ 2,000.00		

# Performance Workshops

- Delivered through the COPSI network, these workshops offer development opportunities to a broad group of coaches, aligned with Canada Coach content.
- Themes are based on the WCCF.
- Annually, two themes are offered three times each, for a total of six workshops.
- Each workshop is followed up by four virtual engagement sessions, at the 3 – 6 – 9 – 12 month intervals.
- Costs covered from start to finish of workshop. NSOs are responsible for transportation costs associated with coaches going to/from the workshop.

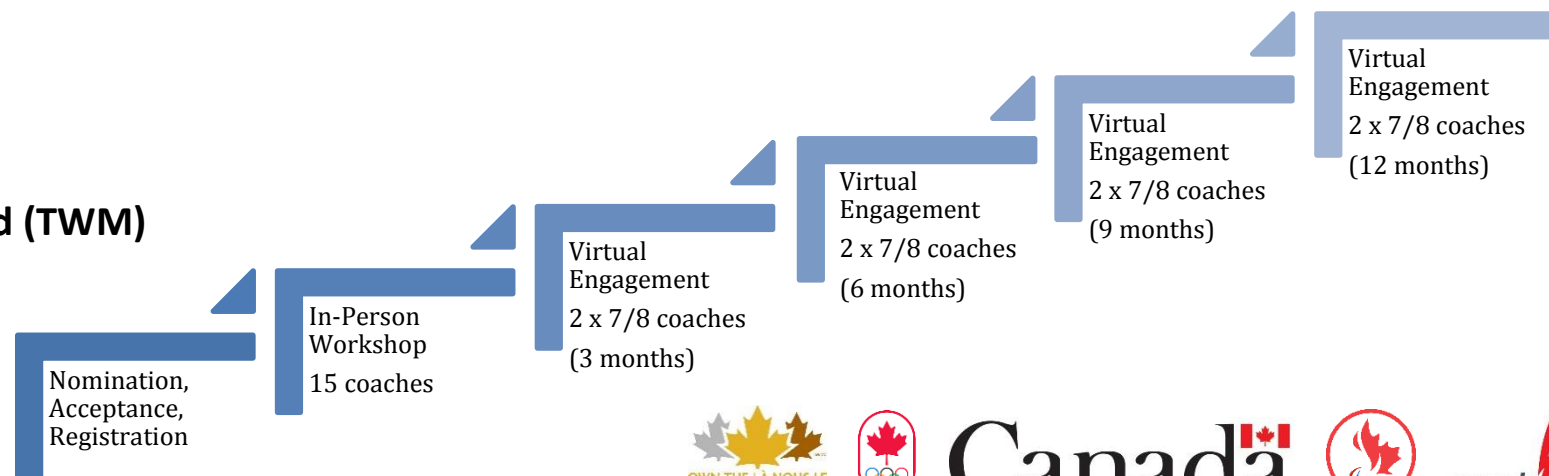


## 2018 Workshop A – The Emotionally Intelligent Coach

- February 26-27, 2018 – Calgary, Alberta
- May 31 – June 1, 2018 – Victoria, BC
- October 16-17, 2018 – Halifax, Nova Scotia

## 2018 Workshop B – Resiliency and The Working Mind (TWM)

- April 4-5, 2018 – Vancouver, BC
- July 10-11, 2018 – Toronto, Ontario
- November 6-7, 2018 – Ottawa, Ontario



# Women in Coaching

- In partnership with the Coaching Association of Canada (CAC) **Women in Coaching Apprenticeship Program**, the CEP has prioritized providing financial support to build on the program that is currently in place to provide even more development opportunities for the participating coaches and enhance existing partnerships in the Canadian sport system.
- Leadership Circle 360, two follow-up Consultations, second session with Mentor to build development plan.
- Opportunity to strategically invest funding to a different *Women in Coaching* initiative for 2018, 2019 and 2020.



# Coaching Summit

*The Canadian Coaching Summit will take place each summer quadrennial, bringing together Canada's leading summer and winter Olympic and Paralympic coaches.*

**Coaching Summit Objectives** – Through effective collaboration between Canada's high performance sport partners, the summit will:

- Inspire current and future Olympic and Paralympic Games coaches through a forum that shares best practices and world-class high performance coaching knowledge
- Drive national strategies to enhance coaching expertise
- Provide important engagement and networking opportunities

**Participants** – Lead Senior and NextGen Head Coaches (approximately 150 across Summer and Winter Olympic and Paralympic NSOs)



# Professionalization of Coaching and responsible coaching

- Should all coaches have a license to coach in BC?
- Should licencing be voluntary or mandatory?
- How is professional conduct upheld?
- How do we protect coaches... as well as athletes?
- What are the benefits of a licenced coach?



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# Rowan's Law







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INSTITUT  
CANADIEN  
DU SPORT

# Licensed to Coach

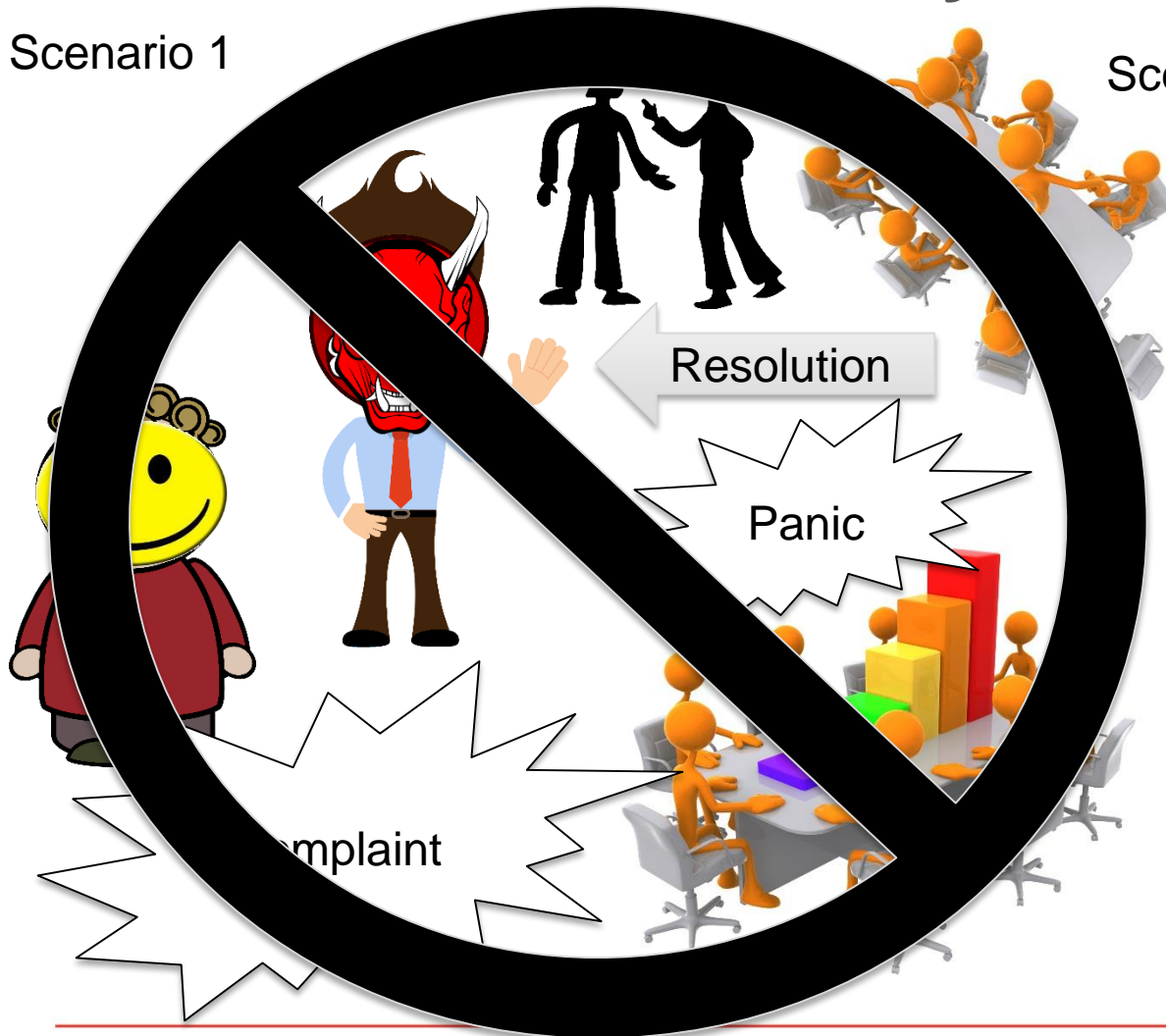
Every Athlete Deserves a  
**Responsible  
Coach!**



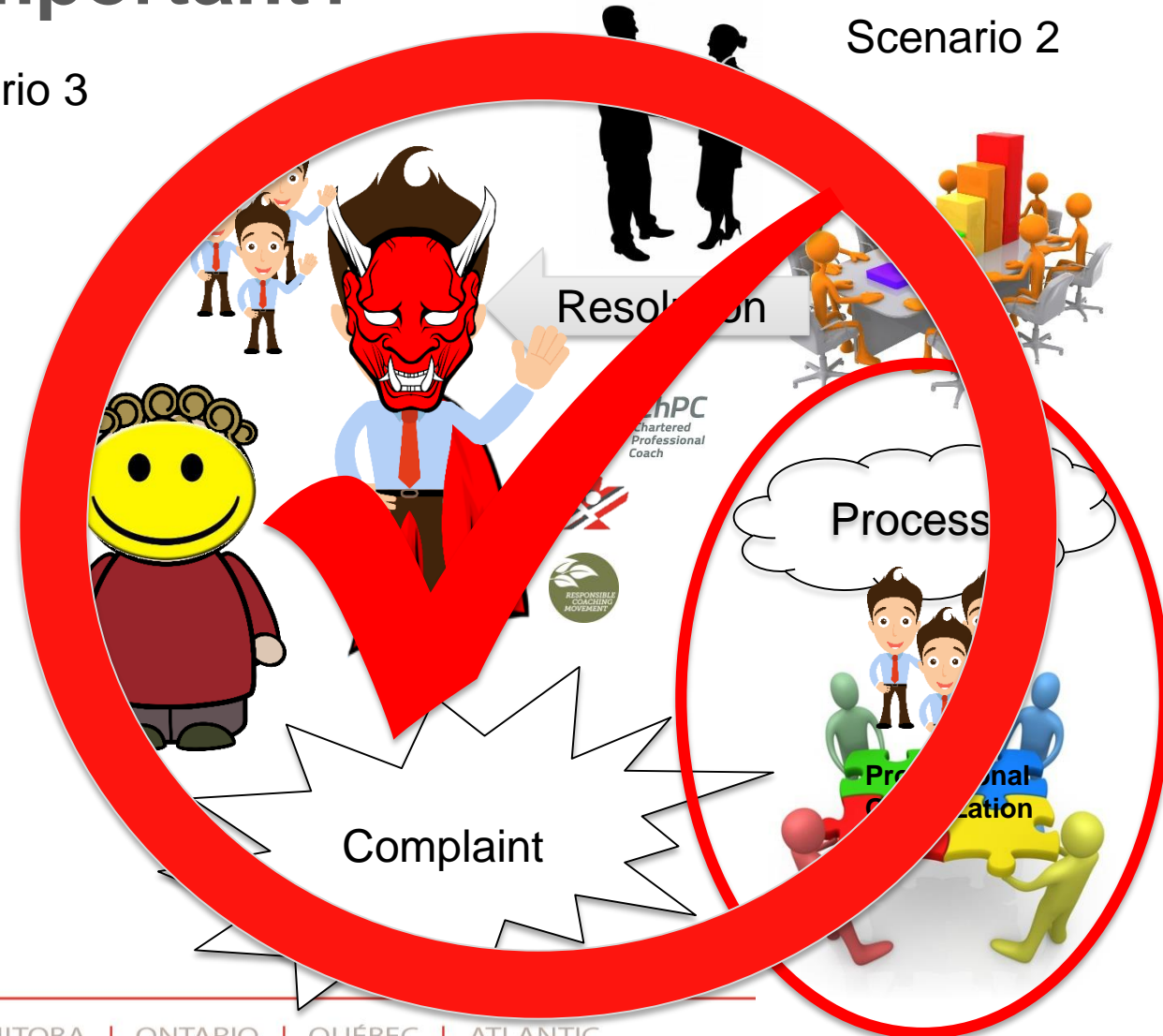


# Why is it important?

Scenario 1

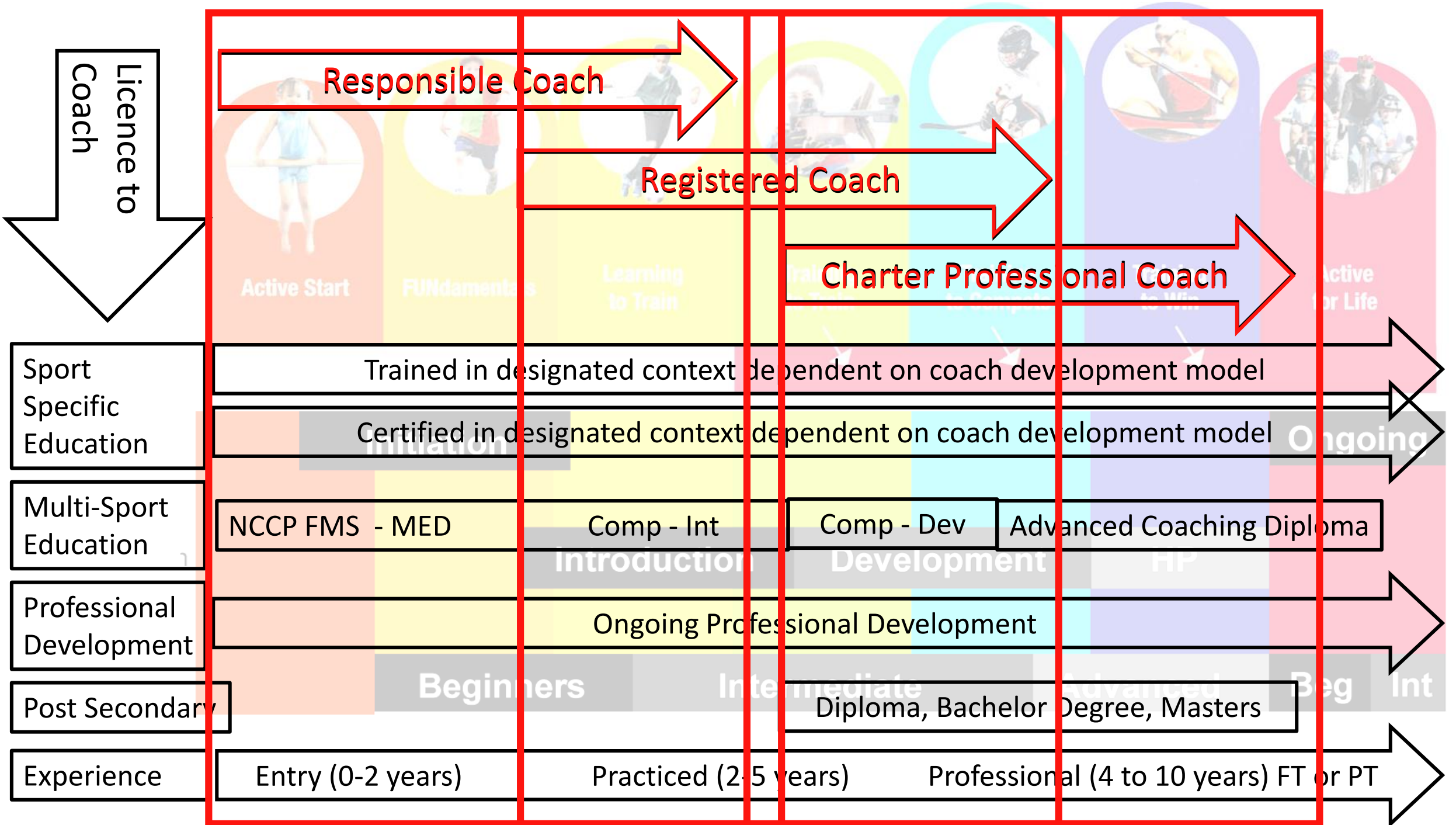


Scenario 3



Scenario 2








## Chartered Professional Coach (ChPC) – Eligibility Criteria



 ChPC	POST-SECONDARY EDUCATION	NCCP CERTIFICATION <sup>i</sup>	COACHING EXPERIENCE
<b>Scenario #1</b>	<ul style="list-style-type: none"><li>Undergraduate or graduate university degree</li></ul>	<ul style="list-style-type: none"><li>Full Level 4 or</li><li>Full Level 3 and NCI Diploma</li><li>Competition Development &amp; Advanced Coaching Diploma</li></ul>	<ul style="list-style-type: none"><li>Has a minimum of 4 years coaching experience</li></ul>
<b>Scenario #2</b>	<ul style="list-style-type: none"><li>Undergraduate or graduate university degree</li></ul>	<ul style="list-style-type: none"><li>Full Level 3</li><li>Competition Development; or</li><li>Equivalency</li></ul>	<ul style="list-style-type: none"><li>Has a minimum of 5 years coaching experience</li><li>Has a minimum of 2 years of full-time<sup>ii</sup> coaching experience</li></ul>
<b>Scenario #3</b>	N/A	<ul style="list-style-type: none"><li>Full Level 3 and working on Level 4</li><li>Competition Development and working on Advanced Coaching Diploma; or</li><li>Equivalency</li></ul>	<ul style="list-style-type: none"><li>Has a minimum of 5 years coaching experience</li><li>Has a minimum of 2 years of full-time<sup>ii</sup> coaching experience</li></ul>





## ProCoach Benefits

- ChPC logos on PhotoShelter
- Free Legal Advice
- Full Access to the SIRC Online Database
- Health and Dental Group Benefits Program
- Liability Insurance for Coaches
- Professional Development Webinars:
- Job Postings



## A license to coach

- Should all coaches have a license to coach in BC?
- Should licencing be voluntary or mandatory?
- How do we protect coaches... as well as athletes?
- What are the benefits of a licenced coach?





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# #4bettersport

Thank you for attending