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# POWERING PODIUMS

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Keeping Our Coaches Happy & Healthy

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# The Holy Trinity

In Louisiana kitchens, every Cajun dish requires the 'holy trinity'

- Celery
- Bell Peppers
- Onions



**If one is missing then it's just not the same!**



# The Sports Systems ‘Holy Trinity’

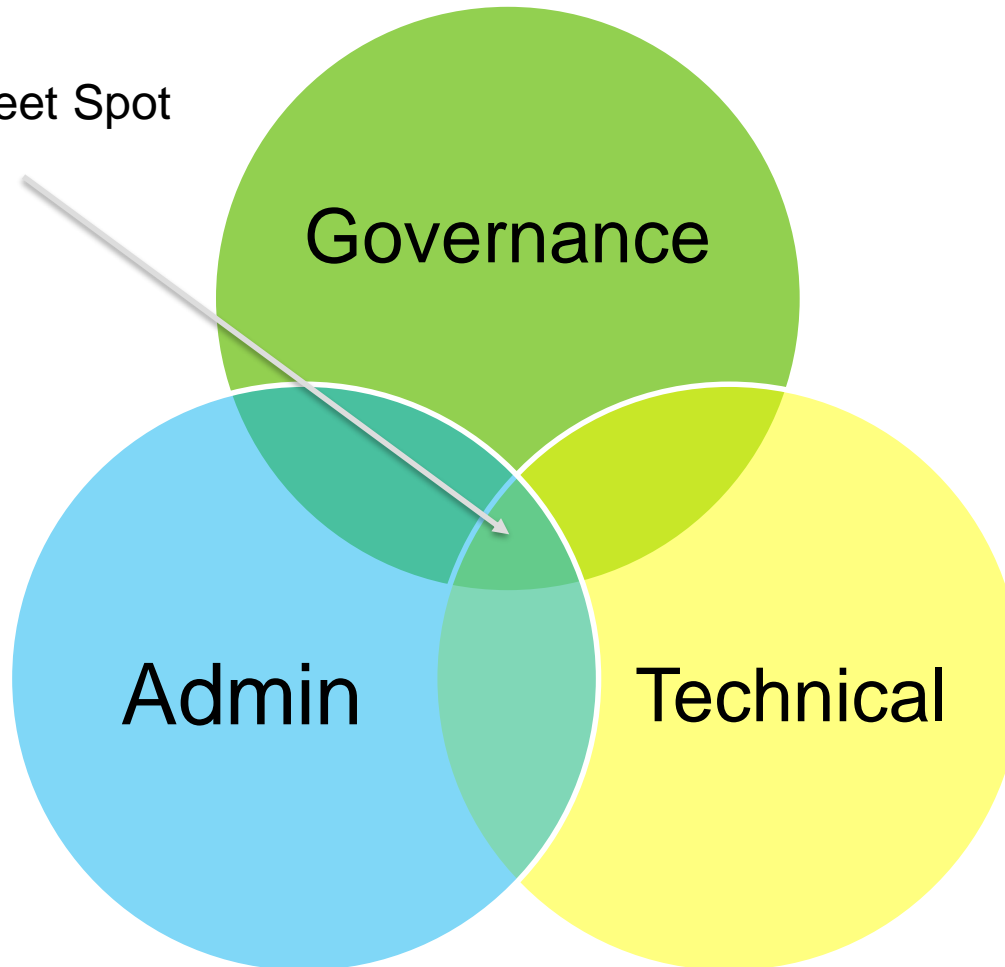
- Governance
- Admin
- Technical

**If one is missing then it's just not the same!**



# How it should be

The Sweet Spot





## Maybe how it is.....



Governance



Technical



Administration



# Governance



- Exec Dir, CEO, COO, CFO
- Operate in structured environment
- Meetings, minutes and motions
- Found behind a desk 9-5?
- **Responsible** to Government, other funding partners
- Set policies and guidelines



# Administration



- Admin, Manager, Coordinator, Scheduler
- Facilities, travel, schedule, medical releases, CRC's Codes of conduct
- **Reports** to Governance
- Semi office environment
- Manages, liaises with technical



# Technical



- Head Coach, TD, HPD
- Works with athletes and coaches
- Develop training plans, YTP's
- 'On field' different hours, weekends and evenings
- Travel requirements
- Some office time
- Who do they **report** to?





## Why the disconnect?

- Governance maybe not really sure what technical is doing, and why can't admin get them under control?
- Admin can't/won't/don't connect with technical, wants governance to deal with technical
- Technical thinks that admin and governance doesn't understand their pain!
- A general lack of communication



# What does the ideal coach look like?

- Take 5 minutes to discuss the skill sets and competencies that you desire in the ideal coach.
- Come back to the group and share your feedback.



## How can ACS help?

- Coaches need support to recognize their role in the partnership between Governance, Admin and Tech.
- They may have just transitioned from competing, this is a new environment
- Possibly inexperienced?
- Might be headstrong?
- Want to change the world!
- Now!-Before the end of the fiscal!



# Advanced Coaching Diploma

- By educating and supporting coaches we can look at coaches potential rather than where they are now.
- Less conflict leads to more harmony: more harmony leads to a better working environment.
- Better Coaches = Better Athletes
- Efficient and Effective Coaches



# Advanced Coaching Diploma Outcomes

- Make consistent values-based decisions especially in difficult situations
- Manage and resolve conflicts in ways that support team mission
- Maintain effective working relationships with assistant coaches, experts, other support personnel.
- Manage resolution of issues related to mission achievement.



- Produces evidence-based, appropriately detailed, and timely written reports about athlete/team performance, progress, and behavior.
- Use financial resources responsibly and wisely to accomplish objectives and achieve success within projects under his/ her responsibility.
- Work effectively with others to build collaborative plans to enhance training and performance at a major event.



# Advanced Coaching Diploma Survey

- Survey carried out in Jan/Feb 2018
- Sent to 166 coaches
- 99 opened
- 60 respondents
- Not all questions answered but some interesting findings



# Survey Findings

- Over 50% of respondents hold a Masters Degree with 5% of respondents are PhD's
- 70% of the respondents have or still are coaching at the international level
- ACD coaches are involved across all areas of sport and help power the sports system
- Over 50% are coach developers
- Over 30% also sit on boards
- Over 70% are mentor coaches





# Survey Findings

- Over 80% of the respondents felt that the program enhanced their competency
- Over 75% felt that the ACD helped them attain coaching opportunities at higher levels
- Our respondents have coaches at all levels, Junior and Senior Nationals and Junior and senior Worlds, Canada Games, Pan Am, Commonwealth and Olympic Games and major International Events
- Can we build a community of practice that supports coaches?



## Challenges for Coaches

- Over 43% of our coaches are working 40 hours or more a week,
- Over a third are working between 10 and 30 hours, most likely coaching as a second job
- Almost a third of the respondents worked 52 weeks in the past year and almost half got less than 3 weeks' break



# Coaching Challenges

- The median total income of households in Canada in 2015 was \$70,336. Over half of the coaches who indicated a response derive \$60,000 or less from their current coaching job.



## Coaches Well-Being

- At the very top level, pro, int'l coaches are very often hired to be fired.
- Paid out when fired, financially independent
- Lower down that's not the case
- Many coaches are year to year
- Cant get access to mortgages
- Coaches may have to re-apply for position
- Jobs don't offer benefits packages

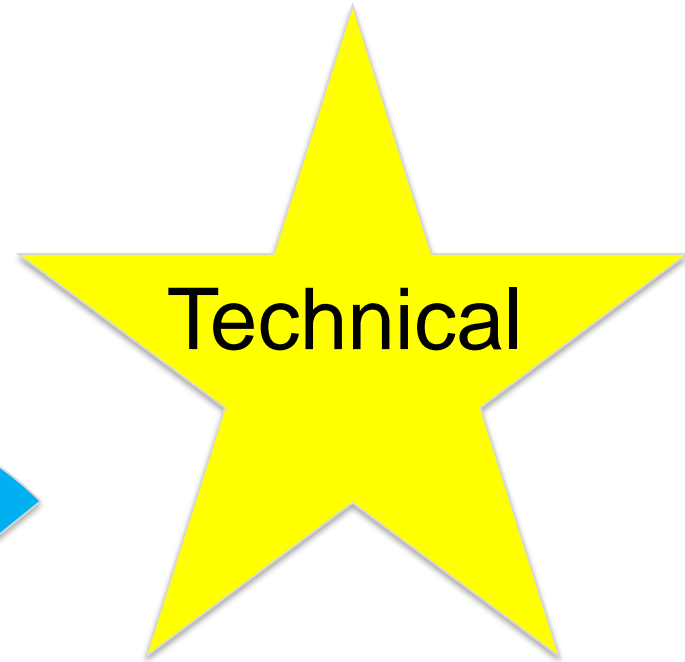


# How can we support Coaches

- Educate them
- Invest in them- money and time!
- Support them
- Invest in their well being
- Help them move on
- Prepare succession plans
- **HOLD THEM ACCOUNTABLE!!!!!!**



## Less of this





# And more of this....

The Sweet Spot

