

NextGEN Coach Program 2020-2022

A component of the Performance Coach Program

Delivered in collaboration between Gymnastics Australia, The AIS and The University of Queensland

Funded by Women Leaders in Sport



**THE UNIVERSITY
OF QUEENSLAND**
AUSTRALIA



Gymnastics
Australia



High Performance
Coach Development Program

Overview



With the support of Sport Australia Women Leaders in Sport Grant (WLIS) Gymnastics Australia launched the WAG NextGEN Accelerated Coaching Program 2020–2022.

Following a thorough selection process ten (10) female coaches commenced a 24-month professional development program in September 2020. The integrated, blended learning design involved partnering with tertiary and national institute programs to engage with a national and international networks, leverage off resources and build coaching connections with other communities of learning.



Performance Coach Program



The NextGEN Accelerated Coaching Program 2020-2022 is a component of the Gymnastics Australia High Performance Coach Development Program targets female coaches in Tier 1 and 2 of the GA Performance Coach Program.



Performance Coach Program



ENVIRONMENT

Experiential learning, and peer and coach mentoring are key contributors to effective coach development.

EMPOWERMENT

Empowering coaches to build upon current knowledge and promote an autonomous learning culture

COLLABORATION

Create a social learning community that builds connections, engagement, sharing and collaboration



Performance Coach Program Learning Principles



ENGAGE



COACH



EXPERIENTIAL



REFLECTIVE



AWARENESS



MEANINGFUL



GROWTH

The seven learning principles above drive the experiences, strategies, format and facilitation of learning for the coaches in the performance coach program.

*'Developing personal and performance excellence through
lifelong learning'*

Blended Learning Design

E-LEARNING

Identification of appropriate E-Learning courses connected to IDP's

EXPERIENTIAL | IMMERSION

Technical and professional knowledge development @ AIS with AIS & GA staff

LEARNING COMMUNITY

NextGEN Virtual Learning Group
CPD Virtual Café
GA/AIS Camp Coach Network

FORMAL LEARNING

Facilitation of identified formal learning based on IDP's and group needs



VIDEOS BOOKS ARTICLES

Facilitate digital platforms & other opportunities for collaborative learning | Books, articles, videos etc.

OTHER COACHES

Networking, engagement and collaboration with Performance Coaches within and outside the across sport

CONTINUING PROF. DEV'T

UQ CPD Program – UQ Grad Cert. Modules x 2

MENTORING

Strategic mentoring program undertaken @ AIS Camps as able



The NextGEN Program 2020 - 2022

A component of the Performance Coach Program

Delivered in collaboration between Sport Australia Women Leadership in Sport, Gymnastics Australia, The AIS and the University of Queensland

NextGEN Program Outcomes



LEARNING MODEL

To design and pilot a model for high performance coach development



LEADERSHIP

Accelerate the leadership capabilities, coaching behaviours to enhance athlete-coach relationships



FEMALE COACHES

Identify, select and provide opportunities to support and enhance elite female coaches



BENCHMARK

Accelerate and support capacity to coach at International Benchmark events



NETWORKS

Development of Coaching Networks inside and outside the sport to collaborate and share ideas and knowledge

Learning Objectives



To enhance understanding and development of the interpersonal and intrapersonal skills of coaches that will contribute to positive and effective coach-athlete relationships and enhance the ability to accelerate coaches' learning to impact in the high-performance domain.

'Developing personal and performance excellence through lifelong learning'



NextGEN Coach Outcomes



KNOWLEDGE

Enhance and build professional, interpersonal and intrapersonal knowledge



COACHING SKILLS

Improve coaching skills at the high-performance level through mentorship, experiential and professional learning



FUNDING

To attend the CPD Program with the University of Queensland*



LEADERSHIP

Accelerate the leadership capabilities, coaching behaviours & enhance athlete-coach relationships



BESPOKE

Deliver an integrated bespoke program to accelerate coach learning



SUPPORT NETWORKS

Facilitate an environment & support network conducive to female elite coach development

***The Continuing Professional Development (CPD) Modules can contribute to a Graduate Certificate in Sports Coaching*

TERTIARY
University CPD Program
HP Interpersonal &
Intrapersonal Dev't

NETWORKING
Communicating with
High Performance
Coaching Networks

COMMUNITY
Creating a
Community of
Learning @ 2 years

Blended Learning Design

TECHNICAL
Development through
GA staff & Mentoring

PROFESSIONAL
Development of
Professional
knowledge @ AIS

MENTORING
Mentoring and
Immersion
Programs @ AIS

BESPOKE
Individualised Needs
Assessment &
Development Plan

4 NextGEN Components

1. QUALITY COACHING UQ

High-performance coaches' work
Knowledge and behaviours
Learning, Role of the Coach, Values
Philosophies in coaching
Reflection and networks
Measurement and evaluation

4. TECHNICAL DEVELOPMENT

Individualised Development Plan
Experiential training Support
Mentoring Program



2. APPLIED SPORT PSYCHOLOGY UQ

Understanding behaviour
Mindset, motivation, climate and
psychological needs
Emotions, Self-awareness, and Self-
regulation
Leadership, Emotional Intelligence

3. PROFESSIONAL KNOWLEDGE

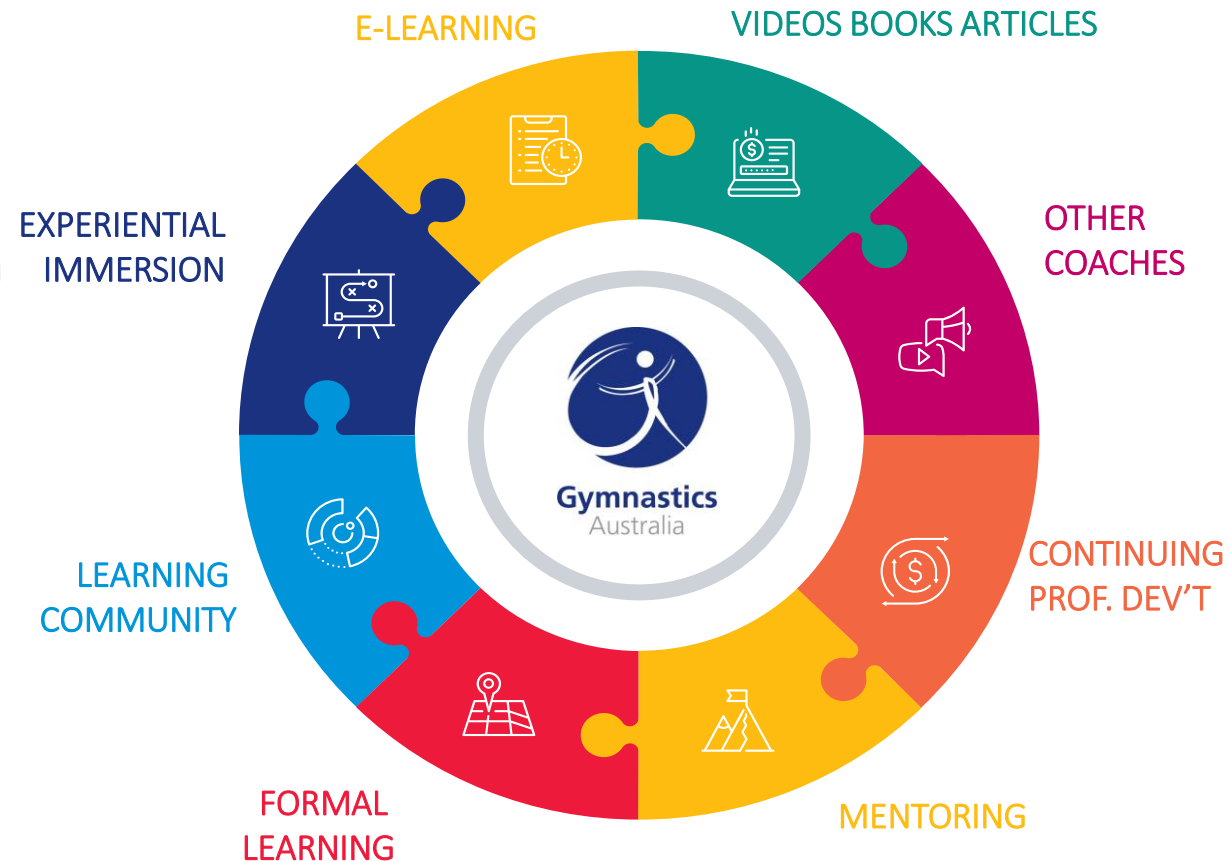
Professional coaching knowledge
AIS Performance Team (e.g. Strength
and Conditioning, Movement Analysis,
Physiology etc.)

The NextGEN Activities



The NextGEN Program is based upon a blended learning design that incorporates the following activities:

- Financial support to attend two complete CPD* Modules delivered by the University of Queensland Human Movement Staff (ability to develop towards a Graduate Certificate in Sports Coaching).
- Networking with Performance Coaches across other high-profile sports.
- Technical and professional knowledge development at AIS National Training Camps with GA & AIS staff.
- Individual Development Plan developed based on an individual needs' assessment.
- Support and mentoring at AIS National Camps as able.





**PROFESSIONAL
KNOWLEDGE**

Quality Coaching (UQ)
AIS Performance Team Learning
GA AIS Camp-based Program
Mentoring



**INTERPERSONAL
KNOWLEDGE**

Quality Coaching (UQ)
Applied Sport Psychology (UQ)
AIS Performance Team Learning
GA AIS Camp-based Program
Mentoring



**INTRAPERSONAL
KNOWLEDGE**

Applied Sport Psychology (UQ)
GA AIS Camp-based Program
AIS Performance Team Learning
Bespoke Coach Performance Plans
Mentoring



NextGEN ACCELERATED PROGRAM

The purpose of this project is to improve the leadership capacity and enhance the experience of female performance coaches working in the development and performance pathway in Women's Artistic Gymnastics (WAG).

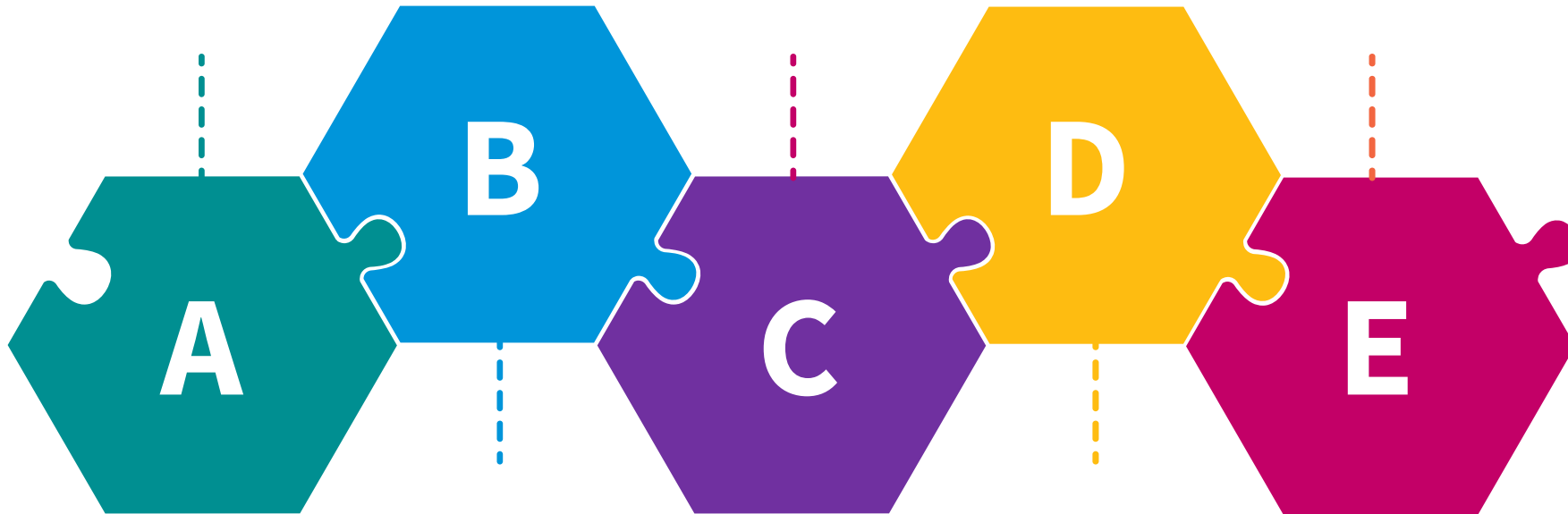
September – December 2020



Lay the foundations
for the learning
environment

Module 1: HIGH
PERFORMANCE COACHES
WORK with other sport
coaches (3 sessions)

Module 2: COACHES AS
EDUCATORS
with other sport coaches
(3 Sessions)



Build connections
within the group
Female Leadership
development

Self evaluation profile
and Personal
Development Plan



Feedback



UQCPD Learning Program



INTRAPERSONAL
KNOWLEDGE



INTERPERSONAL
KNOWLEDGE



PROFESSIONAL
KNOWLEDGE



INTERPERSONAL
KNOWLEDGE



INTRAPERSONAL
KNOWLEDGE



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INTERPERSONAL
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INTERPERSONAL
KNOWLEDGE



INTRAPERSONAL
KNOWLEDGE

QUALITY COACHING 1&2

- HIGH PERFORMANCE COACHES WORK
 - Impact and relevance of personal histories
 - The form and nature of (HP) coaches' work
 - Coaching knowledge that informs practice
 - Coaching behaviours that are commonly exhibited by coaches.
- COACHES AS EDUCATORS
 - Values, philosophies and practices in coaching
 - The role of coaches in the learning of athletes
 - Different ways of considering learning and the implications for coaching practice
 - Pedagogical cases

QUALITY COACHING 3&4

- COACHES AS LEARNERS
 - Sports coaching as a learning-focused activity
 - Learning pathways of sports coaches
 - Sources of learning and learning networks
 - Reflection as away of enhancing coaching quality
- EVALUATING COACHES
 - The varied purposes of coach evaluation
 - Confounds (barriers) to evaluating coach performance
 - Coaching effectiveness and notions of 'quality' in coaching
 - Measurement of coach performance

APPLIED SPORT PSYCHOLOGY 1&2

- UNDERSTANDING SELF & OTHERS
 - Integrated models of personality for understanding behaviour
 - Coach as Social Actor
 - Coach as Motivated Agent
 - Coach as Auto-biographical
 - Author
 - Self-Portrait
- WHY WE DO WHAT WE DO
 - Mindsets and personal beliefs
 - Attributions for success & failure
 - Basic psychological needs
 - Social forces and intrinsic motivation
 - Internalizing extrinsic motives
 - Motivational climate: Need support versus need frustration
 - Motivational climate: Mastery vs Performance

APPLIED SPORT PSYCHOLOGY 3&4

- COACHES AS PERFORMERS
 - What are emotions?
 - How do emotions emerge?
 - Impact of coaches' emotions on athlete performance and well-being
 - Self-awareness
 - Self-regulation
 - Cognitive Behavioural Therapy
 - Acceptance Commitment Therapy
- COACHES AS LEADERS
 - Vertical models of leadership
 - Emotional Intelligence
 - Leadership-Followership
 - Impact of leadership on followers' performance and well-being
 - New Psychology of leadership
 - Shared Leadership
 - Social Mapping

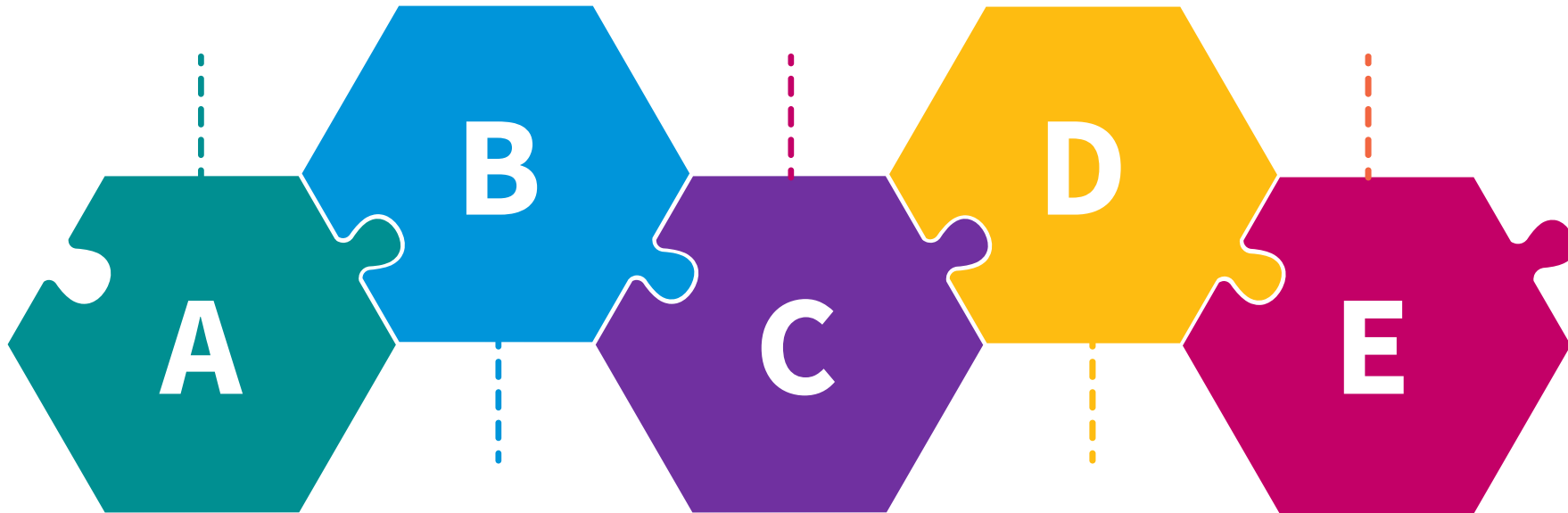
January – September 2021



Module 3: COACHES AS LEARNERS with other sport coaches (3 sessions)

Module 4: EVALUATING COACHES WORK with other sport coaches (3 sessions)

Personal Development Planning
360 Evaluations



Technical Coach
Development Series
Performance Planning

Female Role Models
Mentoring
Peer Action Plan



Feedback





PROFESSIONAL KNOWLEDGE

SCIENCE OF SPORT

- PSYCHOLOGY
 - Performance Psych
 - Sport Psych
 - Psychological Theories
 - Motivational theories
- PHYSIOLOGY
 - Performance Physiology
 - Strength & Conditioning
 - Sports Injuries
 - Sports Nutrition
 - Exercise Physiology
- BIOLOGY
 - Anatomy
 - Developmental Physiology
- LEARNING THEORIES
 - Cognitive Learning
 - Social Learning
 - Self Directed Learning
 - Experiential Learning



PROFESSIONAL KNOWLEDGE

MOVEMENT & TECHNICAL

- TECHNICAL
 - Biomechanics
 - Skill Acquisition
 - Technique Development
 - Motor Learning
- MOVEMENT
 - Motor Control
 - Motor Development
 - Functional Movement
- TACTICS & STRATEGY
 - Cognitive Psychology
 - Decision Making
 - Notational Analysis
- LEARNING ENVIRONMENT
 - Building rapport and engagement
 - Positive Psychology
 - Optimal Challenge Zones
 - Reflection in Action



PROFESSIONAL KNOWLEDGE



INTERPERSONAL KNOWLEDGE

THE ATHLETE

- HOLISTIC DEVELOPMENT & WELLBEING
 - The 4C's
 - Holistic Development & Personal Excellence
 - Empowerment and Decision Making
- TALENT DEVELOPMENT
 - Elite Child Athlete Adaptations
 - Growth & Development
 - Early Specialisation vs Sampling & LTAD
 - Exercise & Development Physiology
 - Performance Excellence through Athlete Centered Coaching
- PSYCHOLOGICAL THEORIES
 - Emotional Intelligence
 - Developmental Psychology
 - Cognitive Psychology



INTRAPERSONAL KNOWLEDGE

COACH WELLBEING

- PERSONAL DEVELOPMENT
 - Mindset & Decision Making
 - Time Management
 - Personal & Professional Development Goals
- HEALTH & WELLBEING
 - Self Care & Mental Health
 - Work Life Balance
 - Financial Wellness
- PERSONAL PHILOSOPHY
 - Values & Beliefs
 - Philosophy
- STRESS MANAGEMENT
 - Sources of Stress
 - Coping Strategies – Personal & Organisational
 - Building Personal Networks
- CONDUCT & PROFESSIONALISM
 - Sport Integrity, Drugs in Sport, Discrimination, Safeguarding
 - Respectful behaviours & Ethics

GA-LED Learning Areas



INTERPERSONAL
KNOWLEDGE



PROFESSIONAL
KNOWLEDGE

COACHING PRACTICES & PROCESSES

- PLANNING
 - Strategic Thinking
 - Quadrennial Planning
 - Monthly & Daily
 - DTE Delivery
 - Periodisation
 - Reflective Practice
- OPTIMAL LEARNING ENVIRONMENT
 - Building rapport and engagement
 - Positive Psychology
 - Optimal Challenge Zones
 - Reflection in Action
- COMPETITION THEORIES
 - Competition for Learning
 - Competition for Performance
 - Code of Points



INTERPERSONAL
KNOWLEDGE



PROFESSIONAL
KNOWLEDGE

CULTURE & ETHICS

- CULTURE & ETHICS
 - Identity, Values & Beliefs
 - Sociological, Historical & Psychological Theories
 - Power
 - Cultural Management & Competence
 - Inclusion, Exclusion
 - Care and Morality Ethics
 - Sport Integrity & Safeguarding,
 - Respectful behaviours & Body positive guidelines
- QUALITY COACHING
 - Philosophy of Coaching
 - Positive Youth Development
 - Athlete-Centered Coaching
 - Early Specialisation



INTERPERSONAL
KNOWLEDGE



INTRAPERSONAL
KNOWLEDGE

INTERPERSONAL DEVELOPMENT

- COMMUNICATION
 - Communication Models & Strategies
 - Conflict resolution
 - Appropriate language
 - Feedback Strategies
- EMOTIONAL INTELLIGENCE
 - Self Awareness
 - Self Management
 - Social Awareness
 - Relationship Management
- LEADERSHIP
 - Theories of Leadership
 - Personal Development



INTRAPERSONAL
KNOWLEDGE

INTRAPERSONAL DEVELOPMENT

- PERSONAL DEVELOPMENT
 - Coaching Philosophy
 - Values & Beliefs
 - Positive Youth Development
- LIFELONG LEARNING
 - Learning competency
 - Autonomy and responsibility
 - Mindset
 - Critical thinking
 - Innovation and creativity
 - Personal Development Planning
- SELF REGULATION
 - Mental Skills
 - Metacognition
 - Emotional Intelligence
- REFLECTION
 - Critical Reflection
 - Reflective Practice

NextGEN Program Timelines 2020-2022



Phase 1 July-Dec 2020

Virtual Orientation
Coach Needs' Assessment
Quality Coaching #1 (V)*
Draft Individual Dev't Plan
Quality Coaching #2 (F2F)*
National Camp @ AIS



Phase 2 Jan-Jun 2021

Quality Coaching #3 (V)*
National Camp @ AIS
Quality Coaching #4 (F2F*)
Mentor Connections
Professional Learning
Technical Learning



Phase 3 July-Dec 2021

Applied Psych #1 (V)*
National Camp @ AIS
Applied Psych #2 (F2F)*
Individual Development
12-month Review
Professional Learning
Technical Learning



Phase 4 Jan-Jun 2022

Applied Psych #3 (V)*
National Camp @ AIS
Applied Psych #4 (F2F)*
Mentor Connections
Professional Learning
Technical Learning



Phase 5 July-Dec 2021

CPD Summary Program (F2F)*
National Camp @ AIS
Individual Development
24-month Review
Professional Learning
Technical Learning

NextGEN Coach Outcomes



- Funding support to enroll and participate in the NextGEN Learning Program**.
- Improved leadership capabilities, coaching behaviours and enhanced athlete-coach relationships for participant coaches.
- Improved capacity of targeted coaches to coach at the high-performance level.
- Development of a cohort of female coaches who can contribute on the competition floor at an International Benchmark events and become champions of the GA Body Positive Guidelines.
- Collaboration with and development of a network of performance coaches and professionals across sports.

***Funding support for up to eight (8) CPD Modules that can contribute to a Graduate Certificate in Sports Coaching.*

This does not include transport or accommodation for these workshops.



Gymnastics Australia Outcomes



- Design and deliver a learning program for ALL Gymnastics Performance coaches that can be sustainable beyond the completion of the WLIS grant.
- Accelerate development of leadership, interpersonal and intrapersonal skills in coaches through a blended learning program offered to the coaches working within the performance pathway
- Identify and select up to eight (8) female coaches who are currently working within the performance pathway who are motivated to learn independently and fast track with support through the NextGEN Program.
- Provide opportunities to accelerate the learning of GA's next generation of female coaches through an integrated bespoke program delivered through Continuing Professional Development workshops*, Experiential programs and Mentoring, Networking with other major sports and the AIS Staff.
- Provide an opportunity for additional coaches to join the NextGEN Program on a user pays basis where suitable and available.



**Continuing Professional Development Workshops are delivered by the University of Queensland Academic Staff as part of the Graduate Certificate in Sports Coaching in conjunction with Tennis Australia, Cricket Australia and the AFL.*

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