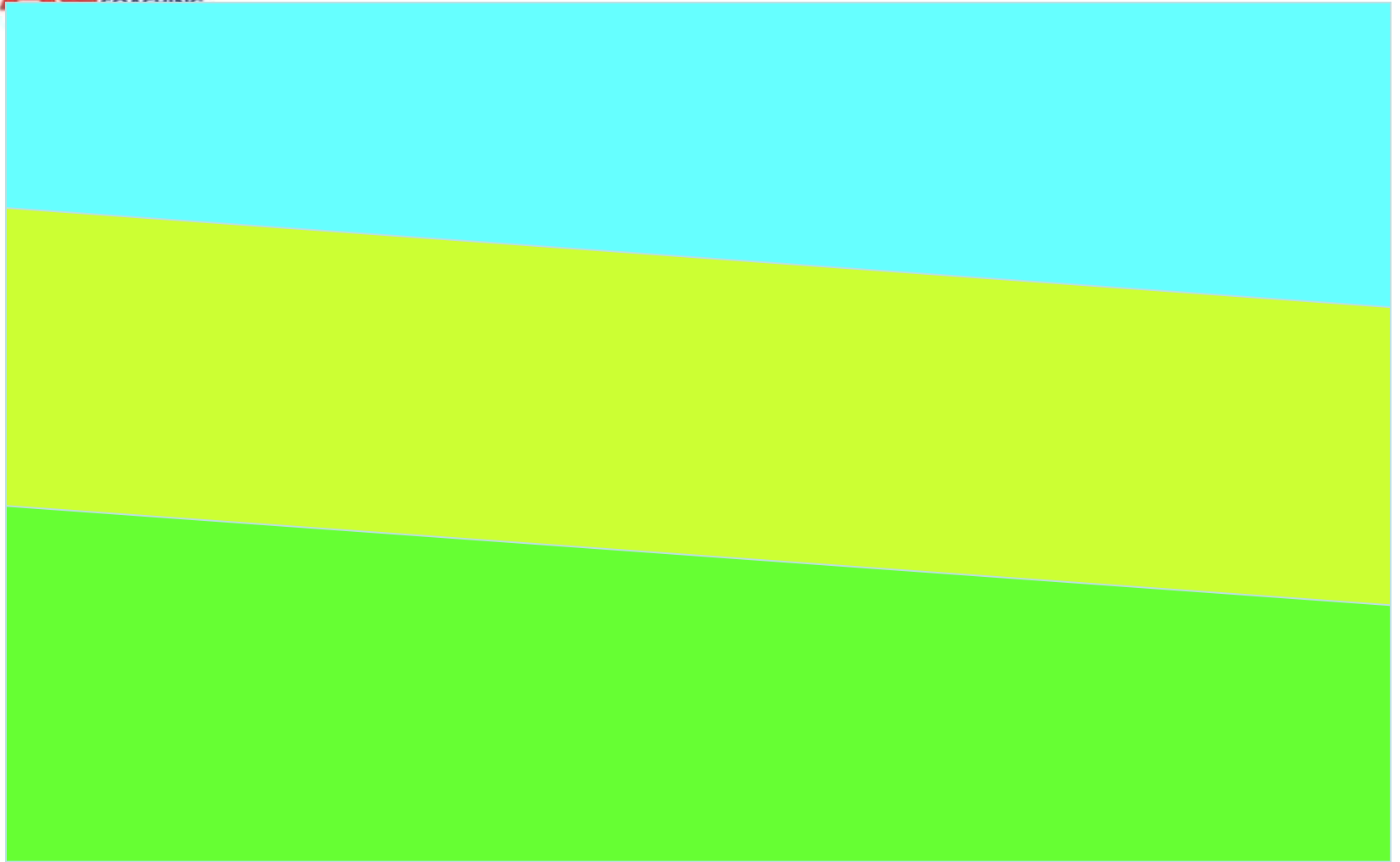




Prof. Frank W. Dick

“coaches development pathway”



————— LIFE EXPERIENCE —————→

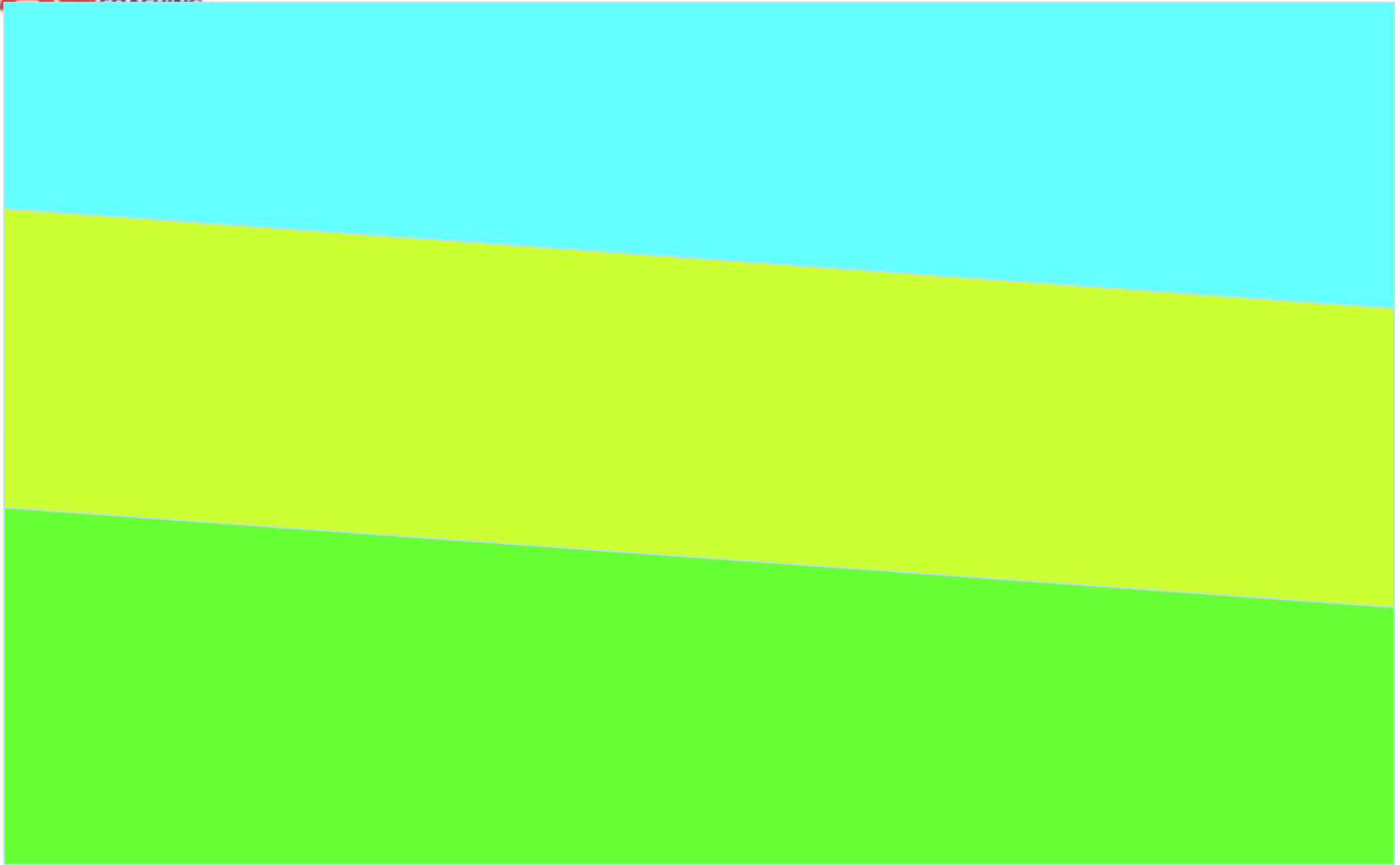


Interest

Aptitude

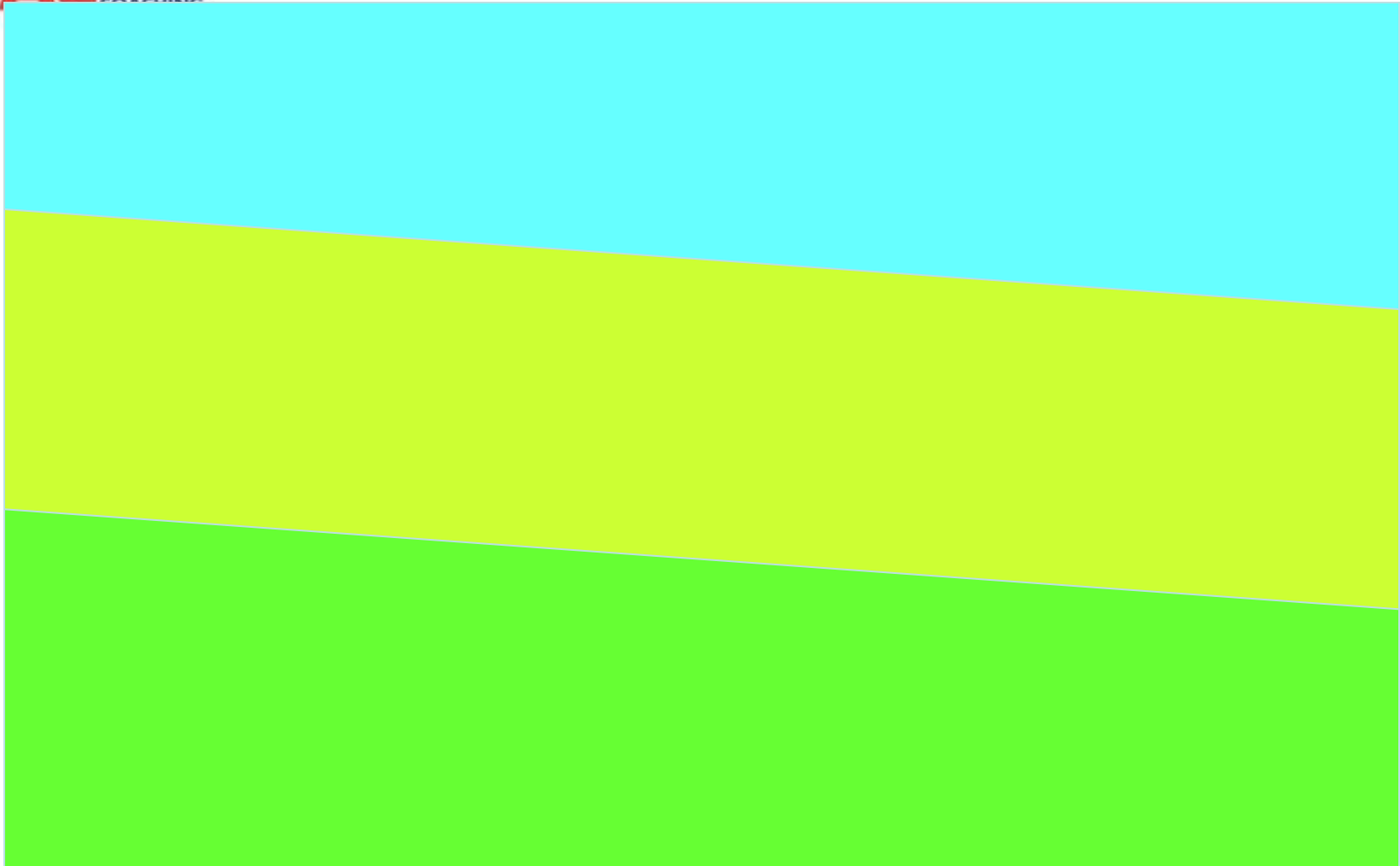
Talent

Genius



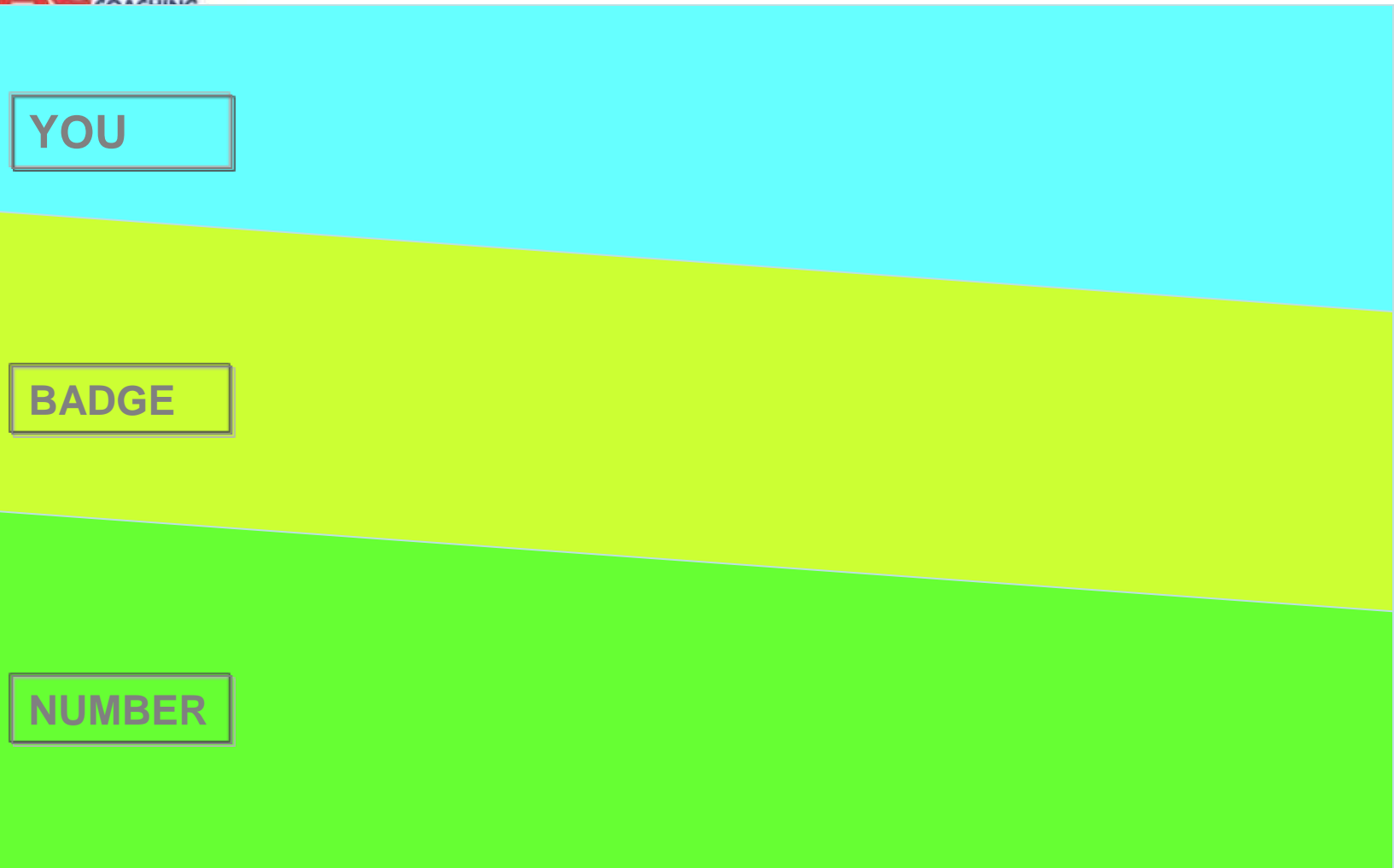
LIFE EXPERIENCE

2011





↑
Professional
Development
Emphasis
↓





Interest

Aptitude

Talent

Genius

YOU

BADGE

NUMBER

- Performance- focussed study
- Technical reservoir

•Synthesis skills

•Coaching, teaching & management method

•Science of coaching

•Reliance on practice precedent

LIFE EXPERIENCE

Learn to repeat

Learn to learn

Learn to do

Learn to be

Learn to become

2011

Professional
Development
Emphasis





YOU

- Performer-focussed study
- Relationship management

BADGE

- Ethical behaviour
- Interdependence & teamship
- Coachability

- Performance- focussed study
- Technical reservoir

NUMBER

- Synthesis skills
- Coaching, teaching & management method
- Science of coaching
- Reliance on practice precedent

Professional Development Emphasis



LIFE EXPERIENCE

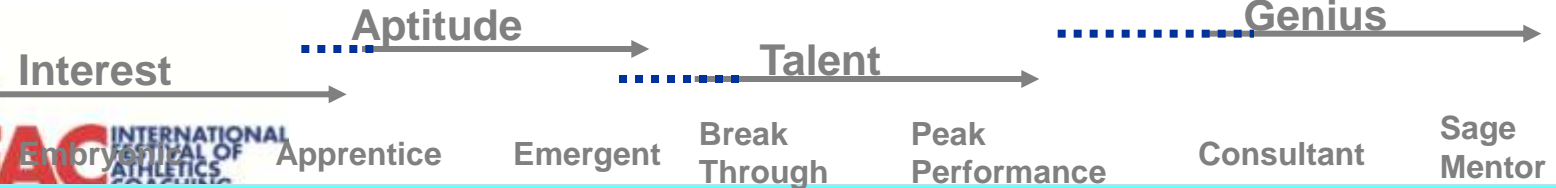




↑
Professional
Development
Emphasis
↓

<p>YOU</p> <ul style="list-style-type: none"> •Coach-focussed study Ownership of personal development & performance excellence Decision making – judgement calls Effective coaching Leadership 	
<p>BADGE</p> <ul style="list-style-type: none"> •Performer-focussed study coaching concepts philosophy •Relationship management •Ethical behaviour •Interdependence & teamship •Coachability 	<p>Art of coaching Evolving</p>
<p>NUMBER</p> <ul style="list-style-type: none"> •Performance- focussed study •Technical reservoir •Synthesis skills •Coaching, teaching & management method •Science of coaching •Reliance on practice precedent 	





↑
Professional
Development
Emphasis
↓

YOU

- Coach-focussed study
- Ownership of personal development & performance excellence
- Decision making – judgement calls
- Effective coaching
- Leadership

BADGE

- Performer-focussed study
- coaching concepts philosophy
- Relationship management
- Ethical behaviour
- Interdependence & teamship
- Coachability
- Application of training & learning principles

NUMBER

- Performance- focussed study
- Technical reservoir
- Synthesis skills
- Coaching, teaching & management method
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Art of coaching
Evolving

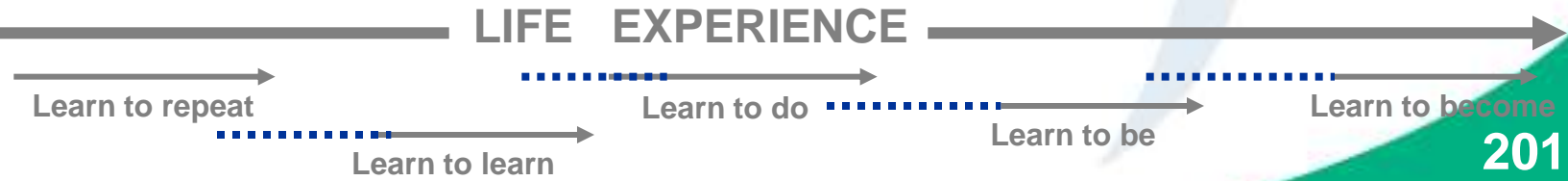
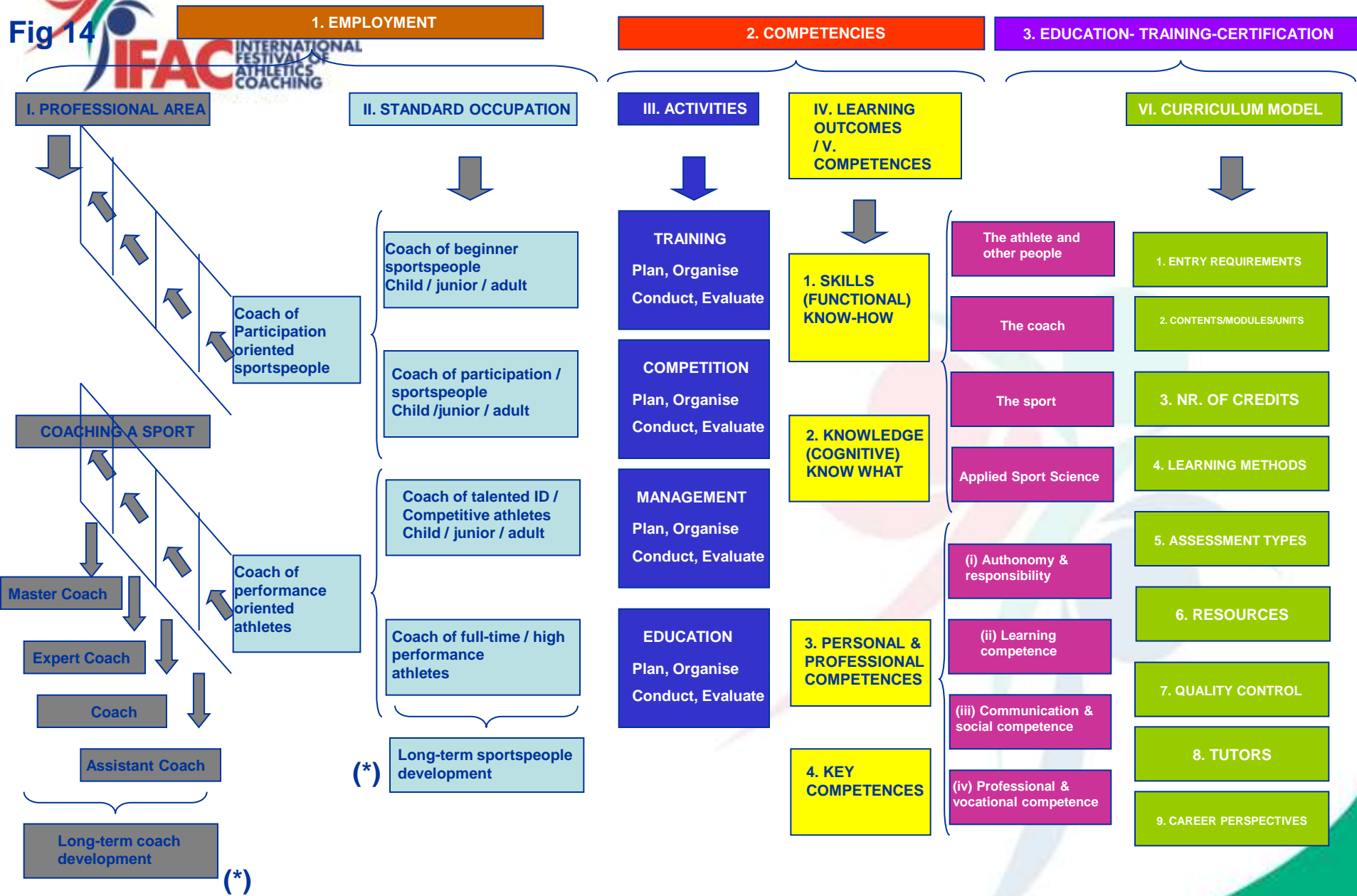




Fig 14



Embryonic Coach

Table 1

STAGE	EMBRYONIC COACH
PURPOSE	Achieve sport and coaching awareness and grow a passion for coaching.
FOCUS	Learn about the sport's disciplines and variations and its position in education, development, wellbeing, sport and recreation. Recognise and appreciate coaching as a learner and/or as coach assistant.
C.P.D.	Identify learning and practice resources. Identify role models and possible mentors. Commit time and energy and get involved in learning and practice.
QUALIFICATIONS	NECESSARY: PVGC or equivalent. RECOMMENDED: Level 1 Coaching Award
SUPPORT	A.
COMPETENCE ASSESSMENT	1. C.P.D. Credits 2. C.E. Credits - Practical learning/coach assistant credits - Goal: Plan: Delivery: Review credits

Apprentice Coach

Table 2

STAGE	APPRENTICE COACH
PURPOSE	Learn from and follow/reproduce good practice
FOCUS	Learning through practical application of good practice units/programs. Focus on learning technical content of discipline (group). Focus on learning and developing coaching competencies.
C.P.D.	Work under supervision of and be guided by an established coach. Establish a mentor/advisor network of relevant expertise. Establish a learning and practice routine to develop coaching competencies. Manage and monitor effective use of time and energy.
QUALIFICATIONS	NECESSARY: PVGC, Level 1 or equivalent RECOMMENDED: Level 2 Coaching Award
SUPPORT	A.
COMPETENCE ASSESSMENT	1. C.P.D. Credits 2. C.E. Credits -Practical learning/coach assistant credits. -Meeting planned objectives under supervision credits.

Emergent Coach

Table 3

STAGE	EMERGENT COACH
PURPOSE	Coaching personal small squad (3-6) of club/regional athletes; age group to reserve team.
FOCUS	Learning to vary programs to address individual needs, within accepted parameters in improving athletic performance. Progressing techniques and training knowledge and relationship build and management. Expand specific expertise input and mentor/advisor network
C.P.D.	Relentlessly pursue learning opportunities and development experience. Ensure learning synthesis via lead mentor. Reflect routinely to learn from all coaching experiences. Mistakes must be owned, learned from and not repeated.
QUALIFICATIONS	NECESSARY: PVGC, Level 2 or equivalent RECOMMENDED: Level 3 Coaching Award
SUPPORT	A.
COMPETENCE ASSESSMENT	<ol style="list-style-type: none"> 1. C.P.D. Credits 2. C.E. Credits -Meeting planned objectives credits (athlete performances and/or development goals, result goals)

Breakthrough Coach

Table 4

STAGE	BREAKTHROUGH COACH
PURPOSE	Coach full personal squad (5-10) of club/regional/national athletes; age group or reserve team, first team, senior team or select regional team, etc
FOCUS	Athletes prepared to deliver planned performance in target competitions. Focus on specialism strength by ability level (beginner, developing, high performance athletes); gender; disability; discipline. Challenge the conventional. Develop personal style.
C.P.D.	Develop synthesis skills to translate performance sciences input to basis of quality decision making. Develop leadership skills to lead/manage performance support team. Expand mentor and advisor network to other sports and apply relevant inputs from all accessed expertise to regularly update or realign technical and coaching concepts.
QUALIFICATIONS	NECESSARY: PVGC, Level 3 or equivalent RECOMMENDED: Level 4 Coaching Award
SUPPORT	A.B.
COMPETENCE ASSESSMENT	<ol style="list-style-type: none"> 1. C.P.D. Credits 2. C.E. Credits <ul style="list-style-type: none"> - Meeting planned objectives credits (athlete or team performance on the day of agreed target competitions).

Peak Productivity Coach

Table 5

STAGE	PEAK PRODUCTIVITY COACH
PURPOSE	Coaching excellence through appropriate coaching career choice.
FOCUS	<ul style="list-style-type: none"> - Elite coaching specialism practitioner, persistently coaching at national/ international level, in terms of discipline, development stage or disability. OR - Leader coach moving to leadership role (e.g. head coach, national coach) in original specialism or another sport. OR - Educator coach specialising in coach development management/direction. <p>Develop agility to being adaptable and creative in coping with change, awareness of science of coaching, while becoming master of the art of coaching.</p> <p>Ensure access to relevant performance and support services manager or management institution.</p>
C.P.D	Recruit younger mentors and/or advisors into network for new thinking. Expand national and international network of expertise beyond sport and across sport to enrich coaching method, learning, communication and people skills.
QUALIFICATIONS	<p>NECESSARY: PVGC, Level 4 or equivalent: Level 5 Coaching Award (if professional career – relevant course).</p> <p>RECOMMENDED: Any areas of further/additional award which may enhance coaching excellence & effectiveness.</p>
SUPPORT	A,B.
COMPETENCE ASSESSMENT	<ol style="list-style-type: none"> 1. C.P.D. Credits 2. CE Credits <p>-Meeting planned objectives credits (athlete or team performance on the day and profession related specifics)</p>

Consultant Coach

Table 6

STAGE	CONSULTANT COACH
PURPOSE	Create new levels of benchmark for coaching excellence and effectiveness personally and by challenging other coaches to raise their game.
FOCUS	Maintain highest professional standards in all aspects of role, committing to redefining coaching excellence and effectiveness. Active involvement in coach education/development programs and processes in original specialism and other sports. Practical clinics, writing, lecturing and conducting seminars/clinics designed and delivered.
C.P.D.	Maximise advantage of network for personal development and to leverage benefit to others. Develop skills of joining up dots across sports, professions and business to draw on value of cross discipline learning. Explore deeper understanding and application of learning, teaching and communication theory and practice to advance coaching. Examine coaching concepts and philosophies to move coaching forward and to stretch limits of excellence.
QUALIFICATIONS	NECESSARY: PVGC, Level 4 or equivalent: Level 5 Coaching Award (if professional career – relevant course) RECOMMENDED: Any areas of further/additional award which may enhance coaching excellence & effectiveness.
SUPPORT	A,B,C
COMPETENCE ASSESSMENT	1. Relevant C.P.D. credits 2. C.E. Credits -Profession related specific objectives.

Sage Mentor Coach

Table 7

STAGE	SAGE MENTOR COACH
PURPOSE	Confirm a dynasty of coaching excellence through the legacy of shared wisdom from experience and personal expertise in being a mentor of mentors.
FOCUS	<p>Persistently review and revise necessary coaching knowledge resource – from information mall to network of experts.</p> <p>Continue to expand awareness and understanding of what and how connections can be made across sport, business, professions to enhance the coach's work.</p> <p>Embrace, enrich and promote coaching concepts, philosophies and culture.</p>
C.P.D.	<p>Persistently seek advice and guidance on applying new technology and advances in learning and teaching theory and practice effectively.</p> <p>Seek out those who stimulate to think laterally and differently.</p> <p>Participate regularly in seminars/workshops where new concepts in performance and coaching are the focus.</p> <p>Remain coachable.</p>
QUALIFICATIONS	<p>NECESSARY: PVGC, Level 4 or equivalent: Level 5 Coaching Award (if professional career – relevant course)</p> <p>RECOMMENDED: Any areas of further/additional award which may enhance coaching excellence & effectiveness.</p>
SUPPORT	A,B,C,D
COMPETENCE ASSESSMENT	<ol style="list-style-type: none"> 1. Relevant C.P.D. credits 2. C.E. Credits <p>- Mentees delivering agreed criteria of achievement.</p>

- Flexibility – adopt and adapt but quality control
- Profession – Guild
- Charter
- License – CPD & coaching effectiveness
- Reciprocal equivalency and experience credits
- Greater coaching culture
- Process oriented not system oriented
- Right expertise for ADP stage

- A parity of esteem
- Performance and coaching knowledge mall
- Customised CPD
- Coach tracking
- Learning, teaching communications review
- Lateral thinking group input
- Right mindset strategy advice
- Performance and coaching nexus

Professor Frank Dick

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