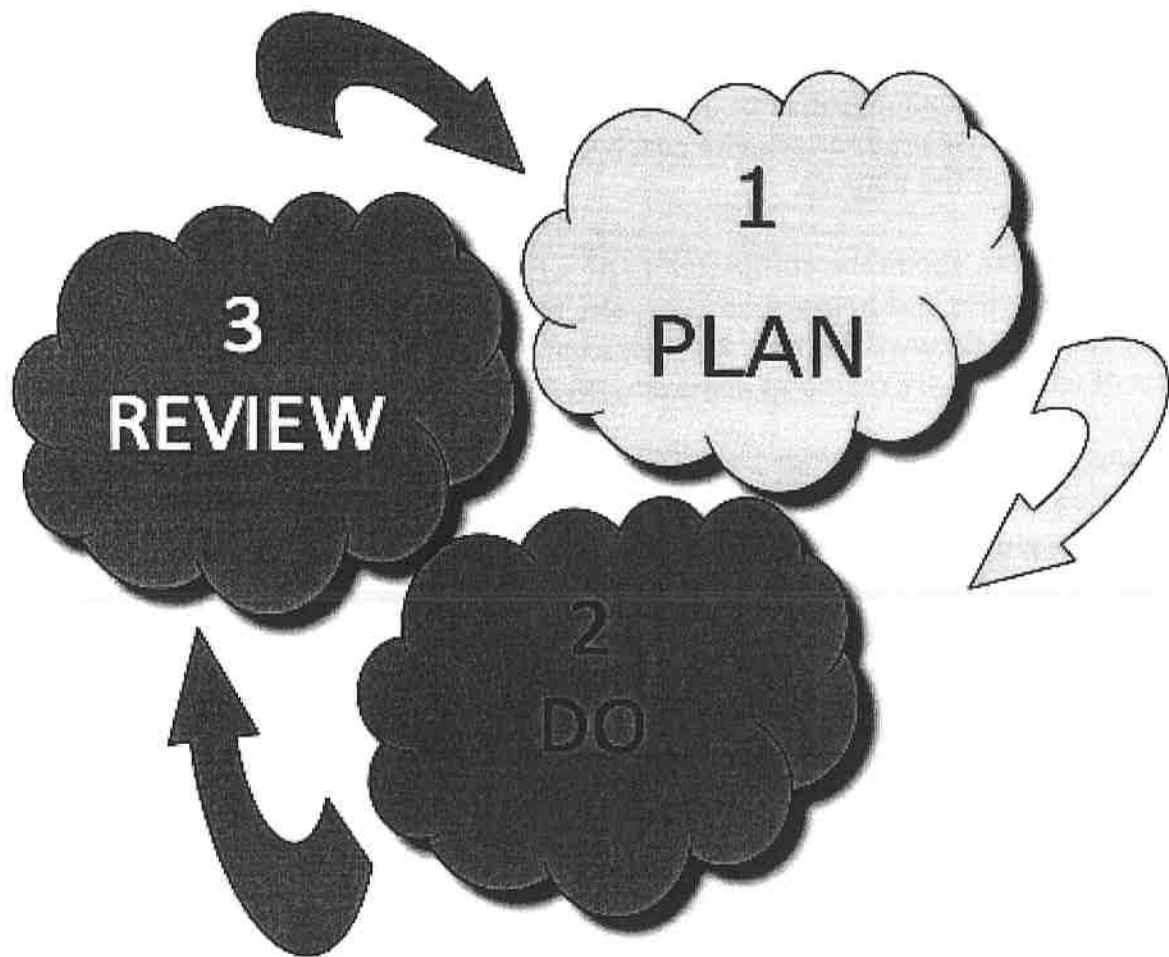


The Coaching Process



Planning

A good training programme begins with good planning. Coaches in the community game, often feel they have little or no time to plan properly. If the Plan – Do – Review process is followed consistently, the time spent planning the next session is greatly reduced in relation to the coach who makes the session up 'on the go'.

The quality of content and delivery of the next session has a greater chance of fulfilling the requirements of both the coach and players if the planning process is followed. Players will quickly recognise a lack of preparation which is likely to undermine the player-coach relationship.

“FAIL TO PLAN, PLAN TO FAIL”

It is important that the coach continually assesses the capabilities of the players. If the session is too challenging with limited success, or too easy with little challenge the players will lose motivation. The coach must be prepared to adapt the session to meet the needs of the players.

Your session plan should be completed in possible advance and copies given to supporting coaches and helpers, so everyone involved knows the objectives for the session and how they will be met. Each written session plan should have at least an outline of what you are trying to achieve with the players in that session.

Every session should be “APES”

1. **Active** – keep all the players involved and challenged at all times
2. **Purposeful** – ensure that there is a clear objective for each coaching session
3. **Enjoyable** – make the session varied and challenging for everyone
4. **Safe** – you are responsible for the safety of all the players in your care

The content of each session should be part of the goals for a longer programme e.g. what skills do you want the players to be competent in by the end of this season?

You should be working towards specific goals. Each session should follow on from the previous one and lead into the next (Plan – Do – Review). The type of work planned in a session should change depending on upcoming events/competitions; for example, you should plan to work on refining existing skills close to competition, and coaching new skills and tactics when you have more time.

The session should be divided up into different segments:

- Warm-up
- Recap on the previous session
- Small sided game
- Introduction of coaching points that help players to improve within the game
- Back into game, perhaps with new modification
- Progressions and further skill work
- Cool-down.

Coaches should ensure they:

- Identify where players have progressed.

- Challenge and motivate the players.
- Be flexible with each session plan: things can happen that will require you to make changes to your original plan or outcomes.
- Always evaluate the session at the end, with peers and even the players.

How to conduct a coaching session (DOING): Creating a safe environment:

“The safety of all the players in a coach’s care is paramount”.

By carrying out a few simple safety checks (risk assessment) BEFORE the start of the session, will allow for any problems/issues to be addressed and therefore the coaches and players will be able to perform their skills in a safe environment.

The Coaching Process Skills (DOING)

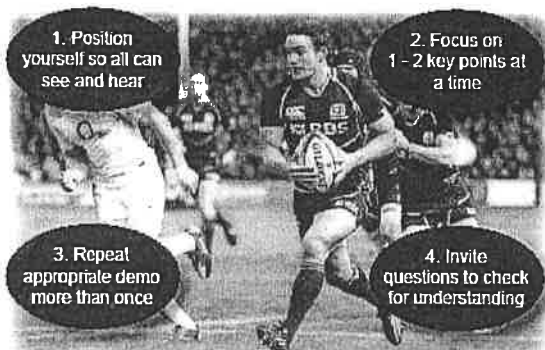
Providing Instruction and Explanation



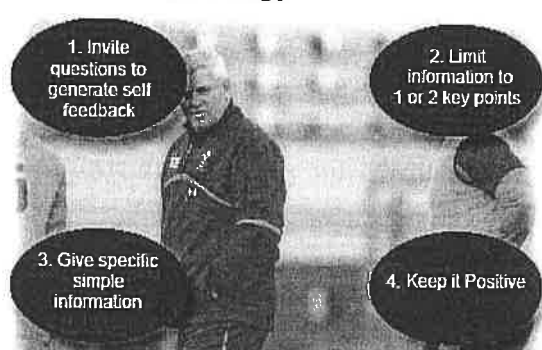
Observation and Analysis



The Coaching Process Skills (Doing)



Providing Demonstrations



Providing Feedback

The APES principles:

**ACTIVE
PURPOSEFUL
ENJOYABLE
SAFE
= SUCCESS**

Active:

- Keep the players active
- Use small-sided games/activities that keep everyone involved
- Do not run activities with cues more than three to four players
- Coaches should keep their talking to a minimum – short and concise

Purposeful:

- Have an outcome for the session
- Focus on one or two key factors at a time
- Make sure that the players understand the outcome for the session

Enjoyment:

- Make sure you plan to make the session enjoyable and challenging
- Plan a variety of activities to achieve the same objective
- Deliver a session that you would enjoy taking part in yourself
- Praise effort as well as achievement
- To enjoy the experiences that rugby union can offer, it is crucial that everyone involved promotes respect for opponents, match officials, all coaches and spectators

Safe:

- The safety of all participants in the coaching session are of paramount importance and most safe practice comes from thorough planning
- Don't continue a session if safety is being compromised
- Group younger players according to physical development when introducing contact
- Be consistent when dealing with poor behaviour
- Include warm up and cool down activities in every coaching session

Reviewing your Session

On finishing the coaching session, ask yourself:

- What were my goals for the players in the session?
- What were my personal goals within the session?
- What went well?
- What did not go so well?
- If I were to do the session again, what would I do differently?
- What will be the goals for the players and myself for the next session?

When reviewing a session, do not be afraid of asking the players, fellow coaches, and other observers. Honest reflection helps plan for the next session.

BEST COACHING PROCESS

Gain the groups attention

Welcome the group to your session

Brief introduction to working area

Explanation that H&S checks have been carried out on the equipment and working area. Also player H&S, jewellery, gum etc

Introduction to the task/topic i.e. Today we are going to look at the Lateral Pass/Side Step

Question the group for understanding of topic – what is the?, where would you use it?

Question to draw out key points of the technique from the group

Focus on 1 or 2 key points and provide demonstration (2/3 times)

Invite questions for understanding the task

Allow the group to practice the technique

Use only the key points one at a time to analyse performance

Alter position to view from different angles

Fault Identify and correct positively

Call in group repeat above and use a logical progression for next task, i.e. pass to the other side, before adding pressure

Wrapping up session, is the same as opening. Question for understanding and key points, i.e. so what have we learnt today? What were the key points to remember?

ALWAYS BE POSITIVE