



WHAT IS COACHING?

The coach is there to help them:

- Build on their successes
- Work on the details that will sharpen up their skills, and improve their techniques
- Plan tactics ahead of important events
- Stay at the top in a very competitive world

Excellence is never an accident!

A COACH'S ROLE

- Concentrates on improving performance
- Is committed to the umpires
- Talks of 'we' and 'us', not 'you' and 'them'
- Imposes no limits to the performance of individuals and teams
- Acts as a role model for others to follow
- Patiently works with individuals on the details of their performance
- Stands back and lets others take the credit
- Continuously learns from situations and people

A coach helps people to perform better than they are currently doing, and develops their skills and confidence **over a period of time**. Results rarely happen overnight.

A coach thinks and operates in a way that:

- Lets go rather than wants to be in control
- Shares knowledge rather than keeps it private
- Adopts an open style with others by being available
- Involves people rather than keeps them at a distance
- Encourages others to go beyond their current levels of abilities
- Is a partnership

A coach:

- Builds up a special relationship where people are treated as equals
- Learns from failure, or what went wrong, as well as success
- Gets results by doing rather than simply talking
- Empowers others - by sharing skills and experiences as well as values
- Plans an on-going relationship rather than a one-off event

Coaching is the key to creating a more open organisation, one that values people - their skills, ideas and contribution and genuinely seeks to empower individuals.

Must have a fundamental belief that people can achieve whatever they believe is achievable (**The first rule of coaching**)

Needs to continually raise that level of belief (**The second rule of coaching**)

BENEFITS FOR UMPIRE AND COACH

An umpire benefits by:

- Becoming clear about the goals he has to achieve
- Focusing in the right direction
- Raising the skill levels of the team members (Raising the bar!)

The coach gains:

- By developing closer relationships
- Through discovering new ways of helping people
- From the feedback received
- By seeing people grow

BENEFITS FOR THE ORGANISATION

The organisation gains by:

- Bringing individuals closer together and sharing knowledge, skills and experiences, so that everyone learns
- Making the most of game and umpiring opportunities to learn from **real** situations
- Aiding the transfer of learning to the game situation
- Promoting a climate of continuous learning, support and ownership
- Improving the quality of work

In simple practical terms, coaching involves four key stages:

***Competency** - assessing current level of performance

***Outcomes** - setting outcomes for learning

***Action** - agreeing tactics and initiate action

***Checking** - giving feedback and make sense of what's been learnt

SOME THOUGHTS ON STARTING OUT

Where are you now?

'Show me what you've done'

'Tell me what you've tried'

Create the picture!

'What do you really want to achieve?'

'What will success look like, what will you see happening, hear yourself saying, feel?'

'How worthwhile is that?'

'How much does this inspire you?'

'How far will it challenge and stretch you? (Is it worth putting energy into?)'

Action!

'So what could we do/try?'

'How might we go about it?'

'What opportunities have we got?'

'What if we tried...?'

Checking progress

'How do you feel/how are you getting on?'

'What appears to be working?'

'Why do you think that is?'

'What isn't working? I've noticed that you ...' (Don't be afraid to tell people.)

'Why do you think that is?'

Reset the goals/outcomes

'So where are we?'

'What have we learnt so far?'

'How do you feel about it?'

'How might we apply this to?'

'What about going on to/trying ... (the next stage if appropriate)?'

'How confident do you feel?'

'What help might you still want?'

'What are you going to do now?'