

Making Effective Use of Coaching Staff

Purpose: This resource is created to help Coaches think about how they can involve the entire coaching staff to get the most out of them.

We walk away knowing that when every member of the coaching staff feels empowered to do their job, the team dynamic will thrive.

Background Info

I was talking to a coach once who had been coaching in their chosen sport for decades. When they first began coaching, assistant coaches and managers were uncommon. She did everything, and the idea of a coaching staff team was a very foreign concept. We talked about the transition of her coaching to a National Team, where she had a team of coaches under her, but she still felt like she had to do everything on her own. After one training two of the coaching staff approached her and asked if they could be more involved. They explained that their lack of involvement left them feeling invalidated and ill-equipped. The coach explained that those were not her thoughts and that having a team of coaches was very unusual for her. The coach also didn't want to waste anyone's time as they are all volunteers with busy lives. That week they decided to sit down and divide up all the roles so everyone had their own area at trainings, they also planned all the trainings together and had clear expectations about what they could do and what they wanted to do.

The team that they were coaching had 3 shocking losses before this conversation between coaching staff. But then went on to win the league. A high functioning and thriving coaching staff will help a team succeed.

The Rationale

Often, when we see a team holding up a Trophy, we think that it was due to the players on the day and the coach. That's the thing with successes, you don't see the hard work, the sacrifice, the team of supporters, trainers, medics, the list goes on. Acknowledging the importance of everyone that's involved in the functioning of a single team and how integral they are is very important.

Others Matter is the third strand of E Tū Tāngata and this strand encourages us to acknowledge and think about others. It is important for us to treat everyone with the value that we know we all have.

Instructions

Thinking about this, could you meet with your coaching staff before the season begins and discuss the following?

- Individual's skill sets and what they bring to the team
- Who does what at trainings?
- Set a regular meeting time to plan trainings and game day

It is important for us to recognise everyone that inputs into helping a sports team run, whether they are the team manager, or a passionate parent on the sideline. Every member matters and could even have a bigger influence on the team than what you are aware of.