

Team Coaching

By Scott Rachuk

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Definition of Team

A team is a number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they are mutually accountable

18 Traits of a Productive Team

- Works toward a common goal
- Develops its members' abilities and skills
- Effectively uses its time, gifts, talents, and skills
- Embraces the diverse skills of each member on the team
- Is committed to continuous improvement
- Builds morale internally
- Performs effectively and produces results
- Accepts praise and criticism
- Cooperates rather than competes

18 Traits-Continued

- Maintains a positive attitude toward everyone's ideas
- Stays on the task
- Uses resources wisely
- Communicates openly
- Teaches and learns from each other
- Resolves conflicts effectively
- Welcomes challenges
- Shares pride in its accomplishments
- Celebrates success!

Is There One Team Coaching Solution?

Of course not!!

There are many team approaches

Common Traits of Successful Programs

- One Coaching Team in the organization, united with a common goal
- Team Coaching members have multiple and complimentary skill sets
- Athlete centred
- Coach driven
- Committed to raising the organizational goals, year after year
- Success is team success
- A coach mentoring system

Questions to Ask

- Is our program athlete centred
- Are we working in the best interest of the athletes
- Are we able to offer all skating disciplines in the recreational and competitive stream.
- Is our program coach driven
- Are the high performance coaches training or mentoring the entry level and STAR coaches on technique for a seamless transition from one level to another and from one coach to another
- Is there conflict between coaches, athletes, parents, or executive

**ARE YOU HAPPY WITH
YOUR ANSWERS?**

**Skating History
dictates many of our
current coaching
models**

If you do what you've
always done, you will get
what you've always gotten

**We need to
continuously adapt
and think outside
the box**

Career Coaches

- Coaching is their full time occupation
- Committed to the sport
- Committed to the educational training required
- Know the rules of the sport
- Tremendous resource for all clubs and schools-most stable members

Club and School Coaching Structures

- Individual coaches working alone within a club or school attending to their own clientele. Sourcing out the work where applicable.
- Multiple groups of two or more coaches working together within a club or school, attending to their own clientele. Sourcing out work where applicable.
- United group of coaches working together within a club or school, attending to all clientele. Sourcing out work where applicable
- United group of coaches working together within a club or school, attending to all clientele with all services in house.

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Next Steps

- Analyze your current club or school structure-coaches and executive
- Decide if this is the best situation for the athletes
- Make the changes within an appropriate timeline

“You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete”

R. Buckminster Fuller

Questions?

Thank you
Presented by
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