

Pathway Development Coach Success Profile

Scholarship Program

In 2018 the Office of Sport, NSWIS and the AIS collaborated to establish and deliver an ongoing scholarship program for coaches in the NSW Regional Academies of Sport (RAS).

The aim of the scholarship program is to:

- improve the standard of coaching in Regional Academies;
- improve the standard of coaching in regional NSW; and
- increase the pool of coaches capable of progressing to high performance programs

To achieve the outcomes outlined above, it was crucial to gain a good understanding of what constitutes a successful coach in talent programs such as the ones that RAS provide. The AIS and NSWIS have well established profiles for successful coaching for high performance programs. These profiles were used as a model for the development of a **Pathway Development Coach Success Profile** which could be used to assess coaches and build personal development plans for them.

NSWIS led an industry workshop to identify the characteristics of a good talent coach. The workshop had representatives from State Sporting Organisations (SSOs), Regional Academies, NSWIS, the AIS, the NSW OoS and current practicing coaches. Discussions at this workshop formed the basis of a draft profile. With the editing coordinated by the NSW OoS and significant input from NSWIS and the AIS, a refined model was produced.

The final product, outlined in detail below, is a useful tool for the scholarship program because it has helped to not only assess potential scholarship coaches, but also assists the chosen coaches to develop their own personal development plans.

Pathway Development Coach Success Profile

Success profiles provide a holistic approach to defining coaching success. The Pathway Development Coach Success Profile is the foundation for effective growth and development of coaches within the pathway.

Experience

Work achievements needed to successfully perform the role

- Coaching at a relevant representative level
- Proficient use of athlete monitoring systems to support athlete development
- Reporting on program outcomes
- Proven success developing athletes within a pathway program
- Demonstrated ability to collaborate with multiple stakeholders to positively impact athlete performance
- Coaching with an athlete centred and evidence based approach
- Experience with processes used to identify and confirm prospective pre-elite

Knowledge

Education, qualification, and accreditations Technical and / or professional information needed to successfully perform the role

- Relevant qualifications/education/coaching accreditation
- Awareness of child safe coaching practices
- WADA awareness and compliance
- Understanding of your sport's athlete pathway
- Understanding of athlete growth and maturation and its impact on both performance and talent identification/ confirmation
- Awareness of current best practice coaching methodology

Personal Attributes

Personal dispositions and motivations related to role satisfaction and success

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|---|------------------------------|
| Initiative/adaptability | Commitment/persistence |
| Problem solving skills | Clarity of thinking |
| Receptiveness to feedback/continuous learning | Team player |
| Disciplined | Strong ambition for athletes |
| Honesty/integrity | Competitive/drive |
| Passion/enthusiasm | Self-belief |
| | Courage |

Competencies

Related behaviours that are associated with success in the role

Presence	Demonstrates a poised, credible and confident demeanour and commands respect Is a good ambassador for chosen sport and pathway program
Execution	Translates sport and athlete objectives into operational outcomes
Coaching and developing others	Provides feedback and guidance to athletes to improve their performance Implements programs that cater for individual differences utilising principles of skill acquisition and implicit learning as appropriate
Managing self and worth	Effectively manages one's time and resources to ensure work is completed efficiently and an appropriate work / life balance is maintained
Building partnerships	Develops and leverages relationships to benefit program outcomes
Communication skills	Clearly and succinctly conveys information and ideas to individuals and groups in a way that captures and holds their attention
Inspiring others	Motivates others toward higher levels of performance that are aligned with the sports vision and values

The profile has been distributed to all NSW SSOs that have Regional Academy programs. The profile has the potential to be used more widely by SSOs as a tool to assist them to recruit the best possible coaches for positions in talent programs.