

THRIVE

**COACH DEVELOPMENT
PROGRAMME
SEASON 2023/24**

Information pack

BACKGROUND

What is THRIVE?

The THRIVE programme aims to support coaches to lead, influence and grow squash as a sport in their given region or club. A THRIVE coaches' role is to maximise learning and lead their club/programme with passion and purpose.

To do this THRIVE Coaches need to -

- Understand their own coaching environment, their current club framework and self as a coach and leader in the squash community.
- Understand the realities of the challenges, barriers and opportunities before them to ensure the growth of grassroots and performance squash.
- Strive towards a more person-centred experience for participants and athletes. With a focus on developing strong coach/athlete relationships.

Why THRIVE?

As part of the THRIVE programme candidates reflect, connect, understand and create as part of a strong community of like-minded coaches in Scotland. To fulfil the demand of the ever-evolving coaching role in clubs, this programme aims to aid coaches to understand the complexities involved in being a squash coach and leader in the community.

We aim to collectively raise the awareness and desire for change, by sharing insight and research on coaching and up to date knowledge of community and athletes needs.

Who is it for?

Pre-requisites;

- Must be a head/lead coach of a club or programme.
- Must be working a minimum of 8 hours a week in squash.
- Must be open to learning and collaboration with Scottish Squash and other coaches.
- Minimum Level 1 coaching qualification.
- Must have a valid Scottish Squash Coach Licence.

The THRIVE Coach Development Programme is for any active coaches who have the ambition and desire to further develop their coaching which in turn will have a positive impact on players they coach and squash in general. In addition, support will be targeted at Head/Lead coaches of clubs or programmes and have an emphasis on working with high potential athletes.

Coaches will have existing coaching knowledge and experience to build upon to support their learning as well as others on the programme. They are also expected to have experience operating as a club and/or performance pathway coach with ambition to improve coaching practice & programmes.

Coaches are expected to be committed to their personal development, open to feedback and excited about developing their coaching ability whilst having an influence on other coaches who will be part of the programme.

Programme

Aim

The aim of this unique coaching programme is to support the learning and development of coaches as a cohort and on an individual basis, whilst also taking into account the needs of the club and athletes that the coach may be working with.

Our vision is to continue to inspire and develop a community of coaches who regularly connect with each other to share ideas, discuss relevant topics and support one another in their development journey.

THRIVE also aims to put an emphasis on supporting coaches working with 'high potential' athletes in their clubs / regions.

Overview

This is a rolling season long programme spanning from September 2023 to June 2024. This programme of learning and development will feature 4 in person days, regular relevant information communicated as well as ad-hoc CPD sessions throughout the year that we will aim to sign post coaches towards.

Using the coaches WITTW (What It Takes To Win) review tool(s), coaches will discover their own strengths and identify areas in their own practice to work on. Following this review, an agreed upon development plan will be developed between the THRIVE programme and the individual specific to the coaches needs.

Programme Design Principles

- Build a culture of trust, authenticity and vulnerability
- Create a community of practice across clubs in Scotland
- Disrupting assumptions and delivering something progressive
- Understand the status of squash (/sport) in Scotland and how that impacts coaching
- Gaining insight into how to work with top players to help them progress in Scotland and beyond.
- Recognising the variations within a coaches role and how to juggle them
- Recruitment. Focusing on who are the right people, for now and for the future in a coaching team.
- Peer to peer learning, support, and mentoring.
- Squash specific knowledge. WITTC development model & WITTW player development model / technical and tactical components of squash. (Fig 1).
- Development of coaching practice (more general areas – building relationships, coaching the 'individual')

- The Coaching Business (business development, club programme development etc)

Fig 1.



Programme Outcomes

- Gaining insight into the needs of a Head/Lead coach operating in Scotland.
- Understand the different strands and complexities of the coaching role.
- Insight into coaching practice and business models
- Expansion of squash coaching network on a national scale
- Developed coaching systems to further the offering to their players and club.

Coach Developer (CD) Support

In addition to the 4 in-person days, THRIVE candidates can apply for **sport**scotland coach developer support. This consists of working with a locally assigned Sport Scotland coach developer that would work with the coach in their own club/programme environment.

From observing coaching sessions, to scheduling feedback discussions and beyond, the **sport**scotland Coach Developer would be there to aid in the development of a coach in their typical habitat with their own players.

Please check the box at the bottom of the THRIVE application form to apply for this support. Following successful acceptance into the programme, coaches that apply for this support will be contacted directly. Spaces for this level of support are limited.

Delivery

Timing – The Programme will run for 1 season from September 2023 to June 2024. At the end of June 2024 a full review and application for season 24/25 will be released.

Model – The programme will consist of four in person days as well a CPD opportunities scattered throughout the season.

- Day 1 – Edinburgh. 31st October 2023, 10am-4pm
- Day 2 – Glasgow. 5th December 2023, 10am-4pm
- Day 3 – Edinburgh. 13th of February 2024, 10am-4pm
- Day 4 – Glasgow. 7th of May 2024, 10am-4pm

Venue and additional information will follow upon successful application.

Participants – Spaces are limited with a maximum of 15 THRIVE Coaches will be accepted onto the programme.

Cost – The cost of travel to and from each in person or any face-to-face workshops will need to be administered and funded by the individual. All other costs within the programme will be covered by Scottish Squash.

Content

The content for THRIVE flows and follows what the team decide would be the most useful session for the cohort based on who is involved in the programme and what is coming out from discussions.

An example of a THRIVE session from season 22/23 can be seen below;

Theme: Player Development

Time: 10.00am-4:00pm

Location: Oriam, Edinburgh

Deliverers: Kevin Moran, Kylie Lindsay, Paul Bell

Topics for the day are as follows

10:00am-11:30am

- *Player development philosophy.*
- *What does the pathway look like in your club and how does it tie into the national pathway.*
- *What do you think the pathway targets should be for this next cycle.*
- *How do we give ourselves the best chance to achieve them by working in collaboration.*

11:30am-1:00pm

- *WITTW coach development models, explanation and filling out.*
- *Coach development plan consideration from identified areas from these plans.*

1:00pm-2:00pm

- Lunch

2:00pm-4pm

- WITTW model development for players. Explanation of the different areas of the WITTW model and case studies of players. How can you use this system in your own clubs?

Following the group discussions / presentations there will be a performance session at 4:00pm that you're more than welcome to stay and observe.

Next Steps

To apply for the THRIVE coach development programme, please follow the link on the Scottish Squash website.

Spaces are limited and will be decided by a panel consisting of Scottish Squash and Sport Scotland staff after the applications closing date.

The closing date for applications is the 6th of October. Candidates will be made aware of their position by the 10th of October.

During the application process, the THRIVE panel may require further information from the submission. The THRIVE panel will come directly to the coach in this instance to request this additional information.

SHOULD YOU HAVE ANY QUESTIONS REGARDING THE THRIVE PROGRAMME BEFORE APPLYING, PLEASE CONTACT KEVIN.MORAN@SCOTTISHSQUASH.ORG