

# THRIVE

**COACH DEVELOPMENT  
PROGRAMME  
SEASON 2024/25**



# BACKGROUND

## Mission statement

The THRIVE programme aims to support coaches to lead, influence and grow the sport in their region or club. Through the development of THRIVE coaches, we will increase the quantity and quality of squash players across Scotland.

## What is THRIVE?

The course aims to support the learning and development of coaches as a network, and on an individual basis, while taking into account the unique circumstances of every squash coach in Scotland.

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

## Who is it for?

### Pre-requisites:

- Must be a head/lead coach of a club, programme or business, in the process of becoming one, or expecting to be in the near future.
- 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, and coaches not involved with THRIVE.

# Programme

## Learning objectives

### The role of the coach

- Able to articulate and inspire with coaching philosophy and values.
- Able to guide and influence others.
- Committed to lifelong learning and development.

### Developing world-class juniors

- Able to work with players to set goals.
- Able to plan, deliver and reflect on sessions as part of a high-quality programme.
- Aware of stages of development to get the best out of junior players.
- Able to develop the person and get the best out of individuals.

### Developing a thriving club junior section

- Able to express new ideas and solutions to problems.
- Able to identify the correct people to grow a coaching team.
- Aware of strategies to attract and keep new players and coaching clients.
- Strategic approach to coaching and club development.

## Overview

This is a rolling season long programme spanning from October 2024 to April 2025. This programme of learning and development will feature 4 in person days, regular relevant information communicated from the Scottish Squash performance coaching department as well as CPD sessions throughout the year that we will aim to sign post coaches toward.

Using the coaches WITTW review tool(s), coaches will discover their own strengths and identify areas in their own practice to work on. Following this review, a development plan will be which highlights the individual candidates strengths and areas for development for the duration of the programme and beyond.

## Programme Design Principles

- Build a culture of trust, authenticity and vulnerability.
- Empower coaches to identify and take responsibility for their own development needs.
- Create a culture of innovation to provide strongest future for squash.
- Peer to peer learning, support and mentoring, constructive challenge.

**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

## Delivery

**Timing** – The Programme will run for 1 season from October 2024 to April 2025.

**Facilitators** – The course will be facilitated by:

Paul Bell – Elite Performance Coach

Kylie Lindsay – Pathway Manager and Coach

Stuart Monteith – Workforce Development Manager

Along with guest speaker(s) (TBC) to support relevant themes.

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

**Day 1 – Edinburgh. 22nd<sup>th</sup> October 2024, 10am-2pm**

**Day 2 – Glasgow. 26<sup>th</sup> November 2024, 10am-2pm**

**Day 3 – Glasgow. 25<sup>th</sup> February 2025, 10am-2pm**

## Day 4 – Edinburgh. 22<sup>nd</sup> of April 2025, 10am-2pm

Venue and additional information will follow upon successful application.

**Participants** - Spaces are limited, with THRIVE Coaches to be accepted onto the programme based on the criteria in the “Who is it for?” section. The 2024-25 cohort will be selected by a panel of Scottish Squash staff, based on the applications received.

**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 is shaped through discussion with participants, Scottish Squash performance staff and feedback from previous cohorts.

An example schedule – with session themes to be finalised once the cohort is confirmed – can be found below.

<b>THRIVE 2024/25</b>
<b>Session 1 – The role of a coach and maximising impact</b>
<b>Oriam, Edinburgh (Tuesday 22<sup>nd</sup> October) – 10am – 2pm</b>
<b>Themes may include</b> <ul style="list-style-type: none"><li>• Developing your coaching philosophy</li><li>• Influencing others in coaching</li><li>• Coach review and personal development plan</li><li>• Creativity in coaching (problem solving session)</li></ul>
<b>Session 2 – Developing a thriving club junior scene</b>
<b>Newlands, Glasgow (Tuesday 26<sup>th</sup> November) – 10am – 2pm</b>
<b>Themes may include</b> <ul style="list-style-type: none"><li>• Attracting junior members to a club</li><li>• Squash sessions for all ages</li><li>• Links with schools</li><li>• Growing a strong team</li><li>• Enjoyment and challenge for all</li></ul>
<b>Session 3 – Developing world class juniors</b>
<b>Newlands, Glasgow (Tuesday 25<sup>th</sup> February 2025) – 10am – 2pm</b>
<b>Themes may include</b> <ul style="list-style-type: none"><li>• Building a relationship with young players</li><li>• Video analysis for player development</li><li>• Providing the right opportunities at the right time</li><li>• Maintaining enjoyment and fun</li></ul>
<b>Session 4 – Learning journey and coaching collaboration</b>
<b>Oriam, Edinburgh (Tuesday 22<sup>nd</sup> April) – 10am – 2pm</b>
<b>Themes may include</b> <ul style="list-style-type: none"><li>• Reflect on learning journey</li><li>• Identify next steps following THRIVE sessions</li><li>• Apply skills in on-court session</li></ul>

**SHOULD YOU HAVE ANY QUESTIONS REGARDING THE THRIVE PROGRAMME BEFORE APPLYING, PLEASE CONTACT [STUART.MONTEITH@SCOTTISHSQUASH.ORG](mailto:STUART.MONTEITH@SCOTTISHSQUASH.ORG)**