



Ontario
Trillium Foundation



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Effective Team Coaching

Effective Team Coaching

- **What is Team Coaching?**
- **What does Team Coaching look like?**
- **Challenges / Benefits**
- **Effective Team Coaching**

What is Team Coaching?

What are some “real world” examples you can think of where teams of people “coach” another individual or group?

What is Coaching?

Definition of a Coach

- A person who teaches and trains an athlete
- A person who teaches and trains the members of a team and makes decisions about how they train and prepare

What makes a team?

Definition of a Team Player

- The definition of a team player is someone who puts aside his or her personal goals and works well with others, doing what he or she needs to do to strive for a common goal for the group or individual involved

Team Coaching in Figure Skating

- The best examples of Team Coaching in Figure Skating is when a group of individuals come together in the best interest of the athlete / team in skating



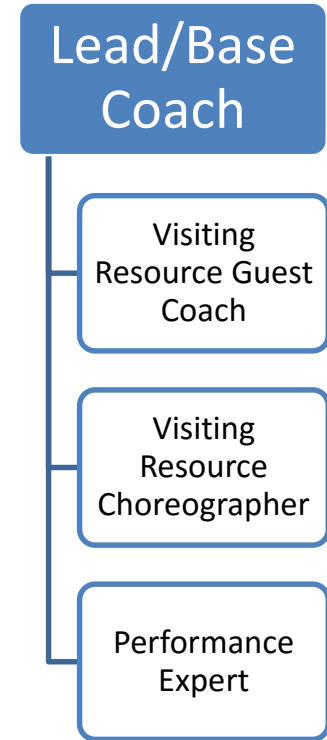
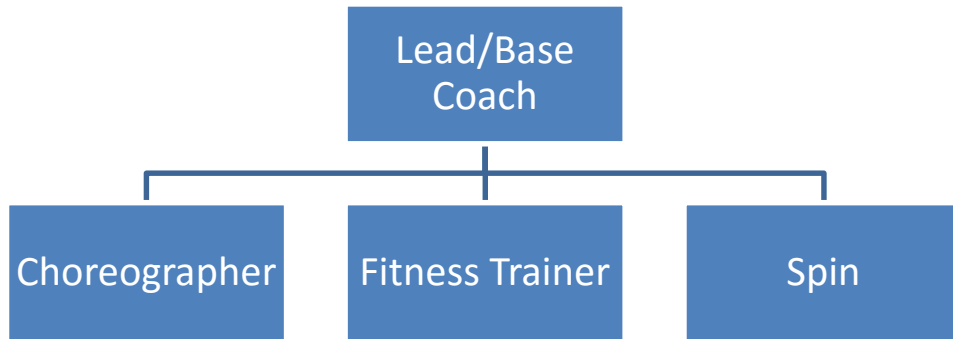
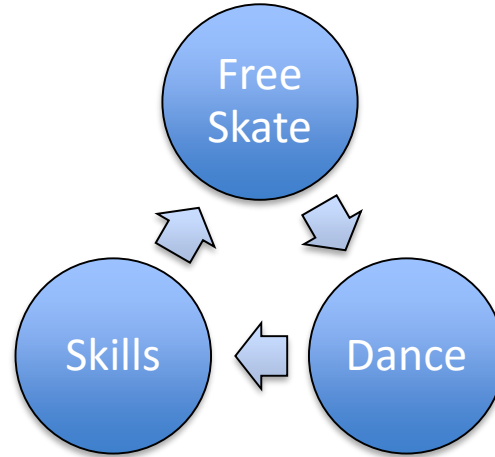
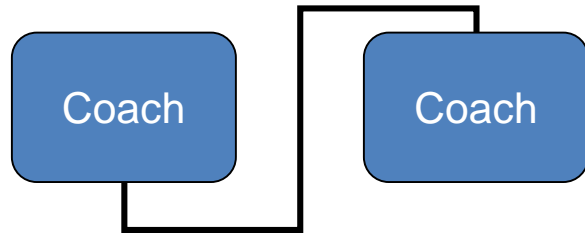
Team Coaching in Figure Skating

- **Need to recognize tradition**
 - 1 coach with 1 skater
- **Need to understand new realities**
 - New system is complex
 - Limited ice time in many places
 - Many coaches have other jobs

What is Team Coaching?

What does Team Coaching look like?

What does Team Coaching look like?



Goal of Team Coaching

What is the goal of creating a team?

- Complementary strengths / personalities
- Combining areas of expertise
- Mentoring new coaches

Effective Team Coaching

**“Alone we can do so little,
together we can do so much!”**



Team Coaching Specialization

Coaching Team / Staff may include experts in:

Spins
Skating Skills & Choreography
Ice Dance
Harness Coach
Off-Ice Training (Fitness Based)
Jump Class
Physiotherapy
Nutrition
Mental Training
Dance

Effective Team Coaching



Effective Team Coaching

Team Coaching has many variations depending on needs, location, skills required and access to specialized experts in their fields



Effective Team Coaching

Characteristics of a Successful TEAM

- TRUST
- LOYALTY
- SUPPORT
- RESPECT

Shared Values - Honesty, Trust and Respect

How to ensure effective Team Coaching

Coaching Team

Equally Sharing Coaching Responsibilities

- Share the overall training of the athletes
- Communicate technique, training objectives and coaching strategies on a daily, monthly and yearly basis
- Share the Responsibilities of managing any other resource coaching
- Support each other when working with skaters and parents

How to ensure effective Team Coaching

Coaching Team / Staff

Lead / Base Coach

- Manages the overall training of the athletes
- Oversees technique, training objectives and coaching strategies including program element layout
- Responsibility of managing all the members of the team
- Communicates with team members the focus of training both on and off the ice

How to ensure effective Team Coaching

Coaching Team

One Coach with Guest Resource Coaches

- Responsible for technique, training objectives and coaching strategies
- Organizes visiting coaches to improve their skaters learning opportunities
- Communicates with club and parents the focus of training both on and off the ice

Role of Parents in Team Coaching

Parents

- Should be recognized as part of the team
- Understanding of team coaching roles
- Support vision / structure
- Need to receive consistent messaging
- Participate in discussions with the skater's Lead / Base Coach

Challenges of Team Coaching

What are possible challenges of team coaching?

Challenges of Team Coaching

- **Misconceptions**
- **Scheduling**
- **Communication**
- **Collaborative approach**
- **Managing expectations**

Effective Team Coaching

Design the TEAM to the skater!



Team Coaching In Action

How do you start to build Team Coaching?

Team Coaching In Action

CanSkate

- Familiarizes parents and skaters with Team Coaching
- Rotating stations and groups

Team Coaching In Action

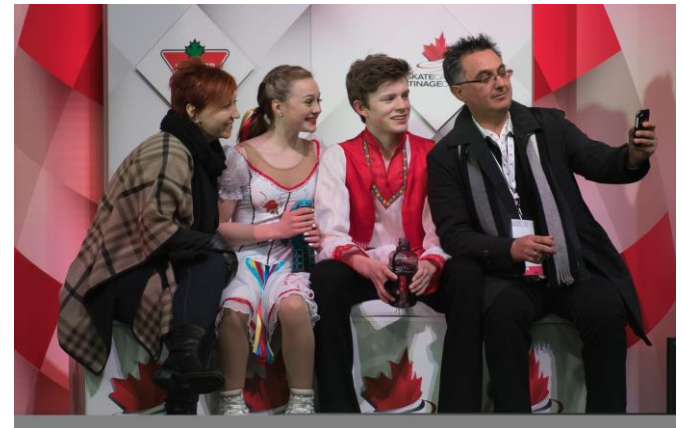
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- Introduces concept of specialists
- Encourages collaboration among coaches
- Standardizes expectations for performance
- Exposure to different coaching styles

Effective Team Coaching

Everyone is made to feel they are a valued member of the team!

- Committed to continued education
- Engaged in regular communication
- Aware of their specific roles
- Shared coaching philosophy



Effective Team Coaching

T Together

E Everyone

A Achieves

M More

There is no "I" in TEAM

Effective Team Coaching



Effective Team Coaching

Questions?

Thank you to all the individuals who shared
their expertise for this project

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Sheila MacCaskill

Denis Beaudoin

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