

# Gaelic Games Community of Practice

## CLUB INDUCTION

(CD Resource)



# COACHES INDUCTION MEETING

The induction will be facilitated by the Gaelic Games Coach Developer. All coaches in attendance will be coaches from across all codes who have expressed an interest in the Club Coaching Community of Practice (CCCoP) programme.

Below is an outline of how the coach's induction meeting should be conducted.

- **Introductions**

- The Coach Developer introduces themselves – Name, brief background about themselves and informs group that they are looking forward to supporting them with the implementation of the programme.
- Each coach in the room introduces themselves – Name, code, age group they coach etc.
  - **Pose Q:** Do all coaches in the room know each other?
    - Every often, club coaches work in isolation and do not know each other or do not get the opportunity to get to know their peer coaches hence why we are here.

- **Coach Developer goes through their role.**

- To provide an overview of the CCCoP Programme – Clarity will bring consistency in approach!
- To assist with identifying the CCCoP groups and coach leaders
- To upskill and support the coach leaders.
- To be a support to Coach leaders throughout the programme i.e., email, phone or via WhatsApp

### **Step 1 -The Coach Developer provides a brief overview of CCCoP Concept**

- Coach Developer commences by asking those in attendance an Open Question. This can be done group work or open discussion.
  - Describe to me, what is your understanding of a Club Coaching Community of Practice
  - Coach developer takes feedback.

*Using flipchart paper, the coach developer goes through the following:*

#### ***What is a Community of Practice, it is when...***

- ‘A Group or groups of people share a concern, a set of issues, or a passion about a topic, and who deepen their knowledge and expertise in an area by interacting on an ongoing basis’. (Wenger, McDermott and Synder, 2002)

### ***In Coaching Terms, a Community of Practice is ...***

- 'A way of coaches learning through collaboration'. (Culver and Trudel, 2006).

### **Coach Developer displays the benefits...**

- Group of people, with a common interest meeting on a regular basis
- Promotes good coaching conversations within club coaches.
- Develops Coach Self-Reflection
- Focus specifically on 'active coaching' i.e., good coaching practice, challenges etc.
- Cross pollination of ideas, trying to learn different things and learning from what works and what doesn't.
- Improves social dynamic of the group where coaches get to know each other more.

In essence, it is like coaches taking a 'helicopter' view of your coaching where coaches take time to step back and reflect on their coaching journey. We do not do this enough and get caught up in the day to day of coaching i.e., plan for next session, game.

**'We don't learn from experience; we learn from reflecting on it'**

## Step 2 – Identify CCCoP Groups

- For maximum benefit groups should consist of 4 or 5 coaches at most.

### TASK

Coach developer divides the coaches into groups and asks them to discuss how they like the CCCoP groups in their club to be set up.

- **Potential options are:**
  - Coaches within same or similar age band (Academy, U12-16, U18+) and same code
  - Coaches within similar age band (Academy, U12-16, U18+) but mix codes.
  - Mix coaches – new and experienced of same code.
  - Mix coaches – new and experienced of mix code.

Please note, if the group is large then you may have multiple CCCoP groups of similar make up. Important keep groups small (max.5 coaches per group).

Once the coaches agree the CCCoP groupings with guidance from the coach developer, let the coaches set up the groupings themselves.

### **Step 3 – Identify Coach leaders in each group.**

Prior to giving the task of each group identifying their coach leaders, it is important that the coaches are aware of the role of the Coach leader.

On a flipchart, the coach developer displays the characteristics and the role of the coach leader:

- **Key characteristics of a coach leader would be:**
  - Creditable within group
  - Understands CoP Concept
  - Ability to facilitate conversation.
  - Good listener
  - Organised
  
- **Role of a coach leader would be:**
  - Arrange the CCCoP sessions i.e., meeting place, time etc.
  - Link in peer coaches to identify coaching topics.
  - Set the agenda for the meeting.
  - Facilitate discussion.
  - Complete short self-reflections post each CCoP session.

## TASK

- **Peer coaches each group identify two coach leaders for their group.**

Coach developer gets feedback from each group and logs the coach leaders from each group.

### Step 4 - Agree a communication plan.

- Coach leaders with coaches agree dates for coaches CCoP – Max. 3 during Months of July, August, and September – CD note the proposed dates.
- Identify the specific coach leader for each CCCoP session.
- Coach leaders set up communication tool for their respective CoP i.e., WhatsApp group.
- CD set up communication tool i.e., WhatsApp group or agree online sessions.

### Step 5 -Coach Developer outlines to the coaches what the CCCoP structure will look like

- **Catalyst** – something relevant, topical, video, article etc. – Sent pre-CCCoP
- **Coaching Topics – Coaches set the agenda.**
  - Challenge or Opportunity in current coaching.
  - Order of discussion to be agreed pre-CoP – **Topics to be sent to Coach leader in advance!**
- Explore **Ideas** on topics discussed.
- Find **solutions** on topics discussed.
- Agree **actions** from topics discussed.

**Note** – the CCCoP sessions are min 60 minutes and max. 90 minutes in duration. Not all the coaches' issues may be discussed on the night.

## **Step 6 -Coach Developer outlines the CC CoP Group Rules or Guidelines**

### **Important**

- Community of practice is aligned with club coaching code of behaviour.
- Ensure all conversations are coaching related.
- When becoming members of the Club, all coaches who work with young people are required to sign and abide to the Club Coaching Code of Behaviour. As a result, all conversations conducted during the coaches 'community of practice will be specifically coaching related and in line with Gaelic Games Code of Behaviour. No conversations about individual players will be permitted.

## **Step 7 – Coach Developer confirms date for Coach Leader Orientation and take contact details.**

- Coach Developer informs the coach leaders that they will conduct a Mock CCCoP session as part of the upskilling.

**Close meeting.**