

# 2024 COACHING Conference

SATURDAY 23<sup>RD</sup> NOVEMBER  
CROKE PARK

# COACHING FOR THE FUTURE



Gaelic Games  
**COACH  
PATHWAY**

Gaelic Games  
**PLAYER  
PATHWAY**

# Defining, Refining & Delivering Your Coaching Philosophy

Paul Kilgannon



# About Me - Paul



## What Guides

Me

- Simplify without Over-Simplifying!
- It must make sense!
- Performance is omnipresent & Coaching is ever optional



[www.carvercoaching.com](http://www.carvercoaching.com)

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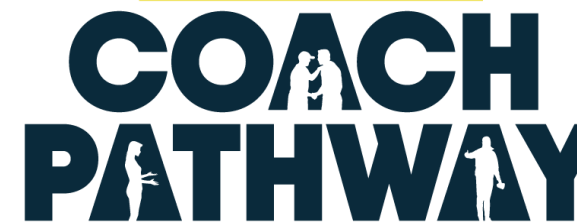
## *Expected Outcomes ...*

Participants will:

- Examine potential elements of a Coaching Philosophy
- Observe how a well developed Coaching Philosophy can be used as a 'source code' for your coaching practice.
- Explore how the discipline of journaling can be used to define, refine and deliver a Coaching Philosophy

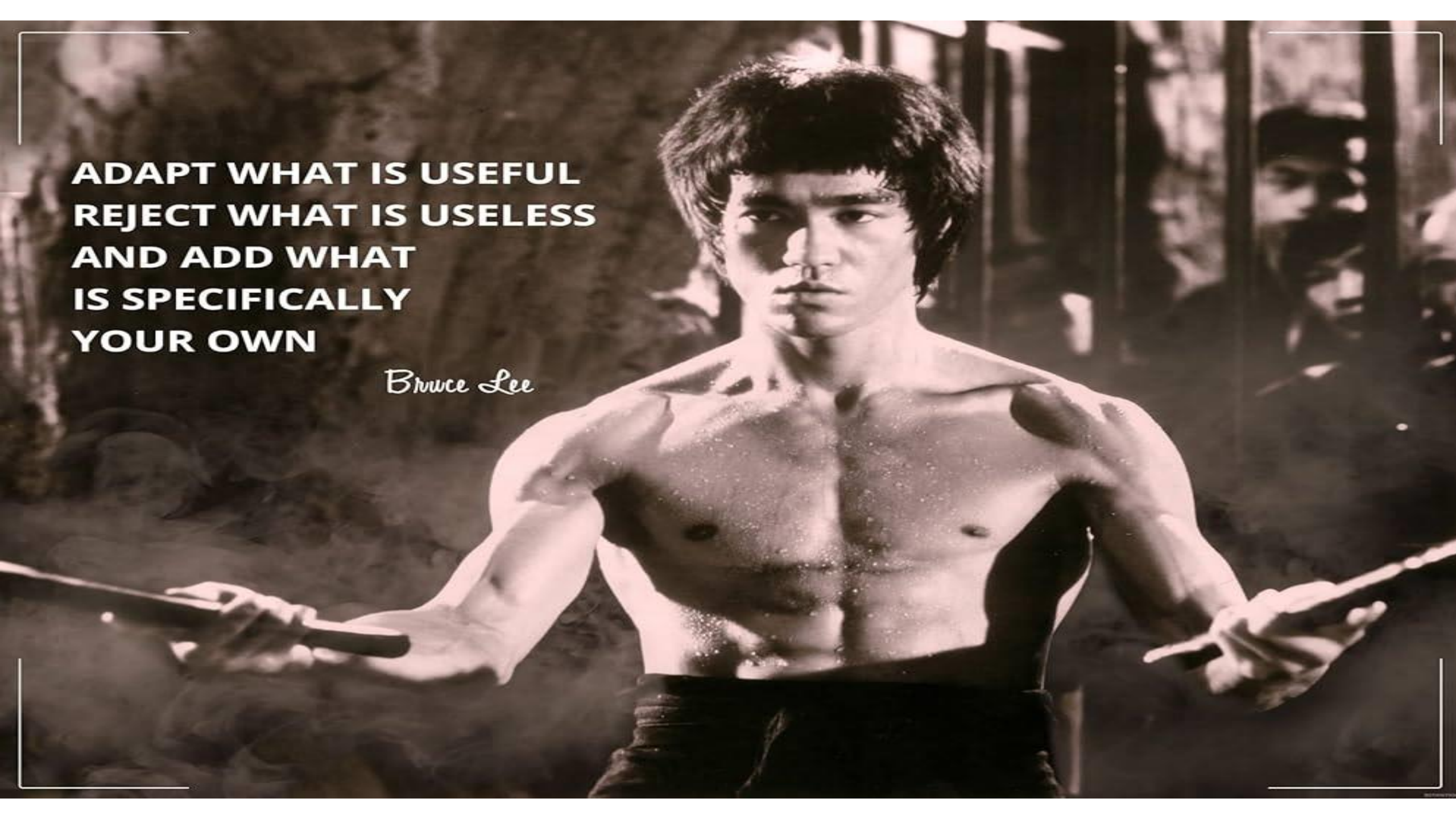
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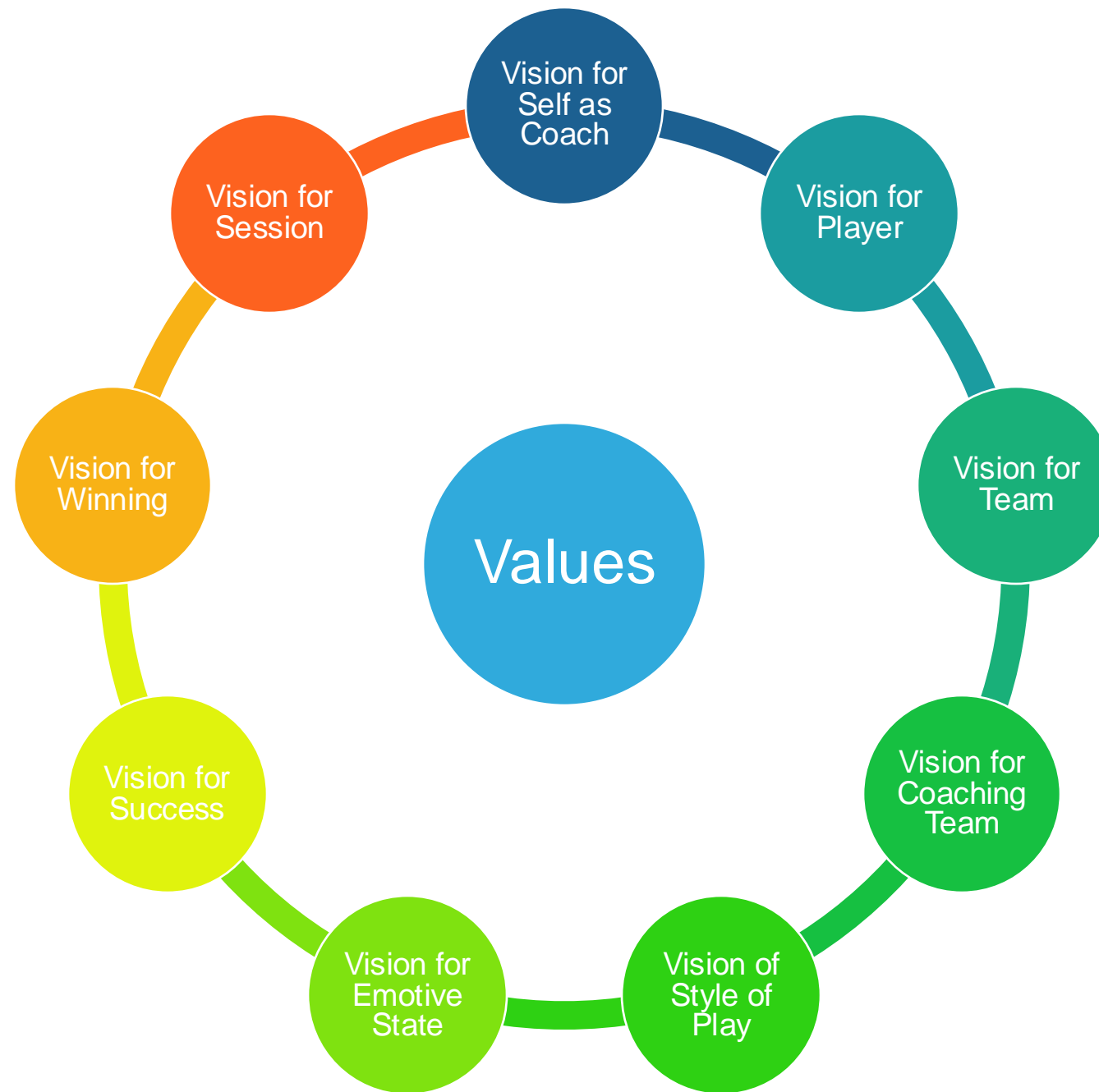
**ADAPT WHAT IS USEFUL  
REJECT WHAT IS USELESS  
AND ADD WHAT  
IS SPECIFICALLY  
YOUR OWN**

*Bruce Lee*

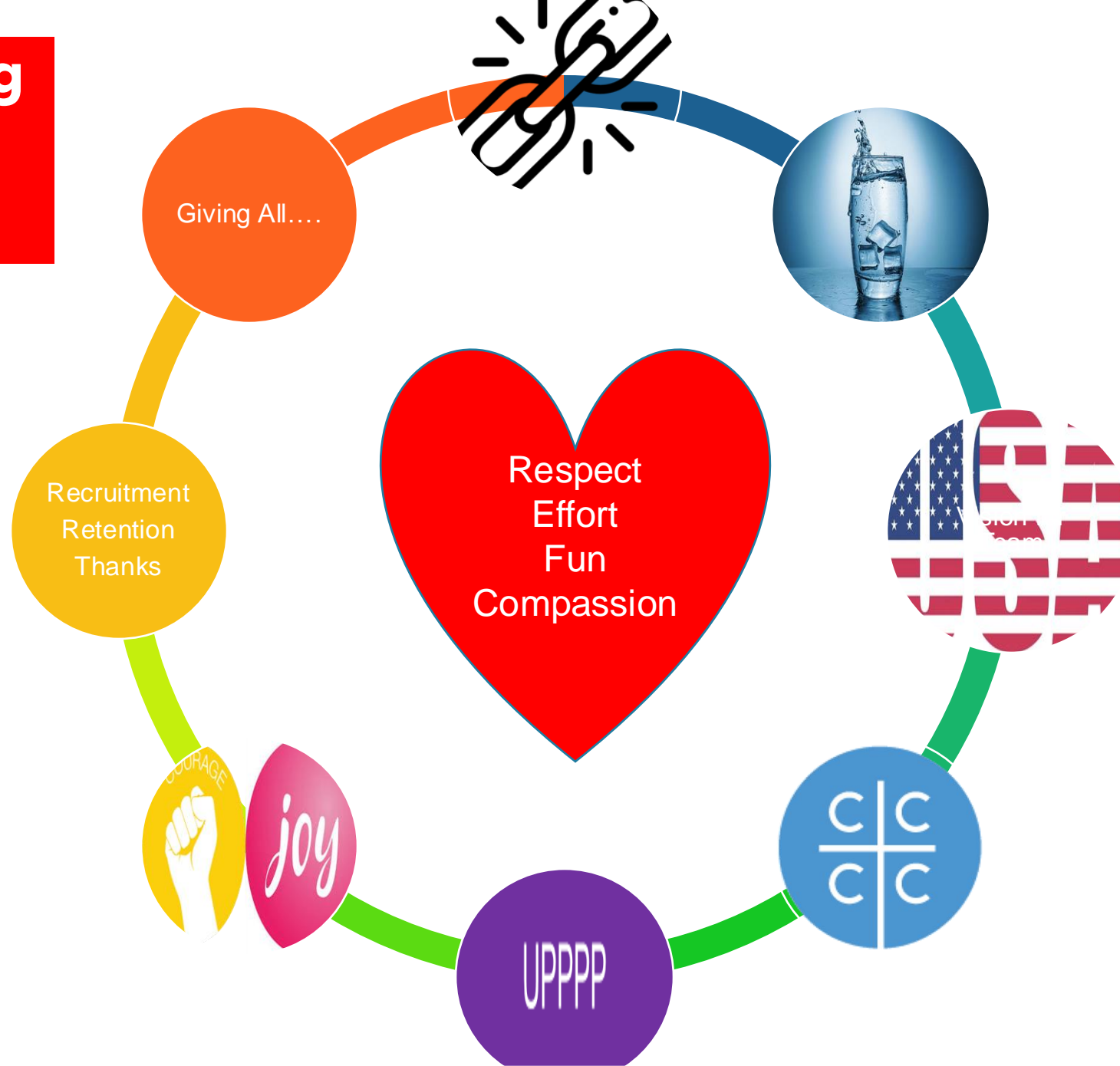




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# My Coaching Philosophy 'This is Me'





The greatest enemy of  
knowledge is not  
ignorance, it is  
the illusion of  
knowledge.



*~Stephen Hawking*

How can we be....

“Leaders worth following”

Who deliver...

“Work worth doing!”

In..

“A culture worth contributing to.”







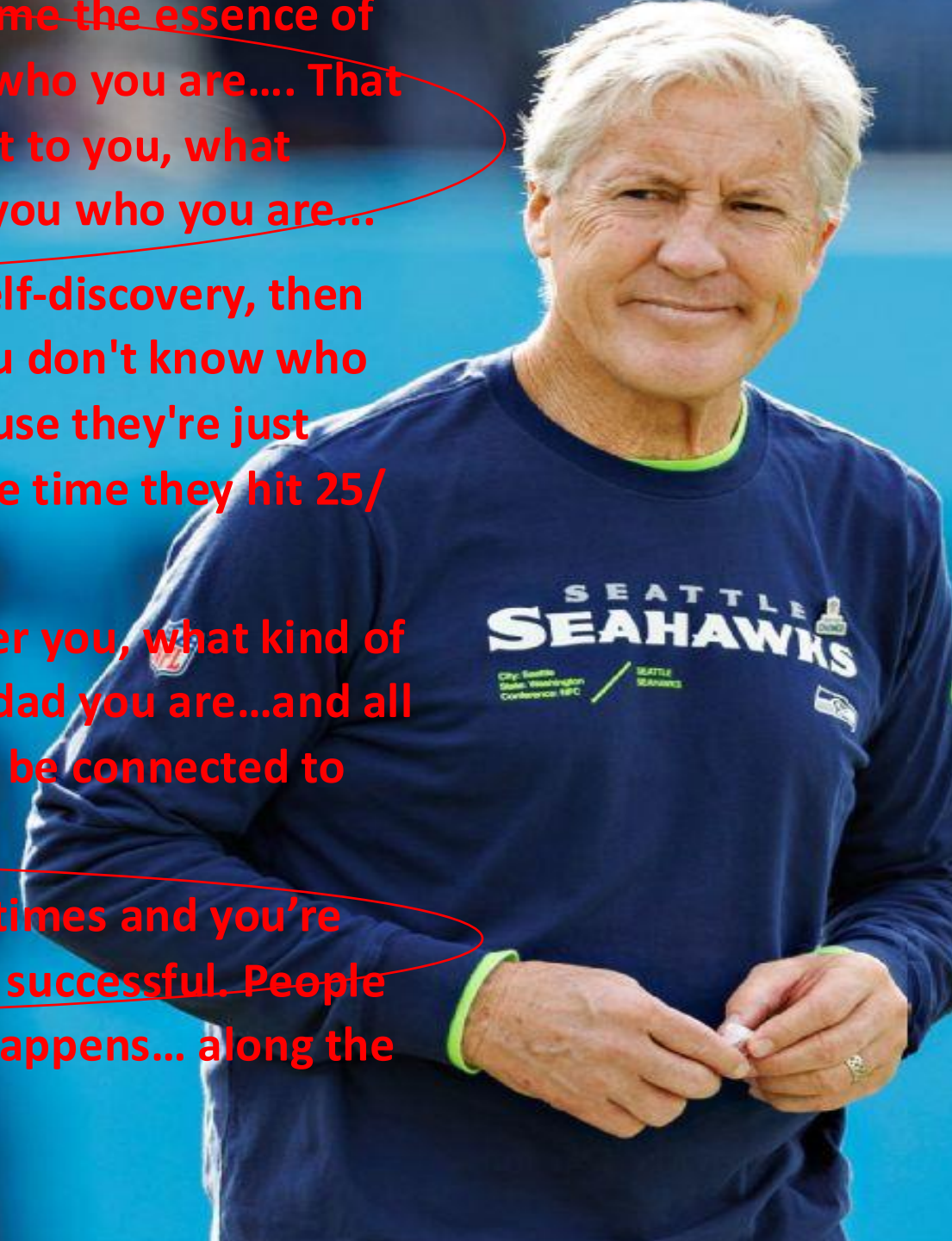
It wouldn't matter whether it was football or whatever. To me the essence of being as good as you can be, is that you have to figure out who you are.... That relentless effort to try and get clear about what's important to you, what uncompromising principles do you stand by... what makes you who you are...

So if you don't go through that process, you don't do the self-discovery, then you don't have an opportunity to be your best, because you don't know who you are yet. And so it's really hard for our young guys because they're just figuring out. But as they come through their time here... the time they hit 25/26 we see that development.

But for anybody... you got to understand what kind of player you, what kind of coach you are, what kind of person you are... what kind of dad you are...and all the way down the line... to maximize your authenticity and be connected to who you really are.

That's what's crucial, without that you're going to be sometimes and you're going to be sometimes. That's why it's hard to be consistently successful. People don't even know how they got there a lot of times. It just happens... along the way circumstances come together.

That to me is the essence of it

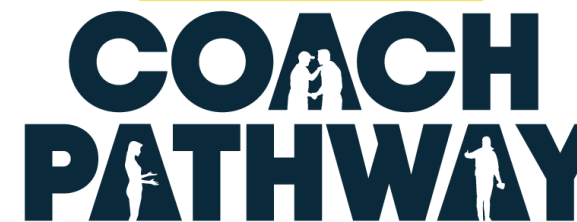




# Coaching Values

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The logo for Gaelic Games Coach Pathway features the text 'GAE LIC GAMES' in a yellow box above 'COACH' and 'PATHWAY' in large, bold, dark blue letters. The letter 'A' in 'COACH' and 'P' in 'PATHWAY' contain white silhouettes of a person and a dog, respectively.

## Steve Kerr's Core Values

✓ Joy

*"It's meant to be fun."*

✓ Mindfulness

*"Stay in the moment. Focus on the process. Be grateful for the opportunity."*

✓ Compassion

*"Show how much you care."*

✓ Competition

*"We compete. We keep score. We make sure there are winners and losers."*



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# A Vision for Self as Coach

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# *I am part Benevolent Dictator & part Servant to the Player*

- ✓ *Honest & fair- No favourites.*
- ✓ *Pushes but understands different situations.*
- ✓ *Disciplinarian but understands all individuals are not the same.*
- ✓ *Requires people to look at team goals but understands that individuals have their own goals & needs.*
- ✓ *Listens & hears suggestions but I'm a firm leader with a clear vision and strong convictions*

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# A Vision for the Character Traits of The Player



## *My Top Seven Character Traits...*

- 1. Respect*
- 2. Humility*
- 3. Accountability*
- 4. Honesty*
- 5. Dependability*
- 6. Courage*
- 7. Compassion*

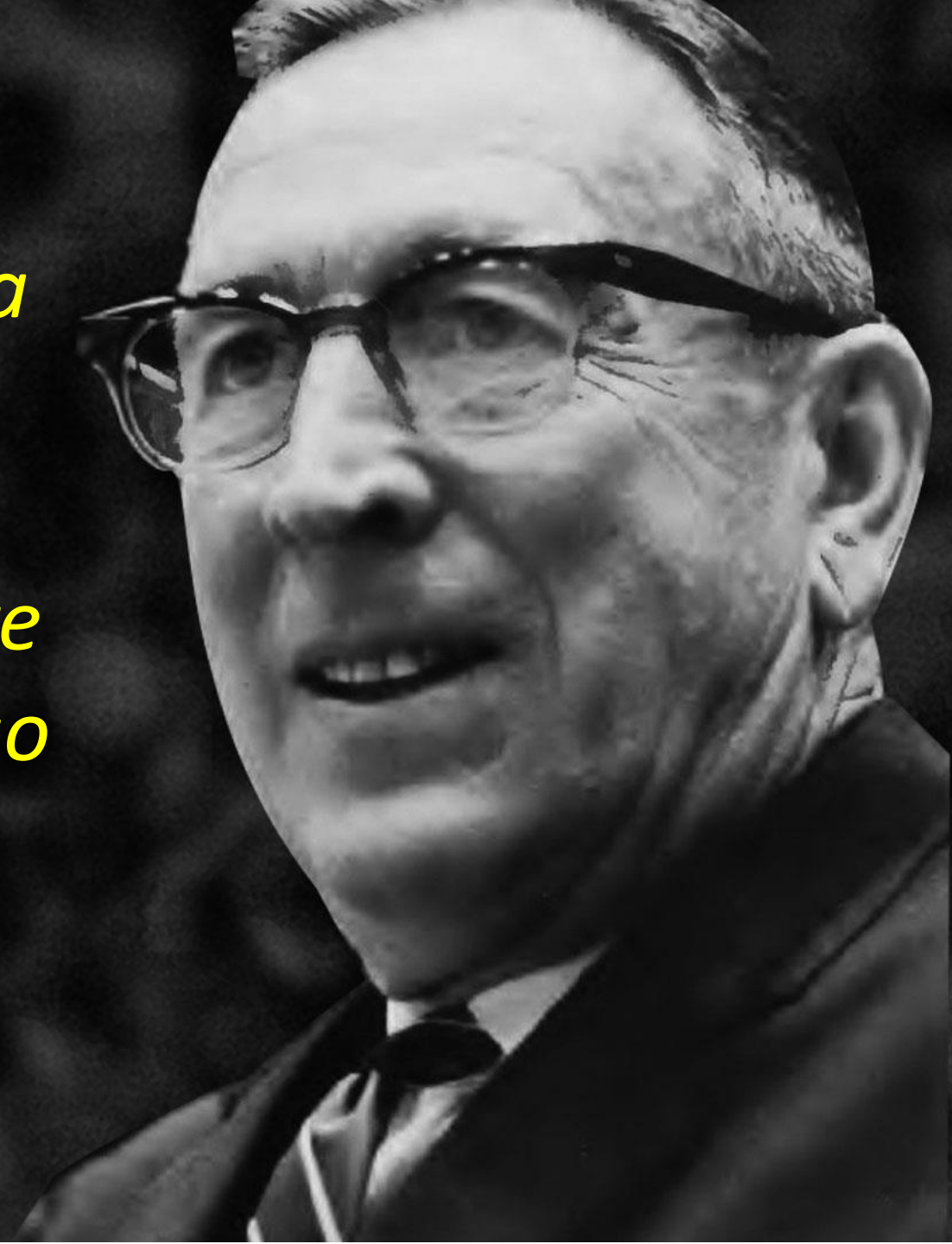
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# A Vision for the Team

*John Wooden's Definition of a  
Team:*

*A group of individuals who are  
committed to fulfilling roles so  
that the group may succeed.*



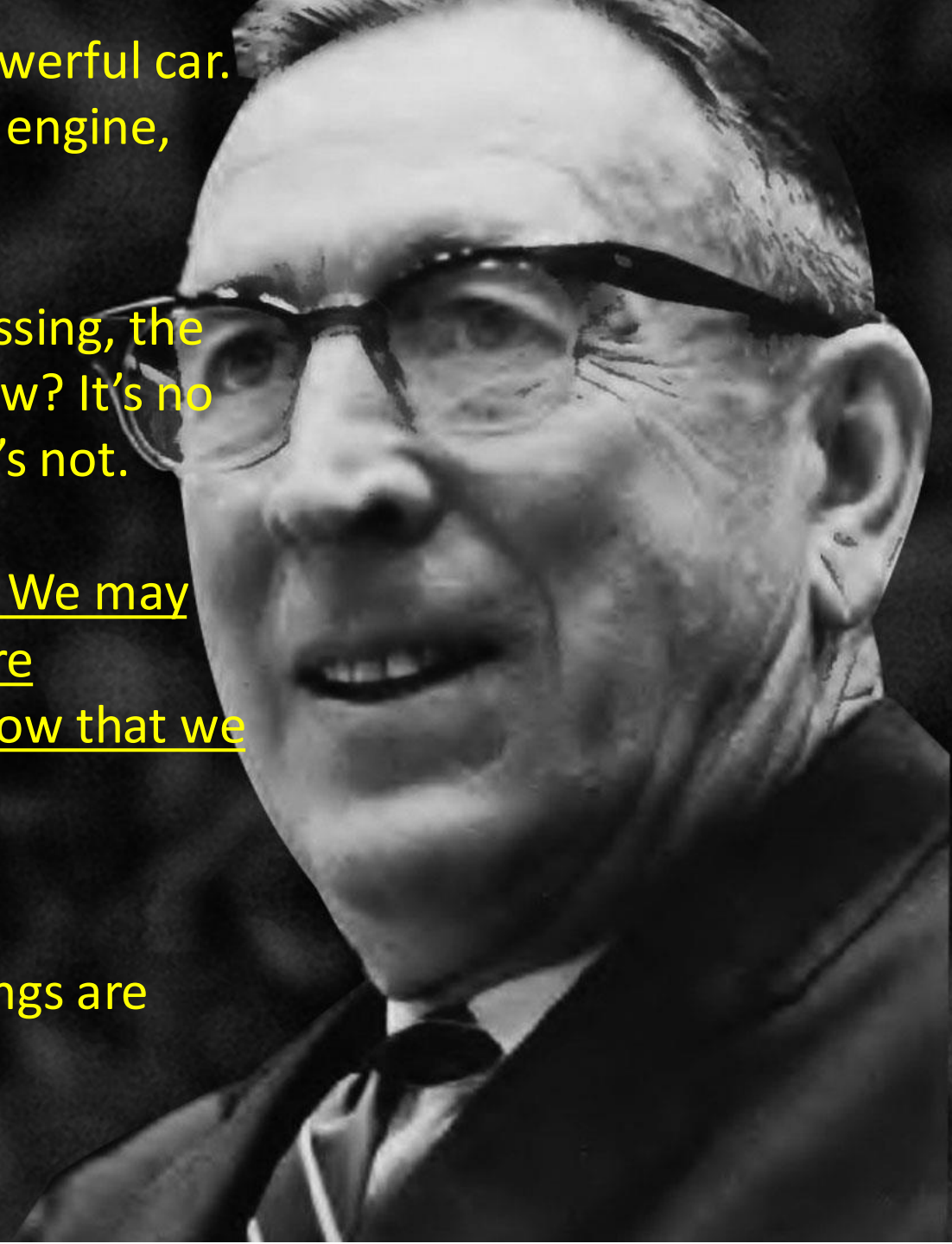


“I told players at UCLA that we, as a team, are like a powerful car. Maybe a Bill Walton or Kareem Abdul-Jabbar is the big engine, but if one wheel is flat, we’re going no place.

And if we have brand new tires but the lug nuts are missing, the wheels come off. What good is the powerful engine now? It’s no good at all. A lug nut may seem like a little thing, but it’s not.

There’s a role that each and every one of us must play. We may aspire to what we consider to be a larger role, or a more important role, but we cannot achieve that until we show that we are able to fulfil the role we are assigned.

It’s these little things that make the big things happen. The big engine is not going to work unless the little things are being done properly.”



# A Vision for Success

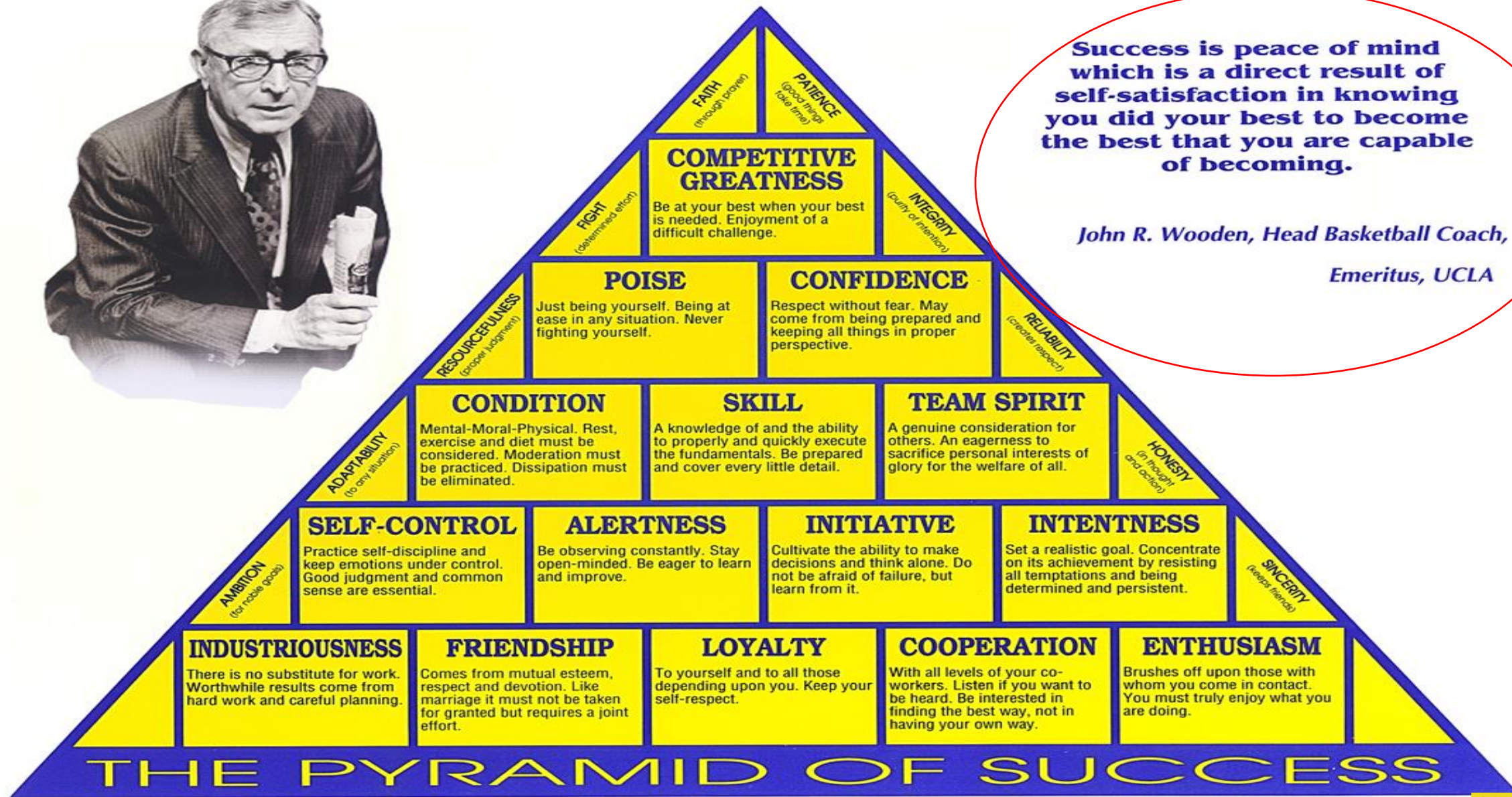






**Success is peace of mind which is a direct result of self-satisfaction in knowing you did your best to become the best that you are capable of becoming.**

*John R. Wooden, Head Basketball Coach, Emeritus, UCLA*



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***I believe in teaching life skills such as leadership, teamwork, and resilience. Ultimately, my goal is to empower my players to become not only better basketball players but better people as well.***

***Dawn Staley***



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# A Vision for Style of Play





**WITH ALEX FERGUSON, I'LL NEVER FORGET IT  
WHEN HE PROMOTED ME TO FIRST TEAM COACH.**

**NO**  
**TIPPY TAPPY**  
**FOOTBALL**  
WITH SAM ALLARDYCE

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“When I see United attack,  
I want to see them attack  
with 4 things:

Pace

Power

Penetration &

Unpredictability”

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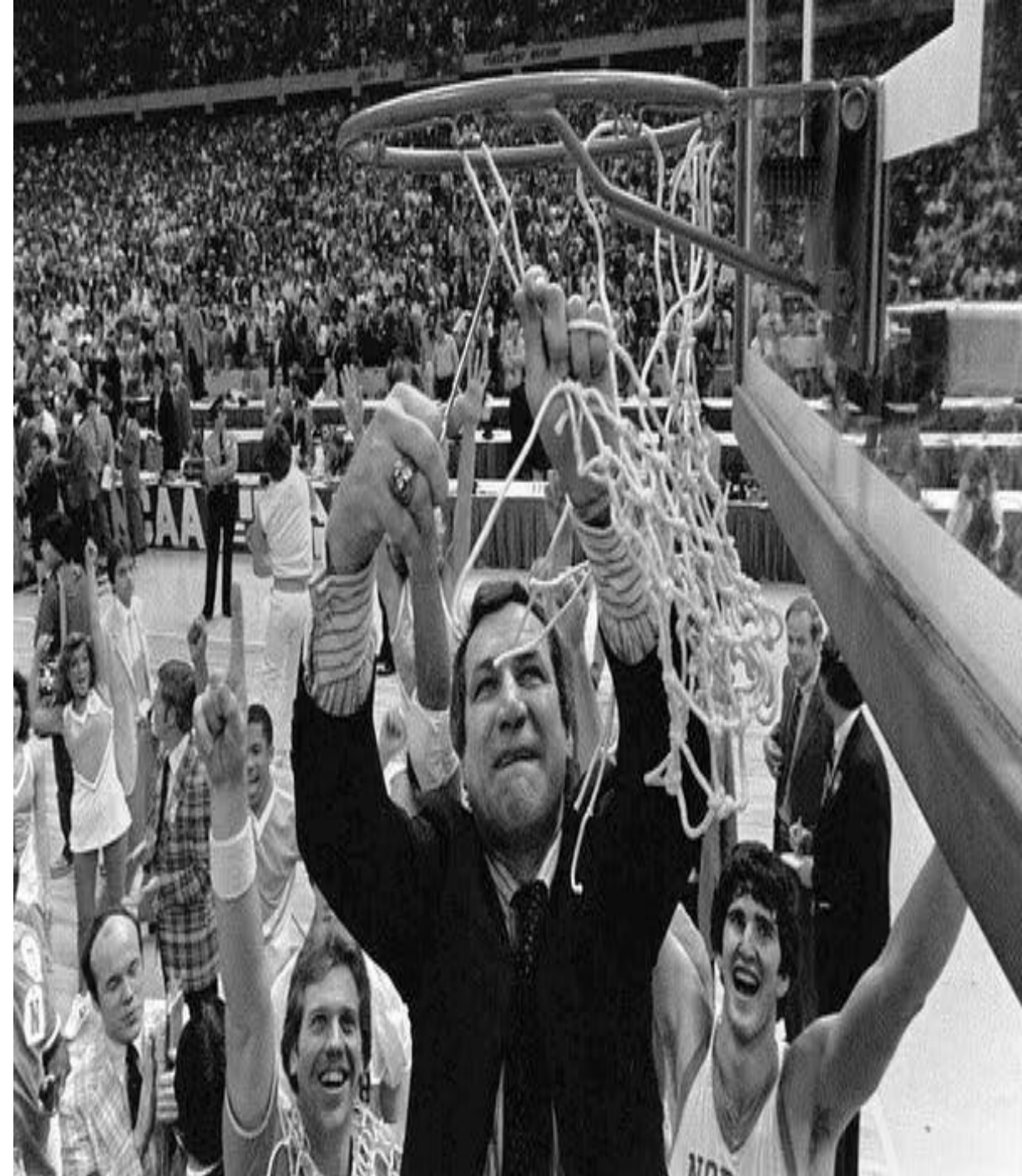
Our entire approach in a nutshell:

- ✓ Play hard
- ✓ Play smart
- ✓ Play together

**Hard**= effort, determination & courage

**Smart** = with good execution & poise, treating each possession as if it were the only one in the game.

**Together**= unselfishly, trusting teammates, & doing everything possible not to let them down







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To be active... Don't wait for what the opponents do. Decide what we want to do in our game... that is the main thing...

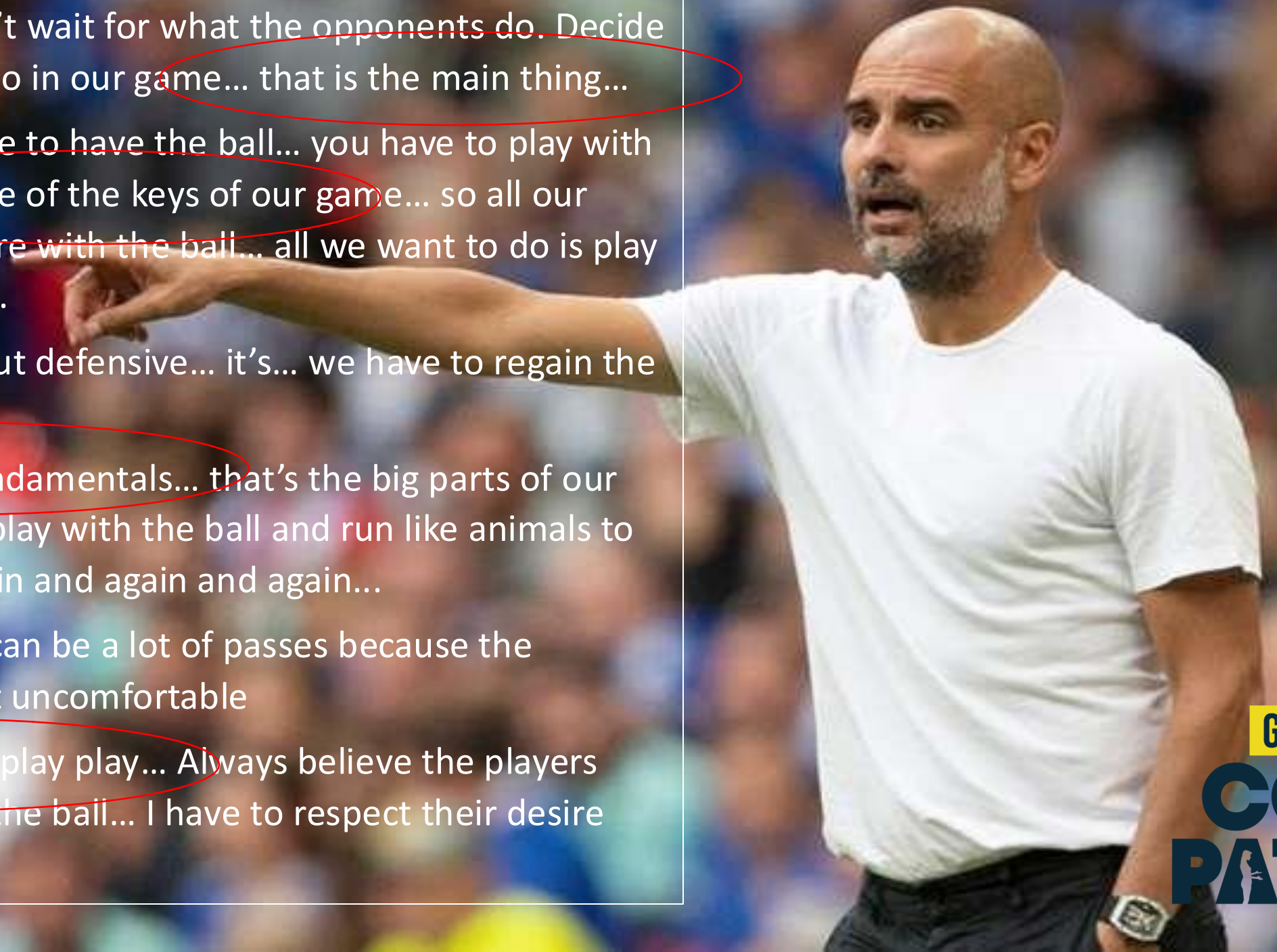
To do that you have to have the ball... you have to play with the ball. That is one of the keys of our game... so all our training sessions are with the ball... all we want to do is play and play and play...

When we talk about defensive... it's... we have to regain the ball...

They're the big fundamentals... that's the big parts of our idea... Is trying to play with the ball and run like animals to regain the ball again and again and again...

Sometimes there can be a lot of passes because the opponent makes it uncomfortable

But the essence is play play... Always believe the players want to play with the ball... I have to respect their desire and their wishes...



**A Vision for the Experience,**  
**Training Environment &**  
**Team Culture**



# The Competitive Cauldron



	Division	Passes Completed	Incomplete Passes	Average Comp
1	Castleberry			
2	Haeberlin	3	11	
3	O'Halloran	5	8	11
4	Ramirez	4	5	8
5	Ohai	4	5	5
6	Bowen	1	14	5
7	Dunn	2	16	14
8	Gardner	1	13	16
9	McFarlane	4	17	6.5
10	Thompson	1	10	0.5
11	Murray	4	8	5
12	Elby	3	14	8
13	Lindquist	1		2.8
14	Parker	2		3
15	Newfield	3		4.5

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The University of North Carolina Women's Soccer 2018 FALL Peer / Self Evaluation Process



Player	TOUGH	DISCIPLINED	FOCUSED	RELENTLESS	RESILIENT	POSITIVE	CLASSY	CARING	NOBLE	SELFLESS	GALVANIZING	GRATEFUL	ACCOUNTABLE	Dec '18	Apr '18	Dec '17	Apr '17	Dec '16	Apr '16	Dec '15
1. Ashley, Julia	4.31	4.59	3.84	4.53	3.82	3.63	3.66	3.68	3.78	4.17	4.52	3.79	4.22	4.04	3.69	3.63	3.79	3.81	3.46	3.27
2. Otto, Taylor	3.73	4.02	3.50	3.95	3.77	3.74	3.80	3.77	3.56	3.87	4.07	3.78	3.77	3.80	3.78	3.22	3.60		3.27	
3. Bill, Maggie	3.95	3.58	3.59	3.55	3.88	3.89	4.19	4.05	3.90	3.89	2.98	4.04	3.72	3.79				3.72		
4. Goff, Morgan	3.94	3.39	3.57	3.81	3.88	4.03	3.86	3.84	3.94	3.95	3.24	3.94	3.56	3.77	3.92	3.48	3.69	3.69		
5. xxxxxx	3.97	3.63	3.22	4.03	3.80	3.82	3.80	3.79	3.72	3.81	3.88	3.89	3.51	3.76	3.49	3.23	3.63	3.84	3.73	
6. xxxxxx	3.81	3.52	3.41	3.60	3.84	4.43	3.65	3.59	3.75	3.49	3.44	3.75	3.55	3.68	3.35	3.32	3.26		3.10	
7. xxxxxx	3.68	3.76	3.73	3.64	3.82	3.56	3.77	3.51	3.75	3.89	3.17	3.74	3.69	3.67	3.56	3.31	3.42	3.18	2.97	
8. xxxxxx	3.70	3.85	3.55	3.54	3.64	3.61	3.67	3.66	3.51	3.66	3.49	3.61	3.66	3.63	3.64	3.54				
9. xxxxxx	3.59	3.84	4.05	3.79	3.59	3.18	3.20	3.19	3.64	3.38	3.86	3.60	3.89	3.60	3.21	3.41	3.61	3.72	3.42	
10. xxxxxx	3.63	3.66	2.95	3.78	3.75	3.74	3.54	3.57	3.64	3.55	3.28	3.68	3.40	3.55	3.55	3.44				
11. xxxxxx	3.83	3.68	3.47	3.93	3.60	3.39	3.23	3.15	3.50	3.70	3.61	3.56	3.50	3.55						
12. xxxxxx	3.41	3.49	3.77	3.59	3.56	3.54	3.50	3.49	3.53	3.59	3.26	3.57	3.49	3.52						
13. xxxxxx	3.21	3.43	4.02	2.94	3.46	3.61	3.69	3.81	3.74	3.49	2.66	3.92	3.51	3.50						
14. xxxxxx	3.61	3.62	3.77	3.72	3.62	3.41	3.44	3.29	3.50	3.52	3.03	3.44	3.47	3.50	3.33					
15. xxxxxx	3.16	3.41	3.86	3.06	3.27	4.03	3.70	3.88	3.65	3.53	2.63	3.79	3.43	3.49						
16. xxxxxx	3.29	3.52	3.97	2.89	3.39	3.50	3.71	3.84	3.74	3.42	2.81	3.63	3.56	3.48	3.64	3.31				
17. xxxxxx	3.79	3.17	2.73	3.82	3.39	3.44	3.43	3.59	3.72	3.76	3.49	3.75	3.03	3.47	3.24	2.60	2.95	3.47	3.43	
18. xxxxxx	3.22	3.34	3.63	2.97	3.33	3.54	3.63	3.65	3.61	3.30	2.79	3.65	3.52	3.40	3.40	3.14	3.26	3.25	3.28	
19. xxxxxx	3.02	3.14	3.73	2.77	3.08	3.30	3.66	3.67	3.61	3.32	2.60	3.55	3.20	3.28	3.21	2.82				
20. xxxxxx	3.68	2.90	2.54	3.55	3.60	3.28	3.31	3.22	3.39	3.59	3.27	3.36	2.95	3.28	3.06	2.83	3.30			
21. xxxxxx	3.10	3.79	3.43	3.39	3.33	2.93	3.19	2.99	2.99	3.02	3.00	3.11	3.33	3.20	3.42	3.27	3.45			
22. xxxxxx	3.15	3.07	3.37	3.03	3.25	3.32	3.48	3.37	3.39	3.15	2.66	3.34	2.98	3.20						
23. xxxxxx	3.12	2.85	3.03	3.30	3.26	3.14	3.15	2.93	3.28	3.35	3.21	3.24	3.07	3.15	2.82	2.79	3.28	3.40	3.21	
24. xxxxxx	3.38	2.56	2.23	3.50	3.30	3.16	3.05	3.03	3.28	3.53	2.70	3.11	2.62	3.03	2.90	2.96	3.01			
25. xxxxxx	2.96	2.76	2.83	3.18	2.93	2.67	3.30	3.26	3.11	3.19	2.97	3.30	2.87	3.03	2.83	2.83	2.85	2.91	2.95	
26. xxxxxx	2.59	3.38	4.05	2.63	2.90	2.71	3.14	2.88	2.93	2.65	2.64	2.84	3.47	2.98	3.36	3.11	3.16	3.33		
27. xxxxxx	2.73	3.02	3.31	2.98	2.76	2.89	2.86	2.76	2.86	2.91	2.61	2.89	2.91	2.88	3.12	3.04	3.06	3.20		
28. xxxxxx	2.78	2.31	2.41	2.72	2.99	3.02	3.38	3.23	3.34	3.11	2.40	3.15	2.62	2.88	2.76	2.89	2.92	3.20		
29. xxxxxx	2.80	2.82	2.74	3.09	2.64	2.85	2.82	2.79	2.52	2.86	2.71	2.92	2.52	2.78	2.58	2.83	2.81	2.86		
30. xxxxxx	2.31	2.52	2.67	2.35	2.57	2.36	3.10	3.24	2.96	2.73	2.26	2.81	2.65	2.66						

**Ranking System**  
 5 Is the single best example of this core value on the team  
 4 Is an extraordinary example of this core value  
 3 Embodies this core value most of the time  
 2 Embodies this core value some of the time  
 1 Embodies little of this core value





# A Vision for Training Session

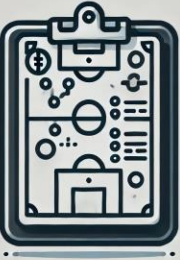
*To be an authentic coach your work should  
be a product of your own conclusions...*

**"The Rondo contains  
everything you need in  
football."**





# Coaching Skills *Signature Strengths & Work On's*



Patience

Organisation & Planning



Composure



Observation



Listening



Positive Reinforcement



Flexibility & Adaptability



Motivation & Leadership



Communication & Messaging



Questioning



**Pulling it all together**



# The Cycle of Coaching Improvement





# Coach Journaling



# This is Me!

## 1. This is Me (Personal Iteration No. \_\_\_)

My name is .....

The areas of *my life* that are most important to me are: *(You can set some goals for these in the space provided in the Appendix, if you wish.)*

Why do I coach?

My *Coaching Values* are: *(please add a definition, motto or standard of behaviour for each.)*

A *Vision* for Myself as *Coach*... The coach I want to be...

A *Vision* for my *Coaching Team*...What words would I like to represent how we *behave, interact and work together* for the greater good of our athletes/team?

A *Vision* for my *Athletes/Team*...What qualities or characteristics, sporting and/or non-sporting, do I want to engender in them?

How can every individual who presents to play or train with me expect to be *treated*?

What do I want *for* my athletes?

As a coach my *Signature Strengths* are:

As a coach my current *Work-Ons* are:

My personal definition or measure of *'Success'* in Coaching is...

A *Vision* for the *Style of Play*, I would like my athletes/ team to action...

What words would I like to represent how my athletes/team play our game/ perform?

Other considerations you may like to detail? Here are some prompts...

- What legacy or contribution do I hope to leave behind?
- How do I want to provide challenge and support for my athletes? How do I want to communicate my message?
- What kind of environment am I trying to create, and how will I go about creating it?
- What is my definition of *'fun'* in sport? How do I incorporate it our environment without losing focus?
- To ensure I improve and expand my skills and knowledge, and learn as I go in coaching, I utilise the following tools, strategies and practices...
- If someone flew over a coaching session with my athletes/ team, what do I want them to see and hear?
- How do I bring honesty to my coaching?
- With regard to how I spend my time and energy, I want to be the type of person who...

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# Weekly Planning and Reflection

<b>My Weekly Plan</b>	
Before planning your week, take 5 minutes to read your 'This is Me' guide	
WEEK NO: _____	DATE: _____
My priorities for...	
MONDAY	
TUESDAY	
WEDNESDAY	
THURSDAY	
FRIDAY	
SATURDAY	
SUNDAY	
A Motto, Quote or Thought for the week ahead...	

How will I take care of my physical, mental, and emotional well-being in order to ensure I am at my best for my athletes/team?
What are the behaviours and attitudes I want to model for my athletes this week? What example to do I want to set?
What are the key areas/coaching skills I want to focus on in my coaching this week and how do I intend to address these?
People I want to: talk to, influence, reach out to, be with, or learn from this week:

<b>My Weekly Reflection</b>	
Before reviewing your week, take 5 minutes to read your 'This is Me' guide	
WEEK NO: _____	DATE: _____
How was my overall wellness?	
Sleep	1 2 3 4 5 6 7 8 9 10
Nutrition	1 2 3 4 5 6 7 8 9 10
Hydration	1 2 3 4 5 6 7 8 9 10
Mood	1 2 3 4 5 6 7 8 9 10
Energy	1 2 3 4 5 6 7 8 9 10
Recovery	1 2 3 4 5 6 7 8 9 10
What actions can I take to improve these scores next week and ensure I am at my best for both myself and my athletes/team?	
As a coach, what did I do well this week?	
How was my preparation for training/competition? What did I like/dislike, and why? Where can I improve?	

My biggest learnings or takeaways from this week are
How did my coaching positively impact my athletes/team this week?
In my coaching I must: Start, Stop, and Continue...
I must Start...
I must Stop...
I must Continue...
As a coach, this week I am most grateful for...



# Session Previewing and Reviewing

## Pre-Session Intention Setting

Date: .....

\*Return to your 'This is Me' guide and read three times your explanation of, or your answer to: 'A vision for my coaching team'

In order to be at my best for my athletes/team:

- What **mindset and behaviours** do I need to bring to this session?

.....

- Which **coaching skills** do I need to focus on?

.....

- To where do I want to draw my **athletes' best efforts, focus and attention?** How can I **influence** this? What are the **key messages** I want to deliver?

.....

.....

*Choose from these prompts as you please...*

- As coach, the things I: control, influence and cannot control today are:
- How can I create the most motivating, empowering and productive environment for my athletes today?
- What challenges might arise, and how can I proactively address them?
- How can I ensure that I'm fully present and engaged with my athletes throughout the session?
- How can I ensure that my communication is clear, motivating and supportive?

.....

.....

.....

.....

.....

## Post Session Reflection & Learning

Self-evaluate how you coached today. See page X for definitions of each coaching skill.

O&P	QUEST	LIS	OBS	PR	F&A	PAT	COMP	COMM	M&L	TOTAL

How do I feel today's session went?

.....

As coach what did I do well and how?

.....

.....

What could I have done differently to better challenge, assist and/or support my athletes?

.....

.....

What must I 'Start, Stop, and/or Continue' doing?

.....

.....

*Choose from these prompts as you please...*

- What am I most grateful for about today's session?
- What did I learn about myself/ my athletes/ my team?
- What specific progress did I notice in my athletes during today's session? What did I do to make that happen?
- How did I foster a positive and supportive team environment?
- What specific techniques, feedback or strategies did I use today that effectively enhanced my athletes' learning/application/ confidence/ ability to overcome challenge?

.....

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# What I know for sure about Coaching!



The most important thing is to keep the most important thing the most important thing.

Words create images & images create actions

Environment is the silent hand of behaviour

Structure Delivers Function

Everything should be made as simple as possible, but no simpler.

If you want students of the game you must be somewhat of a professor.

In development coaching we should never rush to performance.

I don't have to like them all but I have to love them all.

The Devil is in the Detail

In Unity there is Strength

3 Q's I must answer....  
Do You Love me?  
Can I trust you?  
Can You help me?

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# Thanks



Website/ Newsletter  
[www.carvercoaching.com](http://www.carvercoaching.com)

@carver\_coaching

