

# 2025 Gaelic Games Community of Practice COACH LEADER ORIENTATION



# Coach Leader Orientation

This info will be distributed to Coach Leaders to help provide structure/ framework post orientation

## PRIOR to the Coach Leader Orientation

### Coach Developer

1. Sets up a WhatsApp group with the Coach Leaders
2. Informs the coach leaders that he/she will deliver a 'Mock' CoP at the coach leader orientation so that they can experience same
  - Coach Developer will act as Coach Leader
  - Coach leaders will act as Coaches.

### Catalyst

- **Prior** to the coach leader orientation (at least **3** days), the coach developer will send a catalyst into the WhatsApp group
- The coach developer informs the coach leaders that he/she will use this as a discussion starter at the beginning of their 'mock' CoP at the coach leader orientation

## **DURING the Coach Leader Orientation**

### **Step 1**

- Coach Developer (acting as a coach leader) opens the 'Mock CoP' with the discussion starter previously sent via the WhatsApp and gets feedback from coach leaders (acting as coaches)

### **Step 2**

- Coach Leaders discuss items/issues they like to discuss relevant to their own current coaching context.
- Coach Developer (acting as a coach leader) takes feedback and logs the topics on a flipchart (if in person) or in 'chat function' (if online)
- When topics submitted, coach developer acting as a coach leader ask the group to rate 1-3 in order of what they would like to discuss at the CoP session (Orientation).

### **Note:**

*In normal CoP*, items/issues may have been agreed and ranked by the CoP groups at the club coach's induction. If not then, the Coach leader can either

1. Ask coaches to provide items/issues via WhatsApp prior to their CoP and rank accordingly OR
2. Ask coaches at start of CoP for the items/issues they like to discuss and rank at the CoP Session (like structure shown at Mock CoP)

### Step 3

- Coach Developer takes the highest-ranking item/issue and applies the conversation framework model
- Please note, coach developer only needs to take the coach leaders through one item/issue

#### Discussion develops via questioning.

- Coach developer commences asking open questions re discussion topics as per order agreed.
  - **2 mins - Explore the topic more** – Coaches give context around their coaching issue and coaches discuss the issue.
  - **11 mins - Find solutions on topics discussed.**
  - **2 mins - Agree action plan to topics discussed.**

*(Note – from second CoP onwards, an evaluation of solutions of previous CoP will be included after catalyst)*

## Step 4

### **AFTER the Mock CCCoP session:**

- **Coach Developer asks the Coach Leaders about their thoughts on the CoP Structure. Important to inform coach leaders of the below items**
- Coach developer discusses / reflects on strategies used to facilitate the CCCoP from:
  - Selecting the topics or coaching/organisational issues
    - In advance via WhatsApp or prior to CoP
  - Agreeing rate of order of items/issues
  - **Catalyst** – how build up a bank of resources? Important this is part of all coach CoP Sessions!
  - **Session structure – Refresh conversation framework – Apply time to each!**
    - **Issues / Solutions / Action plan**

**Coach asks the coach leaders, what potential challenges could they face from observing the mock CoP session:**

- Dominant voice
- Keeping to time
- What if do not cover all topics on one night?
- Giving everyone a chance to speak even if reluctant to voice their opinion

**Coach developer highlights the importance of asking right questions. This leads onto section two of orientation.**

# Use of Questioning

Coach Developer outlines Importance of asking right questions at CoP sessions!!!

## Facilitating Discussion

- Assisting coach leaders re how to ask right questions to promote discussion or ensure everyone is involved in the session.

## Introduction – Catalyst

- **Let us discuss / Let me start / Let us begin** with the article, video, quote etc. that I sent to you prior to the meeting.
- What are your thoughts? Do you agree with it? Tell me how it may be relevant to you as a coach?

## Main Body of the CoP - Three main headings for CoP?

- What are the issues in your current coaching? Or could be something good you like to chat about or like to improve?
- What are the potential solutions?
- What is the action Plan?

## ISSUES conversation starters...

- Can I suggest the following order of conversation?

- What is the topic?
  - Why is this topic important to you at this point?
  - What would you like to discuss regarding your topic?
- What is challenging about your topic?

### **SOLUTIONS** conversations starters...

- What have you tried? What worked? What didn't work?
- What are your thoughts on the topic just shared by x?
  - How can we assist x with solving, improving or enhancing the situation?
  - How can we help you progress?
- Who else could we seek help from?
  - What other options do we have to achieve this?
- What could be potential barriers to you achieving this?

### **ACTION PLAN** conversation starters...

- What are we agreeing that this is best course of action?
  - What are you going to do as a result of this conversation?

### **Evaluation (only applies from CoP session two onwards)**

- Tell me, how did everyone get on since we last spoke re actions agreed?

- **Agree Logistics**
  - **Agree how will coach developer liaise with coach leaders outside structured sessions?**
    - Group via WhatsApp?
    - Individually?
    - Online Check Ins?
  
  - **Agree Dates for coach leader CoP or agree how they will interact with each other**
    - Important Coach leaders meet/interact between coaches CoP sessions to identify key learning moments and plan for next coaches CoP sessions based on learnings.