

# Coaching System Support Networks

East Midlands NGB Meeting  
29 September 2009



Coaching System Support Networks are there to not only support NGB's to deliver their objectives but they are they there to ensure that all key agencies can deliver their plans in the most efficient way that not only benefits the sub-region, but the region as a whole.

In response to a directive from Sport England, sports coach UK were tasked with leading the overall development of the coaching system support network in response to the needs of the governing bodies of sports, and to support the coaching objectives of key partners. The overall aim of this work is the development of an effective and sustainable coaching system across England that is seen as world leading.

## Why develop a Coaching System Support Network? (CSSN)

### Background

- Sport England (Funding Agency)
- sports coach UK (Industry lead)
- CSPs (Delivering Agency)
- CDMs verses CDOs?



Definition of a CSSN

## **Coaching System Support Network Definition:**

Coaching System Support Networks are defined as a grouping of agencies within each of the Home Countries that are formally committed to supporting Governing Bodies in the development of world leading coaching systems, using the UK Coaching Framework as a key point of reference.



Definition of a CSSN

## Why is coaching so important? Why is development work so important?

Participation



Workforce Development



Continuous Professional Development



Why is coaching so important? Why is this development work so important? Coaching is seen as one of the key drivers for increasing participation!

Then link it into the next points:

### **Grow, Sustain, Excel**

- Participation levels are central to grow sustain excel (market segments)
- Therefore, key to the success and the sustainability of the CSSN is workforce development planning, who are our participants? where are they and how can we support and develop them (Needs led)
- Once we know who they are and where they are, we need to ensure they are developed through the provision of an effective workforce

## An effective workforce is not just about coaches

Candidate/Learner	Learning Prog Designer
Tutor	Qualification Designer
Internal Assessor	Coach Coordinator
Independent Assessor	Coach Employer
Internal Verifier	Coach Deployer
External Verifier	Co-Coach
Mentor	Buddy
Trainer	Champion –Ex performer
Field Based Trainer	Sport Science Specialist
Coach Manager (Strategic)	Tactical Specialist
Coach Manager (Ops)	Expert Witness
Coach Developer	Candidate Advisor



So why the need for an effective coaching system? We need a system in place that I not only about specifically focussing on the coaches, but takes into account the development of the coaching support workforce.

Link into next point:

### **An effective workforce is not just about coaches**

- The CSSN is not just about coaches, it's about having the people and mechanisms in place to support the coaches and the coach workforce as a whole
- When we work with partners we need to make this clear and concentrate on the coaching workforce in its entirety , because without education and support for coaches we can not meet participant / market segment need in terms of quantity and quality of the workforce

**Coaching Network Managers need to be strategic in developing the CSSN**



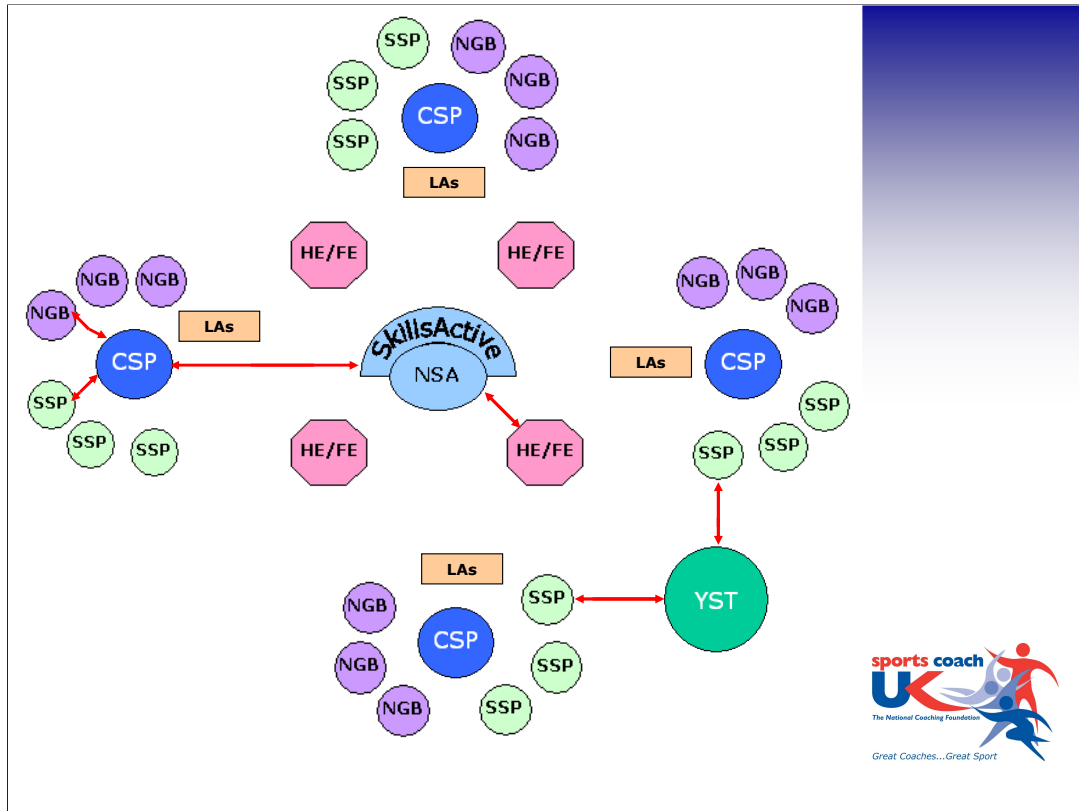
**Coaching Workforce Development Plan**



### **Coach Workforce Development Plan**

Coach Development Managers need to work strategically to set up a network that can start to deliver needs, not just line with the 4 x 4 but market segments and environments e.g. obesity, disaffected youth

The initial priority for the coaching Development Managers will be to look at the processes that must be in place to effectively identify need at a national to local level.



- NGBs and SSPs need to be in a position to feed in their specific needs to the CSP in terms of their coaching workforce requirements
- NSA are then the delivery arm to which we can begin to meet the needs of the wider coaching system support network
- NSA will need to fully engage (with the support of the CDM) with HE and FE and other training providers. This communication needs to be a two way process which benefits the CSSN and delivers against need.

## **The role of the Coaching Development Manager (CDM)**

### **CDMs - part of a National CSSN team:**

- Inducted, trained & supported by sports coach UK
- Line managed and employed by the CSP

### **Main purpose of the role:**

- Manage the development of a local CSSN in response to the requirements of local, regional & national partners



## Extended Offer for Coaching

- Background / Funding
- Links to the UK Coaching Framework
- CSPs are responsible for delivery
- Guide the CDMs work programme



**Background** – The Extended Offer was developed in collaboration between Sport England, sports coach UK and the CSP Network

**Funding** – Each CSP will receive £41,800 per year to employ a Coaching Development Manager to deliver / The funding is until 2012 but it is in-line with funding for the Core Offer which runs to 2011, so if the Core Offer is not extended then the Extended Offer will not be

**Links to the UK Coaching Framework** – Extended Offer has five specific sections: The Coaching System, Frontline Coaching, Support for Coaches, Professionally Regulated Vocation and Research and Development. These mirror the Five strategic action areas of the UK Coaching Framework directly and the UKCF has been used as the guideline to develop the Extended Offer.

**CSPs responsible for delivering the Extended Offer** – Although CSPs are responsible to deliver the Extended Offer, they will be supported by sports coach UK throughout this process. CSPs will report progress against the Extended Offer quarterly and in-line with the Core Offer.

**Guide the CDMs Work Programme** – As the Extended Offer is what CSPs are being measured against, this will guide the CDMs work programme. sports coach UK will work in partnership with each CDM and their line manager to establish priorities at a sub-regional level and develop a work programme accordingly

# Questions?



# What will make the CSSN successful in the East Midlands?



## **What will make local CSSNs successful in the East Midlands?**

- What processes do we need to put in place to ensure the successful development of a CSSN across the East Midlands?
- From these processes, which are priorities?
- What are the barriers we face in developing a successful, sustainable CSSN in the East Midlands?



## **Developing a CSSN in the East Midlands**

- **Governance paper**



# Coaching East Midlands

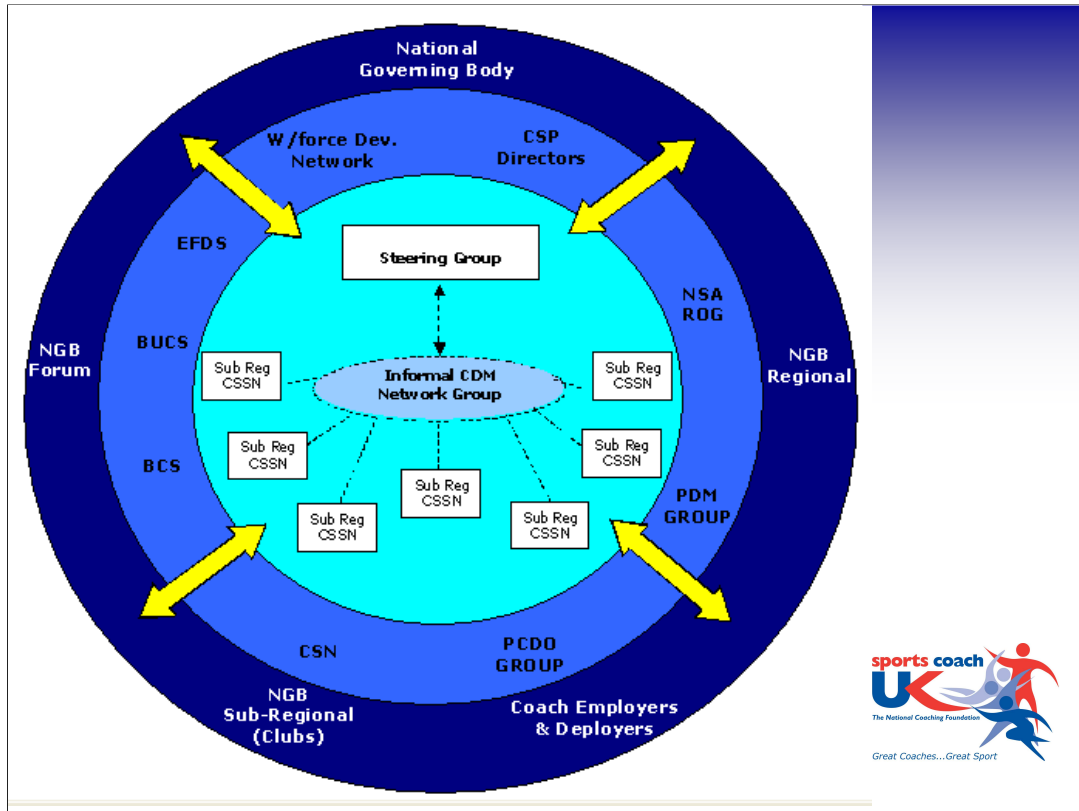
## **Purpose:**

- To establish strategic structures for coaching across the East Midlands that will inform, lead and manage the development of sustainable CSSNs

## **Intension of the Strategic Group:**

- To be an independent group and the recognised key point for coaching matters across the region
- To function as a sub-group to the NSA ROG to ensure maximum communication & coordination in the delivery of coaching needs for NGBs within the East Midlands.





## **Governance Structure: Coaching East Midlands**

### **Steering Group:**

- Are the proposed members of the group a fair representation of the Strategic leads across the East Midlands?
- Thoughts on the chair of the group?
- Terms of Reference for the group



## **Governance Structure: Coaching East Midlands cont...**

### **Informal CDM Network Group:**

The role of this group would be to focus on CDM regional work programming, co-ordination of the CSSN across the East Midlands, CPD and the sharing of best practice.

- Based on this, is the make up of this group the right combination of people?



## **Governance Structure: Coaching East Midlands cont...**

### **Sub-regional CSSN:**

- What currently exists within each sub-region?
- CDM as the chair?

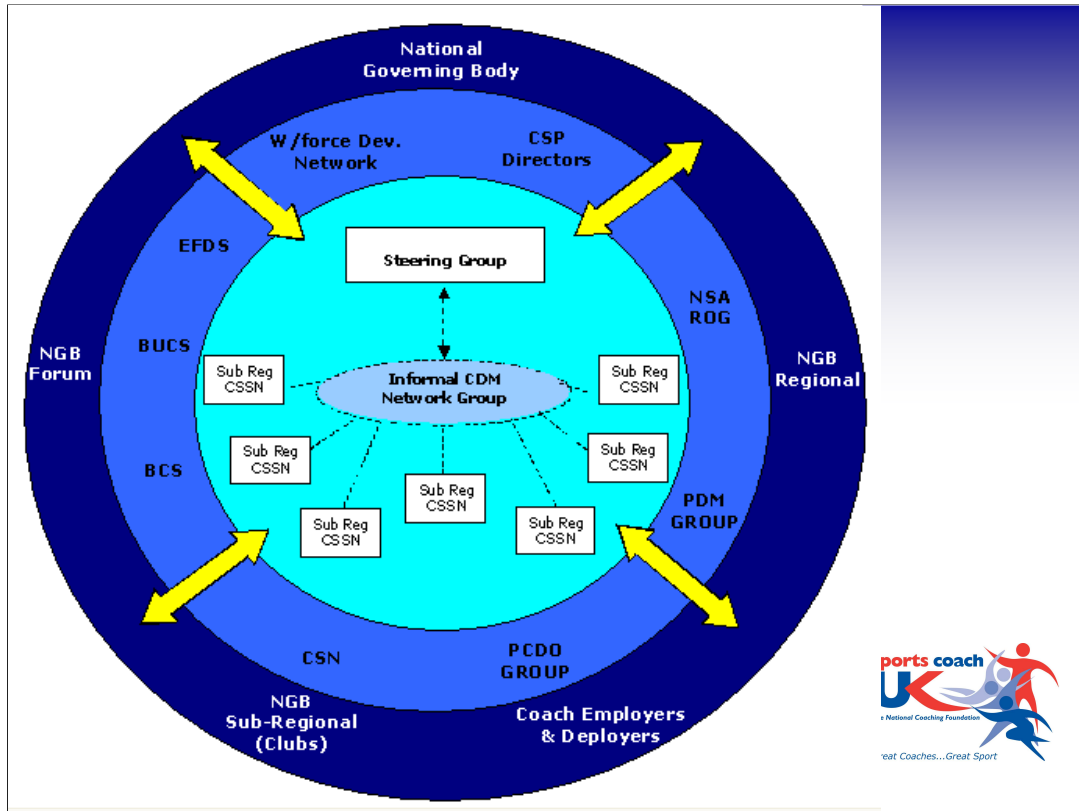


## **Governance Structure: Coaching East Midlands cont...**

### **CSSN Conceptual image for the East Midlands:**

- Are the groups / advisors within the CSSN the right ones – are there any missing?
- Is this a suitable representation of the regional set up in terms of coaching?





## Nearly there...

### 8. Summary of actions / next steps:

- CSSN Actions
- Future meetings?

### 9. AOB

