

Sport Wellington Key Messages

DELIVERING GREAT SESSIONS THROUGH CREATIVE COACHING

Learning design



Break the rules

Instead of doing what we do because it's the way we've always done it - how can we do things differently so it's more enjoyable, less pressure and gives participants the best experience possible?



Designing learning environments

Love and care

- It's all about people

High stretch, high support

- How are you helping people get better?

Co-create

- How are we co-creating this environment? Rather than it being led by the grown ups.

Feedback

- How do you receive feedback as a coach?

See it, feel it

- What do people's face look like?
- How engaged are they?

Choice

- The number 1 flavour of motivation you can add is choice.
- Have people own their own development
- Follow the energy and respond
- Nudge and support

Know people's stories

- What are their touch moments? High moments?
- Don't look at behaviours without understanding the actions/stories that lead to those behaviours.
 - Eg. The kid who turns up late but has had to catch 3 buses to get to training doesn't care the least - actually cares the most



Two things in mind

- How can this person be the best version of themselves?
- What will make them wobble (and how can I support them with that)?



Rusty's coaching principles

- **Would I want me to coach my kids?**
- **Box set coaching**
 - What's happening before, during, and after practice?
 - How do you create the sense that they want to come back for more at the end?
- **Karaoke**
 - Need to feel nervously excited as a coach
- **Waggles and wobbles**
 - Some things will go well and some things will not
- **Scaffold pauses**
 - They pause rather than I pause
 - Instead of feedback being from me to them - they pause when they want feedback on something
 - About metacognition - getting them to think
- **Design mistakes**
 - Allow them to work through and thin
- **How can I...?**
 - Give you better feedback?
 - Be more impactful?
 - Support you better today?
 - Support them to be the best I possibly can?
- **Fight for them/believe in them**
 - Avoid putting people in boxes - people have completely different stories
 - Move at their pace

"Often it's the stuff that happens before training that allows for stuff to happen in training"