Coaching In Today’s World

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Think about a significant coach you have had .... What word would you use to describe him/her?
Three Coaching Sector

Inter-Personal

Professional

Intra-Personal
Three Coaching Sector

Inter-Personal

Professional

Intra-Personal
Three Coaching Sector

Inter-Personal

Professional

Intra-Personal

Software update available
Your 3 jars

**Professional**
- Knowledge of your work
- Business & Technical aspects

**Inter-Personal**
- Working environment
- Relationships building

**Intra-Personal**
- Self-Reflection
- Regular Updates
Most of the time .... We fill the professional jar
And we empty the two others...

Professional
Knowledge of your work
Business & Technical terms

Inter-Personal
Working environment
Relationships building

Intra-Personal
Self-Reflection
Regular Updates
Coaches Behaviors Drive Athletes Outcomes
5 Coaching Behaviors

Adapted from Bass & Riggio (2006)
The 4 I’S

Practice what you preach

Influence

Believe in the athletes

Inspiration

Involve athletes in coaching process

Intellectual

Person-Centered Approach

Individual
11 MUST HAVE

- Accomplishments & Contributions
- Feelings & Perspectives
- Learning process
- Shared leadership
- Behaviours
- Input
- Meaningful & Challenging
- Vulnerability
- Roles & Responsibilities
- Confidence in athletes
- Collective vision

Athlete
DURABILITY IS YOUR BEST FRIEND
You are NOT a machine!

Your best is different each day!!
Are you THERMOMETER?
Are you THERMOSTAT?
BEHAVIOURS

Doing what is right vs doing what is convenient
RULE OF TWO
For the rest of us, it is a very great pleasure
02

VULNERABILITY

... AND HUMILITY
ROLES & RESPONSIBILITIES

CLARITY
Be the best ...

- Bullpen Catcher in the World
- Pinch Runner in the World
- Back infielder in the World
- Bunter in the World
- Etc...
CONFIDENCE IN ATHLETES

I BELIEVE IN YOU
Practice Winning !
COLLECTIVE VISION

WHAT IS YOUR DNA?
‘If you don’t take care of your culture, you will have one anyway’
Our Manifesto...

“We are Liverpool
We hold our heads high, and have always stood together
through the wind and the rain.

We exist to achieve success
and realise our fans’ dreams.
Without their belief we would be nothing.

As one team, we have a duty
To build Liverpool to the pinnacle
And set the standards for all to follow.

We are caring neighbours
In this unique city;
We always give back while
Inspiring and nurturing those in need.

Our pulse is global, our heart is local, and

You’ll never walk alone
Is both our anthem and our rallying cry.

And above all, we live by the values and
The unique code we call the Liverpool way.”
1. **Sweep the Sheds**
   Never be too big to do the small things that need to be done.
   Before leaving the dressing room at the end of a game, all the players stop and tidy up. They literally and figuratively ‘sweep the sheds’, an example of personal humility, a cardinal All Blacks value.

2. **Go for the Gap**
   When you’re on top of your game, change your game.
   The philosophy and focus on continual improvement and continuous learning leaves no room for complacency.

3. **Play with Purpose**
   Ask ‘Why?’
   Better people make better All Blacks is a core belief, and understanding Why? identifies the purpose of being an All Black. The power of purpose galvanises individuals in an organisation, what’s the purpose of yours?
MEANINGFUL & CHALLENGING
PUT THEM IN THE ZONE
Chaos
ART OF ASKING QUESTIONS
WHAT IF ?
Suppose I was not here today ...
THE LEARNING ENVIRONMENT

LEARNING IS OWNED BY THE LEARNERS

Direct Coaches Feedback = 15%

Learning Environment = 85%
- Questioning Method
- Modeling
- Self-Assessment
- Peer-Assessment
- External Knowledge
- Planning
‘YOU HAVE NOT COACHED UNTIL THEY HAVE LEARNED’
**Person**

This is when we direct our praise or critique at the person: “YOU are so smart,” “YOU are such a good dancer,” “YOU aren’t good at math,” “YOU can’t shoot.” As you can see, if it involves the word “you” it’s most likely praise or a critique on the person.

**Process**

This is when we direct our praise or critique at the effort and strategies that went into the process: “Great job on that test – you must of worked really hard,” “That wasn’t your best performance – what do you think we can do better next time?” The goal is to focus on what led to the outcome.

**Outcome**

This is when we direct our praise or critique at the outcome or result. “WOW! You got an A,” “Great win – let’s celebrate!” “That’s a really low score on that test,” “You played really bad today.”
TAME
YOUR

ADVICE
ADVICE

TELL IT

SAVE IT

CONTROL IT
Get COMFORTABLE with SILENCE
Be CURIOUS
Be OFTEN
FEELINGS & PERSPECTIVES

GET TO KNOW THEM
Who’s in our village?
How do your athletes know that you value them?
ACCOMPLISHMENTS & CONTRIBUTION
Evolution
Take Aways

• Practice what you preach
• Believe in the athletes
• Involve athletes in decision making
• Develop a person-centered approach
DECISION TIME
Cruise Ship or ...
Jet Ski!
DARE TO BE BOLD
Thank you!