

Coaching In Today's World

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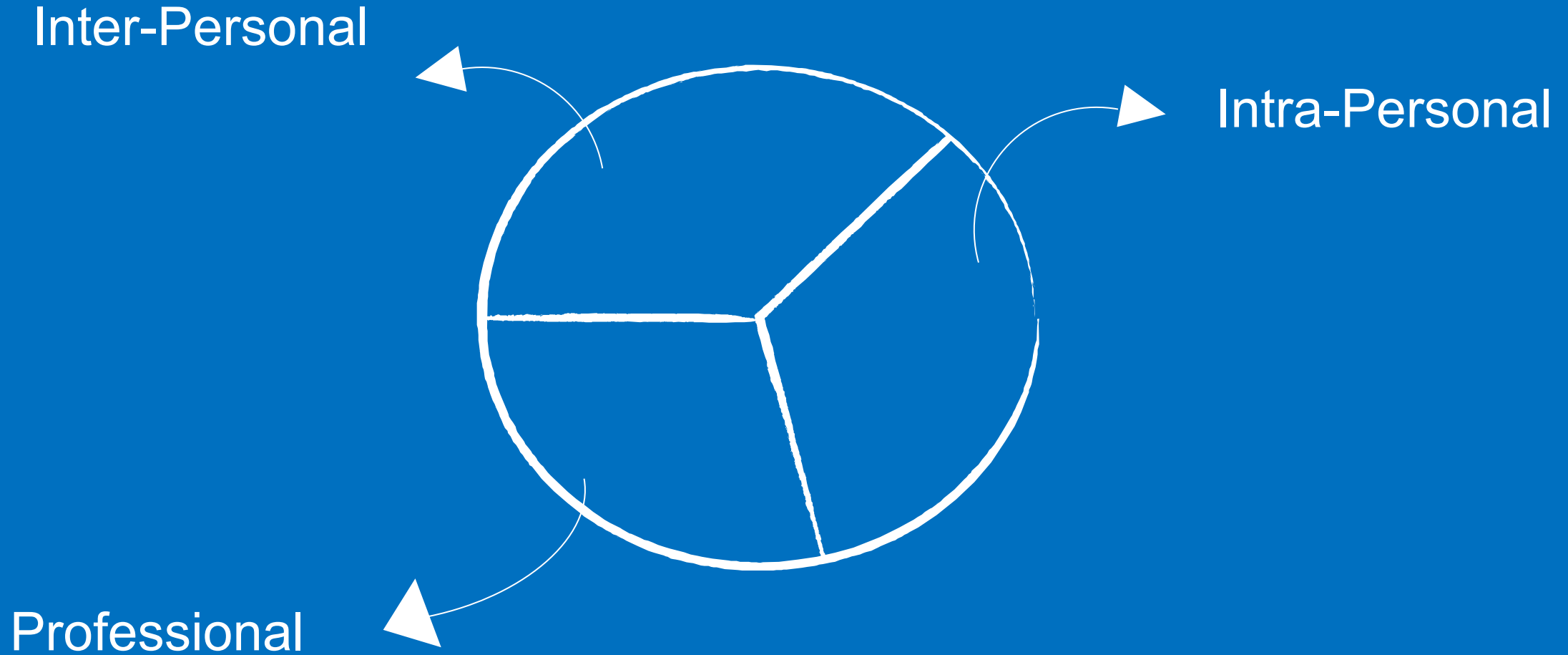
Nordic Children & Youth Sports Conference

Helsinki. November 2022



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

Three Coaching Sector



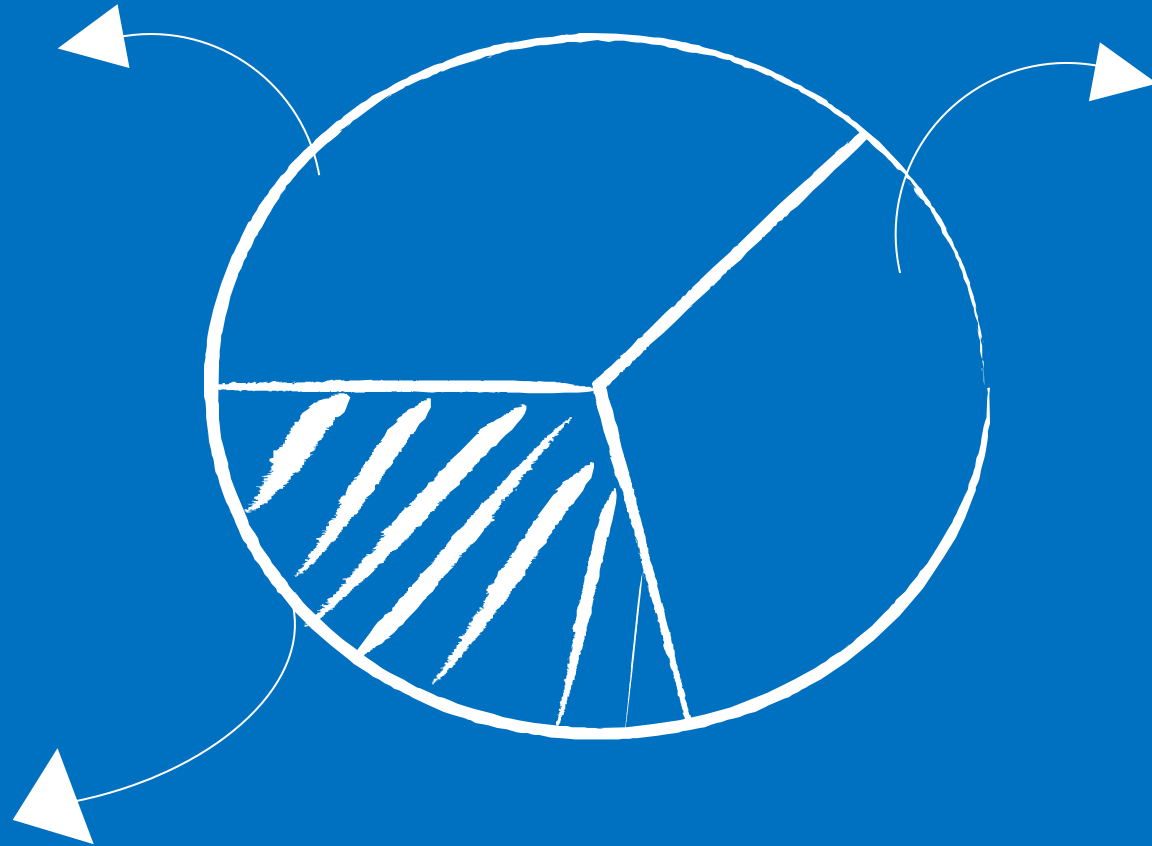
Three Coaching Sector

Inter-Personal

Intra-Personal



Professional



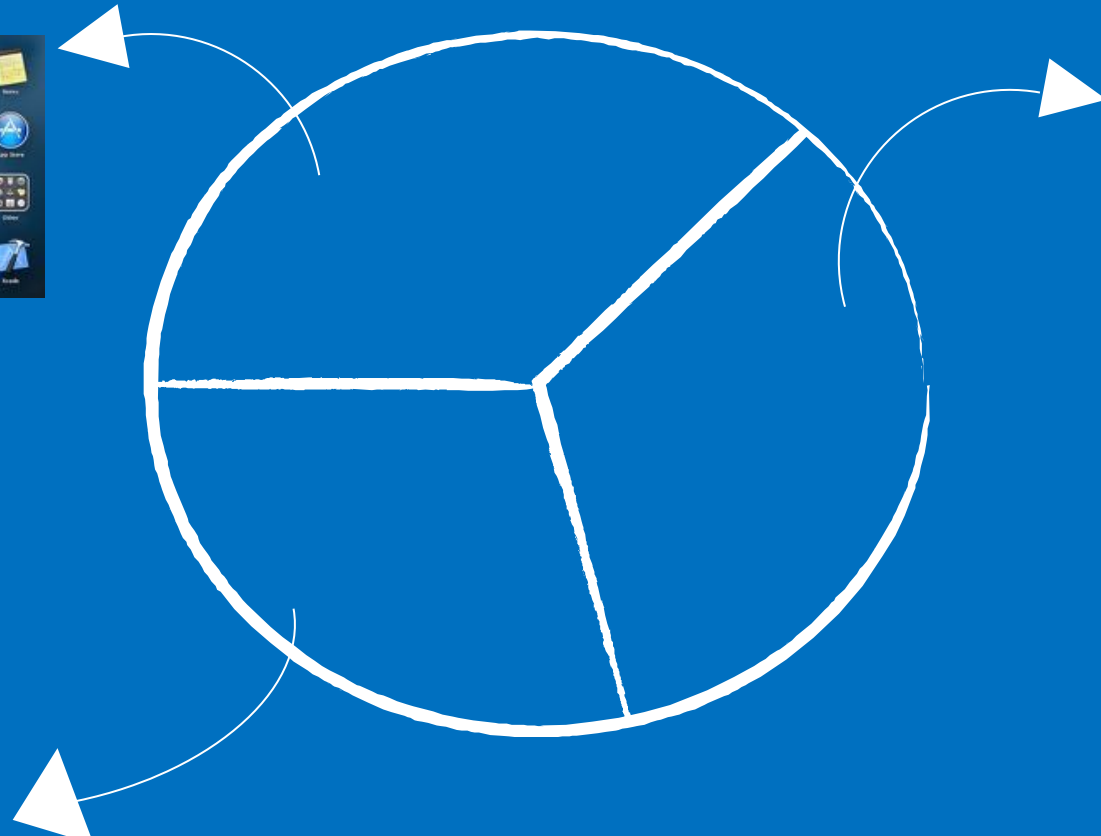
Three Coaching Sector

Inter-Personal



Intra-Personal

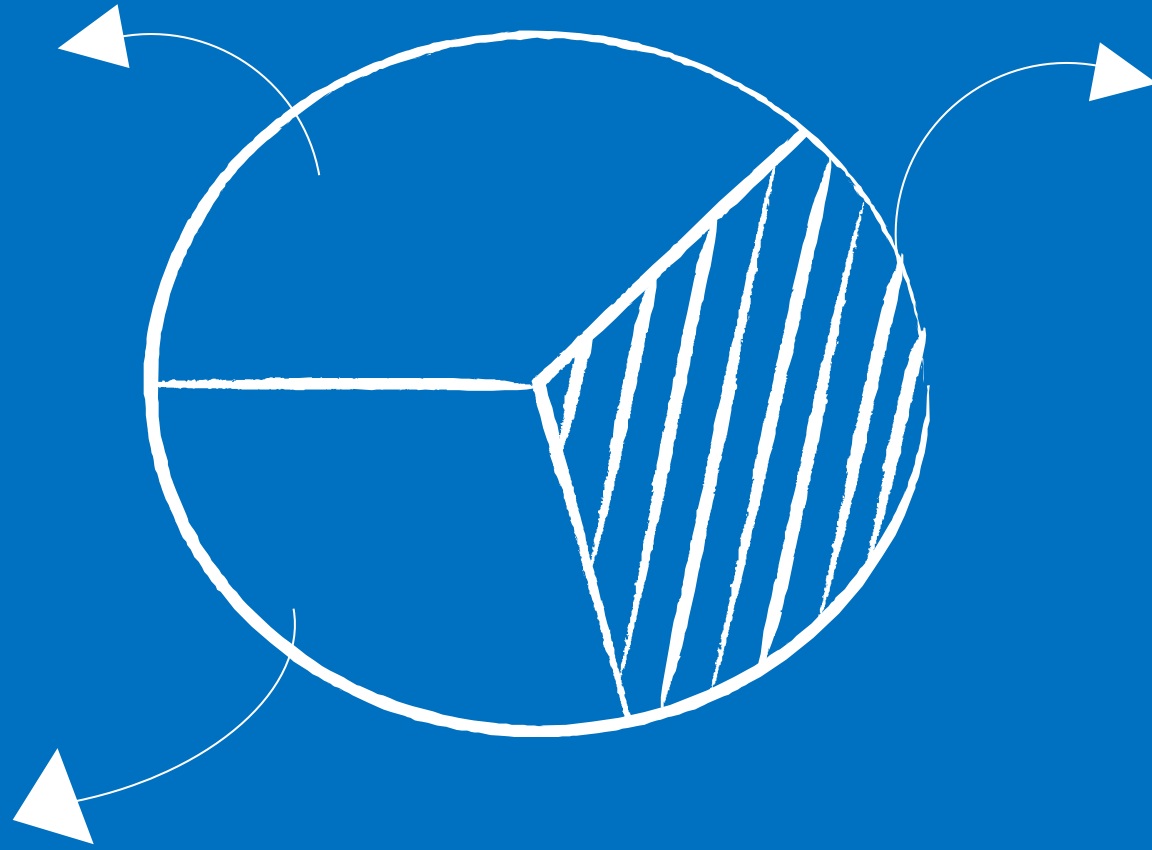
Professional



Three Coaching Sector

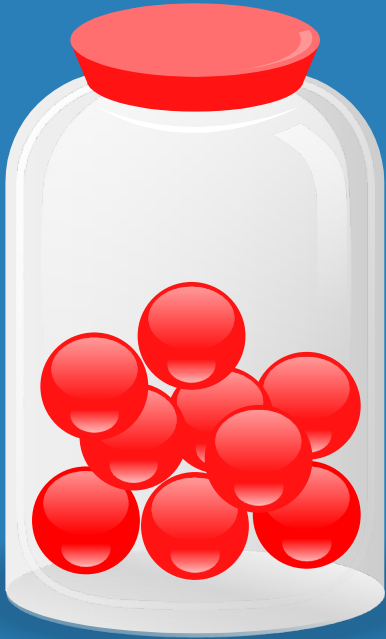
Inter-Personal

Intra-Personal



Professional

Your 3 jars



Professional

Knowledge of your work
Business & Technical aspects



Inter-Personal

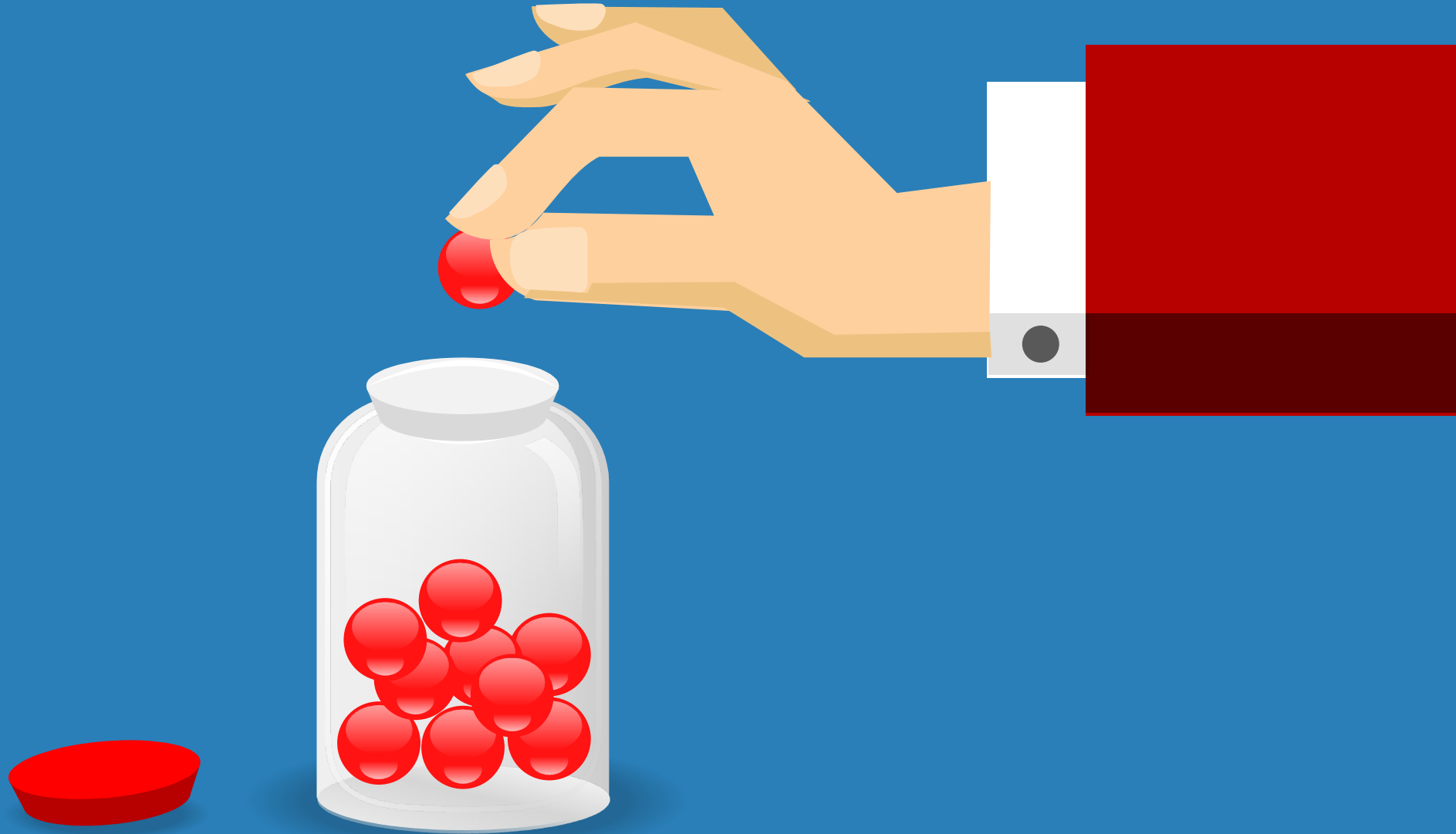
Working environment
Relationships building



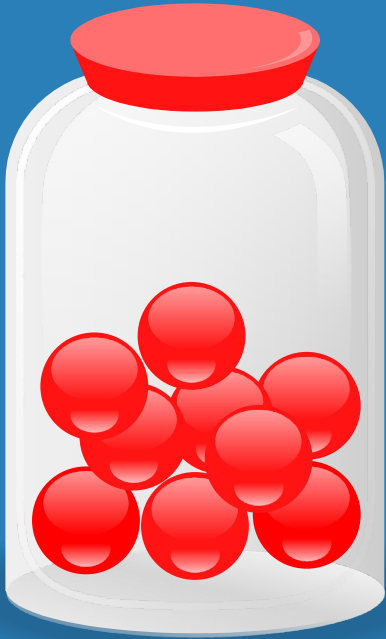
Intra-Personal

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



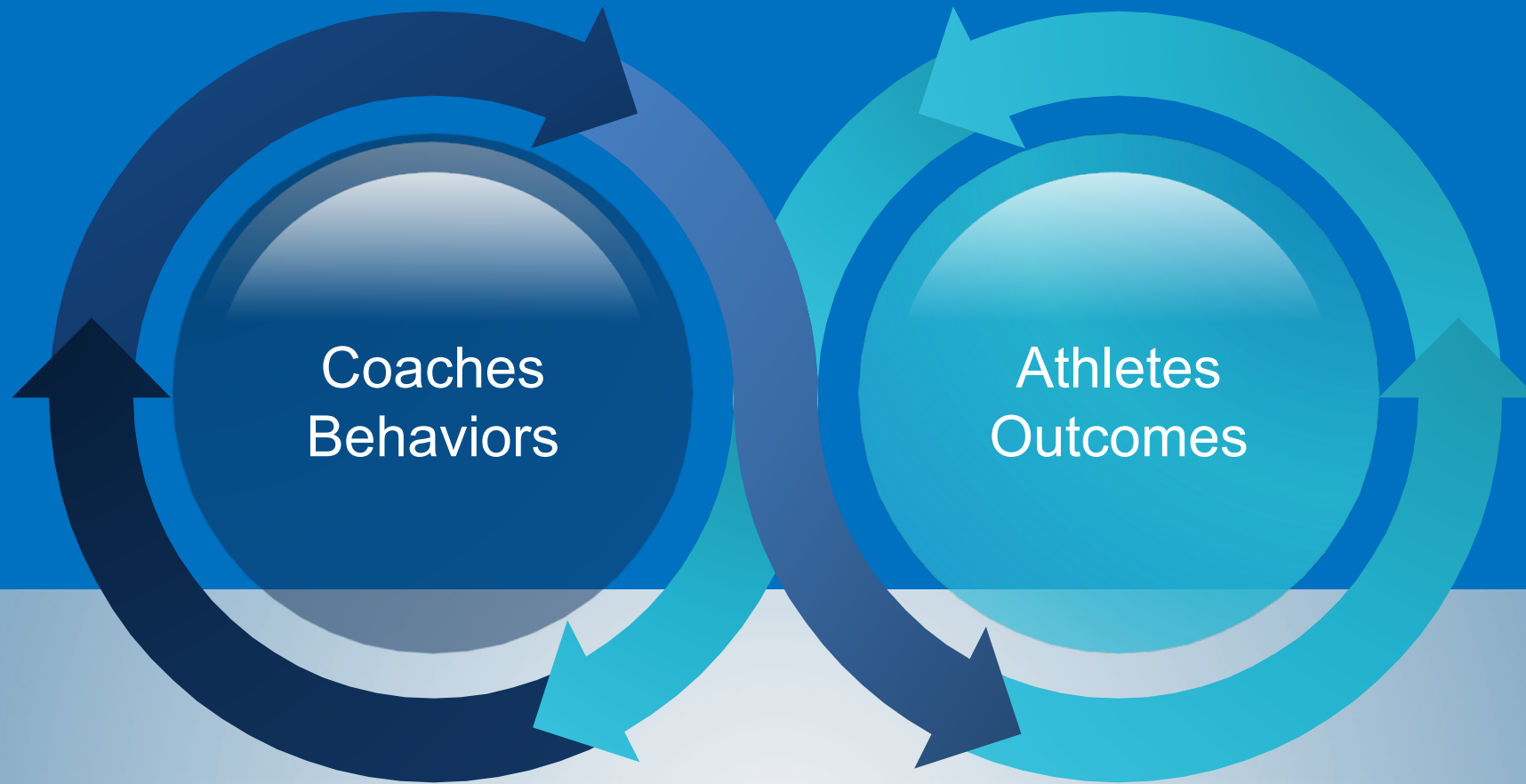
Inter-Personal

Working environment
Relationships building



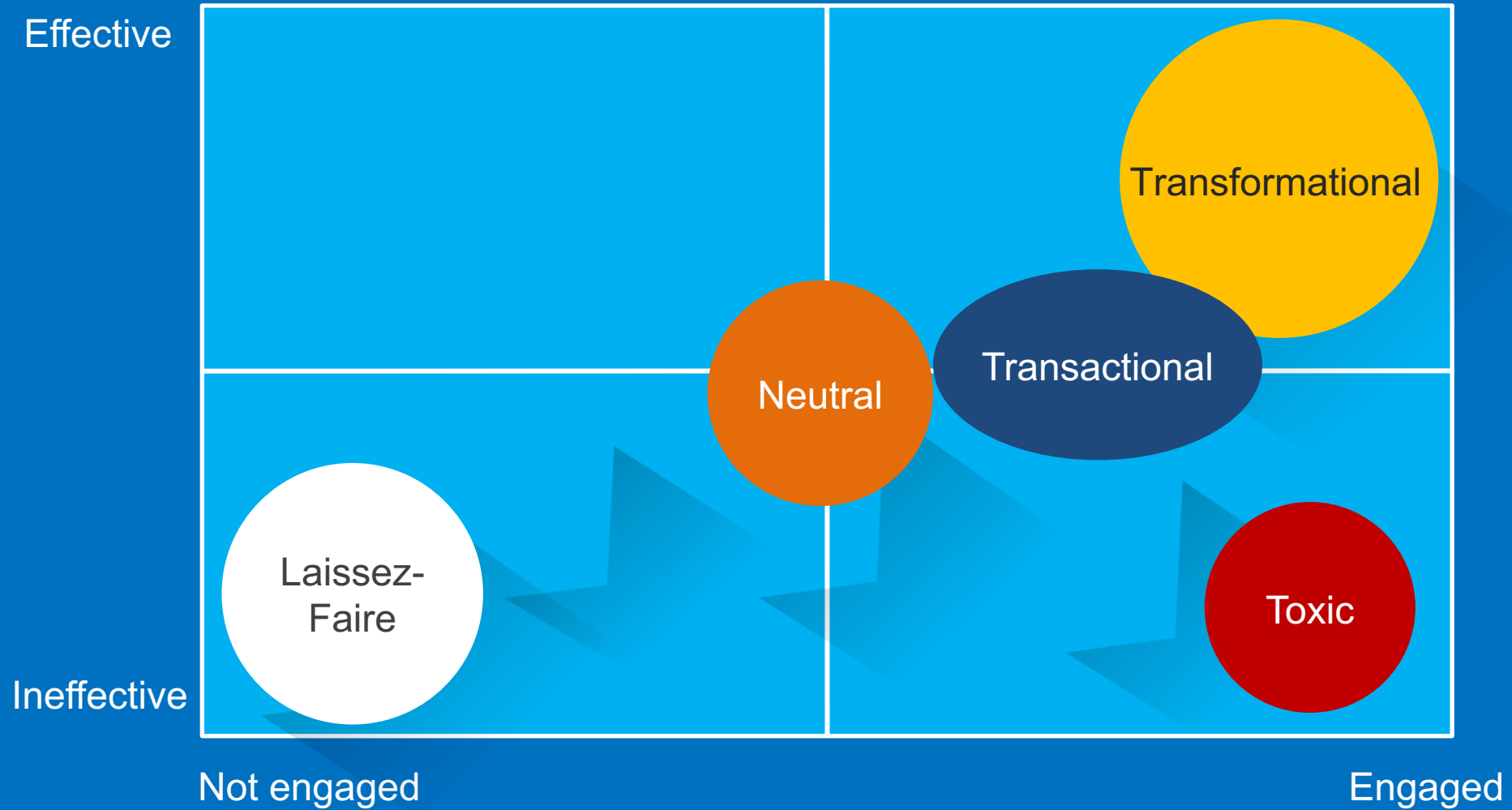
Intra-Personal

Self-Reflection
Regular Updates



Coaches Behaviors Drive Athletes Outcomes

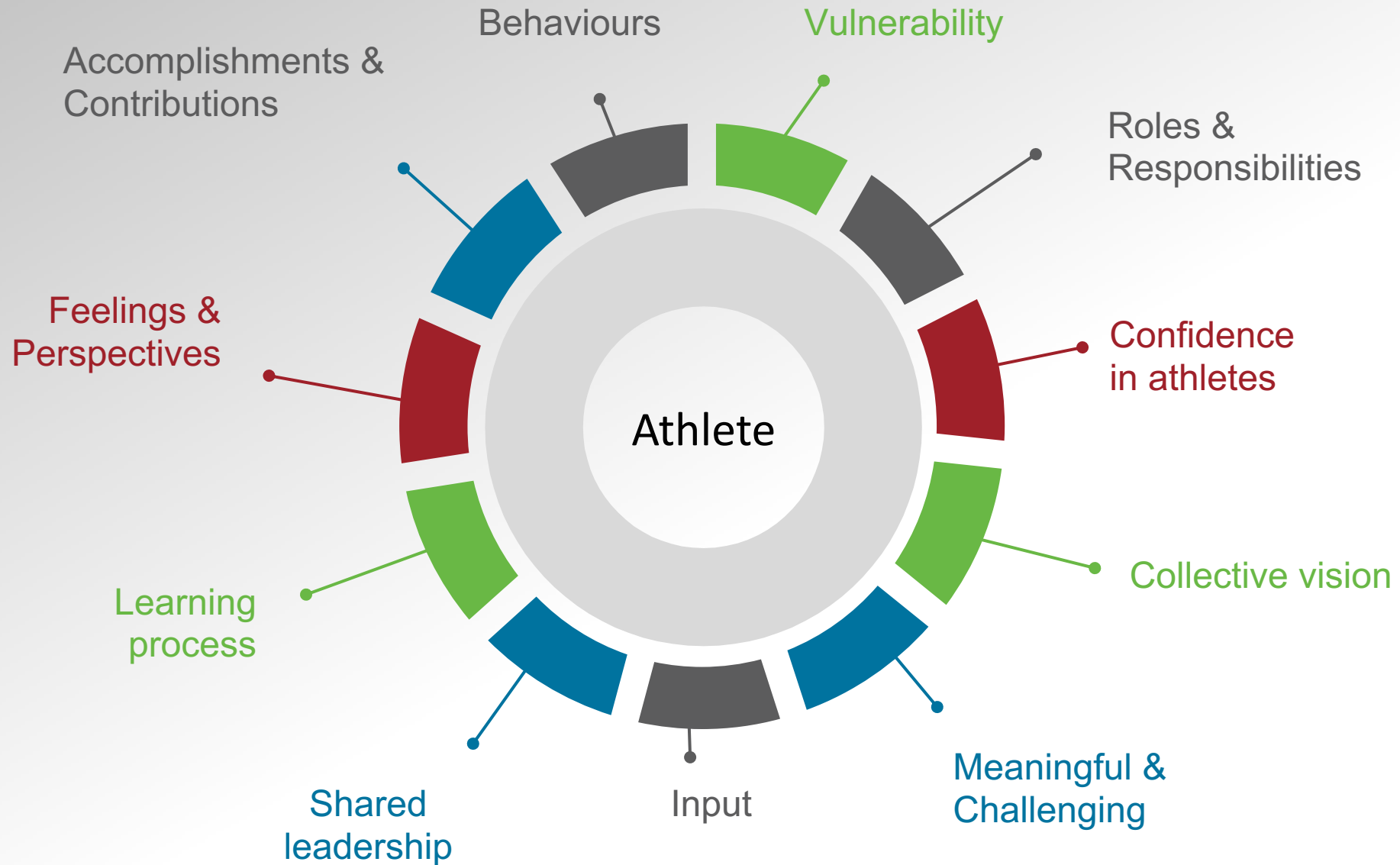
5 Coaching Behaviors



The 4 I'S



11 MUST HAVE

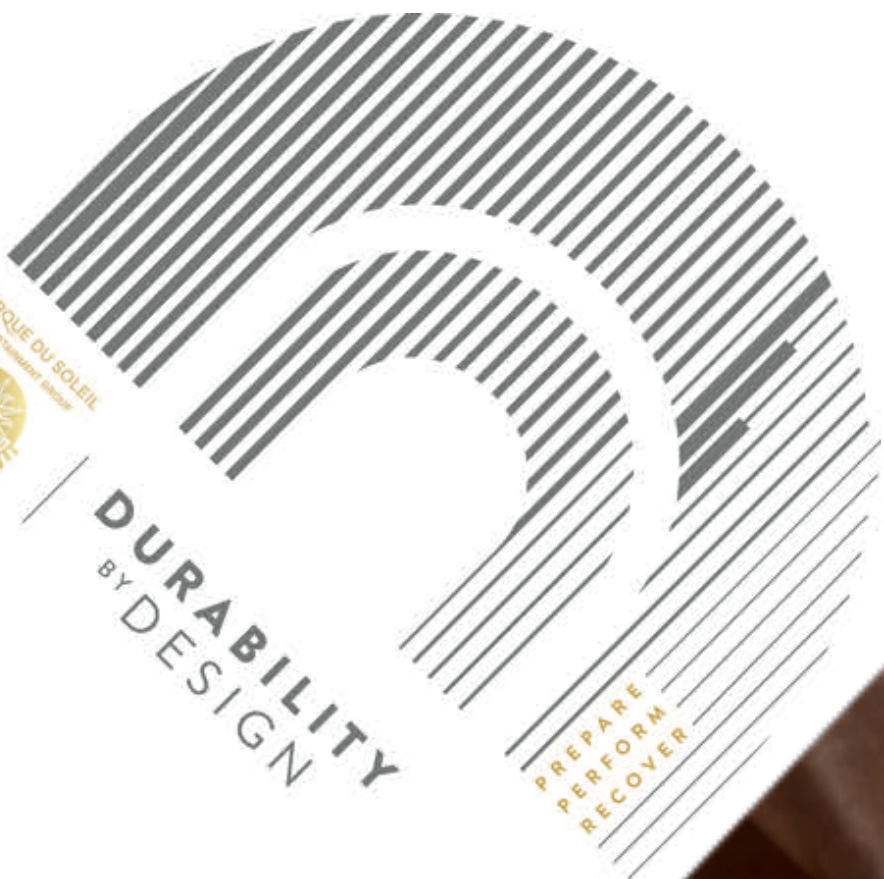


DURABILITY IS YOUR BEST
FRIEND





CIRQUE DU SOLEIL
spectacle vivant



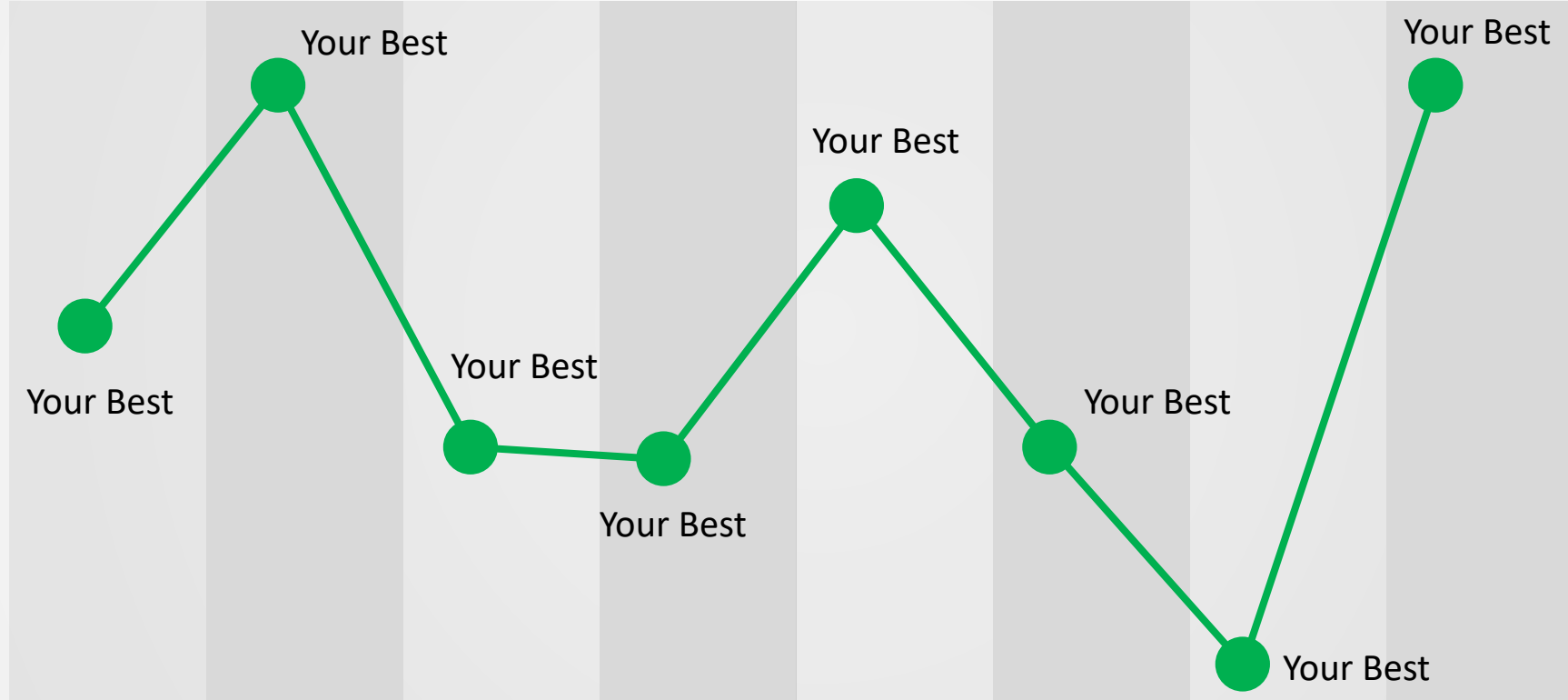
DURABILITY
BY DESIGN

PREPARE
PERFORM
RECOVER



PREPARE
PERFORM
RECOVER

You are NOT a machine!



Your best is different each day !!

Are you
THERMOMETER?



Are you
THERMOSTAT ?



01



BEHAVIOURS

Doing what is right
vs doing what is
convenient



RULE OF TWO



CANADA

A close-up photograph of a fire flame, showing bright orange and yellow tongues of fire against a solid black background. The flame is dynamic and flickering, with a central core of intense yellow light. The text is overlaid on the right side of the image.

For the rest of us, it is a
very great pleasure

02

VULNERABILITY

2

... AND HUMILITY









3

**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.”

All Blacks



THE FIRST XV


By James Kerr, Legacy, 2015

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





Task
Difficulty

HIGH

"BLOW-OUT"
ANXIETY or
FRUSTRATION

CHALLENGE ZONE
OPTIMAL LEARNING

"EASY WIN"
BOREDOM

LOW

LOW

HIGH

Participant Skills





INPUT

ART OF ASKING
QUESTIONS

WHAT IF ...?

Suppose I was not here today ...

**What
would
YOU
DO?**

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



SHARED LEADERSHIP

WHAT ELSE
COULD YOU
TEACH ?

LEADERSHIP STYLES



SCORE SYSTEM
Efficiency: Engagement

Time	Team
Output	Ownership
/10	/10



LEARNING PROCESS

‘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




TELL IT

SAVE IT

CONTROL IT

ADVICE





Get
COMFORTABLE
with SILENCE

Be LAZY



Be
CURIOUS





Be OFTEN

10

10

**FEELINGS &
PERSPECTIVES**

GET TO KNOW
THEM

**Who's in
our village?**



How do your athletes know that
you value them ?





ACCOMPLISHMENTS & CONTRIBUTION





SO
Awesome
IT HURTS





Evolution

Take Aways

- Practice what you preach
- Believe in the athletes
- Involve athletes in decision making
- Develop a person-centered approach



Cruise Ship or ...



Jet Ski !



DARE TO BE BOLD



Thank you !



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