



SELECT COACH DEVELOPMENT PROGRAMME

2017 - 2022



Why?

To develop a cohort of coaches across Wales, through the swimming pathway that can enhance and promote the delivery of the sport of swimming across the nation. The coach development framework will greatly enhance the coaches' individuality and promote their coaching knowledge. Although not a recognised qualification, work will be undertaken in specific areas identified globally as to the needs of a world class coach that will not only enhance the coach but the clubs and athletes.

The coach development framework will also underpin the coaching practices that as a National team we expect, helping set a culture and behaviours that will contribute to medal winning performances.

Who?

At **Bronze** level, coaches within Swim Wales registered clubs can openly apply for the program.

All **Silver** and **Gold** level coaches will be identified by Swim Wales and invited to apply.

We would like to keep our coaches one step ahead of their athletes so that they are as prepared as possible for new scenarios. The specific criteria for application guidelines are outlined in each section below.

[When applying for this course we would envisage the full support and backing of the associated club as this is critical to the support and mindset of the coach.](#)

What?

After communication and a needs analysis with Swim Wales coaches, and in line with British swimming and home nation programmes we have identified topics that give a holistic overview of coaching demands, with three streams being identified:- *Technical, Management & Personal*.

These will be delivered at 3 levels to suit the coach's experience and skill set, this is a Swim Wales integrated model demonstrated more clearly on the following page:-

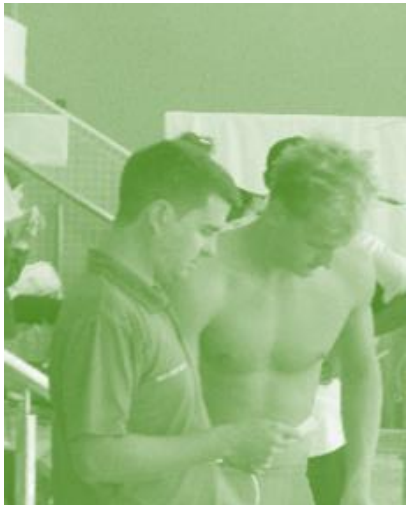
Bronze, Silver, Gold

Within each stream we have identified 6 topics that will be covered throughout the period of the course which will run from September to August annually.

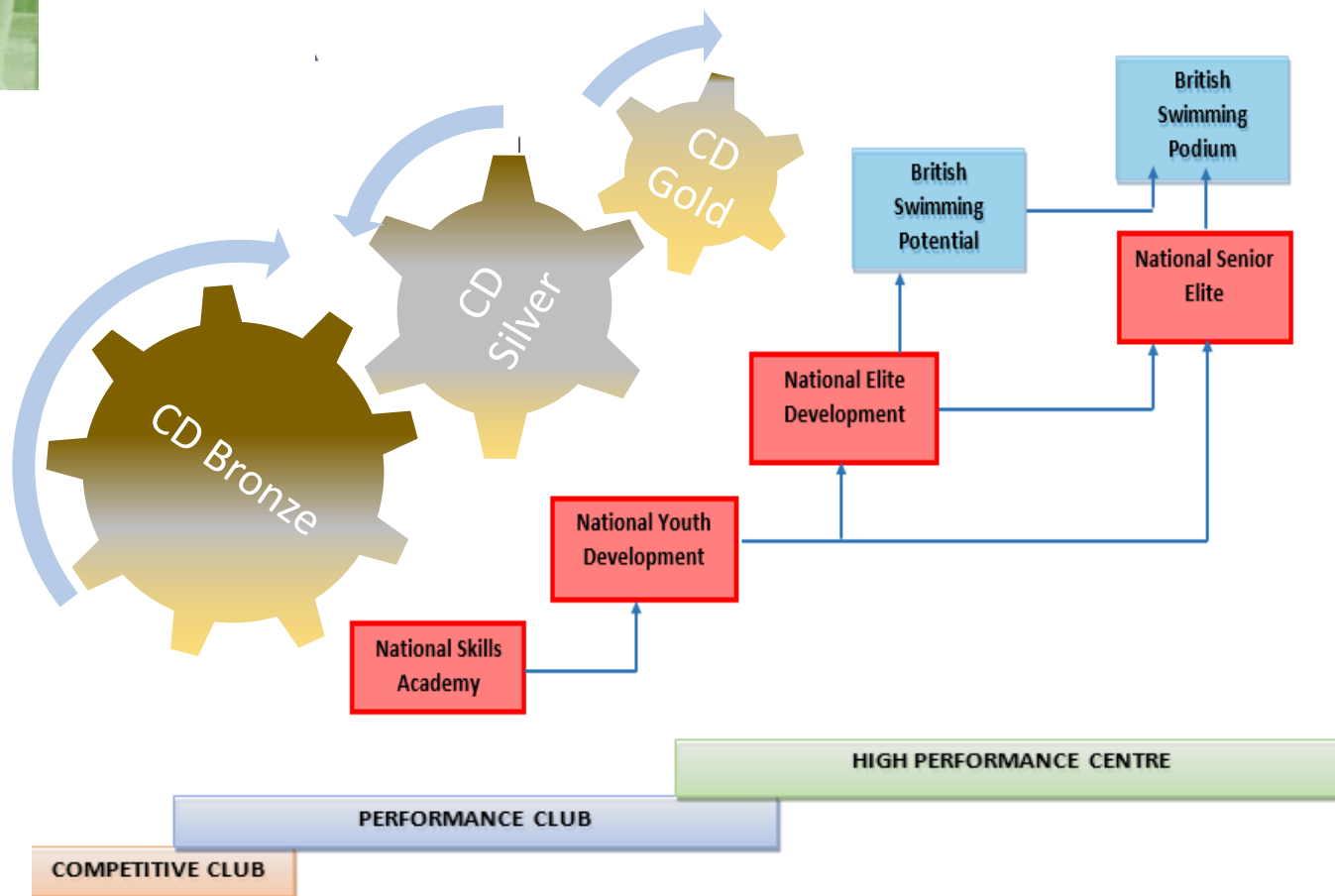
How?

The programme will be an annual commitment and will be delivered through a variety of different initiatives and learning styles, as listed below, to ensure that any time spent away from the coach's home programme is intensive and a valuable use of time for all parties.

Please note that all areas will not be covered in one year, but we see this as a continual programme of delivery over the years, with the current topics being reviewed annually. This is not designed to be a progressive course as not all coaches have aspirations to be a High performance coach, but they can aspire to be the best Age group coach they can be. The programme is also heavily related to the coach's current environment and responsibility levels.



The Coach Development pathway will be fluent with and integral to the Athlete pathway. The more experienced the coach becomes this will flow back down the pathway positively affecting the tiers further down.



**RECOMMENDED
TRAINING
ENVIRONMENT**

BRONZE (Open for application)

Coaches selected by; Role within club, Level of qualification, Hours of coaching, Level of swimmers coaching (minimum of Swim Wales National Championships)

Technical	Management	Personal
Technical guidance	Building a team	Understand Why?
Process goals	LTAD	Professionalism
Planning swim specific	Club to school & LTS links	Clarity of own role
Learning styles	Presentation styles	Organisational skills
Practical demonstrations	Building the environment	Communication skills
Student of the sport	Role clarity of workforce	Personal development

Team Invitations
 Skills Academy expansion Coach/Parent
 Coach Mentoring Pathway
 Regional Clinics
 Regional Workshops
 Performance club visits

SILVER (Invited to apply)

Coaching swimmers to British Summer Championship level at Age / Youth

Technical	Management	Personal
Age to youth programming	Club development	Leadership styles
Athlete transitions	Build /Manage relationships	Networking
World class techniques	Collaborating	Personal philosophy
Asking the experts	Performance pathways	Exposure to challenge
Coaching tools	Moulding your environment	Personal reflection
Monitoring / Evaluating	Understanding BIG picture	Effective decision making

Sport Wales Coaching Initiatives
 3/4 Performance club visits per year
 Coach Development Workshops Swim Wales
 SSSM interventions
 High Performance centre Hub Visits
 Team group coaching
 Starts & Turns Initiative

GOLD (Selected)

Coaching swimmers to senior international teams, and aspiring to coach on the senior Swim Wales / British competition programme.

Technical	Management	Personal
Deliberate practice	Maintaining relationships	Mental preparation
Goal setting	Courageous conversations	Staying connected
Using the experts	Information management	Growth mindset
Performance planning	Awareness of others	Managing energy
Becoming a specialist	Setting direction	Self-awareness
Individualised planning	Engaging people	Consistent behaviours

Individual elite coach development plans
Wales / BS coaching workshops
UK Sport coaching initiatives
(Mentoring/Aspire/ECAP/Elite Coach)
Team leading
(Swim Wales Events)

STANDARD (Advertised via the Swim Wales website & social media)

Event utilisation
CPD's and support tools
Swim Wales AGM & coaching conference
Fact infographics (SSSM, Coaching)
Tutor education links
Regional coaching forums
British Swimming "Off the Blocks" resource

For further information please contact;

Graeme Antwhistle
National Coach & Pathway Manager
Swim Wales
graeme.antwhistle@swimming.org

Applications will open starting 1st August 2018 as follows;

Bronze level annually for Open application (as attached)

Silver level annually from invitation to apply

Gold level annually selected coaches

Selections will be made in the first week of September each year.

