

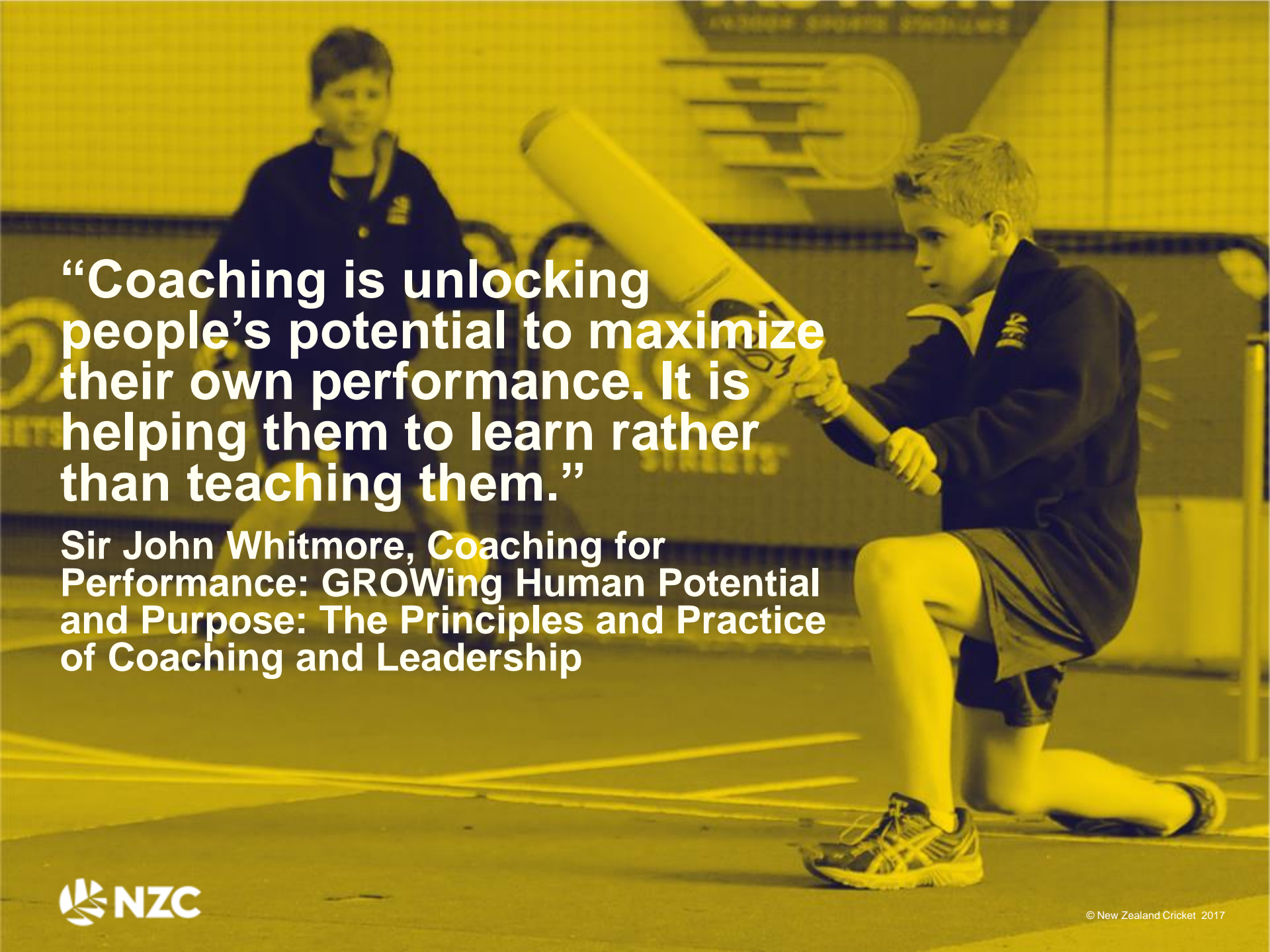
NZC Performance Coach Programme



NZC Performance Coach Programme

What it is and What it covers?

The Programme is part of the NZC Coaching Framework. It has been created specifically to meet the needs of men's and women's coaches working with performance players in performance environments. The aim of the programme is to focus on developing and equipping coaches with the knowledge, skills, thinking and experiences to work effectively with performance level players and teams. Coaches who primarily work in the community coaching environment and who do not meet the criteria for this programme will now be supported through other parts of the NZC Coaching Framework. The programme is aligned with the NZC Strategic Plan, NZC HP Plan and HP Coaching Plan and has links with the HPSNZ HP Coaching Plan.



“Coaching is unlocking people’s potential to maximize their own performance. It is helping them to learn rather than teaching them.”

Sir John Whitmore, Coaching for Performance: GROWing Human Potential and Purpose: The Principles and Practice of Coaching and Leadership

Fundamental Beliefs about HP Coach Development that underpin the programme

- The programme will focus on the knowledge, skills, thinking and experiences required to coach at the high performance level, both in the men's and women's spaces.
- A high level of cricket specific technical and tactical knowledge and capability will already be evident
- There will be a robust selection process for candidates
- A trusting environment needs to exist that allows coaches to be vulnerable, challenged and be willing sharers of their thoughts, knowledge and experience
- Social Constructivism, collaboration, a learner-centred approach, and “action learning” will underpin the delivery approach
- HP Coach Development needs to ensure high levels of self-directed and self-managed learning
- Recognition of prior learning will be acknowledged where appropriate
- Observation of the coach in action will be an important part of growing coaching capability and practice
- Coaches will be reflective in their practice
- A portfolio of knowledge, skills, experiences and reflection as to the coaches total coaching practice will be collated over the course of the programme and presented by each coach individually



**“For any coach if you
want to challenge yourself
you have to make yourself
really uncomfortable...”**

Mike Hesson

Personal and Professional qualities required

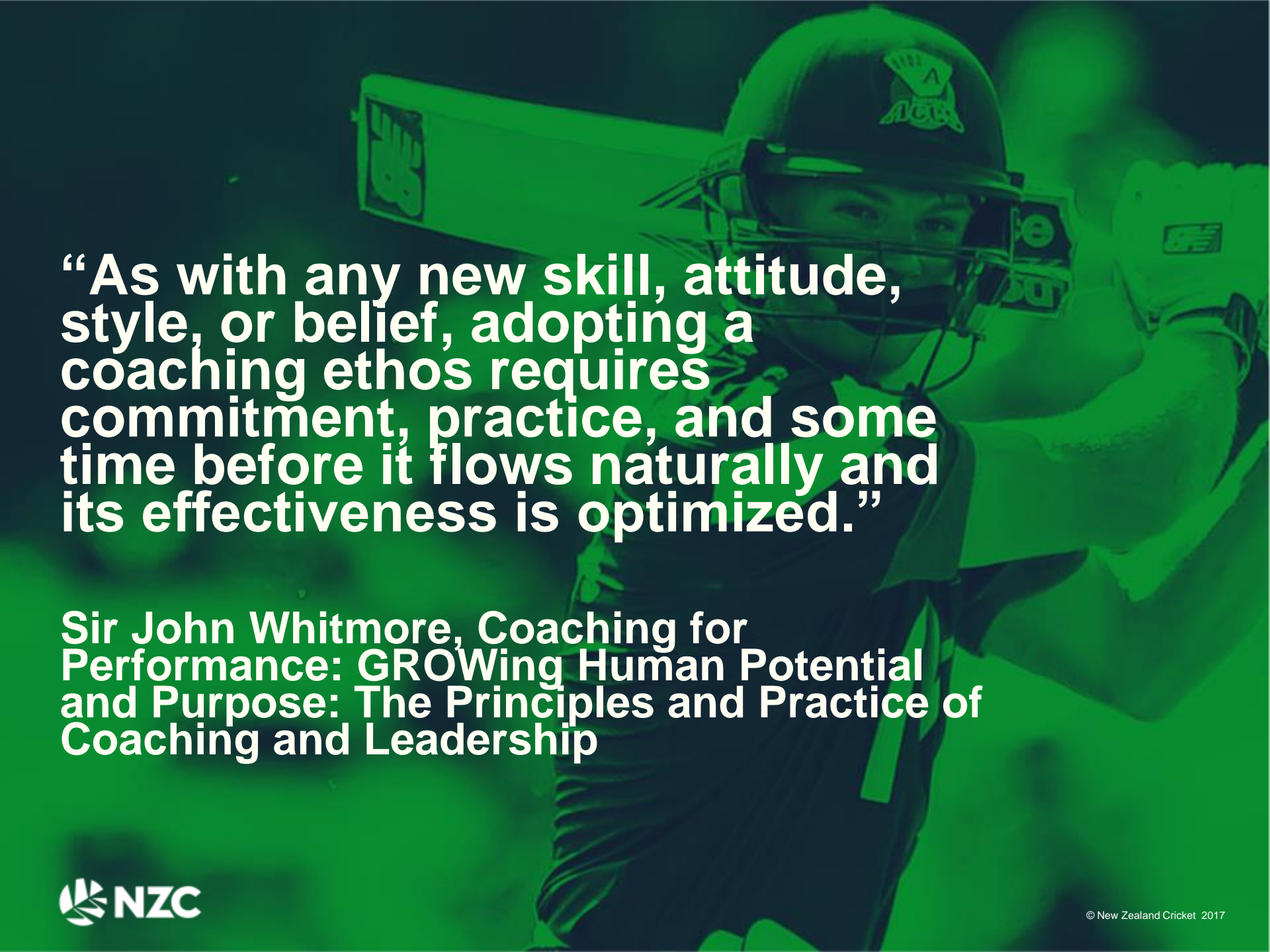
During the application process NZC will be looking for the following personal and professional qualities in a coach:

- Open-mindedness
- A willingness to learn and share their thoughts, knowledge, skills and experiences
- An ability to honestly and accurately reflect on their own and their players' and team's performance
- Previous experience of, or the potential to effectively work with performance players
- Evidence of actively applying knowledge, skills and learning, from previous professional development activities, in their coaching

Programme Themes and Content

- Performance Coaching Philosophy and Culture
- Reflective Coaching Practice and Professional Development
- Leadership
- Governance
- Player Contracting
- The High Performance Player Perspective
- Planning
- Communication, Presentation and Media Skills
- Effective Coaching and Maximising Learning
- Skill Acquisition
- Sports Science – Mental Skills, Strength and Conditioning, Nutrition, Medical, Biomechanics...
- Performance Analysis
- Health and Well Being of the Coach
- Cricket Specific Content
- Turf Culture

Note – this is not an exhaustive list and content will also be shaped by the needs of the cohort and individuals



“As with any new skill, attitude, style, or belief, adopting a coaching ethos requires commitment, practice, and some time before it flows naturally and its effectiveness is optimized.”

Sir John Whitmore, Coaching for Performance: GROWing Human Potential and Purpose: The Principles and Practice of Coaching and Leadership

What is the commitment required?

- The workshop component of the programme is delivered in three four-day Residentials over a 15 month period.
- There are areas of work, both practical and theory, to be completed prior to, during and after the programme, which make up the portfolio of knowledge, skills, experiences and reflection.
- Participation in the programme requires a high level of commitment.
- Candidates must ensure that they are available to attend all Residentials

Who is eligible to apply?

The course is designed for coaches actively coaching in the following areas (male and female):

- Major Association Programmes – U19 Upwards
- Major Association Professional Programmes
- NZC Men's and Women's Programmes - Development and Performance

NB. Consideration will be given, on a case by case basis, to high potential candidates not presently coaching in these environments

Prerequisites

- NZC Level 2 coaching qualification, International equivalent or appropriate recognition of prior learning
- Currently actively coaching in a performance environment
- Part of the NZC HP Coach Succession Planning Process or a high potential candidate for future inclusion
- Application endorsed by the Major Association

Application Process

Application packs are available from Richard Smith, High Performance Coach Development Manager
richard.smith@nzc.nz mobile: 021 401 434

- Coach completes the application process and sends it to NZC HPU, PO Box 958, CHC 8140
- Once the application deadline has passed, the NZC HPCD Manager in conjunction with other NZC staff, and the MA's will select the successful coaches