

HIGH PERFORMING COACH PROGRAMME



BRITISH
TRIATHLON



TRIATHLON
ENGLAND



TRIATHLON
SCOTLAND



WELSH
TRIATHLON
CYMRU



British Triathlon has launched a new improved course for aspiring coaches. The High Performing Coach Programme is a journey to developing personal coaching expertise and will support up to 14 coaches per cohort.

It will be tailored to meet the coaches' needs where possible and designed to fit into their busy lives.

The development of a world-leading coaching system is central to British Triathlon's Strategic plan going forward to 2024.

High performing athletes demand a high performing support structures and personnel, at all levels of the pathway. High performing coaches are thus central to this and the long-term development of our sport.

KEY FEATURES OF THE PROGRAMME

- **2-day weekend workshops, each focusing on a different theme in coaching triathlon**
- **Content delivered by expert coach developers**
- **Networking opportunities with world class guest speakers**
- **Access to the HPCP Alumni**
- **High level networking opportunities**
- **Access to a personal mentor to help support your development**



WHY ATTEND THE HPCP?

- The chance to make a real difference to your athletes by developing your personal coaching expertise.
- Gain recognition as one of the highest qualified coaches in the UK.
- Graduate from one of the best nationally and internationally recognised triathlon coaching programmes in the world.
- Excellent networking and peer learning opportunities.
- Access to world-leading facilitators and specialists, including Elite Coaches and Sport Scientists.
- Eligibility to feature on the British Triathlon's Official Coach Finder database.
- Eligibility to become a British Triathlon Coach Developer (Mentor/ Tutor / Assessor)
- Access to additional support opportunities offered by British Triathlon.
- Eligibility to join the HPCP Community of Practice Network Group.

PROGRAMME OUTCOMES

BY THE END OF THE COURSE COACHES WILL:

- Have gained independent feedback on their coaching practice.
- Have accessed ideas and opinions from a range of coaching experts to inform choice.
- Have been introduced to a range of leading experts including scientists and coaches in their fields of professional expertise.
- Be able to effectively provide a high level of individualised support to athletes on a 1:1 basis.
- Demonstrate comprehensive knowledge that is typically applied in an innovative and creative way to solve performance problems in triathlon.
- Have developed a high level of self-awareness and reflective practice, showing commitment to advancing their own practice as high-performing coaches.
- Possess excellent communication, leadership and pedagogical coaching skills.
- Be capable of making critically informed decisions, leading to effective coaching practice that is at the forefront of the coaching profession.
- Possess attributes reflecting personal excellence that underpins and leads to effective coaching practice.
- Acquire knowledge in a breadth of domains and to a depth relevant to the role of developing the participant, self and others.

OUR COMMITMENT TO YOU

- We will create a supportive learning environment that encourages exploration, self-reflection, and personal development.
- We will provide you with an experienced mentor, who can help and support you in contextualising the HPCP in your daily training environment.
- We will provide you with the tools, opportunities, support and challenge to shape your knowledge and skills to help you get the best from yourself and in turn your athletes. It is tailored to meet your individual needs and designed to fit into your busy schedules.



OUR EXPECTATIONS OF YOU

- To immerse oneself in and complete the programme (including attending all weekends).
- Take ownership of your learning which will be the key to successfully completing this course.
- To have a real desire and commitment to maximise your potential as a coach.
- Open to real challenge and receive feedback on your coaching, expand comfort zones and honestly address your weaknesses and develop your strengths.
- Growth mindset approach (openness and willingness to learn).
- Have the ability to embrace change and apply lessons to your coaching practice.
- Be comfortable with being uncomfortable!



PROGRAMME ELEMENTS

Each weekend has been carefully designed to focus around key themes and content that is conducive to a high performing triathlon coach at this level.

WEEKEND 1

Understanding Coaching Excellence and Self-Reflection

WEEKEND 2

Planning and Analysing Performance

WEEKEND 3

Developing Coaching Practice and Building Effective Relationships

WEEKEND 4

Knowledge Exchange Forum, Transition Event and Graduation



WEEKEND 1

Understanding Coaching Excellence and Self-Reflection

What defines coaching excellence, what skills, knowledge and attributes does a coach need to demonstrate? How is this achieved? How does it relate to your own development path? All these questions will be explored on the first weekend of the HPCP, coaches will be able to reflect on their coaching practice, understand, share and change current practice to develop own learning.

Evaluation of the inter-dependent relationship between the programme objectives, learning / practice structures / methods, interpersonal style, coaching behaviour, participant and stakeholder engagement to determine and develop personal and programme effectiveness will all be explored.

WEEKEND 2

Planning and Analysing Performance

The second weekend will explore key determinants of successful coaching and athlete performance, biological, social, psychological, technical, tactical aspects of triathlon. Coaches will explore the coaching process of planning, delivering and evaluating a programme, session or interaction for 'performer' development to meet the needs, motives and entitlements of others.

You will also critically evaluate developmental needs and wants of the individual / group with whom you work in order to personalise practice. Following this, there will be time built into the weekend to reflect on and interrogate personal intentions, practice and their alignment in order to generate development goals.

WEEKEND 3

Developing Coaching Practice and Building Effective Relationships

What are the key elements of coaching practice? Here you will explore intra-personal skills (understanding self, values, beliefs, behaviours, philosophy), inter-personal skills (working with others, developing relationships), problem solving and decision making, coaching practice skills and ability to develop others.

Here you will draw on contemporary applied theories from social psychology, performance psychology and sociology to critically evaluate the reasoning and resources of people's behaviour and social structures in order to identify and explain how they shape and influence your coaching role and practice. Critically evaluate the reasoning and resources of your own behaviour and practice to generate development goals and action plans.

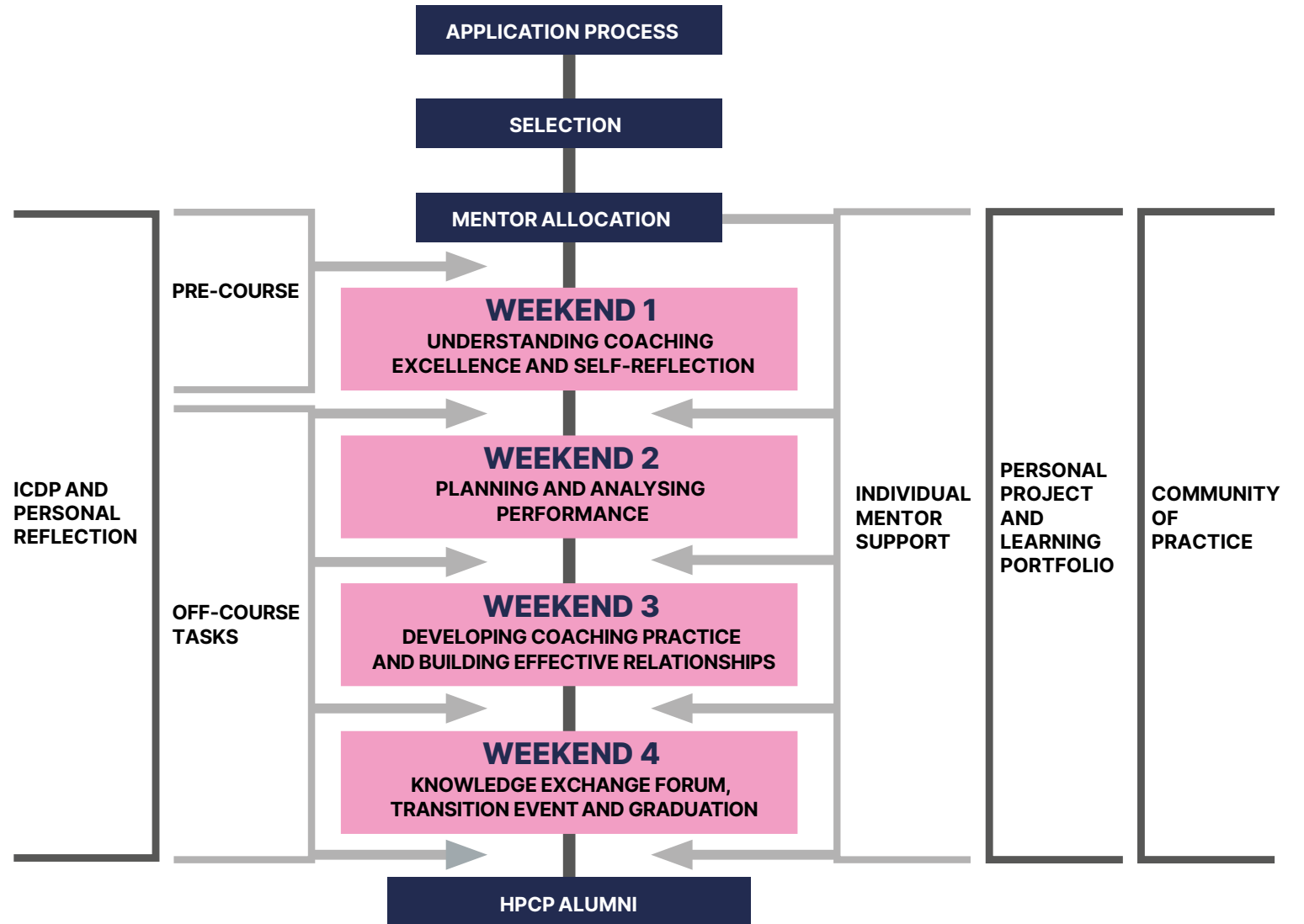
WEEKEND 4

Knowledge Exchange Forum, Transition Event and Graduation

The final weekend of the HPCP will be in the main an assessment and transition event. Insightful and perceptive judgements are made about personal strengths, needs, development and those of others. A number of key elements will be looked at on this weekend including evidence of the personal development plan, covering; self-reflection, challenges, setbacks, achievements, personal preferences, demonstrating the ability to evaluate using a range of viewpoints and feedback methods.

This process will be ongoing with the final assessment on the last weekend. You will take responsibility as to what and how you get assessed by the end of the course. With the overall goal being coaches are able to present back their coaching journey, demonstrating the criteria required for a high performing coach making sure it is measurable and has a positive effect.

HPCP OVERVIEW



INDIVIDUALISED SUPPORT

Being able to effectively reflect on personal learning experiences is seen as critical factors for developing coaching expertise. With this in mind, each coach will be offered a personal mentor from an approved list of British Triathlon mentors in advance of the start of the programme. Each mentor will be there to help guide and support you through your HPCP journey. This individual will play a significant role, alongside your course tutors in helping to synthesise learning, progress change and encourage continual self-reflection.

In parallel, a 'buddy mentoring' scheme will be encouraged between coaches in each cohort, giving coaches the chance to share ideas, receive feedback and evolve concepts. All of which are significant learning opportunities that coaches can use to develop further.



ASSESSMENT

Coaches will be required to complete a range of tasks and activities that will all continue to the overall assessment outcome of their HPCP.

COACHES WILL BE REQUIRED TO:

- Successfully complete the UK Anti-Doping e-learning Advisor Course (certified as an approved UKAD Clean Sport Advisor).
- Complete a personal independent project – dependant on areas of interest, expertise and specialist coaching knowledge (advanced technical scientific skill/knowledge, learning in tri related sports specific topic). This will include time to reflect critically on their findings in relation to current practice and challenge existing knowledge and facilitate the development of new ideas and new ways of thinking that will enhance practice.
- Attend ALL four workshop weekends as there won't be an opportunity to move between courses.
- Completion of all tasks (Evidenced by Portfolio).
- Development of an Individualised Coach Development Plan (ICDP) and end of course presentation achieving desired outcomes.

ASSESSMENT

THIS WILL BE EVIDENCED BY:

- A portfolio of evidence demonstrating learning and reflections of all on and off course tasks.
- The IDCP will show the process, changes made and rationale behind those decisions, any setbacks and achievements.
- On-course peer and group reflection activity to aid individual thought process (each weekend) which feeds into interim reflection tasks. How has each weekend influenced coaches thinking relevant to the IDCP, present evidence of the learning and development that has taken place. Reviewed by tutors with feedback and requirement for further development of ideas as necessary.
- A final presentation of their developmental journey. This will be on the final weekend and be presented to the rest of the group with both tutor and peer marking and feedback.
- Action plan for future development, tutored reviewed.

APPLICATION AND SELECTION PROCESS

The following are the minimum entry requirements for the HPCP. This information should be recorded and submitted in the online application process.

ENTRY CRITERIA:

- British Triathlon Coach Membership
- Hold a British Triathlon or a 1st4Sport Level 2 Triathlon Coaching Certificate
- Have a broad range of coaching experience across all three triathlon disciplines
- A minimum of one years coaching experience including relevant CPD, since completing the Level 2 qualification
- A commitment to learning and a growth mindset are essential
- Must be able to attend all four workshop weekends
- Accept the terms and conditions of the HPCP



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