



KNSC approach
to coach
development?

Coach Development

The next slides provide information on the Coaching Development at KNSC. In order to develop better players it is imperative to develop better coaches. The education and information provided by the club will in turn help develop every player.

As a club we encourage our coaches to work using a transformational style that focuses on the 4 I's. Idealised influence; Inspirational Motivation; Intellectual stimulation; individualised consideration (Bass et al, 2008)

The 4 I's

- Transformational leadership focuses on the 4 I's: Idealized influence; Inspirational Motivation; Intellectual stimulation; individualized consideration (Bass et al, 2008).
- Idealized influence refers to how the leader 'behaves in ways that allow them to serve as role models for their followers. The leaders are admired, respected and trusted (Bass, 2008).' Within soccer a positive example of this is where a coach arrives on time or is dressed appropriately for the event. A negative example could be where the coach feels it is ok to shout at a referee from the sideline which may encourage their players to do the same and ultimately lead to the players taking their mind off playing the game and shift their focus to the referee.
- Inspirational motivation is where a leader is able to 'motivate and inspire those around them by providing meaning and challenge to their followers work (Bass, 2008).' With this, 'team spirit is aroused (Bass,2008).' In soccer an example of inspirational motivation in a positive way is where John Herdman (Canada Soccer Men's National Team Head Coach) spoke stating that "Now is the time to get behind the badge. Now is the time to get behind Canada Soccer," said Herdman. "If not now, when?" (Staff, 2019). A famous negative example is the one in which John Sisson sacks a player at half time (South, 2016).
- Intellectual stimulation sees the leader help their followers be 'innovative and creative by questioning assumptions, reframing problems and approaching old situations in new ways. Creativity is encouraged (Bass, 2008).' In soccer an example is where a coach uses question and answer and guided discovery on the field and even off the field in a classroom setting to help aid the players. Negatively a coach could pose a problem to players that they are unable to solve.
- Individualised consideration sees leaders 'pay special attention to each individual follower needs for achievement and growth by acting as coach or mentor (Bass, 2008).' In soccer understanding each players needs and the way to get the best out of the players is important. Opposite to this treating every player the same and not having empathy will see negativity enter the environment.

Commitment to Education

As a club we are committed to working with our coaches to ensure their qualifications are up to date and remain relevant.

Ozuah (2005) states that the best way to approach adult learning is “via the root of problem solving, not subjects[...]On the contrary, he begins by giving attention to situations in which he finds himself, to problems which include obstacles to his self-fulfillment” (Ozuah, 2005, p 83).

By using a collaborative approach the end goals can then be built together, rather than in opposition.

The next slide provides details on the coach development reimbursement policy.

Assessment / Mentorship

At KNSC we provide and deliver coach education as often as possible using a formative assessment.

- We look to implement modern and relevant age-appropriate training curriculums and initiatives to promote long-term player development and ensure coaching curriculums are appropriate to the context being coached.
- Bring together an environment that is built on collaboration, collegiality, and a unified vision, best practices and excellence.
- Inspire and support coaches to continue professional development opportunities, both formal and informal, through the KNSC, as well as district, regional, provincial, national and international organizations.
- Monitor, counsel, advise and mentor coaches in career development and education as they
- Continuously monitor and evaluate the KNSC Coach Development Program in order to provide the best service and support to our coaching membership.

Assessment / Mentorship

- An important feature of the KNSC Coach Development Program is the Coach Mentoring Program (CMP). The CMP provides an excellent opportunity for organizational learning. Research has shown that mentoring relationships afford an excellent learning opportunity for both the mentor and mentee. KNSC further supports its competitive coaches by allocating technical staff to work with coaches in training at specified age groups. Coaches are advised, monitored in career education and training, and are assessed throughout the year. Best practices, teaching pedagogy, coaching styles and delivery, assessment and evaluation, and open communication are a few of the many features that make up the KNSC Coach Mentoring Program.
- Coaches are supported throughout the year by Technical Managers and the Director of Technical Development.



Coach Development Goals

Goals for Coach Development

- Development / mentorship in order to increase number of certified coaches
- More Female coaches
- KNSC Players to coaches

Goal 1 – How?

- Identify coaches capable of moving to the next level on the coaching pathway
- Provide appropriate mentorship for the coaches identified
- Provide funding if necessary to help coaches achieve their goals

Goal 2 – How?

- In house female mentorship program
- Identify KNSC female players that can develop into future coaches



Goal 3 – How?

- Identify players capable and willing to develop as coaches
- Provide mentorship to those players
- Assign players to age group most appropriate for them to work with

Future Additional Technical Support

- Female specific mentor to be hired
- In house female mentorship program to be developed
- Ensure Technical managers complete Children's or Youth licence by 2021