

SKILL SETS FOR COACHES

What do they need and what can you give them?

What do coaches need to know?

- “Seek opportunities to show you care. The smallest gestures often make the biggest difference.”
— [John Wooden](#)
- Know who your learners are and what’s their motivation (Parents/Swimmers etc)
- Know where you are starting and what you need to achieve.
- Club and Supervisor's Expectations and Responsibilities
- Swimming Philosophy and the big picture of your organization (Buy in more important than content)

What do they need that you can't teach?

- Hard to teach work ethic. Swimming can be just swimming Find someone who wants to do what it takes to make a difference in their athletes and your club.
- An Energy : It doesn't have to be enthusiasm or bubbly or loud or ? But there needs to be something about them that brings an energy to the deck/group/and club
- Attention to detail
- Self starter /reliable/ responsible
- People skills to work with swimmers/parents and coaches
- Team work/Cooperation/collaboration etc
- Kinesthetic awareness and a critical eye

How to find those people

- Watch swimming lessons or workouts and your eyes and ears will be drawn to those people.
- Look for leaders in your schools/community
- Maybe not all young coaches are young?
- Grow them yourself
- You may have many in your organization right now

What can you teach them?

- Certifications /qualifications and the paper part of the job
- What to do for stroke progressions/how to teach skills and strokes/ corrections
- Race tactics/ strategies/
- Office skills and meet entries etc
- Vision/goals/club rules
- Have a thorough and evolving coaches Manual make sure they all take part in updates each year to give the new season the best start

How to Teach them?

- Shadow and immerse them in your program
- Take them to meets/show them videos/put them in the water
- Staff training/Manual etc
- Brain storming
- Working with a variety of groups and coaches
- Watch them from afar... adults are not their Primary Concern so maybe you make them nervous...
- Allow them to make mistakes and don't come down too hard. Often parents complain... be sure the complaint and your club philosophy match prior to taking action

My Questions

- Why do we put the newest coaches with the youngest swimmers?
- Why do we allow young male swimmers to leave swimming and start coaching age group swimmers while females must work their way up?
- Why are coaches still so under valued in our society/ sport etc? (they are guidance /parents/ coaches and more)
- Most clubs don't have an office or meeting place... where does your collaboration and team work take place
- How do we evaluate our coaches and why. I see many good coaches never advance and some bad coaches never go away? Who is evaluating and are they qualified to do so?
- What is Positive and What is Fun?

Your Questions?

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- Feel free to contact me any time!
- <http://www.youtube.com/watch?v=m5yCOSHeYn4>