



High Performing Coach Programme

Level 4 Award in Coaching

Introduction

In recent years, the WRU High-Performing level four programme has explored coaching as a re-construction of practice. Here, candidates have been challenged to find new ways in which to critically apply new knowledge to make sense of what they do in the context of their High-Performing environments. The High Performing Coach programme sits at level 4 on the WRU coach development framework and aims to provide coaches with a learning programme that further coaches' understanding of the everyday world of high-performing coaching. This will be evidenced through the development of critical thinking alongside creativity in their own coaching practice.

Learning objectives:

- To raise coaches' self-awareness of the everyday 'realities' of High-Performing rugby.
- To promote a critical analysis of the 'performance' of the coaching 'self'.
- To assist coaches', create 'scaffolding' strategies in terms of 'good' coaching practice.
- To develop coach developers' ability to both deconstruct and subsequently reconstruct their coaching environments in relation to situational factors.
- To increase awareness of EDI to foster more equitable, diverse, and inclusive community coach environments.

Programme design, structure, and content:

The programme has been designed over an 18-month period with four blocks of learning. Each block of work consisting of two and half days of residential. The workshops are designed to enhance and engage the candidates in the ever-changing demands of sports coaching. In doing so, the learning environment will provide a critical 'sense' making lens that fosters a collaborative approach to the nuances of 'lived' coaching action. The proposed start date and completion of the programme is as follows:

BLOCK 1 – THE ESSENCE OF COACHING	MAY 22nd – MAY 24th, 2023
BLOCK 2 – LEARNING	NOV 27th – NOV 29th, 2023
BLOCK 3 – LEADERSHIP	MAY 20th – MAY 22nd, 2024
BLOCK 4 – PEOPLE	NOV 25th – NOV 27th, 2024

The fundamental principles which will inform the programme include those of criticality, creativity, and learning (e.g., understanding and application). In particular, themes will involve a focus on the self, developing other[s] and constructing context[s].

For example:

block 1 - The essence of coaching will cover topic areas such as Orchestration, Coaching Ethos, Creativity, Observations, Tactical periodisation, Game principles of Coaching.

Block 2 – The learning environment will be underpinned by Motivational Climate, Scaffolding of player learning, Skill Acquisition and Team Selection.

Block 3 – Leadership will discuss notions related to Reviewing Performance, Political Astuteness, Media, Leadership in non-sporting organisations.

Block 4 – People develops critical thinking regarding Decision Making, Talent ID, Managing Multi-Disciplinary Teams.

The precise modes of delivery within each block, will be interactive in nature, include the use of (i) analytic tasks; (ii) problem-based learning; (iii) informed critical discussion; in addition to each session[s] containing (iv) the injection of theory. This latter point is important in emphasising the notion of 'reflecting with new knowledge' (forward reflection) as opposed to only 'reflecting on experience' (backward reflection).

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Block 1 - The Essence of Coaching	May 22nd - 24th 2023
<p>The essence of coaching will cover topic areas such as:</p> <ul style="list-style-type: none"> • Orchestration • Coaching ethos • Creativity • Observations • Tactical periodisation • Game principles • Coaching 	
Block 2 - The Learning Environment	Nov 27th - 29th 2023
<p>The learning environment will be underpinned by:</p> <ul style="list-style-type: none"> • Motivational climate • Scaffolding of player learning • Skill acquisition • Team selection 	
Block 3 - Leadership	May 20th - 22nd 2024
<p>Leadership will discuss notions related to:</p> <ul style="list-style-type: none"> • Reviewing performance • Political astuteness • Media • Leadership in non-sporting organisations 	
Block 4 - People	Nov 25th - 27th 2024
<p>People develops critical thinking regarding:</p> <ul style="list-style-type: none"> • Decision making • Talent ID • Managing multi-disciplinary teams 	

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Who is the Programme for?

Aimed at High Performing Coaches the programme is aimed at open minded individuals who are looking to expand their knowledge and critical thinking skills. The programme is structured to support coaches who are committed to engaging in a long-term learning programme so potential candidates must possess a desire to learn.

Criteria (and prerequisites):

It is essential that all potential candidates consider the following prerequisites and application criteria before making an application. The points have been listed to ensure the right decisions are made in relation to application.

1. Potential candidates must possess a UKCC level 3 award in coaching rugby union or its equivalent.

Priority will be given to home union coaches and those coaching within Wales.

2. Evidence of appropriate coaching experience

Given the nature of the programme curriculum, it is imperative that candidates have an appropriate amount of coaching experience. And be able to evidence that experience gained through critical reflection.

3. Demonstrable evidence of the capacity to engage in long term learning

Potential candidates must be able to evidence a professional development journey alongside clear learning and evidence of application. Given the length of the programme potential candidates must be able to demonstrate the ability to immerse themselves in a long-term learning programme.

4. Demonstrable evidence of their currency in the game alongside their commitment to the programme

The programme is aimed at coaches that are actively engaged in the game and potential candidates must be coaching in a specific environment for the duration of the programme. Alongside this, potential candidates must evidence their currency within the game in relation to coaching and a desire to drive this forward.

Application Process

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Task	Detail	By when:
Expression of Interest Letter	Letter covering: <ul style="list-style-type: none"> • Experience • Coaching beliefs • Motivations for application • Professional development log 	10th March 2023
Coaching Video	20 minute clip of an element of your coaching plus reflections on the session	10th March 2023
Coaching Reference	Coaching reference from a senior coach/trusted confidant	10th March 2023
Shortlisting	Applications checked and shortlist drawn up	24th March 2023
Candidate Interview	Panel interview covering <ul style="list-style-type: none"> • Motivations to apply • Reflections 	12 th April 2023

Programme Costs:

The cost of the programme will be £3,200 per candidate that will include all resources, accommodation and mentoring support. To secure places the fee must be paid in 3 instalments, first payment prior to starting, second payment after 6 months, third payment after 12 months.

All applications must be sent to groberts@wru.wales by the required date.

Please WeTransfer (www.wetransfer.com) all footage up to 2GB to groberts@wru.wales. If you would like further information and support using WeTransfer please contact groberts@wru.wales.

This must include:

- Expression of interest letter
- Coaching reference
- 20 minute coaching video clip along with reflections on the session

WRU Rugby Department

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