



High Performing Coach Programme

Level 4 Award

WP



Introduction

The Welsh Rugby Union (WRU) are pleased to confirm details for the new 'High Performing Coach Programme' for 2021/2022. This document aims to provide an outline of the programme along with details of the application process.

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 fosters critical thinking alongside creativity in the coaching process.

Delivered primarily through residential blocks, the programme will be supplemented by mentoring in the work place that will allow for application in the coach's everyday environment.

Programme	Activity	Dates
Pre-Course Application		April 2021
Residential 1	Coaching Craft 1	June 7th - 9th 2021
Residential 2	Leadership & Culture	October 4th- 6th 2021
Residential 3	People & Relationships	January 2022
Residential 4	Coaching Craft 2	May 2022
Completion of Course		November 2022

Each candidate will be allocated a mentor for the duration of the programme and will schedule clear dates along with a means of communication to maximise support.

It is important to note that all residentials are mandatory and it is advisable for all candidates to ascertain the feasibility of this prior to application. It is important to note that given the ongoing COVID 19 pandemic that sessions may change if restrictions are put in place.

The Programme

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.



Programme Content

Coaching Craft 1

<ul style="list-style-type: none"> • The learning environment • Living your coaching philosophy • Coaching Identity 	<ul style="list-style-type: none"> • What does a high performing learning programme give you as a coach? • What does a player look for in a coach? • High Performing Culture • Characteristics of High Performing Teams
<ul style="list-style-type: none"> • Managing conflict • Observation - what do you see as a coach? • Factors affecting in-game decision making – real time intervention • The players’ voice 	<ul style="list-style-type: none"> • Analysing coaching behaviours • Current issues in performance analysis • Reviewing rugby performance • Tactical periodisation • Creativity in coaching

Coaching Craft 2

<ul style="list-style-type: none"> • Current issues in coaching • Motivational climate • Scaffolding player learning 	<ul style="list-style-type: none"> • Developing game sense: tactical decision making • Orchestration • Problem-based learning
<ul style="list-style-type: none"> • Skill acquisition • Player-centred coaching 	<ul style="list-style-type: none"> • Mentoring • Co-coaching • Emotional intelligence in coaching

Leadership

<ul style="list-style-type: none"> • Leadership styles • Multi-dimensional leadership • Leadership & followship • 4D leadership 	<ul style="list-style-type: none"> • Leadership standards • Transformational leadership • Performance management systems • Managing stakeholders
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People

<ul style="list-style-type: none"> • Performance management of a multi-disciplinary team • Talent ID and recruitment • Managing conflict • The coach-analyst relationship • Profiling performance 	<ul style="list-style-type: none"> • Managing across cultures • Change management
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Mentoring

Between residential courses candidates will be assigned a mentor who will conduct visits to coaching sessions to work on a personal development plan. Candidates will own their own development plan and seek assistance from various sources in relation to this. The mentor will provide a continuous link throughout the programme.

Application Process

All potential candidates are required to complete the following within the allotted timeframe.

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 	14th May
Coaching Video	20 minute clip of an element of your coaching plus reflections on the session	14th May
Coaching Reference	Coaching reference from a senior coach/trusted confidant	14th May
Shortlisting	Applications checked and shortlist drawn up	15th May
Candidate Interview	Panel interview covering <ul style="list-style-type: none"> - Motivations to apply - Reflections 	17th May

Programme Costs

The cost of the programme will be £2,800 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 dlements@wru.wales by the required date.

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

This must include:

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



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