



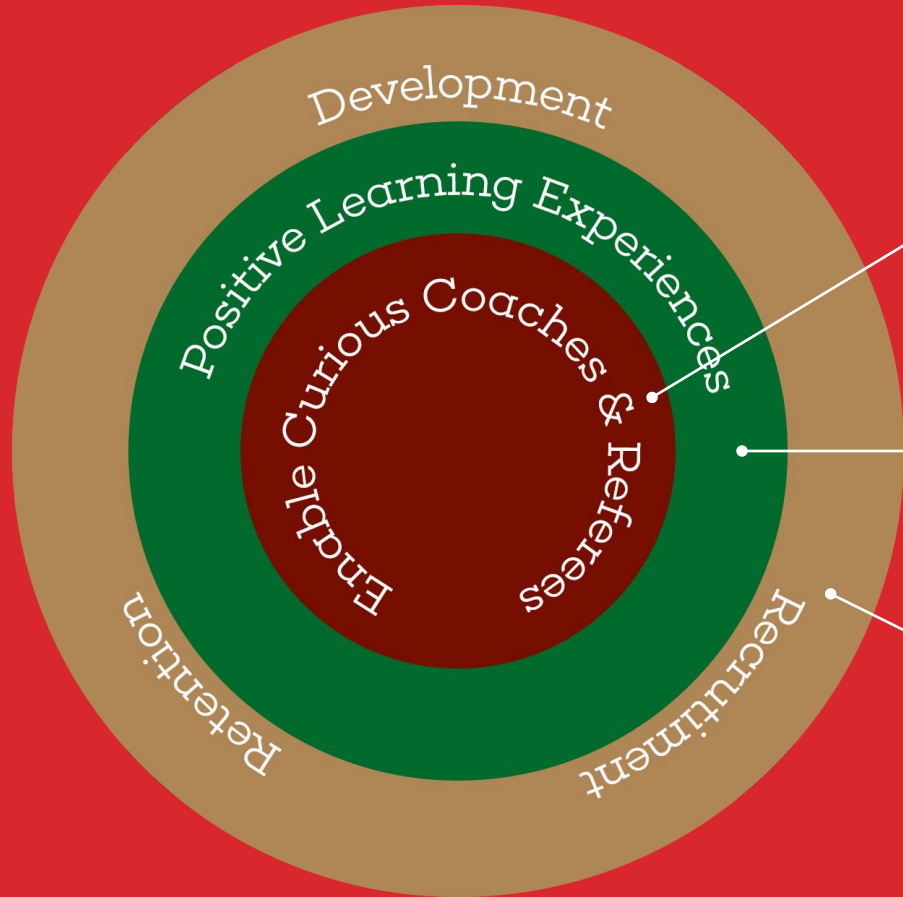
WRU

Coach & Referee Framework

OR A PLAYING FIELD. IT'S THE LAND OF OUR FATHERS. CROWDS? NO, THIS IS OUR FAMILY. THESE ARE NOT CHEERS. IT'S OUR INSPIRATION. AND THESE DAYS IT'S NOT JUST A MAN'S GAME.

THESE AREN'T JUST PLAYERS. THEY'RE CHAMPIONS IN THE MAKING. IT'S NOT A JERSEY. IT'S OUR SKIN. NOT A LAUGH. BUT A BOND. WE DON'T LEARN THIS BECAUSE IT'S IN OUR BLOOD. THIS IS NOT BRAVERY. IT'S OUR DUTY. WE DON'T WIN OR LOSE.

Why, How and What



Why:

Enable Curious Coaches and Referees

The fundamental purpose of WRU Coach and Referee Development is to enable curiosity to ensure a thriving game.

How:

Positive Learning Experiences

This will be achieved through the coaching framework.

What:

Recruitment, Retention and Development

A modern accessible learning programme comprising of Formal, Informal and Digital platforms.

Why, How and What

The WRU will 'Enable Curious Coaches and Referees' by providing 'Positive Learning Environments' through the 'Coach and Referee Framework' to ensure successful 'Recruitment, Retention and Development'.



Why?

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Why?

To enable Curious Coaches
and Referees

Managing Change

To 'Enable Curious Coaches and Referees' the WRU Coach and Referee Development Department will utilise the approach of the EAST principle to encourage change by making all support:

Easy

Attractive

Social

Timely

To ensure...

Belonging

Discovery

Achievement



How

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How

Positive Learning Environments

Providing an environment that encourages learning through autonomy, a sense of belonging and capability to ensure continued personal development through the Coach and Referee Framework.

Coaching and Referee Framework



Contextual Understanding

Context is King

The context which a coach and referee works within cannot be underestimated and must also be a consideration when meditating coach and referee identification, recruitment and development.

Various environments exist within the Welsh Rugby Union landscape. Coaching and refereeing within each of these contexts requires a certain set of principles that are outlined in this document. However, it is important to highlight that each context is very different in terms of challenge and task execution.



Craft

Thriving Learning Environments

It is a coaches and referees role to continually manipulate the environment to ensure that player learning and development is optimal

Rugby Knowledge

Sometimes referred to as the 'detail' coaches and referees need to be able to clearly articulate and critically evaluate individual and team performance

Competition Knowledge

Central to a coaches and referees role is the ability to periodise a competition calendar. The ability to make adjustments in critical moments of games is key

Profile Performance

An understanding of what it takes to participate, underpinned by an ability to benchmark and review performance individually and collectively



Leadership

Vision

Coaches and referees must form a vision and bring it to life. Vertical alignment is key and the coach and referees role is to conceptualise this and create buy in

Inspirational

Modern coaches and referees lead through transformational leadership. They inspire performance by empowering players within the environment to share in their own journey as a team

Persuasive

To create buy in and collaboration it is imperative that coaches and referees have strong persuasive skills to ensure that they are constantly managing the environment

Problem Solving

High performing coaches and referees make decisions based on sound judgement, critical thinking and with the intent of solving the problem it



People

Relationships

The most effective coaches and referees build positive, genuine and authentic relationships with players and support staff within their environment with the goal of maintaining a thriving culture

Collaboration

Coaches and referees must collaborate with their management team, proactively involving and utilising others ideas and areas of expertise and maintain trust at all times

Emotional Intelligence

Observing and monitoring a players emotions, motivation and feelings on a daily basis is a difficult skill, however being able to perform this as well as understand them is key

ID

Critically evaluate what is constituted as 'participation' and then be able to envisage the fit of a



Self Concept

Self Aware

Self-awareness is a key component of an emotionally intelligent coach and referee and is critical to effective leadership

Reflective

Expert practitioners have shown a clear characteristic of knowing their strengths and weaknesses and reflective practice allows an individual to engage with this process on a regular basis

Continuous Learner

Having an unwavering desire for learning that is inextricably linked to personal development is key to delivery and future growth

Coaching and Referee Principles



Craft

Thriving Learning

Environments

Rugby Knowledge

Competition Knowledge

Profile Performance



Leadership

Vision

Inspirational

Persuasive

Problem Solving



People

Relationships

Collaboration

Emotional

Intelligence

ID



Self Concept

Self Aware

Reflective

Continuous Learner



What

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What

Recruit, Retain & Develop

Recruit:

Robust **media support** to highlight the benefits of participation and ensure that the **rugby community supports**

Retain:

the engagement of new coaches and referees.

Providing a **support network** across all **elements** of coaching and refereeing to encourage continued

Develop: participation.

The WRU will provide **formal, informal** and **digital education** and training platforms to ensure coach and

referee development is maximised throughout our game.



THIS IS OUR GAME
THIS IS WELSH RUGBY
