



WSLA HIGH-PERFORMANCE COACHES PROGRAMME 2020 PARTICIPANT GUIDE

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Welcome back

Welcome back to WSLA HPC!

Please click [HERE](#) to access the welcome videos from Quintin McKellar, Elizabeth Pike and the International Federations. This will take you to the coach's channel on Teams, which you will need to be able to access for the start of the online program.

Please try it now and let wsla-hpcoach@herts.ac.uk know if you have any issues accessing Teams.

Programme summary

The switch to an online environment has allowed us the opportunity to design a totally new programme and we're excited about this. Our aim is for you to gain as much from an online environment as you did from the face-to-face sessions and to use technology in a creative way to facilitate your learning. As ever, we will set an environment that supports you yet still challenges you.

The principles behind the WSLA HPC online are based on:

- Similar amount of contact time to week 1, approximately 32 hours.
- As interactive as possible.
- All participants to still be fully engaged.
- Time differences around the world.
- Small group as well as large group activities.
- Local groups as well as international groups activities.
- Coaches in IF groups as well as in mixed sport groups.
- And still working towards our principles of adult learning.

Programme overview

As always, we will focus on those competencies or behaviours that we know that coaches need to thrive in the high-performance environment and the diagram below shows the overview of what we have planned for you.



WSLA HPC ONLINE PROGRAMME OVERVIEW

Individual preparation

PRE-COURSE

Session 1: Welcome Back

16 Nov: 1 hr x whole group

- Intro to WSLA HPC Online
- Re-connect
- Way of working

WEEK 01
16 - 20 Nov

Session 2: Putting leadership learning into practice

18/19 Nov: 1.5 hours x 2 groups

- Exploring leadership competencies
- Using experiences to discuss leadership decisions and action
- Revisit PDP

Session 3: HP Environments

24 Nov: 2 hrs x multiple groups

- Safe and supportive environments for athletes
- Safe and supportive environments for coaches and support staff

WEEK 02
23 - 27 Nov

Session 4: Communicating as a leader

02 Dec: 2 hrs x multiple groups

- Sharing vision with different audiences
- Recognising your preferred style
- Adapting your style to meet others' preferences

WEEK 03
30 Nov - 04 Dec

Session 5: Stakeholder Management

10 Dec: 2 hrs x multiple groups

- Who are your stakeholders?
- Building your strategy for engagement and support

WEEK 04
07 - 11 Dec

Session 5 cont.: Meeting the challenge 2

- Task introduction
- Working collaboratively as a team
- Performing and presenting under pressure

WEEKS 05-08
14 Dec - 08 Jan

Self-managed

- 360 feedback
- Individual reflection
- Group task
- Peer working groups (8 hours between weeks 5 and 13)

Session 6: Feel the Fear

12/13 Jan: 2 hrs x 2 groups

- Performing to your potential
- Making an impact
- Exploring mindsets

WEEK 09
11 - 15 Jan

1:1s

- To be conducted across the period 18 Jan - 12 Feb

WEEK 10
18 - 22 Jan

Session 7: Meeting the Challenge

21 Jan: 2 hrs x multiple groups

- Learning from high performance specialists
- Working as a team

Session 8: Meeting the Challenge

27 Jan: 2 hrs x multiple groups

- Learning from high performance specialists
- Working as a team

WEEK 11
25 - 29 Jan

WEEK 12
01 - 05 Feb

Session 9: Meeting the Challenge

08 Feb: 2 hrs x multiple groups

- Presenting with impact under pressure
- Giving and receiving feedback
- Developing reflective feedback

WEEK 13
08 - 12 Feb

Session 10: Bringing it all together

15/16 Feb: 1.5 hrs x 2 groups

- Presenting with impact
- Telling compelling stories
- Sharing feedback on individual reflective task

WEEK 14
15 - 19 Feb

Session 11: Bringing it all together

18 Feb: 1 hr x whole group

- Review of online programme
- Graduation
- What's next?

Mentoring

POST-COURSE

M+E

Ways of working

We appreciate that being online is not the same as us coming together as a group and that we all have to make a commitment to do everything we can to make sure the sessions are the best they can be. As facilitators we will:

1. One week before session, send out (release on Teams channel) any slides, audio, session notes that will help you prepare.
2. Use WhatsApp for reminders and less formal communication.
3. Where possible, translate information we send out, videos, audio slides etc. into Spanish/Italian.
4. Have clear outcomes for each session
5. Use small group activity to enable you to connect and work together to learn.
6. Have whole group activities to share and practise communicating succinctly.
7. Have a variety of interactive activities in each session.
8. Give clear guidance on activities and the time allocation.
9. Send follow up information from the session within a week.
10. Be available to answer questions or for clarification when online.

Creating the time, space, and environment for your sessions to be effective is essential, as participants, we ask you to:

1. Access the sessions using a laptop with camera and sound capability and be able to use Zoom.
2. Be in a quiet space where you won't be interrupted.
3. Commit to reading any pre-session information and completing any pre session activities before the session.
4. Have all information sent out readily available and printed out if necessary, including any other supplies requested for the session (for example this may be paper, card coloured pens etc.).
5. Be online five minutes before scheduled start time. We will start on time.
6. During the session, contribute in whole and smaller group activities.
7. Be supportive of others and encouraging of others and provide any feedback in a positive way and ensure that you are giving information that will help others continue to develop.
8. Ask for clarification if unsure.
9. Smile and enjoy engaging in learning with the group!
10. After the session follow up on any commitments you have made.

If you are unable to attend for any reason, please let wsla-hpcoach@herts.ac.uk know as soon as possible. We do appreciate that you are busy people all around the world and we have tried to make sessions at times that are manageable. The whole group sessions do require some people to be up very early and extremely late and a big thank you for making the extra effort to do this.

Assignments

As part of the programme you will participate in two assignments. One individual and one as a group. These are designed to support you in developing and applying the learning from the WSLA HPC programme and to develop networks within the group as well as with external networks.

1. There will be an **individual reflective task** which will be sent out on 23rd October, with an initial return on 4th February and a final return on 22nd February.
2. Details of the **group task** will be shared during session 5 on December 10th. You will have until session 9 Week 13 (week of February 8th before you present back in the teams which we allocate you to.

All task information will be sent to you and accompanied by an explanation. We will try to make the tasks as clear as we can, if you are unsure of any areas or have questions please ask, we want you to be able to spend time on the tasks not trying to figure out what we mean.

Self-assessment and 360 feedback

During this phase of WSLA HPC we will be asking you to complete a self-assessment form for your leadership and sport-specific competencies, as you did before the residential week last November. We will also be sending the same competencies out to your colleagues for them to provide feedback.

We will send the 360 feedback to your colleagues on 14th December with a return date of 11th January. You will complete your self-assessment in the same period.

This will help you to track your progress as well as receive feedback from colleagues to help inform your goal setting and areas of focus going forward.

Something fun!

On WhatsApp, share a photo of you in your WSLA polo shirt by 30th November 2020. Let's see if we can share lots of fun photos to help reconnect with each other and generate some team points. Remember to add your team challenge team name. Points will be awarded to Challenge Teams for:

- Best leadership photo.
- Most athletes in photo (if social distancing allows).
- Best scenery.
- Funniest photo.
- Overall best photo.

Feel free to add captions to your photos or other peoples for bonus points.

If you have a really good photo without your WSLA polo shirt on you can share and the judges may well accept it.



Ana Rita Vigario
Portugal
Cycling



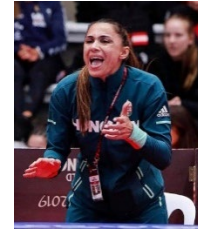
Berta Garcia
Spain
Rugby



Clara Rohner
Argentina
Rowing



Clarissa Chun
USA
Wrestling



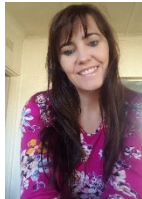
Diletta Giampiccolo
Italy/Hungary
Wrestling



Edita Liachoviute
Lithuania
Tennis



Emma Benany
Egypt
Rowing



Esta van Zyl
South Africa
Wrestling



Filoi Eneliko
Samoa
Rugby



Ibtissem Trimech
Tunisia
Rowing



Inge Visser
Australia
Rugby



Jessica Medina
USA
Wrestling



Kate Murray
South Africa
Triathlon



Livia Hanesova
Slovakia
Cycling



**Ljudmila Radakovic
Medan**
Serbia - Triathlon



**Lotta Andersson
Johansson**
Sweden - Wrestling



Marithy Pienaar
South Africa
Rugby



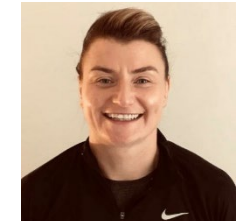
Najla Aljeraiwi
Kuwait
Triathlon



Pam Fulton
Zimbabwe
Triathlon



Pooja Chaurushi
India
Triathlon



Rachel Taylor
Wales
Rugby



Roberta Burzagli
Brazil
Tennis



Royce Chan
Hong Kong
Rugby



Soulmaz Abbasiadz
Iran
Rowing



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