

Southern Highlands Cycling Club

Coaching and rider development proposal

Discussion paper

AUTHORS NOTE

The principle aim of this discussion paper is to start a conversation within the club membership about coaching. Your feedback is more than important it is essential. Please email your thoughts, experiences, views, criticisms, ideas, and anything else you can think of to lockett@hinet.net.au or call 0447 649 713
An please let us know who you think has a lot to offer as a coach.

Regards, Darren Lockett

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Introduction

Our club and its members currently provide a range of support, guidance and coaching within the club by way of a variety of individual and group interactions both formal and informal. This paper has three main objectives. 1/ Recognise the vast and varied cycling skills, knowledge and experience apparent within the club. 2/ Propose a structure that will build on the current coaching and rider development activities. 3/ Start a conversation within the club membership as to how the club can capture the tacit knowledge within the club to assist the continuous development of coaching and rider development services.

Outline

Coaches

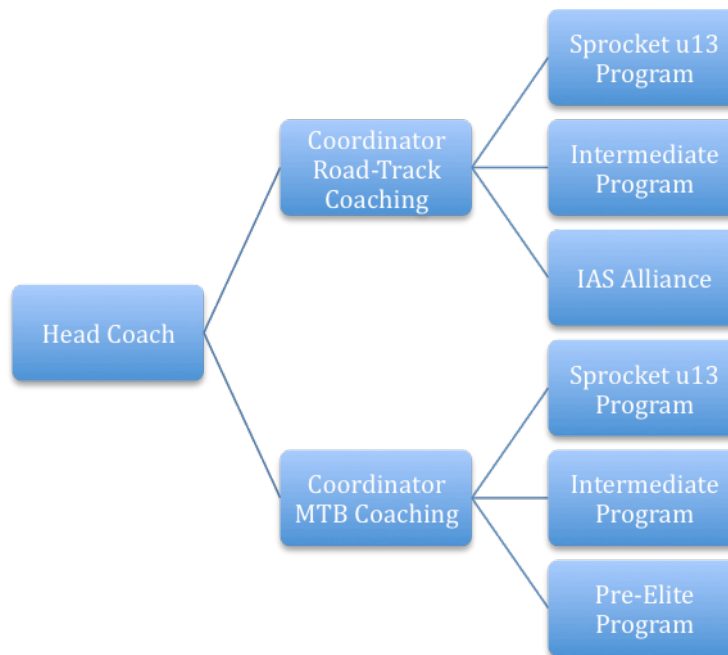
Our club continues to grow and attract new riders to the fantastic sport of cycling. Cycling is Australia's fastest growing sport for the over 40's a fact reflected in the clubs strong masters membership. Similarly junior membership is growing rapidly with lots of new members taking up MTB racing. Providing more coaches, coaching and rider development services will enhance the overall benefit of club membership for all club members. Having a large number of qualified coaches will help share the load and reduce the risk of overworking volunteers.

Proposed structure

It is important to have a clear structure with defined leadership and responsibilities. This will assist the club to create goals, monitor outcomes, measure performance and refine service deliveries.

The proposed structure represented below is a draft representation only. The program structure will be flexible and demand based and it is envisaged that

programs would be developed for specific groups such as women road riders or master's riders.



Head coach: is responsible for overall coaching program and rider development program. Reports directly to the club president and committee.

Coordinators road-track and MTB coaching: are responsible for the development of programs in conjunction with the head coach and other club coaches, the day to day delivery of services, and the direct leadership of club coaches.

Coaching skills development

The basis of the coaching skills development will be training of coaches through the courses run by Cycling NSW. There are currently about 5 Cycleskills coaches, 2 level one coaches and 1 level two coach within the club.

It is proposed that to meet the underlining unmet demand now and in coming years an additional 10-15 Cycleskills coaches and 5 level one coaches should be trained to deliver coaching and rider development programs. Coaches would ideally come from a range of ages and be both male and female. More importantly if you are a club member and hold an abundance of tacit knowledge gained through a lifetime of cycling you should seriously consider becoming involved in coaching. Even if you have only a small amount of time to spare your guidance for riders and other coaches will be invaluable.

Program and Rider review procedures

The coaching team would meet 2-4 times per year to review programs, goals and overall performance of coaching services delivery. The coaching team will, where necessary, evaluate rider involvement. In particular junior rider training schedules will be reviewed with consideration to rectify tendencies towards schedule rigidity and overtraining.

Member protection

Cycling Australia and Cycling NSW have well constructed member protection policies in place to guide cycling club operations. Member protection training is part of the Cycleskills qualification.

Rider Programs

The main aim of having a large and diverse coaching program is to avoid the one size fits all approach. The club should endeavor to deliver enjoyable outcomes for all members with its coaching and rider development services. Whilst there will always be some level of demand for pre-elite and elite coaching services this will make up a small portion of the overall demand for coaching services and should be given a suitable proportional response.

The proposal is for a coaching program that has a primary focus on enjoyment, participation, education and skill development. A holistic, balanced lifestyle, whole of club approach. This may also be described as a boundary less structure where the schedule complies with the demands of the participants rather than the participants are bound by the schedule or program.

Skill development

The coaching team will develop a range of skill development programs with an emphasis on tailoring the programs to rider's ages, experience and interests. Delivering services that are interesting, varied and innovative will be the goal for the coaching team.

Safety and Road Awareness

Safety and Road Awareness are extremely important for all cyclists. The Mikic foundation has initiated valuable education programs in this area. It is proposed

that the club continues its alliance with the Mikic foundation and their education programs be expanded to provide services for all club members.

Individual training programs

Individual training programs can be provided for riders through the coaching program. There are obviously many riders assisting fellow club members in this area already. The proposal is not to attempt to formalize these existing relationships in any way. The aim here is to provide opportunities for club members to gain assistance from qualified coaches with their personal training programs. It will also allow the club coaches to monitor juniors training loads.

Mentoring

One of the most successful development methods is mentoring by someone that has been there before. For all riders having the chance to talk with someone, ask questions and discuss cycling can be of huge value. There are obviously already lots of informal relationships within the club where this already takes place. Again as with training programs the proposal here is to open up more of these valuable opportunities to club members.

Nutrition, Injury management and sports psychology

There is a clear capacity for the coaching team to provide educational programs on a range of issues for different riders of varying ages and interests. There is the capacity to engage with third party organisations to deliver some of these services. The coaching team will be able to provide increased value for members. Additionally there may be the capacity to incorporate social or fundraising activities by the utilization of guest speakers.

Implementation

Coaching positions

The proposal is to target members to complete Cycleskills training. Where possible equal numbers of male and female coaches. Although cycling experience will be an advantage it is not considered necessary particularly for coaching younger juniors.

The suggested make up would be; 4 riders aged 16-21yrs (youth), 6 coaches 22-39yrs (mums and dads), 6 riders 40+yrs (masters), 4 riders with vast open racing experience (you know who you are) The more the better.

Coaches will be encouraged to be involved with lots of different members and different groups at different times. It is understood that some coaches will naturally gravitate to work with certain groups.

Coaching skill development

Cycleskills

Cycleskills is the entry level coaching training course run by Cycling NSW and is compulsory for all coaches in Australia. It is the pre-requisite for level one coaching courses. The course has both theory and practical aspects. There is also a requirement to complete take-home workbook exercises. Cycling NSW runs training days throughout the year at Dunc Grey Velodrome usually on a Saturday. There is the opportunity for the club to host a training day in the Highlands if we can raise sufficient interest. Club membership is required to complete this course.

Level one Road Coach

Cycling NSW runs level one coaching courses once or twice a year at Dunc Grey Velodrome. This is a two-day course. The proposal is to target members who have completed Cycleskills training and are interested to pursue their training to go on to complete level one training.

Level one MTB Coach

There is a separate program for MTB coaching training.

Costs and Funding

The cost for Cycleskills training is usually around \$135 per person. Level one coaching training is usually around \$285 per person. It is proposed that the club committee consider subsidizing the training costs in an effort to encourage members to become involved in coaching programs.

Continuous development

It is proposed that the club develop strategic goals to implement a process of continuous development in order to maintain and enhance the delivery of coaching services over time. This is important to ensure that the initial work put in to increase the delivery of services is not diminished with the passing of time.

Conclusion

We all share the great benefits of involvement in the sport of cycling. This proposal aims to highlight the opportunity to generate huge possibilities for the clubs members by utilizing the collective capacity contained within the tacit knowledge held by the club members. There are a number of obvious benefits to enhancing the delivery of coaching and rider development services. Culturally it fits very well with the club, members supporting and assisting one another. Most importantly it will provide our junior members with greater assistance that will only increase their affection for our sport. In a world-increasing filled with undesirable distractions for young people our club can already be proud of what it has achieved for the local kids. Enhancing coaching will supplement all the work already done and the clubs future activities.