



Australian Coaching Council

..... *industry driven – committed to serving Australian sport*

National Forum Report

“Melbourne Forum Notes and Outcomes”

Held on Wednesday 6 March 2019
at Athletics Australia House, Albert Park, Melbourne

1. Attendance at the Forum

- 1.1 **Present:** attending the Forum were 45 delegates representing 27 x NSOs, 2 x SSOs and 3 x State Office of Sport and Recreation and the University sector. (Delegate list see appendix A)
- 1.2 **Apologies:** apologies were received from 15 x NSOs, 2 x academic institutions and 4 x peak sporting bodies.
- 1.3 **Thank you to our hosts:** A big thank you to Jill Taylor and Darren Gocher of Athletics Australia and Andrea Hallett of Athletics Victoria for hosting and assisting with the forum.
- 1.4 **Formal Opening:** Walt Missingham - President of Kung Fu (Wushu) Australia welcomed delegates to the forum on behalf of the Australian Coaching Council.

2. Forum Objectives

ACC Advisory Committee chair Lawrie Woodman explained the major objectives of the forum.

2.1 ACC Objectives

- **Purpose of the Forum** – The major purpose of the Forum is to move the coaching agenda ahead and build on the deliberations of 2018 Sydney and Melbourne forums.
- The forum will deliver a professional development session in Sharing Best Practice.
- The following major issues impacting Coaching and Officiating development and promotion will continue to guide ACC's strategic direction:
 - Leadership/advocacy
 - Cross sport collaboration
 - Best practice
 - Generic resources
 - Ongoing development (coaches and officials)

2.2 What does the ACC have to offer?

- Clarification was provided of the structure, role and benefits/services that the ACC can offer.
- Differentiation of the ACC's potential role in coaching/officiating development to that of Sport Australia.

- ACC’s intended role will be:
 - complementary to Sport Australia’s role/activities
 - to contribute towards SA developments, including national coaching strategy

3. Opening Presentations: Sharing Best Practice – “Distilling the essential elements – sharing experiences for maximum benefit.”

The Opening Address set the scene with a highly engaging and insightful ‘stimulus piece’ presented by Kym Dowdell OAM (*Vice President Federation of International Gymnastics (FIG) Technical Authority & CEO Gymnastics QLD*). *Kym is also a member of the Australian Coaching Council Advisory Committee.*



Kym Dowdell OAM

Group Insights: Darryl Durham facilitated a group discussion session designed to drill down into the major issues confronting sport coaching and officiating as identified by NSOs in 2018 Forums.

This is designed to guide the ACC’s next steps by developing and prioritizing strategies and taking action that will make a difference.

The session explored the following three of the five ACC priority areas:

- Leadership/advocacy
- Cross Sport Collaboration
- Ongoing Development

Major themes from Group Reports

Group Work Question A: Groups were asked to identify the 3 top priorities for the ACC to develop over the next 18 months.

The identified priorities are as follows:

Group 1

1. Directory of who’s who in sport
2. Establish network for communication & sharing
3. Conduct analysis of sport needs at State and National levels

Group 2

1. Database (some sort of database where we can contact each other / directory of who is who in sport)

2. Unpackage the sharing of IP (we all want to help each other, but then how can we ensure each other's property is protected)
3. Resources i.e. Clearing House

Group 3

1. Establishing a framework
2. Sport Australia and NSO's to adopt a coaching framework

Group 4

1. National Mentoring database
2. Online & flexible education system including modular systems
3. National Coaches & Officiating Conference

The ACC interim committee will consider these priorities, in consideration of present resourcing and determine which priorities can be addressed.



Group Work Question 2:

Sport and State Government representatives answered the following questions in response to the challenges facing coaching within the sporting industry.

(Raw collated responses shown as Appendix B.)

4. ACC PD session: *On-the-job training – part of the developer's toolkit*

Gene Schembri led the session designed to “*Explore the practical experience of sports who are using on-the-job training and non-traditional methods as part of the development and qualification process*”.

Four Case Studies were presented highlighting innovative approaches from our colleagues:

- ***Developing individual coaches - structures and mentors*** - Lawrie Woodman (ACC Advisory Committee)
- ***Club coach coordinators supporting community coaches on-the-job*** – experience from football – Les Bee (Football Federation Australia)
- ***Successful strategies from Gymnastics*** - Michelle de Highden (Gymnastics Aust)
 - Use of a digital platform for collaboration
 - 'Immersion Camps' for non-formal professional development
 - Experiments with the use of Trello (a project management tool) to build an online community of practice.

- **Retro-fitting Coaching and Officiating qualifications to meet VET requirements** (Darryl Durham – Optimum Edge)



Presenters: Michelle de Highden



Les Bee

(Presentations attached as appendix B & C)

Following the Case Study presentations the delegates broke into 4 groups – one for each Presenter. A 10 minute timeslot was provided to allow questioning and discussion of key points of interest. After 10 minutes the groups then rotated on to the next presenter in ‘speed-dating mode’. This produced highly enthusiastic and animated discussions.

5. Future ACC Professional Development Workshop Topics

The attendees were asked to provide insights into the areas of Professional Development and rank with a weighted scale to prioritise topics that they were interested in pursuing and that they believed the broader group would gain value from.

The five (5) highest ranking topics across 16 categories were:

- Coach development including mentoring / assessor training etc (53.5 ranking points)
- Technology (in particular online delivery) (48 points)
- Cross-sport collaboration (29.5 points)
- Reflective practice (coaches improving themselves) (20.5 points)
- Coach knowledge and practice (18 points)

The full list of Professional Development topics is shown as Appendix E.

The topics of future ACC Professional Development Workshops will be guided by the feedback.

6. Chairman’s Summary – Observations and reflections from the Chair

The Forum brought out a great turn up of passionate coach educators/developers who created a vibrant atmosphere and an environment that enabled easy networking and cross-sport exchanges of ideas and experiences.

Attendees demonstrated a high level of hunger for coaching development and improving sport for participants through coaching. “Coaches are more than just part of the sport’s workforce”.

The scene for a very productive day was set by ACC Advisory Committee Member Kym Dowdell, leaning on her extensive experience and worldwide knowledge of sport, coaching and officiating.

Participation in the facilitated discussions was excellent and the information provided in the brainstorming sessions and collected as part of Gene Schembri's survey is invaluable for visualising and planning the way ahead.

A solid sense of cooperation and collaborating with Sport Australia on coach development, while providing an independent voice for coaching and coach development, emerged from the Forum. This should be pursued.

There was near unanimous support for a National Coaching Conference in 2019 – initially as part of the National Sports Convention in Melbourne in July (some initial discussions have occurred with Convention organisers).

The professional development program built around on-the-job training and non-traditional methods was first class and lapped up by attendees.

Participation in the ACC Forum left me enthused and invigorated and thinking about how we can continue to develop the way ahead for coaching development in Australia, in collaboration with Sport Australia, and to assist in facilitating delivery.

Congratulations and thanks to all for attendance and vibrant participation and enabling a sharing/learning environment.

“The only athlete who can't be developed are those who are not there (don't turn up).” - Les Bee. The same applies to coach development.



Lawrie Woodman (Chair – ACC Advisory Committee)

7. Building on the insights and wishes of NSOs – The Next Steps

In accordance with the Australian Coaching Council commitment that it will be highly responsive, independent and industry driven the following steps are proposed:

7.1 Options for the next National Coaching Forum

The group was enthusiastic about future ACC forums and professional development workshops.

Ron Batt advised of the potential for conducting a Coaching Forum as part of the National Sports Convention – scheduled for Melbourne in July.

- R.Batt, M.Poulton and R.Bradley to investigate and advise whether this is feasible.
- Timing of the next ACC Forum to be guided by the outcomes of the NSC discussion.
- The feeling of the group was that a longer, more intensive session is preferable for future gatherings.
- If the NSC Coaches Forum option in July is not possible a stand-alone ACC Forum will be scheduled for later in 2019.

7.2 Alignment with the *National Sport Plan – Sport 2030*

As stated during the Forum the ACC has a continuing commitment to ensure alignment with the principles espoused in the National Sport Plan and it will continue to work towards a strong and collaborative working relationship with Sport Australia.

8. Feedback and Communication

Feedback and questions from the group are welcomed and our ACC Advisory Committee members and steering committee will strive to respond in the most effective manner.

The Australian Coaching Council is enthusiastic about communicating and working with interested NSOs and other sporting organisations to build capacity and excellence in Australian coaching and officiating.

Once again thank you for your contribution to a highly successful and enjoyable forum and we look forward to working with you in future.

For any enquiries please contact:

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MARTIAL ARTS INDUSTRY ASSOCIATION
THE PEAK INDUSTRY BODY FOR MARTIAL ARTS IN AUSTRALIA

APPENDIX A - FORUM ATTENDANCE LIST

AUSTRALIAN COACHING COUNCIL		ACC MELBOURNE FORUM ATTENDEES 6 MARCH 2019	
Organisation Name	Coaching Contact Name	Coaching Contact Email	Position
Athletics Australia	Jill Taylor	jill.taylor@athletics.org.au	National Coaching Development Manager
Athletics Australia	Adam Bishop	adam.bishop@athletics.org.au	General Manager - Participation and Community Strategy
Australian Football League	Greg Hutchison	greg@afca.com.au	Member Services Manager - AFL Coaches Assoc
Australian Football League	Ron Watt	ron.watt@afca.com.au	Member Services Manager - AFL Coaches Assoc
Basketball Australia	Steve Teakel	steve.teakel@basketball.net.au	Community Basketball Manager
Bowls Australia	Michael Beaumont	mbeaumont@bowls.com.au	Education and Training Coordinator
Boxing Australia	Paul Perkins	boxeo68@live.com	ACC Presenter - PhD candidate, University of Canberra, Research Institute of Sport & Exercise
Boxing Australia	Jim Ferguson	jferg1@inet.net.au	Boxing NSW Board - ACC Steering Committee
Cycling Australia	Gregory Meyland	greg.meyland@cycling.org.au	UCI Dip 3 International Coaching
Equestrian Australia	Gillian Canapini	tiggy.d@bigpond.com	Coaching Board member
Equestrian Australia	Tanya Burnett	nigtrin@gmail.com	EA Level 1 General Coach
Equestrian Australia	Tim Calkin	tim.calkin@bigpond.com	Member EA Victoria Coaching Sub-committee
Equestrian Australia	Sue Leslie	suelesliequest@msm.com	Member EA Victoria Coaching Sub-committee
Equestrian Coach Education International	Sue Halden-Brown	suehb74@outlook.com	International
Football Coaches Australia	Glenn Warry	glenn.warry@gmail.com	Sport Manager
Football Federation Australia	Les Bee	Les.Bee@ffa.com.au	National Community Coach Development Manager
Golf Australia	Ben Sweeney	bens@golf.org.au	Coaching Director
Golf Australia	Johanna Tilden	johannat@golf.org.au	Education & Training Co-ordinator
Gymnastics Australia Ltd	Bradley Low	blow@gymnastics.org.au	General Manager, Education and Gymsport Services
Hockey Australia	Cheyne Hackett	cheyne.hackett@hockey.org.au	Championships and Officiating Pathway Manager
Australian Ice Racing	Eva Fabian	evikem37@yahoo.com.au	Member Athletes Commission
Australian Ice Racing	Gordon Church	gordieathisplace@gmail.com	Short Track Speed Skating
Australian Kung Fu (Wu Shu) Fed	Walt Missingham	walt@phoenixfilms.com.au	President
Mountain Biking Australia	Evan James	evan.james@mtba.org.au	Sport Manager
Netball Australia	Ian Rutledge	ian.rutledge@netball.com.au	GM Workforce Development
Powerlifting Australia Ltd	Robert Wilks	rwilks@powerliftingaustralia.com	CEO
Rowing Australia Ltd	Ron Batt	RBatt@rowingaustralia.com.au	National Community Development & Education Officer
Australian Sailing	Chris Jones	Chris.Jones@sailing.org.au	Coaching Manager
Australian Shooting	Shaun McEachin	shaun@shootingaustralia.org	Manager, Participation and Sport Development
Surf Life Saving Australia	Kurtis Thomas	kthomas@slsa.asn.au	Participation and Coaching Manager
Swimming Australia	Lisa Newman-Morris	Lisa.Newman-Morris@swimming.org.au	Member Services Manager
Swimming Australia	Elise Mace	Elise.mace@swimming.org.au	Participation Manager
Synchronized Swimming Australia	Anna Nepotacheva	ssaivp2@synchro.org.au	SSAI Vice President
Table Tennis Australia	John Murphy	John@tabletennis.org.au	National Head Coach - Able-bodied
Tenpin Bowling Australia Ltd	Mike Griffith	mike.griffith@tenpin.org.au	High Performance, Participation and Education Manager
Touch Football Australia	Wayne Grant	wayne.grant@touchfootball.com.au	High Performance Manager
Australian Coaching Council	Lawrie Woodman	lawriewoodman1@gmail.com	Chair ACC Advisory Committee
	Kym Dowdell	kdwadell@gymqld.org.au	ACC Member + CEO Gymnastics QLD
	Gene Schembri	gene.schembri@icloud.com	ACC Member - ex-officio
	Darryl Durham	optimumedge@inet.net.au	ACC Member - ex-officio
	Rob Bradley	cas@sportforall.com.au	ACC Convener
	Michelle De Highden	dehighmd@gmail.com	Presenter + Gymnastics Australia
ACC Guests	David Parkin		invited guest
	Michael Poulton		invited guest
Government	Tim Burke	Tim.Burke@sport.vic.gov.au	Director Participation and Sector Development - Sport and Recreation Victoria
	Ben O'Brien	Ben.O'Brien@sport.vic.gov.au	Senior Project Officer - Sport and Recreation Victoria
	Simon Wionarski	simon.wionarski@sport.nsw.gov.au	Program Coordinator - NSW Office of Sport
	Kevin McCormack	Kevin.McCormack@sa.gov.au	Manager - Infrastructure and Sector Capability - Office of Sport and Recreation South Australia
University Sector	Andrew Dawson	andrew.dawson@vu.edu.au	Senior Lecturer – Sport Coaching - Victoria University

APPENDIX B: GROUP WORK SUMMARY FROM GROUP WORK SESSION A & B

ACC - Industry Consultation

Group Work A

Groups were asked to identify the 3 top priorities for the ACC to develop over the next 18 months. The identified priorities are as follows:

Group 1

1. Directory of who's who in sport
2. Establish network for communication & sharing
3. Conduct analysis of sport needs at State and National levels

Group 2

1. Database (some sort of database where we can contact each other / directory of who is who in sport)
2. Unpackage the sharing of IP (we all want to help each other, but then how can we ensure each other's property is protected)
3. Resources i.e. Clearing House

Group 3

1. Establishing a framework
2. Sport Australia and NSO's to adopt a coaching framework

Group 4

1. National Mentoring database
2. Online & flexible education system including modular systems
3. National Coaches & Officiating Conference

The ACC interim committee will consider these priorities, in consideration of present resourcing and determine which priorities can be addressed.

Group Work B

Sport and State Government representatives answered the following questions in response to the challenges facing coaching within the sporting industry.

Group 1

Cross Sport Collaboration

What needs to be done?	Who does it need to be done for?	Where is it to be done?	How will it be done?	What resourcing is required?
Establish network for communication & sharing	National, State coaching managers	State levels	Facilitated forum	Commitment from sports
Directory of who's who in sport	National & State coaching managers	National	Through database	
Establish database of resources and program outlines that each sport delivers	National & State coaching managers		State Govt. Sport and Rec	
A "mudmap" of each organisations structure	National & State		National & State Govt.	
Facilitate links between National, State and Govt levels	National & State & Govt levels			
Conduct analysis of sport needs at State and National levels	National & State			
Parent information strategy	Sporting parents	National	Sport Aus & ACC	National communication/promotion strategy
Establish a bank of generic coaching resources			ACC	

Group 2
Cross Sport Collaboration

What needs to be done?	Who does it need to be done for?	Where is it to be done?	How will it be done?	What resourcing is required?
Database of content within each NSO's Coaching Framework to be produced	All sports	ACC	ACC consultants	Possible staff member to be employed to complete this task
Examining what resources could be shared cross sports e.g. athletics sharing with gymnastics re sprint technical model	All sports	ACC	ACC consultants	Designated person to facilitate networks
Understanding sharing & protection of NSO's IP	All sports	At ACC discussion group	Next forum	
Facilitating links with Universities & Sports (Network facilitation)	All Sports	ACC	ACC consultant	Designated person to facilitate
Reinvigorated Clearing House	All Sports	ACC	ACC consultant	Designated person to facilitate

**Group 3
Leadership/Advocacy**

What needs to be done?	Who does it need to be done for?	Where is it to be done?	How will it be done?	What resourcing is required?
Agreement from the whole of National Board (Equestrian) that coaching is central and important – go down to each state – direct communication between one board members and coaches – CEO must report on what they are doing to make it work			Board makes commitment to action in collaboration with ACC – Sport Aus can advocate on behalf of sports ACC commit to these things and advocated through Sport Aus	
Framework through Sport Australia – NSO's to adopt the framework	ACC be a voice for NSO's to Sport Australia – bring Sport Australia back into this and be involved		Advocate for best practice – take successes to smaller sports in particularly Learning from past mistakes and making changes	Once framework has been developed, all sports working together can offer Sport Australia
ACC to introduce key people in NSO's to each other – ongoing orientation process			Foster collaboration and information sharing between sports	
Identify keys risks for coaches in sport – supporting these coaches post accreditation Develop a Coaches Association	Coaches themselves → retention and protection → somewhere to go to seek help for professional development		Leadership governance- advise on best governance System to manage coaches	i.e. all use one insurer to cover coaches – one system for all sports to use
Endorsement for coaching – mapping accreditation levels				
Values proposition that ACC offers to NSO's				

**Group 4
Leadership/Advocacy**

What needs to be done?	Who does it need to be done for?	Where is it to be done?	How will it be done?	What resourcing is required?
Online & flexible education system	Everyone	NSO, State & Club	Using Sport Australia free online course and find further \$'s resourcing to produce sport specific module(s)	Community Coaching General Principles already free online and UQ Sport offer SA Intermediate GP's online for \$20's per module
National Coaches & Officiating Conference	All sports	Melbourne or Sydney	Via a menu of different workshops/plenaries. Live streamed	Support from Sport Aus, ACC and sports, especially the big sports
Personalised development plans – self-reflection & personal resilience	Everyone	In privacy of own home or club	Option of calling on mentor or individually	Produce written material and have someone to bounce thoughts of, ensure there is learning from it
Modular learning	Everyone	Everywhere	Online and face to face	Produce the courses
How to coach – soft skills	Everyone	In courses, can be online bit best through shadow coaching - observing	Through a single National online coaching course shared among all sports	Produce the content
Respect for the coach ed system – ensure it has value	Everyone	Advertising/promoting it nationally	Materials, simple website	Sporting public awareness, NSO's
National mentoring database – linked with a different sport	Everyone	Where ever suits the mentor and mentee – café or club	By putting mentor in touch with mentee who lives in close proximity	Very little, someone to create a database and maintain it as well as publicise the opportunity to coaches and officials

APPENDIX C: ACC FORUM POWERPOINT PRESENTATION

(see separate attachment)

APPENDIX D: LES BEE PRESENTATION – Club Coaching Coordinator

(see separate attachment)

APPENDIX E: SUGGESTED TOPICS FOR FUTURE PROFESSIONAL DEVELOPMENT

Suggestions by category	Points	Category total
BIG PICTURE / STRATEGIC		
Trends – where is coaching going?	2	15
Discuss framework options in detail	5	
Pathway models and best practice pathway advice	5	
Current trends and practices – world wide	3	
AUSTRALIAN COACHING COUNCIL		
Funding of ACC and how sports and SportAus can be involved	2	8
Progress re SportAus collaboration - report	1	
General planning for an ACC conference	2	
Develop an ACC membership model (to fund ongoing development)	3	
ADVOCACY		
How to make coaching a more respected activity – raise its profile	5	8
Program to sell benefits to sports – i.e., F2F with Bd or CEOs schedule & agenda	3	
CONFERENCES / WORKSHOPS		
Biennial national coaching conference	3	3
COACH DEVELOPMENT / MENTORING / ASSESSORS		
Discussions around mentoring / coach developers	5	53.5
Coach developer learning strategies	3	
Blended delivery (online & F2F)	2	
What is meaningful PD for coaching?	2.5	
Development coach mentoring system	3	
Coach development models: pros & cons. How to scale from pilots to whole of sport	4	
International coach development best practice	3	
Coach & officiating mentor programs – sports sharing what they are doing	4	
Assessor & mentor training	4	
Remote coaching assessment	2	
Coach developer programs	2	
Mentoring programs	3	
Coach education in regional & remote areas	3	
Mentoring program: structure, database for mentors (i.e., qualifications & experience)	2	
Coach developer role: what is it & methods to develop	4	
HP coach development	3	
Building a course from scratch	4	

REFLECTIVE PRACTICE		
How to be a coach who can analyse their own performance	5	20.5
Understand self	5	
Understand impact I have on others	3	
Self-identification of learning skills / needs	2.5	
Coaching development to better understand ourselves as coaches	5	
COACHING KNOWLEDGE / COACHING PRACTICE		
Modular coaching courses	4	18
Handling challenging athletes	2.5	
Managing the coach's environment	2.5	
Multi-sport – e.g., falling / safe landings	2	
Helping coaches communicate well	3	
Inter-professional coaching	4	
ACCREDITATION		
Discussions around re-accreditation of coaches	3	10
Re-accreditation across sports	5	
Accreditation is not education	2	
CROSS-SPORT COLLABORATION		
Discussions around cross-sport collaboration for HP	2	29.5
Discuss practical ways to implement cross-sport collaboration	5	
Cross-sport engagement	6	
Cross-code coaching practices	2.5	
Cross-code forums	4	
Cross-sport collaboration in depth	1	
Cross-sport collaboration – how can we share resources without reinventing the wheel?	2	
Practical model for sharing generic coaching resources	5	
Cross-sport networking opportunities (F2F)	2	
DIVERSITY		
Coach / official diversity strategies	2	6
Gender diversity in coaching & officiating. What are sports doing to change our game	4	
TECHNOLOGY		
Use of LMS	2	48
Analytics: use of / importance of	2	
Online communities of best practice for coaching	5	
Webinars on common (generic) coaching problems	3	
National database of key coach educators	4	
Digital transformation of coaching / e-learning	5	
What is the content of a resource database	2	
What does an online chat site for coaches / officials look like? (See * below)	2	
E-learning portal	3	
Coaching courses to get a platform up and running: where to from here?	4	
Good modular coach development platforms	3	
Using technology to streamline administration	4	
Coach portal – membership / training	5	

Use of technology in coaching	2	
Developing multi-media online coach programs	1	
Coaching database details	1	
INTELLECTUAL PROPERTY (IP)		
Unpack IP sharing (financial / ownership)	4	7
Discussion around IP in coach ed, learning etc	3	
WELLBEING		
My leadership responsibilities for wellbeing	2	6.5
Stress management for coaches	2.5	
Working with mental health	2	
WORKING WITH CHILDREN		
Working with children – legal requirements & responsibilities or NSOs today (see # below)	4	4
CHANGE MANAGEMENT		
Stakeholder engagement	3	6
Assessing capacity	2	
Influencing positive culture & embracing change	1	
MISCELLANEOUS		
Insurance and coach support details for ways to XXX support coaches re risk	3	3

* <https://connectedcoaches.org/>

<https://www.playbytherules.net.au/who-needs-pbtr/coach-or-official>

APPENDIX 5: ICCE – CALL FOR APPLICATIONS

(see separate attachment)