

NCDA Coach Developer Programme 2019

Overview

The Nippon Sport Science University (NSSU) Coach Developer Academy (NCDA) conducted the 2019 NCDA coach developer Programme in Setagaya, Tokyo from the **8th of September to the 13th of September**. **Eleven delegates** from different countries coming from varying backgrounds such as Universities, Government and Non-Government Organizations participated in this 6-day programme with a common purpose of **training and learning** to become **future coach developers** in order to bring about **positive changes** to our respective sporting communities.

Introduction

The 2019 NCDA cohort came together for the first time on the 8th of September at the Setagaya Guesthouse. A short **Japanese Cultural Experience** class took place that morning with the intention of not just learning about the Japanese culture, but to learn more about one another as well at our first meeting. The theme of the session was about **Orizomegami**, which involves the Japanese art of coloring folded papers by dipping them into dyes to create a unique pattern when unfolded. Everybody had a great time bonding through this experience and each had a masterpiece to be proud of at the end of the session.



Learnings

Through the **E-learning modules** that were completed on our own prior to the commencement of the program, we had an idea of what to expect for the upcoming days. The trainers (**John Bales, Moncho, Lynnette, Masa and Saro**) created a systematic structure for the programme that helped to facilitate a progressive and fruitful learning experience. The **first day** of the Coach Developer Programme was about understanding the **concept of 'Coach Developer'** while setting up our vision of what the ideal coaching system will be like in the future. The **four coaching approaches (Tell-Sell-Ask-Delegate)** were demonstrated and it was important to understand the strength and weaknesses of each approach and what are the situations that will be appropriate for said approach.

Structure and strategies for creating a **good facilitation session** were the main topic for discussion on the second day of the programme. The concept of **LEARNS (Learner Centered, Environment, Actively involved, Reflection & feedback, New Knowledge and Stretched & challenged)** is key to creating a quality coach developer session. The utilization of effective questioning skills is crucial in the evaluation and development of coaches as a coach developer. A facilitation practice was carried out for the participants to simulate how it is like to create and conduct a simple session while implementing knowledge that had been taught in the earlier sessions. Each participant presented a **unique situation based on their background or career** and took on the role as a coach developer to try and tackle the respective issue.



On the following day, a review was done on our **individual visions** with regards to our **ideal coaching system** while the trainers presented vision from their respective organizations (ICCE, Japan, Singapore & ITTF). The **“Fishbone” diagram** was used for the participants to identify necessary elements in a quality coaching system and at the same time, identifying which elements are within our direct control, can be influenced or have no control over. It was crucial to understand the ins and outs of a coaching system as it puts things into perspective and we can ask ourselves questions such as **“Who are the stakeholders that are responsible for the important elements we might not have control over?”**



To conclude the programme, the final day was the **presentation day for our personal Action Plan of the next 90 days**. Everyone had to discuss about the different components of the plan through a PowerPoint presentation about the structure and content of the plan, what are the outcomes & how to measure progress and who will lead the team in each task within the plan. A **20-minute discussion following each presentation is facilitated by the speaker in** order to receive opinions and critics from the floor about how the plan could be further improved and what are some of the obstacles that one might face and how to overcome such situations in the future.

Personal Insights

Overall, it was a wonderful program and I had **fruitful experience learning from the trainers and colleagues** alike. As the concept of Coach developer is still relatively new, it is important to learn and spread about the positive influence the role could bring into the respective sporting industries. **Networking with international colleagues was an interesting experience** as well since everyone comes from different organizations and backgrounds, it was interesting to learn about their opinions and methods of tackling issues in their respective environment. **This experience had given me many new insights and knowledge and I am grateful for having this opportunity to further build on my skillsets for my future career.**



Thank you NCDA-TIAS,
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