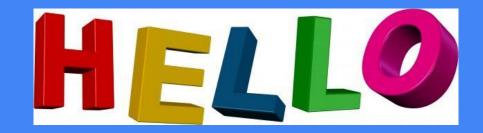


# **End of Season**

Retaining & Inspiring Grassroots Coaches ~ Recruitment & Planning for Para Swimmers





## **Janet & Andrew**





# How did you get involved in coaching para swimmers?

What challenges did you face when including para swimmers in your programming & how did you address those challenges? What is your biggest takeaway from coaching para swimmers?

What tools & strategies do you use to retain talented coaches & keep them motivated?

Pride in the Organization **Respect for Supervisors** Fair Compensation Affiliation with Respected Colleagues **Desire for Meaningful Work** Employee Value Proposition (EVP) Importance of Organizational Culture Strategic Focus on Retention **Beyond Gimmick Perks** Holistic Approach Time and Feedback Cycles Coach up/coach down/coach parallel

What is the most important principle to keep in mind when mentoring young grassroots coaches to ensure their development, engagement & long term commitment to the sport?

#### Principles to Develop & Engage:

- 1. Build trust and rapport.
- 2. Set clear goals.
- 3. Provide a model with success criteria.
- 4. Provide constructive feedback.
- 5. Encourage self-reflection.
- 6. Foster independence.
- 7. Promote lifelong learning.
- 8. Cultivate a support network.
- 9. Recognize achievements.
- 10. Instil a growth mindset.

What role does feedback play in developing your grassroots coaching staff?

## Role of Feedback:

- 1. Enhances Skills
- 2. Builds confidence.
- 3. Encourages reflection.
- 4. Improves communication.
- 5. Strengthens relationships.
- 6. Guides goal setting.
- 7. Promotes adaptability.
- 8. Encourages lifelong learning.
- 9. Increases retention.
- 10. Facilitates community building.

### Andrew's Advice for Grassroots Coaches

- DON`T! Give a lot of choice to young swimmers.
- DO! Engage with every child at every practice.
- DON`T! Finish early.
- DO! Model good swimming body position as often as possible.
- DON`T! Turn your back on the pool.
- DO! Think of and use great metaphors.
- DON`T! Spend your time talking to other coaches during practice.
- DO! Lots and lots of kick.
- DON`T! Talk down to them (literally and figuratively)
- DO! Be patient and keep things in proper perspective.
- DO! Be authentic.
- DO! Try to find a way in.
- DO! Praise effort, NOT talent.

**THANK YOU!**