



End of Season

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

HELLO

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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?

Tools and Strategies for Coach Retention:

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!