

## **12<sup>th</sup> ICCE Global Coach Conference - Best Practice Summary**

### **Stream 6: PE, School Sport Coaching**

#### **Title: Coach as Leader – Leadership Development Series for School Coaches in Singapore**

##### **Abstract**

For CoachSG's Character and Leadership Development (CLD) Team, the core purpose of our work is to develop and inspire leaders of character in and through Sport. One of the key strategies to achieve this is through capability development in the form of establishing learning communities and customised programmes for our stakeholders. One of these key stakeholder groups would include school sport coaches and teachers.

The proposed oral presentation aims to share learnings from the Leadership Development Series that the CLD team designed and delivered for a total of 38 sports coaches and teachers from 2 Secondary Schools in Singapore. The aim of the seasonal leadership development series was to help schools create a **positive sports culture that facilitates the effective character development of student athletes through quality coaching and strong teacher-coach collaboration.**

The process of designing and delivering the leadership series spanned from March to October 2018, which started with engaging school leaders, to administering questionnaires and conducting focus group discussions with 108 student athlete representatives from the various school sports clubs. Questions were centred around: General athlete-coach relationship, frequency/degree of values inculcation and coach's strengths & areas for development. After which, the data was analysed to identify the gaps and needs of their school coaches so as to establish the relevant topics to deliver for each workshop.

A total of 3 workshops (3 hours each) for each group of school coaches and teachers was delivered from May – October 2018. Topics included: Visioning, Unpacking School Values in action, Feedback giving & receiving, reviewing Coaching Philosophies, Reflection as a Coaching Competence, Key strategies to deliver Life Skills and Values, Factors to Building a Positive Environment. Overall feedback for workshops were generally positive with average ratings (over 5) in the respective areas: Facilitator(s) helping to make sense of participants' learning (4.2), Inspiring participants to take action (4.2) and Usefulness of the workshop (4.2).

Moving forward, follow-ups will be done with the schools to see how the application of the knowledge gained from the workshops have been applied in practice for the new season ahead, and also if any additional support is needed from CoachSG. The CLD team will also be working on tying in the topics and delivery methods covered during these workshops as part of a wider leadership development series under CoachSG's Continuing Coach Education (CCE) for other coaches. Any new findings and learnings will be shared during the presentation.

##### **References**

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### **Biography of Author(s)**

Presenting Author: Ms Eliza Tan [Eliza\\_SR\\_Tan@sport.gov.sg](mailto:Eliza_SR_Tan@sport.gov.sg)

Organisation: Sport Singapore, CoachSG

Country: Singapore

Eliza is a Senior Executive at the Character & Leadership Development (CLD) Team in CoachSG, where she specialises in developing the skills and knowledge of sport educators (e.g. coaches, physical education teachers) to foster character development, values education and leadership development through sport. Her experiences include:

- Designing and facilitating workshops for sport educators
- Designing and delivering sport programmes for youth leadership development
- Development of research instruments to evaluate the impact of sport programmes in inculcating values based behaviours and outcomes

Co-Author: Mr Lucas S. Capalbo

Lucas S. Capalbo, PhD candidate in Kinesiology specializing in the psychosocial aspects of sports at Michigan State University, has worked, studied and coached football in more than 10 countries. His vast exposure to different cultures has influenced his work as a scholar and coach. Lucas investigates strategies to empower

coaches to promote development and peace through sports, which he believes is a great platform for social growth. Contact: [capalbo@msu.edu](mailto:capalbo@msu.edu)