



A Guide to Mentoring Coaches

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This guide provides information to help mentors understand how learning occurs and the positive impact they can have towards the development of other coaches.

What is mentoring?

Mentoring supports the development of another person through a one-to-one relationship. This guide talks about mentoring in the context of coaching, but it is equally applicable to other roles (e.g. judging and club volunteering). The aim of mentoring is to facilitate a positive change in behaviour.

Can you think of someone who has had a strong positive influence on your development?

Every mentoring relationship is unique to the individual's involved and there isn't a set way to do it. The relationship may focus on one area of development, or accomplish many things. The experience may last for a week or a lifetime. A mentor may be assigned or the relationship could informally develop from a friendship or working relationship.

What does a mentor do?

Mentoring is a process and mentors must see themselves as facilitators, rather than teachers. The relationship does not revolve around them providing the solutions, but it is about how they can engage another person with the learning process. A mentor can help the coach self-reflect to make it easier for them to learn from their own experiences

A mentor is a trusted advisor. They must see themselves as a facilitator rather than coach or educator.

The role of the mentor will involve some or all of these aspects:

- Motivate** – someone to encourage the coach to believe in them self
- Question and challenge** – confront beliefs and values
- Develop skills and knowledge** – act as a guide
- Role model** – someone whose style and methods are replicated

It's important to ensure that the mentoring process remains relevant to the coach. To ensure this the coach should set the agenda and pace. A mentor's own beliefs may be an important reference point during the mentoring process, just as they will learn from the beliefs of others. However, the mentor needs to be careful not to impose their own beliefs or way of doing things, onto another coach.

Who can mentor?

While recommended for new coaches, the mentor-coach relationship doesn't have to involve an experienced coach and inexperienced coach, and the benefits aren't just felt one way. Coaches need to learn a broad range of skills, from the 'how to coach' to 'what to coach' skills. Individual mentors will have unique strengths and experiences and can offer different qualities to the mentoring experience. For example, a coach who has a background in teaching may offer knowledge on delivery styles, a coach who's competed at a high level may offer technical knowledge.

What to Coach
Technical skills needed to be an effective coach
E.g. technique for stance

How to Coach
Delivery skills needed to be an effective coach
E.g. how to explain and demonstrate stance

How to Coaches Learn?

There are many different ways we learn, from watching another session, a chance discussion, or within a formal learning environment. Whatever the way – it feels good to grasp a solution or discover a better way of doing things. Mentoring provides the satisfying reward of encouraging and enhancing this learning experience.

Discovering new information is the first and often easiest part of learning and usually involves:

Trial and error: through experimentation of what works and what doesn't work, coaches build up their experiences.

Observation: finding out how others do it or say it.

Analysis: of own performance and others. Listening to feedback from archers and other coaches.

Information: finding out what others advocate by attending coach education courses and reading resources and articles.

What sources of information help you to learn?



Application: The biggest challenge is to effectively apply new knowledge and skills into coaching. It takes practice and checking to ensure changes are fully integrated into coaching performance.

Mentoring for Level 1

Coaches training to become level 1 qualified are advised to complete a process of 'supported practice'. This includes coaching to gain practical experience and working with a mentor for some of this time to provide support. The mentoring process should be kept focussed on helping the coach gain experience towards becoming qualified. A mentor is not a life coach, someone to unload burdens onto or a performance coach.

There will naturally be time constraints on both the mentor and coach and these should be taken into consideration by establishing clear boundaries and goals to focus on from the outset.

Use an initial meeting to put both the coach and mentor at ease and to identify goals. The process isn't about either the coach or mentor being 'under review' but is centred on practice and learning.

Mentoring Activities

Here are some ideas to give you the opportunity to observe the coach and discuss what happened:

- Establish a goal (to prevent activities and discussions becoming generalised)
- Observe a coaching session
- Prepare a session together
- Evaluate a session together
- Use e-mail or a phone call to follow up and support communication

Essential Skills and Qualities

Mentors require essential skills to fulfil their role:

- **Observing:** first hand perspective on the coach, making sure your subsequent input is focussed
- **Feedback:** including praise, advice and guided discovery, but use criticism sparingly
- **Listening:** focus on interpreting what is said rather than formulating an immediate response
- **Questioning:** use open questions to allow the coach to unlock their own learning or an alternative approach. For example:
 - 'What are your goals for this session'
 - 'What went well with your session'
 - 'What would you do differently next time?'
 - 'How did the archers respond to your session – what did they like?'
- **Other qualities:** be supportive, encouraging, positive, understanding, honest, reflective

References and Further Guidance

'A Guide to Mentoring Sport Coaches' by sports coach UK. Visit www.sportscoachuk.org.

About the Level 1 Award in Coaching Archery

(This extract is from the Level 1 resource manual for coaches):

The course is designed to provide new coaches with the skills and knowledge to help beginners develop, have fun and gain confidence according to their physical and social needs.

The course aims to develop coaches who know how to coach as well as what to coach. The course of training provides candidates with an introduction to coaching recurve archery to beginners.

Coaches are in a unique position of responsibility and influence, not only over an archer's level of improvement but also their well-being. Coaches must take the time to consider the many reasons why people take part in archery and deliver coaching sessions accordingly.

Coaches must understand and deliver sessions in accordance with the rules that govern archery. The Rules of Shooting provide guidance to all archers so that they may practise and compete in the sport safely and fairly. The Rules of Shooting are available to download from the Archery GB website and are subject to amendment. When coaching archery to beginners, Level 1 qualified archery coaches are expected to be able to:

Core coaching skills

- Tailor coaching to the beginner's needs in a safe environment.
- Plan and evaluate a coaching session.
- Provide accurate demonstrations of basic archery technique (T Draw).
- Provide feedback for safety and motivation.
- Use basic questioning to clarify understanding.
- Select and use different coaching styles to promote learning, motivation and enjoyment.
- Use a Safety Checklist to manage a safe coaching environment.

Basic archery equipment

- Identify archery equipment and introduce basic terminology to beginners.
- Select safe shooting equipment for beginners to use.
- Identify unsafe equipment and components of equipment most likely to be damaged by beginners.

Equip a beginner

- Help a beginner identify their dominant eye and preferred shooting hand.
- Help a beginner fit a bracer on their bow arm and a finger tab onto their draw hand.
- Help a beginner identify a safe arrow length to shoot with.
- Select an appropriate bow for a beginner archer
- Demonstrate setting up and taking down a bow, and help a beginner to complete this task safely.
- Attach, set up and adjust simple recurve bow-sights.

Range layout and control

- Identify the purpose of a waiting line, shooting line, target line, overshoot/safety netting and warning signs.
- Set-up a safe shooting range either indoors or outdoors, using correct distances.
- Identify the requirements to safely set up and dismantle a target.
- Provide beginners with a range safety briefing and perform the role of a field captain.
- Teach others range procedures and safety rules.
- Manage the behaviour of beginners, range helpers and the public to ensure safety on a shooting range.

Shooting Barebow and Freestyle

- Use the T Draw shooting technique to demonstrate and coach basic Barebow and Freestyle shooting styles
- Understand the differences between Barebow and Freestyle shooting styles
- Coach beginners to score arrows using 5 and 10 zone scoring.

Coaching all abilities

- Conduct confidential discussions in a discreet, professional and friendly manner
- Work with individuals to determine their abilities and disabilities
- Ensure additional support staff are present during a coaching session if required
- Ensure range safety is tailored to the ability of individuals.

Archery Beginners Course



This is an outline of a recommended archery beginners course and is suitable for a Level 1 coach to deliver using the other Activity Cards. The course introduces beginners to the basics of archery in a fun and friendly environment, consisting of six sessions which last up to two hours each.

Session 1	Session 2	Session 3	Session 4	Session 5	Session 6
Set up the range	Set up the range	Set up the range	Set up the range	Set up the range	Set up the range
Equip beginners. Coach selects equipment	Equip beginners. Coach selects equipment	Equip beginners. Beginners shown how to select equipment	Equip beginners. Beginners shown how to select equipment	Equip beginners. Beginners select equipment	Equip beginners. Beginners select equipment
Range safety	Range safety	Range safety	Range safety	Range safety	Range safety
Warm up	Warm up	Warm up	Warm up	Warm up	Warm up
Technique training. Introduce T Draw (Barebow)	Technique training. Stance and set hands (Transition Barebow to Freestyle)	Technique training. Prepare and raise (Freestyle)	Technique training. Draw (Freestyle)	Technique training. Anchor and aim (Freestyle)	Technique training. Release and follow through (Freestyle)
Game. Groups and balloons	Game. Rate my archery and challenge	Game. Groups and balloons	Game. Rate my archery and challenge	Game. Aim and score	Game or Challenge for FITA Award (optional)
Cool down	Cool down	Cool down	Cool down	Cool down	Cool down
Take down the range	Take down the range	Take down the range	Take down the range	Take down the range	Take down the range



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