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- **I have no actual or potential conflict of interest in relation to this presentation.**

Using Drills and Motivation to Coach People UP

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If you are like me, during your athletic career, you probably experienced both good and bad coaches. There was surely someone who took you to a higher level and someone who could have given a better effort to help develop your skills.

When I became a coach, I made a decision: I was going to do my best to be known as a “good coach” by my athletes and students. I wish I could say I did everything well from the start, but I can’t. Over the last 20 years, I have discovered 5 Paradoxical P’s of Coaching. A paradox is defined as a contradictory idea that when investigated may prove well founded or true. To me, a paradox is defined as what you thought the simple answer would be turns out to be the exact opposite.

Below are 5 paradoxes that took a number of years (and mistakes) to learn. These will be displayed during the hands on session. Coaching, as you will discover, is as much a learning process for the coach as it is for the athletes. As a coach, you need to understand each of the 5 paradoxes below and seek to give each of these 5 P's away. You may initially think giving these 5 away makes you weaker, but on the contrary, you will become stronger.

As you give these away on a daily basis, you will also discover there is no limited supply to any of the 5 P's. So, you should have no worry one will diminish the more you dish it out. Follow the instructions below this week and you will find each one actually grows it the more it is used!

And the best news? By applying these 5 lessons, you will get the biggest lesson of coaching: when you improve the life of someone else, you have no choice but to improve your own life too.

1. Praise

“Learn to give that which you seek.” Deepak Chopra

Coaching Paradox: Want to get praise for being a good coach? Don't sit around waiting for people to tell you “good job.” First spend time hunting for opportunities to express your gratitude to everyone you coach.

A coach should seek to give gifts every day. And I am not talking about material presents. The most powerful form of giving from a coach is non-material. Could be a smile, hug or compliment. Do this often enough and your praise will materialize.

2. Positivity

“Enthusiasm is the highest paid quality on earth, perhaps because it is the rarest.” Frank Bettger

Coaching Paradox: Want your people to be more positive? Then before you point your finger at that “negative” someone else, remember the three fingers that are pointing back at you! You have to be positive first.

As the coach, you are the positive spark. You choose how you feel every day. Choose to be positive and watch your team (and world) change around you.

3. Permission

“A man’s errors are his portals to discovery.” James Joyce

Coaching Paradox: Want a team of fearless “go-getters?” Don’t set limits on what they can or can’t do. Don’t make them afraid to make a mistake. You must instead give them permission to fail.

With this permission, fear actually goes away. By removing the fear of failure, you will build a team that will push limits. And if there is anyone on the team that should know it is ok to make a mistake, make sure it is you.

4. Power

“Leaders must lead from the front and push from the rear.” Mark Divine

Coaching Paradox: Want to look like a coach in power? Then don't boss or bully others into “your rules.” Instead learn to create leaders by giving most of your power away.

By empowering your people you actually are stronger than doing everything yourself. The empowered team will share its gifts and talents and with victory and success, your power will grow.

5. Passion

“You will be as great as your dominant aspiration.” James Allen

Coaching Paradox: Want a group that is self-directed and takes initiative? Then you shouldn't force them to work where they “fit.” The coach should get his or her people working on something they believe in.

Give them this great gift, nourish it and you will discover real power happens when you give someone purpose.

The Hands-On Workout

During this hands-on, my goal is to hopefully demonstrate not only drills for you to learn as a coach, but also the motivational and encouraging style in which it is delivered.

So, while watching the hands-on, instead of only thinking how you can add a new drill to your probably already overfull “toolbox,” my hope is you also are inspired to change the way you deliver those tools and information using encouragement and cues.

The workout will have 4 sections:

I. Warmup - This will have the following drills:

- a. Stationary exercises
- b. Technical movements
- c. Ground activation

II. Speed Drills - This will have the following drills:

- a. Arm action
- b. Quick Steps
- c. High Knees
- d. Build Up Sprints

III. Metabolic Conditioning - This will involve a Training For Warriors Hurricane sample:

- a. Resisted band sprint
- b. KB Deadlift and swing to row
- c. MB Slam and twist

IV. Group Finisher