

AYSO Program: Player Development

Standing on the Shoulders of Giants! Roundtable Discussion on Coach Mentoring

Date: September 2015
Length: 1.25 hours
Lesson Plan Number: 112



Change History	
September 2015	Lesson Plan Developed NCAC -- Xiques

Standing on the Shoulders of Giants! Roundtable Discussion on Coach Mentoring

1. DESCRIPTION

During this workshop, the course instructors will facilitate a roundtable discussion on approaches to coach mentoring and how the National organization can best support mentoring programs at the Region and Area level.

2. GOALS

- To hold an open forum for discussion on
 - The value of implementing an AYSO coach mentoring program
 - Specific needs of Regions
 - Best practices and approaches that Regions are currently using to mentor coaches
 - Resources and incentives that would be most helpful to Regions for coach mentoring

- This workshop is designed to help coaches, RCs, and RCAs think through the impact that a structured mentoring program will have has for the quality of coaching and player development they offer. It is also to capture innovations, ideas, and the needs of Regions to help AYSO develop effective mentoring tools in collaboration with the NCAC. Let the course attendees drive the discussion.

3. PREREQUISITES

- No prerequisites

4. STUDENT MATERIALS

- None

5. INSTRUCTOR EQUIPMENT AND MATERIALS

- Lesson plan
- LCD projector
- Screen
- PowerPoint Presentation
- Flipchart with adhesive sheets
- 3 colors of markers
- (optional) chocolate or other prizes to encourage participation

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6. FORMAT AND APPROACH

- Provide the structure and let the course attendees drive the discussion
- If available, two session leaders should collaborate on this session—one primarily responsible for facilitating, and another for recording ideas presented by participants.
- Capture ideas, questions, preferences, and best practices that come out of the discussion on flip charts and post on the walls as the roundtable progresses.
- After the session ends, take the flipchart pages and write a synopsis of the session.
- **Please send this synopsis to the National Coaching Advisory Commission's Mentoring Program Development Committee at pete.xiques@aysoregion390.org**

7. INTRODUCTION TO DISCUSSION

New coaches attend AYSO Coach certification training. Some later go to clinics and EXPOS. But then, every volunteer begins the long, gradual process of figuring out what it really takes to be a great coach.

Within your Region, there are at least 100 years of coaching wisdom in the collective experience of your coaches. Are you capturing it? Do you have a system in place to pass along these hard-learned lessons?

Or does it seem you're reinventing the wheel every season? Dealing with the same problems season after season from coaches who mean well but haven't embraced the AYSO philosophy? Losing more than a volunteer when an experienced coach retires? Struggling to find effective, efficient ways to help your new coaches be successful quickly?

In this session, we will discuss best practices and ideas for building a culture of great coaching in AYSO and your Region. The format we'd like to follow is an open discussion by topic. In order that we can hear from everyone, we'd like to ask each of you to join in, and that you let others have an equal chance to share ideas. And questions are always welcome.

Value of Mentoring in strengthening AYSO Mission, Vision, and Philosophies

Discussion Protocol

- Situational Analysis: Regions Have Different Needs
 - How many of you are from Regions with 30 or fewer coaches/teams?
 - How many are from Regions with more than 1000 players?
 - Do you have experienced, advanced coaches available to serve as mentors?

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- Would your budget would allow investments in mentoring, if needed?
- Mentoring Philosophy for Regions: Tools or Requirements?
- Approaches to Mentoring:
 - One to One
 - Group
 - Team-Based
 - Division collaboration
 - Area-Sponsored
 - AYSO Camps
 - Other Paid Trainers
 - Advanced/National Coaches/Instructors
 - College coaches or Other
- Describe your Mentoring Program
 - How many players in your Region?
 - Describe your Mentoring Program
 - Is it formal or informal?
 - Do you have a written procedure?
 - What have the results been?
- Incentives for Regions and Volunteers
 - How could AYSO National encourage and support Regions for implementing strong mentoring programs?
- Metrics: Measuring Effectiveness and Capturing Innovation
 - How can Regions and AYSO measure effectiveness and capture innovation in Mentoring Programs?

8. INSTRUCTOR NOTES

Note to instructors: Please be familiar with FIFA, the structure of soccer in the World, US Soccer and the differences between youth organizations and AYSO. This is meant to be a forum for discussion, ask questions that lend to discussion and open-ended answers.

9. ATTACHMENTS

- PowerPoint Presentation

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LESSON PLAN

1. Introduction

Have Slide 1– up while participants enter the room

- ✓ Introduce yourself and any co-instructors.
- ✓ Introduce the workshop and what the objectives are

2. Objectives (Slide 2)

3. Relationship between mentoring program and AYSO culture (Slide 3)

4. Relationship between mentoring program and AYSO Mission, Vision, Philosophy (Slide 4-5)

6. Player Development requires Coach Development (Slide 6)

7. Opportunity (Slide 7-9)

10. Roundtable discussion Format (Slide 10)

11. Situational Analysis for Regions (Slide 11)

- ✓ Having discussed all the positives, do you have mentoring program in place?
 - If not, why are Regions not using this strategy?
 - If you have a mentoring program, advocate and support NCAC in program improvement by sharing ideas.
 - If you are not using them, ask your Region why

12. Approaches, Incentives, Metrics (Slide 12-15)

13. Questions / Thank You (Slide 16)

- ✓ Any question? Comments?
- ✓ Thank you!
- ✓ Share ideas

14. After the session ends, take the notes or flipchart pages and summarize the ideas shared. Please send this synopsis to the National Coaching Advisory Commission's Mentoring Program Development Committee at pete.xiques@aysoregion390.org