

# *National Training Initiative*



*'Be as good as you can be'*



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## **Derbyshire Golf Partnership**

# **Derbyshire Golf Academy Programme Development Plan**

**2013 - 2017**

## Introduction

The UK coaching framework, produced and promoted by *SportsCoachUK* states that,

“Sports coaching is central to developing, sustaining and increasing participation in sport. Coaching also drives better performances and increased success, as well as supporting key social and economic objectives throughout the UK. At all levels of society, coaches guide improvement in technical, tactical, physical, mental and lifestyle skills, as well as personal and social development.”

In line with this strategy the Derbyshire Golf Partnership is seeking to establish a club based golf coaching programme which will endeavour to provide young golfers who have shown that they have potential in the sport with additional support and coaching to better enable them to develop their skills and abilities.

The strategy is based on the principles of Long Term Athlete Development (LTAD) and endeavours to ensure that the coaching provided to young players is player centred and meets their social, psychological and physical needs.

## Background

The British Golf coaching structure is the envy of many other countries and indeed many other sports. Few can boast such a large number of highly trained, professional coaches to develop and drive the sport. Furthermore the emerging system of trained volunteer coaches under the PGA will provide an important support role to the existing coach network and allow more young people to enter the sport.

Despite this, an extensive research and consultation programme led by the England Golf Partnership concluded that the current coaching system presents some problems to the ongoing development of the sport, and identified issues to be addressed if the player pathway is to be better serviced by the coaching network.

The major issues are:

1. The culture of coaching in clubs is such that those players who receive coaching usually do so of their own volition, usually in the form of a time limited golf lesson which is paid for by the hour. As such, players are usually choosy as to when they take a lesson and tend only do so when a problem requires fixing or they wish to work on a particular aspect of their game.
2. Players receive differing experiences, delivery methods and advice and support from coach to coach. Many players also report that they were either lucky to have been given the support from the coach or felt that they would have benefited from more appropriate support earlier.
3. Many coaches operate as small businesses. The provision of golf instruction is a financially lucrative career particularly for the most committed and driven. This means the best coaches are often restricted from giving appropriate support to talented players because of barriers in terms of affordability or because the coach finds it financially prohibitive to provide lower cost tuition in a diary that would otherwise be full of full paying customers.
4. The coaches that are the most successful are usually regarded as high quality due to the personal development which they have funded and developed themselves. As a result they are often reluctant to share ideas and delivery

methods with others as they feel that this would allow their potential competitors to gain an advantage over them without putting the work in themselves.

5. In general, very few coaches provide their students with training programmes or practice schedules which allow the player to develop a fuller understanding of their technique and are able to practice independently. The principles of Long Term Athlete Development (LTAD) suggest that young players should strive to achieve 10,000 hours of deliberate practice to perform at elite levels. This will be difficult to achieve if players are unable to partake in meaningful structured practice without the presence and or guidance of a coach.
6. In many cases there is misunderstanding and conflict between coaches at different levels of the development process. Often club coaches are asked to 'hand over' players to other coaches at county level. This 'Transfer System' of coaching often causes disillusionment and resentment for the coach in the club who feels unrewarded for their hard work. In the worst cases, coaches are either unwilling to release players for higher level training or actively encourage the player to ignore coaching advice given by others. Players find themselves confused by this and are often left disillusioned by the whole process.
7. There is currently no way to differentiate between coaches and the standard of their coaching delivery. Players and parents who are keen to receive coaching do not know which coach they should approach as there no means of identification.

## **Aims**

To design, manage and implement a structured, player centred training academy programme within Derbyshire, utilising highly skilled and appropriately trained coaches.

## **Objectives**

The Derbyshire Golf Academy programme has 2 main objectives:

1. To provide an inclusive coaching system which will support players from all backgrounds with equanimity.
2. To endeavour to create high quality coaches, with appropriate support and training opportunities delivering the best quality coaching to the young people involved in the programme.

## Key Outcomes

The Derbyshire Golf Academy programme will deliver the following key outcomes:

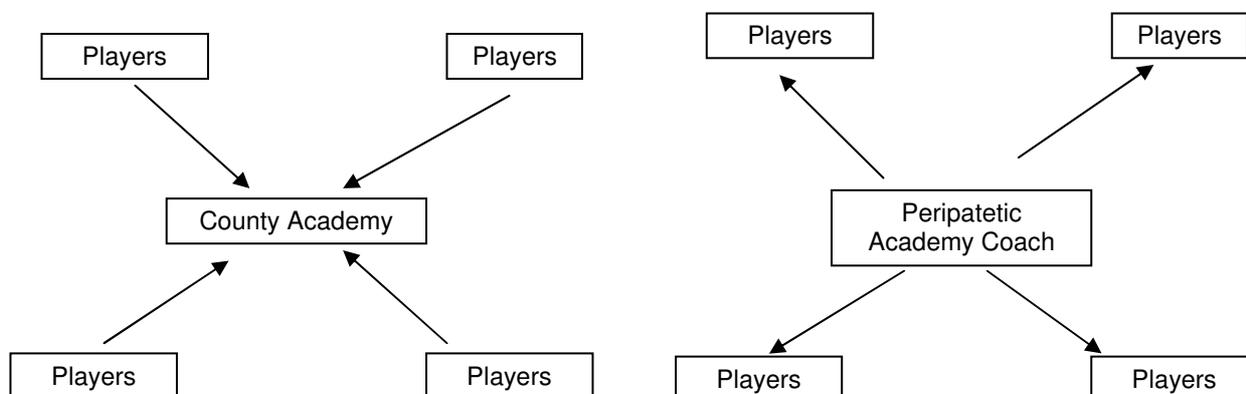
1. Enhancing the quality of coaching across the development spectrum.
2. Enhancing the quality of the players developing in the club network which will ensure that better quality players emerge into the full county ranks.
3. Identifying the best coaches within the county so that young players and their parents can be signposted to these coaches if they do not have appropriate coaching provision within their locality.
4. More youngsters retained in the sport leading to increased participation levels for junior players as well as in the adult ranks.
5. To increase the number of people involved in coaching at all levels of the development system.
6. To develop existing coaches through specific training programmes and individualised development opportunities.

## Derbyshire Golf Academy Programme

The Derbyshire Golf Partnership will aim to develop a network of high quality coaching environments called 'County Training Academies'. These academies will be staffed by appropriately qualified coaches and will be based at either accredited golf facilities or at other such facilities such as short courses or driving ranges. There would be 2 delivery models for the coaching delivered in the county academies:

- A specific facility which has players travelling to it to receive coaching and ongoing support.
- An individual coach who travels throughout the locality providing coaching in areas which are within easy access for the players.

### 2 Delivery Models for Derbyshire Golf Academy Coaching



Coaches will be openly recruited for coaching positions created under the programme. Each coach will be engaged to the Derbyshire Golf Partnership to provide Training Academy Coaching for an agreed amount of time per week or per month as

appropriate. Once established as a Training Academy coach they would be promoted by the County Golf Partnership as high quality providers of coaching within the county. This would allow young people and their parents to make informed choices about where to go for further or additional coaching.

County Training Academy coaches would be chosen against the following criteria:

- High quality coach with the ability to deliver individualised training programmes for emerging players within that locality. Appropriate coaches would be identified through the network of PGA Professionals (typically classed as PGA Level 3 and above).
- An identified and proven commitment to young player development.
- Access to appropriate facilities for the training of young golfers (Achieved or working towards 'Golf Mark' or 'Rangemark' accreditation (where applicable)).

## **Coaching**

### **Defining 'Coaching'**

Traditionally golf coaching has been delivered to players at this stage of development on a 'one to one' basis. Usually these sessions take the form of 'lessons', they are primarily technical in nature, delivered on a driving range or practice ground and involve the coach making technical changes or modifications to the players swing. Research has shown that this process is relatively costly compared with the outcomes it generates and does not necessarily meet the players needs.

For the purposes of this programme coaching will be delivered to players based on the following principles:

- Group coaching sessions on a 1:4 ratio. This will allow for quality coaching to be given to players on the most cost effective basis.
- Structured practice sessions – These sessions will allow more players to be involved as the coach would be present to set practice goals and monitor progress against this. Learning models such as the 'Teaching Games for Understanding' (TGfU) Model and 'Guided Discovery' will be utilised here to allow players to take ownership of their learning.
- One to One planning and evaluation sessions – Coaches will provide players with one to one feedback, individual goals, individual practice and training plans as well as agreed competitive schedules. This critical component to the coaching process is anathema to golf at present and will ensure more players develop more effectively as well as ensuring that more players are retained in the game.

### **Coaching Hours**

Coaching sessions will be provided in blocks of 2 hour coaching & learning sessions on 6 separate occasions. Sessions can be run seasonally either pre season or post season or perhaps both. In some cases these learning blocks will be delivered bi weekly or even monthly.

Participants will be expected to contribute towards the cost of the coaching programme.