Matters of Coaching & Coaching Matters

Vern Gambetta
Gambetta Sports Training Systems
Sarasota, Florida
where will you stand?
where will you stand?

...YOUR Choice!
You snooze, you lose!
You snooze, you lose!

The world will pass you by!
Radio - 50 years
Radio - 50 years
Radio - 50 years

TV - 45 years
Radio - 50 years

TV - 45 years
Radio - 50 years

TV - 45 years

Internet - 13 years
Radio - 50 years

TV - 45 years

Internet - 13 years
Radio - 50 years

TV - 45 years

Internet - 13 years

Facebook - 9 Days!
A Coaching Journey
My journey began in Santa Barbara California in the late 1950’s
Mr. Kuehl

1963-64 VARSITY
Barriers
La Cumbre Junior High School
1969 - 73
Elite Sport Reflects Society
10,000 Hours?
10,000 Hours?

Mandatory DAILY Physical Education
10,000 Hours?

Mandatory DAILY Physical Education

Taught by Trained Educators
4th Place to Gold Medal
4th Place to Gold Medal

Men - 1.88%
4th Place to Gold Medal

Men - 1.88%

Women - 2.44%
Accountability

Bottom Line
Accountability

Jump Higher or Farther

Bottom Line
Accountability

Jump Higher or Farther
Throw Farther

Bottom Line
Accountability

Jump Higher or Farther

Throw Farther

Run Faster

Bottom Line
D. Coaching
D. Coaching

Design Thinking
D. Mindsets
D. Mindsets

http://dschool.typepad.com
How many of you coach?
How many of you coach?

Sprints & Hurdles
How many of you coach?

Sprints & Hurdles

Jumps
How many of you coach?

Sprints & Hurdles

Jumps

Throws
How many of you coach?

Sprints & Hurdles

Jumps

Throws

Distance
How many of you coach?

- Sprints & Hurdles
- Jumps
- Throws
- Distance
- Combined Events
Not something you do, something you are!
Athlete
Nurturing the Athlete
Nurturing the Athlete

Timing
D. Mindsets

Show Don’t Tell
Learning how to say smart things and give smart answers may seem important.
Learning to listen to others and to ask smart questions is much more important.
2 Ears
2 Ears
2 Ears

2 Eyes
2 Ears

2 Eyes
2 Ears

2 Eyes

1 Mouth
Coaching Eye

Beware, there is often a strong confirmation bias
Coaching Eye

Beware, there is often a strong confirmation bias

You often see what you are looking for
Beware, there is often a strong confirmation bias. You often see what you are looking for.

The art of coaching must be learned.
Learning Styles
Learning Styles

Auditory - Talk It
Learning Styles

Auditory - Talk It
Visual - Chalk It
Learning Styles

Auditory - Talk It

Visual - Chalk It

Kinesthetic - Walk It
D. Mindsets

Focus on Human Values
We’re athletes. We’re not integers in a formula.”

Chris McCormack, Ironman Champion
Coaching is a growth process step by step together with our athletes
Technology opens new horizons & possibilities
Technology opens new horizons & possibilities

Humans make it work!
"Scientists should be on tap, not on top"

Lest we forget
Craft Clarity
Perspective
Know what you know
Know what you know

“It’s taken me all my life to learn what not to play.”  Dizzy Gillespie
Quality
Quality

A Measure of Perfect!
D. Mindsets

Embrace Experimentation
You can’t do what you have always done
You can’t do what you have always done
Sacred Cows
Sacred Cows

Beliefs, Opinions, Myths & So-called Best Practice
Sacred Cows

Beliefs, Opinions, Myths & So-called Best Practice

Don’t be limited by any of these
Beware of the tyranny of dead ideas
Beware of the tyranny of dead ideas
They hold us back
Beware of the tyranny of dead ideas

They hold us back

They defeat us
Beginners Mindset
Before you can find the answer you need to know how to ask the question
Subject | verb
---|---
adjective
adverb
adverb
Learn How To Learn
Where & How Are You Learning?
Where & How Are You Learning?
Where & How Are You Learning?

Beware of Internet Training Porn!
Monkey See - Monkey Do
Monkey See - Monkey Do

Beware
If in doubt err on the side of optimism and positive energy
D. Mindsets

Be Mindful of Process
It’s a Journey
It’s a Journey

Do you know the destination?
A journey of learning and understanding that never ends.

It's a journey that never ends.
It’s a journey that never ends.
It's a journey that never ends.
The Goal

Ask

Imagine

Plan

Create

Improve
Clarify

The Goal

Imagine

Plan

Create

Improve

Ask
Clarify

Provide a Clear Path

The Goal

Imagine

Plan

Create

Improve

Ask
Coaching is teaching!
How do you coach?
How do you coach?
How do you coach?

Complexifier?

Simplifier?
Know the message
Know the message

Clearly communicate the message
Know the message
Clearly communicate the message

140 characters maximum!
John Wooden - 2,326 Acts of Teaching
John Wooden - 2,326 Acts of Teaching

6.9% Compliments
John Wooden - 2,326 Acts of Teaching

6.9% Compliments

6.6% Expressions of Discipline
John Wooden - 2,326 Acts of Teaching

6.9% Compliments

6.6% Expressions of Discipline

75% Pure Information
John Wooden - 2,326 Acts of Teaching

6.9% Compliments

6.6% Expressions of Discipline

75% Pure Information

Short
John Wooden - 2,326 Acts of Teaching

6.9% Compliments

6.6% Expressions of Discipline

75% Pure Information

Short Punctuated
John Wooden - 2,326 Acts of Teaching

6.9% Compliments
6.6% Expressions of Discipline
75% Pure Information

Short  Punctuated  Numerous
John Wooden - 2,326 Acts of Teaching

6.9% Compliments
6.6% Expressions of Discipline
75% Pure Information

Short Punctuated Numerous

Rarely longer than 20 seconds!
Teaching
Teaching

Explanation
Teaching

Explanation

Practice
Teaching

Explanation

Practice

Feedback
Athlete Ownership & Responsibility
Priorities
Priorities

“If it ain’t worth doing two times week, it ain’t worth doing.” Eddie Reese, Swim Coach
90% of coaches work is “grunt” work
Focus on the PROCESS
Focus on the PROCESS

Jump by Jump
Focus on the PROCESS

Jump by Jump
Throw by Throw
Focus on the PROCESS

Jump by Jump
Throw by Throw
Sprint by Sprint
Focus on the PROCESS

Jump by Jump

Throw by Throw

Sprint by Sprint

Run by Run
Coaching!
Coaching!

“Difference between eating from a cereal box and being on one.”

Peter Vint
D. Mindsets

Bias Toward Action
“If things seem under control, you’re just not going fast enough.” Mario Andretti
Don’t over-think
Training Session needs to be close to your event in some form
Training Session needs to be close to your event in some form

Neural
Training Session needs to be close to your event in some form

Neural Metabolic
Training Session needs to be close to your event in some form
Training Session needs to be close to your event in some form
Provide A Positive Training Experience
Provide A Positive Training Experience

Realistically Test the Athletes Limits and Capabilities
Provide A Positive Training Experience

Realistically Test the Athletes Limits and Capabilities

Prepare for the Physical & Psychological Rigors of Competition
Coaching Do’s
Be Empathetic

Coaching Do’s
Coaching Do’s

Be Empathetic

Encourage
Be Empathetic  Encourage  Be Clear

Coaching Do’s
Coaching Do’s

- Keep it Simple
- Be Empathetic
- Encourage
- Be Clear
Coaching Do’s

Be Empathetic

Encourage

Be Clear

Keep it Simple

Give Clear, Effective Feedback
D. Mindsets

Radical Collaboration
The Medici Effect
The Medici Effect

Look at different disciplines and search for places where they intersect. At these intersections is where a myriad of new ideas and applications can be explored.
Specialize in Being a Generalist
Specialize in Being a Generalist

Make connections among seemingly unrelated information
Specialize in Being a Generalist

Make connections among seemingly unrelated information

Know it is not the links, but the linkages that make the system
Specialize in Being a Generalist

Make connections among seemingly unrelated information

Know it is not the links, but the linkages that make the system

Focus on the “Big Picture”, how the pieces work together
D. Mindsets

Prototype
Samuel Beckett
Challenging Beliefs
memoirs of a career

TIM NOAKES
with michael vlismas
"50% of what we know is wrong; the problem is that we do not know which 50% it is"
3R’s
3R’s

Routine
3R’s

Routine

Repetition
3R’s

Routine

Repetition

Refinement
It’s not about the coffee
It’s not about the coffee

It’s the Experience!
If you follow the flock long enough sooner or later you are going to step in ___ it!
Is this progress?

“I joke with people.” West said, “that someday I’m just going to be able to sit in my office and drink a two-liter bottle of soda and eat a bag of chips and be able to look at my computer and shout through a microphone like the Wizard of Oz and tell them what they ought to be doing.”
D. Mindsets

Ideation
It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.” Charles Darwin
“Do or do not. There is no try.”
Coaching Matters
"You've got to do something that nobody else in the world is doing," he told me. "And you've got to do it every day."
"You've got to do something that nobody else in the world is doing," he told me "And you've got to do it every day."

Terry Brand wrestling coach to Henry Cejudo, Gold Medalist when he was struggling in training
Prescription for Excellence
Prescription for Excellence

Take one large dose of different daily
December 13
2011
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functionalpathtraining.typepad.com

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