

University of Stirling and **sportscotland**
Coaching Symposium, 20 Nov 2024: *Exploring Coaching Practice*
Programme

Overview:

Following on from the 2023 Symposium, and in partnership with **sportscotland**, the University is delighted to be hosting our next Coaching Symposium this November. Given the feedback received last year, this year's event will be a collective exploration of coaching practice.

Join us for a unique symposium specifically aimed at practising sport coaches and Sport Governing Body staff, where we aim to explore and make sense of the different aspects of sport coaching practice with leading thinkers from industry and academia.

Conference Kick Off: Solutions to the 'Three Body Problem',
Dr Scott Simon.

An accomplished coach, leader and high-performance sport professional, with a unique blend of expertise in high-performance coaching and organisational management. Recognised as both an expert in coaching and as innovative and strategic leader, Scott has excelled both in applied coaching delivery and at an organisational level within elite Olympic, Paralympic, and professional sports.



To start the symposium, Scott will take us on an exploration of applied coaching lessons, insights and questions from a thirty-year coaching career. The session will aim to make sense of key coaching challenges and offer applied tools to support coaches at the coalface.

Workshops: Two practical opportunities to explore coaching themes (see table below for options).

Closing Keynote: How coaches learn and the importance of critical filters, Dr Anna Stodter, Senior Lecturer, Carnegie School of Sport at Leeds Beckett University



Anna is a senior lecturer in sport coaching within the Carnegie School of Sport. Her research interests in sport coaches' learning and education inform both her teaching and applied practice as a coach and coach developer. Anna's main research focus lies in the processes and impacts of coach learning, coach education and coach development. Her PhD research, completed at Loughborough University, adopted mixed methods and grounded theory to generate an evidence-informed process that explains how coaches learn.

This keynote will consider coach learning and, importantly, how we can become more critical in our interacting with ideas and concepts in coaching. It will also offer a practical view on frameworks and processes as to how coaches can develop reliable filters.

Programme Detail:

Wed 20 Nov.	Programme	Location
Before 0945	Arrive University of Stirling, (various food outlets available in main Campus – Cottrell Building) small coffee outlet in Pathfoot Sign in at Registration Desk in the Crush Hall	Pathfoot Building (follow signs to ‘Crush Hall’)
0945	Symposium Welcome (Paul Dimeo, University of Stirling and Ewen Cameron, sportscotland)	Pathfoot Lecture Theatre
1000	Symposium kick off: Solutions to the ‘Three Body Problem’	Pathfoot Lecture Theatre
1100-1145	Tea/coffee provided – aim to be at your workshop location by 1140 – note it is a 10min walk!	Pathfoot Crush Hall
1145-1245	Workshop #1 (Un)necessary Evil: How Does Social Media Influence Performance? (Donald Gillies, Managing Director, Rangers Football Club, Women and Girls teams)	All workshops in Cottrell Building C.3X11
	Workshop #2 Privileging Athlete Perspectives in Pathway Innovation. Crawford Whyte (Scottish Triathlon) and Stuart Ferrier (Scottish Institute for Sport)	C.2A43
	Workshop #3: Walking the Tightrope of High Challenge / High Support: De-Mystifying Psychological Safety. Rob Morris (UoS)	C.2B86
	Workshop #4 Why Cynicism Matters: The Prevalence of Pseudoscientific Ideas in Sport Coaching. Derek O’Riodan (UoS) and Anna Stodter (Leeds Beckett University)	C.2A87
	Workshop #5 Can Building Quality Relationships Deliver Quality Performances? Paul Greaves (UoS)	C.2B85
	Workshop #6: Getting on the Same Page: How Shared Mental Models Influence Team Cohesion. Mike Ashford	C.2B87
	Workshop #7: Gold Standard-ing: re-thinking good practice in high-performance sport. Andrew Gillott (UoS)	C.2X4
	Workshop #8: Cutting Ties: Developing Independent Players in Youth Team Sport. Willie McNab (Head of Children’s Programme, Celtic FC)	C.4W1
1245-1340	Lunch (various food outlets available in Atrium for delegates)	Atrium/Andrew Miller Building
1315-1335	Book previews: Andrew Gillott, Andy Kirkland, (UoS) CPD opportunities: MSc Coaching (Stephen Macdonald, UoS) & MSc Physiotherapy (Dylan Powell, UoS)	Cottrell Building, LTA4

1340	Aim to be at your workshop location by 1340	All workshops in Cottrell Building
	Workshop #9: Workshop cancelled If I Can See It, I Can Be It: Why Focusing on Equality, Diversity and Inclusion Matters in Sport. (Scottish Disability Sport)	€.3X11
	Workshop #10: Modern approaches to coaching dynamics. Chris Duncan and Jimmy Culnane (Scottish Hockey)	C.2A43
	Workshop #11: Coaching well: What Does Ethical Coaching Practice Actually Look Like? Lesley McKenna (Coach Developer, PhD student)	C.2B86
	Workshop #12: Analysing the value of mentoring for coaches Robert Keilty (UoS)	C.2A87
	Workshop #13 Can Building Quality Relationships Deliver Quality Performances? Paul Greaves (UoS)	C.2B85
	Workshop #14: Getting on the Same Page: How Shared Mental Models Influence Team Cohesion. Mike Ashford	C.2B87
	Workshop #15 Gold Standard-ing: re-thinking good practice in high-performance sport. Andrew Gillott (UoS)	C.2X4
	Workshop #16 Cutting Ties: Developing Independent Players in Youth Team Sport. Willie McNab (Head of Children's Programme Celtic FC)	C.4W1
1500-1600	Closing Keynote: How coaches learn and the importance of critical filters Dr Anna Stodter.	Cottrell Building, CLTA4
1600	Closing remarks (University of Stirling and sportscotland) Departure	Cottrell Building, CLTA4

Campus map: <https://blog.stir.ac.uk/files/2018/09/Campus-map-key-building.pdf>

Cost & Accommodation

There is no cost to attend the symposium, although delegates are responsible for their own food and accommodation. Stirling Court Hotel on Campus unfortunately is fully booked. However, there is a wide range of accommodation available locally if required.

Booking Procedure

To allow us to plan effectively, please [complete the online registration form \(2 mins\) to secure your place.](#)

Further information

www.coachingsymposium.stir.ac.uk

If you have questions or require further details please contact Stephen Macdonald, Symposium Organiser: stephen.macdonald@stir.ac.uk

Workshop option descriptions:

Workshop #1: (Un)necessary Evil: How Does Social Media Influence Performance? (Donald Gillies, Managing Director of Rangers Football Club Women and Girls teams)

There are many challenges around navigating online safety, ensuring personal responsibility, and managing social media in sport. Often this can be a negative and unwelcome space for athletes and players. This workshop will give an insight into how a professional football club involving the women and girls' team respond to social media issues with a focus on how coaches and players can demonstrate online safety, better understand what to ignore and how to respond to negative comments online, as well as ensuring players adopt positive mental health in this digital age.

Workshop #2: Privileging Athlete Perspectives in Pathway Innovation. Crawford Whyte (Scottish Triathlon) and Stuart Ferrier (Scottish Institute for Sport)

This workshop focuses on the crucial role of understanding athletes' lived experiences in making decisions that shape their development. By exploring and prioritizing athletes' perspectives, we can enhance the design and execution of development programs, leading to more considered coaching practices and adaptive pathway experiences. This approach not only drives meaningful learning but also leads to better outcomes in both athlete wellbeing and performance. The session will delve into the importance of this approach in the current sporting landscape and discuss practical ways to gather and utilize this information effectively.

Workshop #3: Walking the Tightrope of High Challenge / High Support: De-Mystifying Psychological Safety Rob Morris (UoS)

Psychological safety is a crucial element for fostering innovation, collaboration, and resilience within teams and organizations. This workshop will explore the delicate balance between providing high challenge and high support to cultivate an environment where individuals feel safe to take risks, voice ideas, and engage in constructive debate without fear of retribution. This interactive session will offer practical insights and strategies to de-mystify psychological safety and apply it effectively in diverse sport settings. Participants will gain a deeper understanding of how to foster a culture of trust and accountability, enabling their athletes to thrive under both challenging and supportive conditions. Whether you are a coach, manager, or team member, this workshop will equip you with the tools to walk the tightrope of high challenge and high support, driving both personal and organizational growth.

Workshop #4: Why Cynicism Matters: The Prevalence of Pseudoscientific Ideas in Sport Coaching Derek O'Riordan (UoS) and Anna Stodter (Leeds Beckett University)

We are often told that sport coaching should be evidence based or evidence informed, but how can we discern between sound evidence and faulty reasoning to make better decisions with and for those we coach? Cynicism often has negative connotations but applied constructively it can challenge groupthink, promote critical thinking, and help us to avoid pseudoscientific claims in areas of sport science, human learning, and athlete development. In our workshop, we will explore the prevalence of pseudoscientific concepts within sport coaching practice,

research and social media, and share some thinking tools to help avoid complacency, question assumptions and engage in deeper scrutiny of 'the evidence'.

Workshop #5&13: Can Building Quality Relationships Deliver Quality Performances? Steven Tigg (Scottish Swimming) and Paul Greaves (UoS)

This workshop will provide an insight into the importance of the coach athlete relationship and a realistic view of what this looks like in practice. Here you will have the opportunity to hear from two Olympic coaches about the day to day practices that can lead to a successful environment.

Workshop #6&14: Getting on the Same Page: How Shared Mental Models Influence Team Cohesion. Mike Ashford

Within this workshop - we will use real life case studies of two Elite Professional Rugby Union Coaches as a reference point to explore the notions of shared mental models "team cohesion" & collective decision making. These concepts will be explored through the lens of your own environments, whether supporting a group of players, forming a cohesive group of staff or working alongside other disciplines. The workshop will support you to consider interpersonal dynamics, considerations of power, knowledge transfer and leadership and how they all play apart in supporting a group of individuals to "get on the same page".

Workshop #7&15: Gold Standard-ing: re-thinking good practice in high-performance sport. Andrew Gillott (UoS)

What is 'good practice,' who decides, and how? In this session, we will explore ways of [re]framing and [re]thinking effective and exemplary practice as a cluster of dynamic, contextualised principles, rather than a benchmark that may always feel just-out-of-reach. We will draw on examples from work with practitioners and coaching teams in high-performance sport but consider how these ideas might also be put to work with practitioners, coaches, and athletes in wider sport contexts, and beyond.

Workshop #8&16: Cutting Ties: Developing Independent Players in Youth Team Sport. Willie McNab (Head of Children's Programme Celtic FC)

Developing players as people as well as developing sport specific skills is a core part of the coaching role in youth sport. How do we help players take responsibility for their performances, interact with feedback, contribute as a player to the coaching process? This workshop will take a case study approach and introduce tried and tested ways to encourage independent players who take appropriate responsibility for their development.

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Afternoon workshops:

Workshop #9:

If I Can See It, I Can Be It: Why Focusing on Equality, Diversity and Inclusion Matters in Sport. (Scottish Disability Sport)

If you can see it, you can be it” Scottish Disability Sport’s Young Start Coaching Apprentices past and present, deliver a workshop sharing the importance of having coaches with a disability working within sport, the impact the programme has had on them and why they are passionate about ensuring more young people with a disability are given the opportunity to gain a coaching qualification. There are over 1 million coaches in the United Kingdom but only 2% of those have a disability! This workshop will explore how the Scottish Disability Sport Young Start programme looks to redress that by empowering young people (aged between 16-24) with a physical, sensory or learning disability to develop their confidence and competence in sports coaching. How those young people are deployed into coaching roles and the positive impact they are having within their communities as more young people with a disability aspire to be what they can see.

Workshop #10: Modern approaches to coaching dynamics. Chris Duncan and Jimmy Culnane (Scottish Hockey)

With the dynamic world of team sports constantly evolving, the need to be innovative and creative to use your coaching team to its fullest has become ever more poignant. This workshop considers a real world example and learnings from managing high performance teams, how to get the best out of coaching teams and how to provide opportunities to learn whilst delivering high performance targets.

Workshop #11: Coaching Well: What Does Ethical Coaching Practice Actually Look Like? Lesley McKenna (Coach Developer, PhD student)

What does ethical coaching practice look like, feel like, sound like for athletes, for coaches, for ourselves? How might we be able to get a sense of this before, during and after coaching interactions? How might this change over time and how can we find ways to pay attention to the changes?

In order to better understand ethical coaching practice, what might we draw our attention to and how might we use our attention towards this purpose?

In this workshop we will investigate how we already orientate ourselves when it comes to ethical coaching practice. We will look at our current tools and ways of understanding and bring these to life with real examples in order to compare and contrast our ‘tool boxes’ with others and by doing so, aim to increase the options and perspectives we have for working with and thinking about ethical coaching practice.

Workshop #12: Analysing the value of mentoring for coaches Robert Keilty (UoS)

Do coaches make effective mentors? What are the benefits of mentoring within the coaching process? This workshop will examine the concept of mentoring through case studies from high performance sport and will be interactive, asking coaches to critically assess their readiness to mentor and the role of mentoring in developing people in their sport.

Workshops 13-16 are repeated from the morning and described above.