



QUEENSLAND RUGBY LEAGUE

# COACH CAPABILITY FRAMEWORK



# COACH CAPABILITY FRAMEWORK

## INSPIRING, UNITING AND EXCITING QUEENSLAND COACHES THROUGH SUPPORTING BETTER PRACTICE AND PERFORMANCE.

This framework has been designed to provide aspiring coaches across Queensland with an understanding of the broad range of capabilities elite coaches possess across rugby league.

The International Sport Coaching Framework (ICCE, 2013) specifies six primary functions of a coach, all helping to fulfil the core purpose of guiding improvement and development. These are:

1. Set the vision & strategy
2. Shape the environment
3. Build relationships
4. Plan, conduct, review training & prepare for competition
5. Observe & respond with effective decision making (on-field – training & competition; off-field)
6. Learn & reflect

Coaching expertise, in any context, is defined by the ability to demonstrate coaching effectiveness on a consistent basis through the application of integrated professional, interpersonal, and intrapersonal knowledge to improve athletes' competence, confidence, connection, and character in specific coaching contexts (Cote & Gilbert, 2009).

## AS SUCH THE QRL HAVE IDENTIFIED FOUR INTEGRATED KNOWLEDGE AREAS THAT UNDERPIN THE CAPABILITIES FOR EFFECTIVE COACHING IN RUGBY LEAGUE.



**YOUR CRAFT**



**YOUR SELF**



**YOUR PEOPLE**



**YOUR CULTURE**

While developing your Craft will always be a priority, it is equally important to invest effort in establishing capabilities across the supporting knowledge buckets. This framework, is closely aligned to the [Player Development Framework](#) attending to athlete outcomes, and serves to provide coaches with:

1. An understanding of what capabilities are required in your role now and the future.
2. Simple baseline definition of each capability that will help when considering your readiness for coaching opportunities and/or enhancing practice and performance in your current role.
3. A support tool to guide self-reflection and analysis to maximise areas of strength and identify growth opportunities.

As you explore the knowledge areas and associated capabilities please remember learning is not linear. The framework is designed to provide, you, the coach with a guide as to how to progressively build your capabilities as your coaching experience grows.

On behalf of the QRL, good luck with your coaching! We look forward to supporting your journey.

“Coaching is in its most dynamic era in history. Coaches work with increasingly diverse populations and face heightening demands from their (players) athletes, their (players) athletes’ parents, administrators and fans. Coaches are required to fulfil a variety of roles that may include teacher, mentor, sport psychologist and business manager. At higher levels of competition coaches are asked to emphasize positive interaction and overall development of (players) athletes rather than simply the win-loss record. There is greater accessibility to information and visibility to a larger community in the digital age. All of these factors make coaching more exciting and taxing than ever before.”

- International Sport Coaching Framework, 2013





# YOUR CRAFT

The specific content (technical, tactical, physical, mental and personal/social) acquired over time, and how you teach it, that enables players to improve and teams to succeed.

	Rugby League Experience & Expertise	Teaching & Learning Abilities	Aptitude for Competition Coaching	Performance Support & Integration
DESCRIPTORS	<ul style="list-style-type: none"> <li>a. My understanding of the game, current trends, and its traditions through direct participation</li> <li>b. My understanding of core skills, nurturing talent, instilling a mindset and implementing a game plan</li> </ul>	<ul style="list-style-type: none"> <li>a. My capacity to educate and influence individual skill acquisition for application in competition</li> <li>b. My understanding of individual learning principles and athlete outcomes (4Cs: Competence, Confidence, Character, Connection)</li> </ul>	<ul style="list-style-type: none"> <li>a. My capacity to provide guidance before, during and after competition with clearly established routines</li> </ul>	<ul style="list-style-type: none"> <li>a. My understanding &amp; utilisation of expert support services to enable holistic long term athletic development</li> </ul>
ASPIRING HEAD COACH				
EXPERIENCED HEAD COACH				





# YOUR SELF

The awareness to maintaining a growth (open) mindset that strives to continually improve how and what you do.

	Reflection & Self Awareness	Coaching Philosophy	Curiosity & Continuous Improvement	Personal Health & Well-being
DESCRIPTORS	<ul style="list-style-type: none"> <li>a. My coaching practice includes regular and systematic reflection</li> <li>b. My ability to focus attention on self and how actions, thoughts and feelings impact my behaviour</li> </ul>	<ul style="list-style-type: none"> <li>a. My coaching approach is clearly defined and communicated, guiding everyday decisions and actions</li> <li>b. My actions are based on values, experiences and knowledge</li> </ul>	<ul style="list-style-type: none"> <li>a. My openness to learn and invest ongoing effort in growth and improvement</li> </ul>	<ul style="list-style-type: none"> <li>a. My openness and commitment to practices that support physical, mental, emotional and social well-being</li> </ul>
ASPIRING HEAD COACH				
EXPERIENCED HEAD COACH				

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“A master/head coach can be described as someone who oversees and contributes to the delivery, review and evaluation of programs over seasons in medium to large-scale contexts, underpinned by innovation and research. These coaches possess specialist and integrated level of knowledge and competence, recognized as an expert with highly developed decision-making skills.”

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- International Sport Coaching Framework, 2013

# YOUR PEOPLE

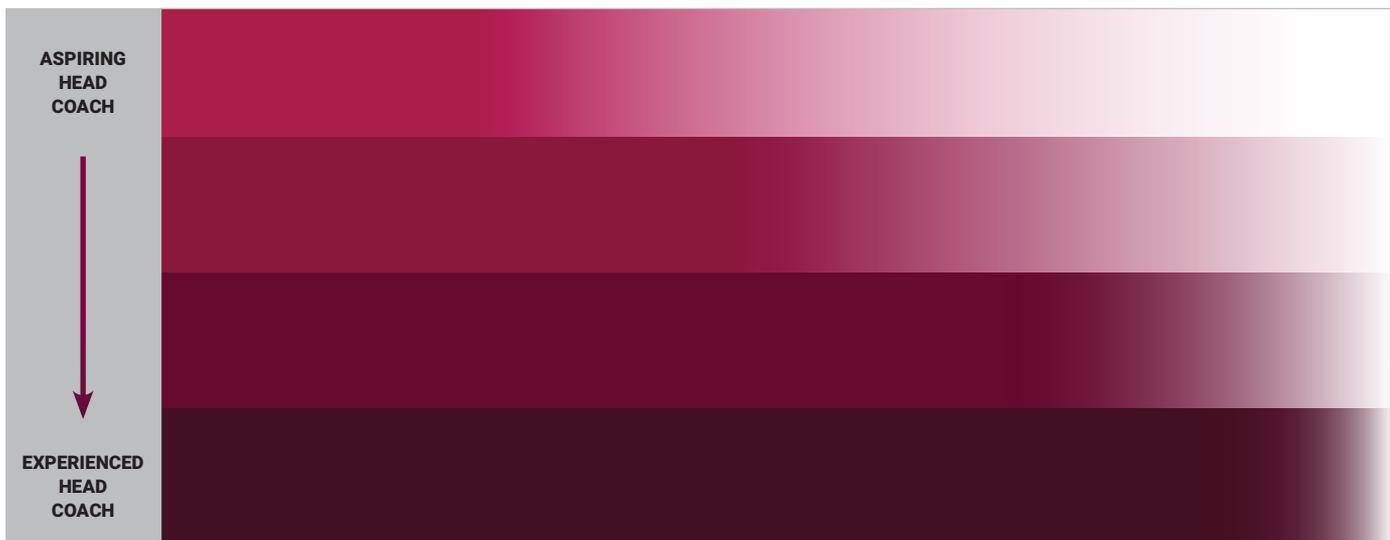
Connecting with people and forming trusted relationships to establish environments that enable players and staff to be their best.

	Learning Environment	Communication, Rapport & Relationships	Planning and Program Management	Emotional Intelligence
DESCRIPTORS	<ul style="list-style-type: none"> <li>a. My ability to facilitate a culture of learning through effective practice design and alignment to vision</li> <li>b. My understanding of autonomy-supportive behaviour to set targets, engage players, monitor progress &amp; create competitive game-like practice environments</li> </ul>	<ul style="list-style-type: none"> <li>a. My ability to convey messages clearly to build relationships based on mutual trust, cohesion and team dynamics</li> <li>b. My commitment to listening and understanding others to build quality relationships through connection, cooperation and care as the foundation to sustainable success</li> </ul>	<ul style="list-style-type: none"> <li>a. My ability to implement systems and processes for program design, delivery, development, with accountability for evaluation and reporting (plan - do - check - adjust)</li> </ul>	<ul style="list-style-type: none"> <li>a. My ability to understand and manage my emotions, and those of the people around me</li> </ul>
ASPIRING HEAD COACH				
EXPERIENCED HEAD COACH				

# YOUR CULTURE

Leading the collective identity and behaviours of the group inspired by a higher purpose and shared vision.

	Purpose & Values	Vision & Strategy	Athlete Centred	Transformational Leadership & Legacy
DESCRIPTORS	<ul style="list-style-type: none"> <li>a. My ability to define and communicate my coaching purpose and why I do what I do</li> <li>b. My ability to instill core values that drive standards and underpin team culture, aligned with my coaching purpose</li> </ul>	<ul style="list-style-type: none"> <li>a. My ability to articulate an inspirational vision with clear outcomes of what can be achieved</li> <li>b. My ability to develop strategy with goal setting for program and players, including game model, performance measures and target monitoring</li> </ul>	<ul style="list-style-type: none"> <li>a. My ability to guide and support athlete needs for holistic skill development, making better people on and off the field</li> </ul>	<ul style="list-style-type: none"> <li>a. My capacity to influence, inspire, stimulate and empower individuals (players and staff) within a club to pursue their individual and collective potential</li> </ul>





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