

COACHING DEVELOPMENT COMMITTEE
Conference Call – Monday November 2nd, 2009

Approved Minutes

Participants

Peter Steele – Chair, Atlantic
Annie Sarrat – QC
David Gilday – West
Sandi Vyse – Far West
Yanna Moncion – SSC
Dawn Currie – SSC

Absent

Mike Rivet – ON

Peter called the meeting to order at 11h30 EST

The committee picked-up where we left off on Douglas's report following the Intro to Comp LF Training session.

Recommendation: The model of requiring LFs to be trained and have experience in delivering FUNdamentals Coach and Leader should be maintained.

- The committee agrees with this point, however feels that it is too limiting to say that they *require* LFs to be trained/have experience and therefore recommend that this be a recommendation instead of a requirement.

Recommendation: Consider accrediting LFs for only certain modules based on their own competencies when first starting as LFs.

- The committee feels that once you pass your LF course, you are an LF and they can be trusted to make the appropriate decision
- Re-word the statement to read "All LFs, particularly new LFs, are encouraged to bring industry expertise into their program." This would allow them to use expert in certain fields but ultimately they are the LF and have the expertise to deliver the course as they see fit.

Recommendation: Require that all LFs be trained in the context they are going to be delivering.

- If you are trained as a LF, then they are trained in the context of the LF course. You need to be trained in the new context as a coach if you want to be an
- It will be re-drafted and returned to the committee for review and recommendation. *Action Item: Dawn to do this asap.*

Recommendation: Once a core group of LFs is in place to meet the minimum delivery requirements of all branches, SSC should move towards a process of evaluation of LFs.

- The committee feels that this would be very difficult financially since every course would be entitled to a MLF being there to observe the LF delivering the course.
- We do not know what the CAC minimum requirements are going to be nor would SSC recommend that the LF re-take the course.
- We encourage on-going profession development, not co-facilitation with MLFs and LFs.

Recommendation: That the Coaching Development Committee review the role of MLFs to clearly define their roles and responsibilities and to confirm present designations of MLFs as well as the future process for developing new MLFs.

- We still want to get away from the idea that SSC is the only instructor of new LFs in Canada.
- The committee supports the notion of having LFs mentor someone into the program at a provincial or regional level. However, what requirements do LFs have before they can mentor someone as an LF?
- Review the operational guideline that the Coaching Committee has.
- Short-term goal: identify a MLF pool
- Coaching Development Committee need to prepare a MLF/LF training format. Add endorsements to MLFs for the purpose of being able to train LFs – Who would endorse MLFs? CAC of the NSO?

Recommendation: SSC's Coaching Development Committee should review who is currently designated as an MLF and restrict further LF training sessions to be limited to MLFs who have been part of one of the past two training sessions as either facilitators or workshop participants.

- What is the list and how many people do we lose if we adopt these restrictions?
- If you didn't participate in these two courses you're not longer deemed 'current' and therefore cannot give any courses.
- We want to ensure consistency of training, but these statements are so restrictive for the people that we currently have. We are making the few people we have jump through so many hoops that we will lose more LFs then gain.
- *Action Item: Dawn will speak with Douglas to see if he would be available to meet with the committee on Monday, November 28th to discuss these recommendations in person.*

The committee will address the remaining recommendations when they meet in-person in Ottawa at the end of November.

Each of these recommendations need to be addressed however we need more insight into what his vision is and where we feel SSC going in future with LF and MLF training.

Next Meeting – November 16th at 7pm EST

Adjournment – 13h20 EST

Action Items

Dawn will speak with Douglas to see if he would be available to meet with the committee on Monday, November 28th to discuss these recommendations in person.