

Eventing Generation Next Program

Objective - Coach Identification and Development

A critical component in our game plan for moving from world class to world's best is our high performance-coaching workforce. To produce riders capable of sustained podium success we need high performance coaches with the necessary skillset to develop the next generation of elite equestrian athletes. The coaching component of the Generation Next program aims to address this by developing a **world-class high performance eventing coach professional development program** that appropriately identifies, develops and supports emerging high performance eventing coaches to achieve their full potential.

Strategic Aims

1. Identify and recruit individual coaches most likely to contribute to achieving AWE targets in future cycles
2. Ensure EA's Gen Next coach development program is informed and shaped by world-leading research and a robust evidence base to equip our coaches with the skills and knowledge to meet this challenge.
3. Ensure our next generation of high performance coaches have access to the right support and development opportunities at the right time along their pathway to enable international coaching success.
4. Establish detailed planning and review processes that are contemporary and best-practice. This will enable the targeted allocation of resources to optimise individual coach development and performance, and increase accountability.
5. Encourage coaches to adopt a growth mindset, be curious, innovative and continually seeking self-improvement.

Strategic Actions:

Phase 1: Identification, selection and recruitment

- Applicants will be required to submit current CV and covering letter with completed EOI
- Panel to review applications, undertake reference checks, conduct interviews and select coaches
- Notify applicants in writing and publish on website

Phase 2: Launch & Induction

- Working with EA High Performance staff, coaches will undertake a rigorous self-assessment process to establish a snapshot of their current coaching competencies (where they are now) and identify areas of potential growth to help them reach their full potential (where they want to be).

- This information will be used to develop a detailed action plan for coaches to achieve their high performance coaching career goals using the EA HP Individual Coach Professional Development Plan and will enable the targeted allocation of resources to support their development.
- The program will provide professional development opportunities in workshops conducted both in conjunction with Generation Next camps, and as stand-alone offerings.
- Selected coaches may access AIS coaching support services
- Working collaboratively with the EA HP staff, Generation Next Coaches will be required to act as a mentor to 2 or 3 identified emerging athletes. This may involve evaluating and reviewing their seasonal plans and short and long-term goals.
- Coaches may also be required to attend and provide support at identified competition opportunities to Gen Next athletes, including preparation and debriefing activities and reports.
- Selected coaches will be involved in providing coaching services at Generation Next Training Camps.
- Coaches will receive training in the implementation and management of Individual Performance Plans in a HP environment
- A HP coach community of practice will be established by providing coaches with access to AIS Pathways connect online learning and creating a closed group within this platform to facilitate communication and knowledge sharing among the group. This platform will also encourage cross-pollination of ideas from other sports.
- Coaches will be exposed to the cutting edge coaching practice and innovation. For example, engage AIS skill acquisition specialists to present at a Generation Next Coach workshop
- Coaches will be provided with templates for self-reflection to encourage reflective professional practice
- Athletes will be provided with coach evaluation templates to facilitate 360 feedback process

Phase 3: Ongoing performance management/monitoring

- Regular review meetings will be conducted with the EAHPC to monitor the coaches' progress towards achieving these specific performance outcomes and provide guidance, support and adjustments when appropriate
- Provide highly individualised professional development opportunities to address identified gaps in each coach's skill set on a needs basis.
- Mentoring and networking opportunities
- Provide exposure to high performance coaching in the team environment
- All activities undertaken by coaches in the Gen Next program are designed to enhance their knowledge and preparedness for the high performance environment.