



**ROOT ACADEMY
COACH MENTORING
PROGRAM**

WHY?

- Players are in the cricket game, coaches are in the people game
- 95% of all Coaching courses teach “what” to learn, this program is to help you in the decisive “how” to coach, the “ART” of coaching
- Develop superior coaches by developing them with a mentor
- Support coach growth with mentoring program
- Impart new knowledge and skills to coaches
- Bring accountability to coaches through mentor
- To challenge coaches and to think differently
- Talk through challenges the coach could face professionally and personally
- Provide a sounding board
- Develop coaches to become better problem creators for their players
- Applying for coaching jobs

WHO CAN APPLY

- Any coach willing to proactively connect with your mentor and take ownership of the relationship.
- Any coach willing to commit time each month to meet with your mentor.
- Any coach that wants to develop their ability to coach at any level.

ROLE OF THE MENTEE

- Set clear goals about what you want from the Mentoring Program and track progress towards achieving them
- 'Drive' the mentoring relationship, be responsible for booking meetings and catchups.
- Respect your mentor's time and also your own. Make sure you give this Mentoring Program your full attention and devote enough time to achieve the outcomes you are seeking.
- Prepare for your meetings to ensure maximum benefit from the experience.
- Respond to your mentor and the Program Manager in a timely manner.
- Advise the Program Manager immediately if there are problems or your circumstances change, and you can no longer fulfil your responsibilities.

ROLE OF THE MENTOR

- Be available and accessible to the mentee according to the meeting frequency guidelines of this Mentoring Program. Understand that, if you cancel or postpone meetings frequently, you may send the wrong signal to your mentee and they might give up trying to contact you.
- Listen more than you talk.
- You may not have the answers to all your mentee's questions and that is appropriate. Don't go beyond the bounds of your experience or expertise.
- Respond to your mentee and the Program Manager in a timely manner.

- Advise the Program Manager immediately if there are problems or your circumstances change and you can no longer fulfil your responsibilities.

TO WHAT AM I COMMITTING?

INDIVIDUAL PROGRAM

1. Coach sends back form to us which is then forwarded to Mentor Coach (resume/bio, filled out matrix, goals as a coach)
2. Sessions will be run on Google Meet platform
3. Mentee gives available days/times of availability
4. Mentor gives ideal times to engage with mentee
5. Mentor schedules meeting times with mentee on Google Meet, and invites are sent to mentee for meeting.
6. Mentee/mentor run session that follows program structure that focuses on their individual development over either a 3 month, 6 month, or 12 month time period.
7. Session is recorded and then sent to coach for their use by Root Academy

GROUP PROGRAM

1. Coach sends back form to us which is then forwarded to Mentor Coach (resume/bio, filled out matrix, goals as a coach)
2. Sessions will be run on Google Meet platform
3. Mentee gives available days/times of availability
4. Mentor gives ideal times to engage with mentee
5. Mentor schedules meeting times with mentee on Google Meet, and invites are sent to mentee for meeting.
6. Coach/mentor run session that follows program structure that focuses on their individual development but is more general as all group members sit in on session, over either a 3 month, 6 month or 12 month time period. Mentor adheres to strict structure of program due to being a group session and goes around to individual coaches for their input.
7. Session is recorded and then sent to coach for their use by Root Academy

Program Structure

6x 1 hr sessions (First session a little longer 1.15hrs to build relationship).

Or 12 x 1 hr sessions

Mentee does a personal development matrix rating prior to first session, and forwards to mentor.

Mentee identifies his key areas of development, what is holding him back, and future goals he'd like to achieve.

Mentee fills out form under the 3 following areas: KEEP, STOP, START

Mentee provide a resume that gives the mentor background detail off him.

Each session as an agreed task to work on, that is then discussed the following session.

Mentee sends through an agenda of 3 items for each session to discuss.

Each session is concluded with KEEP, STOP, START, and reviewed the following month, to be actioned in the following 2 weeks by the coach being mentored.

Open communication possible but double price

Groups 4 possible but stick to Task, and KEEP, STOP, START, rotate through mentees. Each mentee sets a task. Length of time 1.15 hrs.

MENTOR COACHES

John Palmer (AUS)



Coaching Career:

- Head Coach Western Grit (SACA Premier League) 2014 – 2016
- Head Coach South Australia Under 19 Male 2011 – 2014 & 2016 – current (winning Aust Champs once)
- Assistant Coach South Australia Emerging Redbacks (Cricket Australia 2ndX1 competition)
- Head Coach Kensington CC

Qualifications:

Level 3 High Performance Coach (Cricket Australia)

Talent, Pathways & Coaching Manager at the SACA and my main roles are to ensure we have systems and structures in place that effectively identify and nurture talent, ensure the pathway for talented players is visible and strong so high-quality players emerge from our programs, and providing coach education and development opportunities across South Australia.

Russell Thompson (AUS)



Coaching Career

- South Australian Cricket U/19 Male Head Coach
- South Australian Cricket U/17 Male Head Coach
- South Australian Cricket Womens Head Coach
- Northern Districts Premiership Head Coach SACA Premier Grade Competition
- Kensington Premiership Head Coach SACA Premier Grade Competition

Qualifications

- Cricket Australia Level 3 High Performance Coach

Coaching Career

Russell has been a highly successful coach at all levels. Winning the Cricket Australia National U/17 Tournament in consecutive years without losing a game, to coaching the South Australian Scorpions (Womens Team) in the Australian Championships.

At a club level winning premierships in the South Australian Cricket Association Premier Grade competition with Northern Districts with Australian players Ryan Harris and Graham Manou, and with Kensington recently with First Class players Henry Hunt, Frankie Worell, Johnathan Dalton, and Alex Ross.

Having coached for 20 something years Russell has a wealth of experience in the art of coaching, winning team titles and developing individual in playing at the highest level.

Andrew Zesers (AUS)



I am an experienced coach, manager and former player with skills developed within coaching across high performance, game development, community, and school cricket on a local, national, and international front over more than 30 years. My passion is coach development and coach education to work towards more rewarding environments for all players.

Experience across all age groups has provided me with a firm knowledge base however I still have a real interest in continuing my own learning through contact with coaches and continuing my own coaching path.

One of my key learning and development opportunities was to assist in the facilitation of coaching courses in many varied environments overseas and here in Australia. The challenge of providing education in countries where English is not the first language of choice provided me with fantastic learning moments.

My coaching philosophy is Train as you Play where I work towards providing competitive and game like activities wherever possible. These are rewarding and great learning opportunities for both you and the players and teams you look after. It is a thrill to see players and coaches grow and improve within great learning environments.

Qualifications

Cricket Australia Level 3 High Performance Coach for some 30 years or more and have been privileged to be involved in coach, player and team development across many areas.

Experience

- Assist in 2 courses in India for Cricket Australia, tutor and present at 2 ICC Level 3 HP courses in Dubai and have also worked in courses in Bangladesh, Sri Lanka, Thailand, Bahrain and Pakistan.
- While in a coach education role at the South Australian Cricket Association I also managed, promoted, facilitated, and presented at numerous Cricket Australia Coaching courses across Australia.

Consultant for Cricket Australia

- delivery of CA's Community Coaching Facilitators Course
- coach mentoring at National Indigenous Imparja Cup championships
- Coaching Course Facilitator training for Afghanistan and Nepal (Greater Noida)
- Presenter and Facilitator at Level 2 Course Bangalore India

Consultant for South Australian Cricket Association – delivery of coaching seminars,



coaching courses, specialist bowling coaching and Youth High Performance selections.

Tutor at 2017 & 2018 Level 3 Course conducted by the ICC Global Cricket Academy in Dubai

- · Level 3 Coach for 30 years
- · Level Three High Performance Coach Accreditation, Cricket Australia

John Blain (UK)



Coaching Philosophy

Pays an emphasis and attention to the all the key elements of player and team development. Technical, tactical, physical, mental and wellbeing/lifestyle but very much with a sharp focus on the technical understanding and holistic wellbeing for the player.

Qualifications

ECB Level 4 Coach (class of 2013)

Coaching Experience

Cricket Scotland

International Bowling Coach

Men's National Team Assistant Coach

Youth & Age Group Pathways

Coach Education Pathway

East Regional Lead

Yorkshire County Cricket Club

2nd XI Coach

Academy Coach

Assistant Club Bowling Coach

Grange Cricket Club (Edinburgh)

Club Director of Cricket

Grange Cricket Academy Director

Scottish Independent Schools

Director of Cricket Loretto School, Musselburgh

School Coach, High School of Glasgow

School Coach, Glasgow Academy

School Coach, George Heriots School, Edinburgh

FREQUENTLY ASKED QUESTIONS

How long will the Mentoring Program run for?

The mentoring program will run for either a 6 month or 12 month period, depending on what the mentee wants. Each program is a connection once a month with the mentor.

Is the Mentoring Program open to anyone?

Yes it is, anyone who wishes to have a mentor to guide and develop them as coaches can apply.

How many people can participate in the Mentoring Program?

The program is available to be enrolled in as a individual participant gaining one on one development, or as a group of 4.

How do I apply?

To apply for the mentoring program apply to: Sattick Roy sattick@r66t.co.uk or Whatsapp +61 491 151 975

Will discussions between mentees and mentors be confidential?

Absolutely! Great mentee/mentor relationships are based first and foremost on trust. Your participation in the Mentoring Program is confidential and you should discuss and agree with your mentoring partner how you will handle confidentiality between you.

How long will it take for the mentor to respond after payment is made?

After the payment is received you will get a response from the mentor in the next 24 to 48 hours.



Can I speak to the mentor outside the sessions?

There can be email exchanges, but not more than twice between sessions.

Can I speak to my mentor about applying for a job?

Yes, but please note that this is not a job interview where you are applying for a job. The mentor can certainly guide you with terms to avenues of finding work as a professional coach or enhance your career options. But this is not a platform where the coach provides work.

I have an Academy and am looking for ways of making it work very well. Is this for me?

Yes, our experienced mentors will guide you step by step as to how you can maximize your chances of running a successful academy.

I am a coach at an academy but I am really looking for opportunities at a higher level, will the mentor be able to help?

Yes the mentor can guide with terms to career enhancement and enrichment, But again he will only be a guide and cannot guarantee you work.

Can I choose my own mentor or the Academy chooses for me?

From the list provided you would need to choose your top 3 choices with terms to your mentor. We will try our best to provide you with your desired mentor.

Will the session with my mentor be recorded for me to keep?

Yes each session will be recoded with your mentor for you to keep. It will be confidential and ONLY shared with the respective mentee.

How much will it cost?

The cost for 6 individual sessions (fortnightly over 3 months) with the mentor will be in total US\$600.



The cost for 12 individual sessions (fortnightly over 6 months) with the mentor will be a total of US\$1000

The cost of a group of 4 x 6 fortnightly sessions over 3 months will be a total of US\$1000 (US\$250 each)

Program Example

Overall Coaching Review

Keep, stop, start is for you to look at these 3 aspects of you as a coach. Keep means what do you need to keep doing as a coach, stop means what do you need to stop doing to improve, and start is what do you need to start doing to become a better coach.

This is an example of the type thing you can put into the 3 different areas.

KEEP	STOP	START
<ul style="list-style-type: none">• <i>Being well organised</i>• <i>Getting to know my players</i>• <i>Challenging my players</i>	<ul style="list-style-type: none">• <i>Not allowing the players to present their opinion</i>• <i>Not being honest with the players in regards to their performance if they are struggling</i>• <i>Allowing support coaches to have their input</i>	<ul style="list-style-type: none">• <i>Giving players feedback after their performance in games</i>• <i>Put more trust in players to create the right culture to play in</i>• <i>Let the players solve problems by challenging players and asking them to find solutions as opposed to me telling them what to do.</i>

COACH MATRIX REFLECTION

The coach matrix is for you to look inside all aspects of you as a coach to look at what you do well, and what you need to improve. Rate yourself between 1-5 (1 being poor and 5 being outstanding, within each individual area)

This is an example of the type thing you can put into the rating column.

Aspect of coaching	Description	Rating (1-5)
Planning	Your ability to plan either individually for players or a team to improve and develop them	3
Technical	Your ability in the understanding of the technical aspects of cricket, batting, bowling, fielding and wicketkeeping.	4
Tactical	Your ability in understanding the game, and the use of the skills of the game as the game changes.	4
Leadership style	Your ability to lead not just your players but also the organisation you represent, through your behaviours and actions.	1
Communication	Your ability to provide feedback back verbally and non-verbally, that enables your players to learn and develop.	2

Future Goals

These are to help guide you with your development. You can help identify these using your coach matrix reflection from the previous section.

This is an example of the type thing you can put as your goals.

1. Short Term Goal (Immediate goal/s)

Start providing more consistent feedback to players

2. Medium Term Goal (Something you may like to achieve 6-12 mnths into the future)

To be a more effective leader within the players and organisation I represent

3. Long Term Goal (Something you may like to achieve in the next 1-3 years)

To hold a position as a representative level coach working in High Performance cricket

Session 1

1. Review of keep, stop, start with mentor
2. Review of Coach Matrix with mentor
3. Review of Goals with mentor
4. Set project for next fortnight based on keep, stop, start.

Below is an example

KEEP	STOP	START
<ul style="list-style-type: none">• <i>Have session planned and communicate the aims of the session to all players</i>	<ul style="list-style-type: none">• <i>Not asking players their thoughts on what they did well and what they can improve</i>	<ul style="list-style-type: none">• <i>Allowing players to make mistakes because they are challenged with difficulty</i>

Session 2

1. Review project based on keep, stop, start from previous session
2. Review progress on short, medium and long term goals.
3. Set new keep, stop, start for next fortnight.
4. Set **task** for next month as area of development

Below is an example

KEEP	STOP	START
<ul style="list-style-type: none">• <i>Giving feedback to individual players</i>	<ul style="list-style-type: none">• <i>Not asking players what their plans for the session</i>	<ul style="list-style-type: none">• <i>Trusting assistant coaches with having more input into planning of sessions</i>

Sessions 3-6 are similar working to the above format.