

G.R.O.W. Coaching for Match Officials

“ I absolutely believe that people,
unless coached, never reach
their maximum potential ”

Bob Nardelli



BEST PRACTICE

WHAT WE NEED TO SEE MORE OF



"Coaching is about caring, connecting and communicating"

KEY SKILLS



GOAL

GOAL = pre-game referee shares their goals via chat / email. Limited to three goals for game.

Referee needs to be specific (see diagram).

These three things are what the ref coach will observe.

If you don't know the goals for a match then you should **STOP** the process.



REALITY

REALITY = during game, if live or if reviewing off video, take notes that you will then use to **trigger your questions you ask the ref post-game**.

The questioning is around understanding the referee and **their** reality of **their** performance based on their three goals. You would seek **their** views/feelings to see what self-awareness they have?

REFEREE then downloads thoughts, feelings and how they thought it went.

COACH repeats back what they are hearing and says, **“and what else”**. This continues until ref and coach have explored in depth with the coach paraphrasing what the referee shares each time.



“One of your goals was to have a controlled call and get great balance and a high ‘set’ at scrum time – talk us through how you felt things went”.

COACH

OPTIONS

OPTIONS = this is the post-game task (+48hrs) by exploring what happened (reality) and what the referee could do next time we set up the go forward 'work on'.

REFEREE explains what they could do.

COACH then repeats back and then asks the referee if there are other options/ideas, etc.

Aim is to explore all possible options.



"So, you still think you need to get better balance between your calls at scrum time and a higher set so front rows have ability to adjust?" "What do you think you could do to achieve this?"

COACH

WAY FORWARD

WAY FORWARD = so what will the referee actually DO, what will their focus be, what are their work on's?



This is the starting point of next coaching observation or coaching conversation eg; "you planned to do A, B and C... let's explore how that went"

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What I learnt about myself:

Coach Feedback (CRITICAL FEW):

MATCH LEARNINGS / FEEDBACK

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