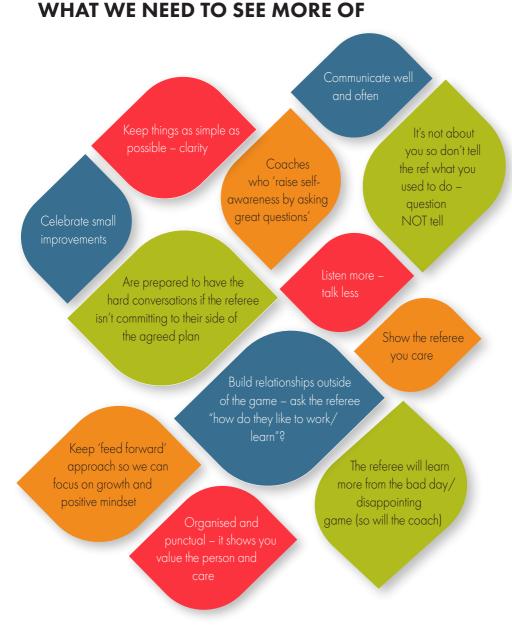
G.R.O.W. Coaching for Match Officials

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

Bob Nardelli



BEST PRACTICE



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.



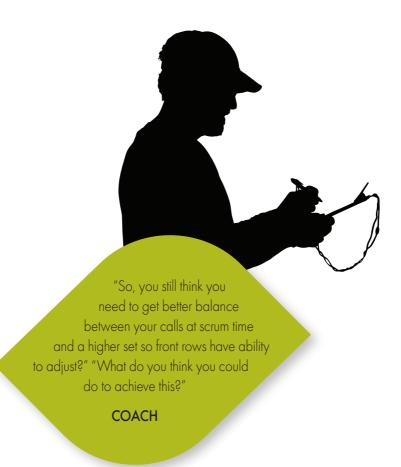
OPTIONS

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.



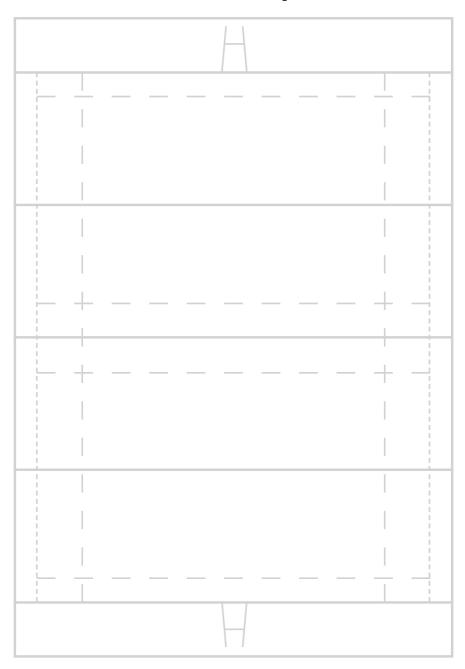
WAY FORWARD

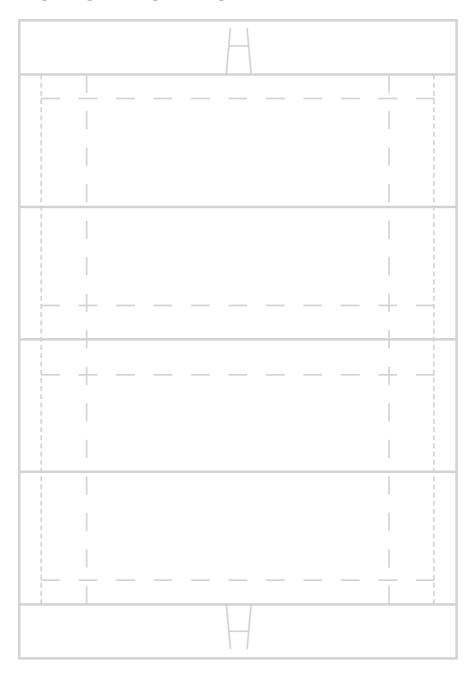
WAY FORWARD = so what will the referee actually DO, what will their focus be, what are their work on's? I've heard you say there are 4 or 5 things you can do better next time and they are a, b, c, d and e...what do you think are the critical couple of things you will do this weekend?" COACH "So you will do a, b and c. Let's role play that. Do you think you will give similar messages to front rows pre-game and at first scrum?" "I will concentrate on slowing my call, watching the front row to make sure their feet have stopped moving before I go on to my next call and then call "set" loud. If I have issues with scrums going down, I will ask for "height" as my key communication."

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"

Game:	vs	
Date:		
Venue:		
Referee:		
AR1:		
AR2:		
TMO:		
Ref Coach:		
Game Focus	Areas (GOALS):	
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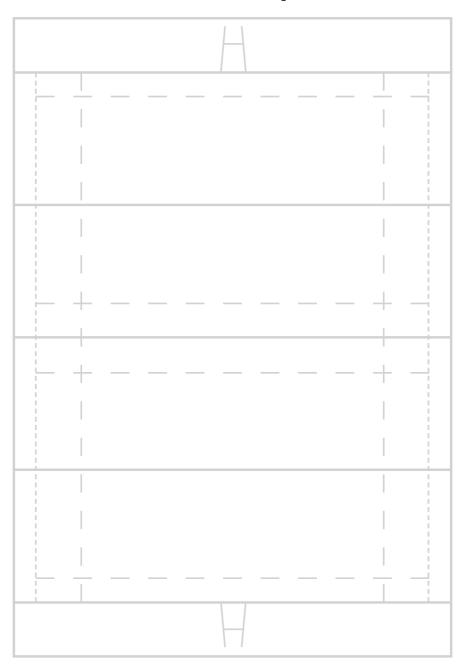
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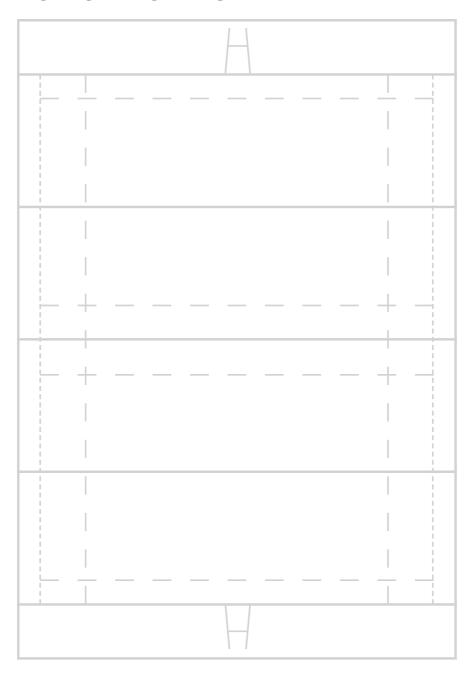




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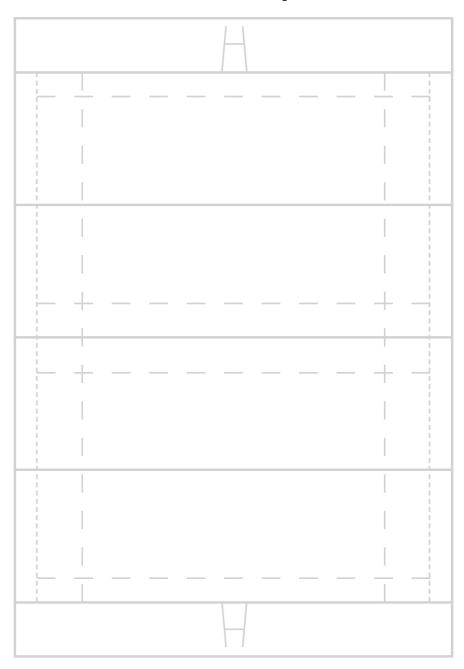
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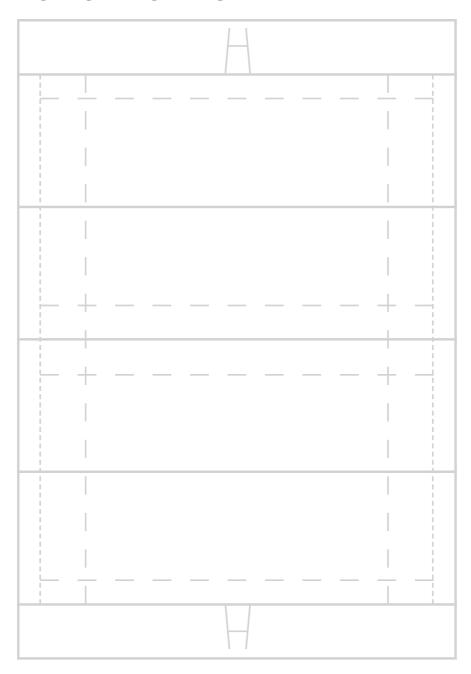




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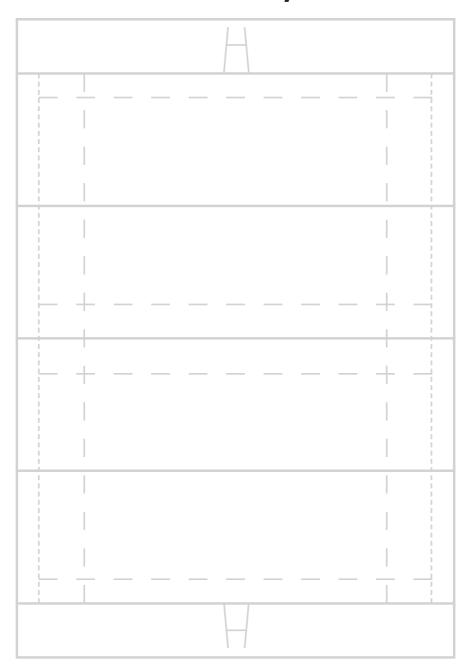
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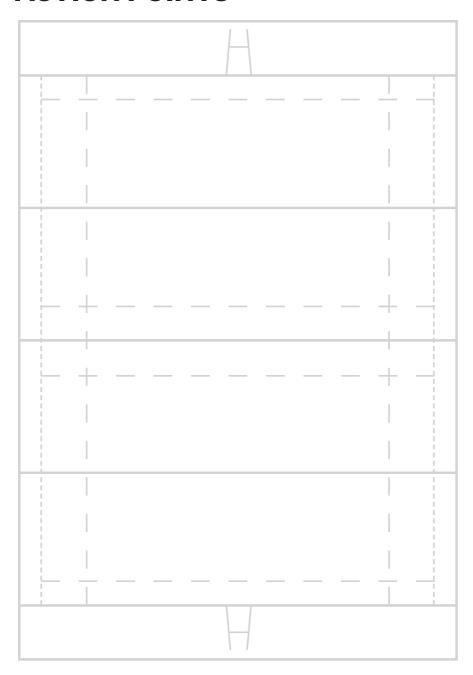




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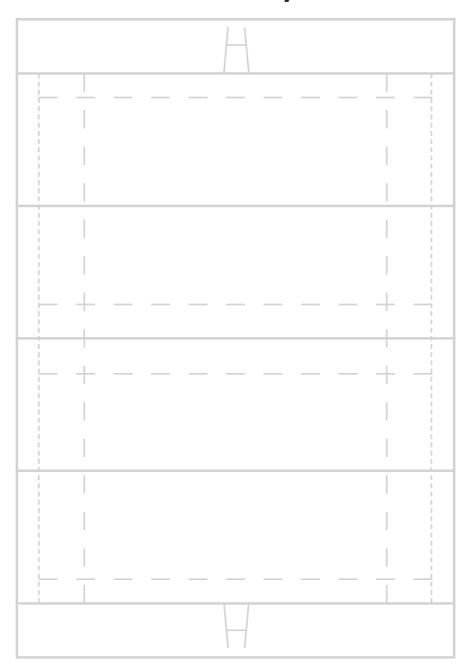
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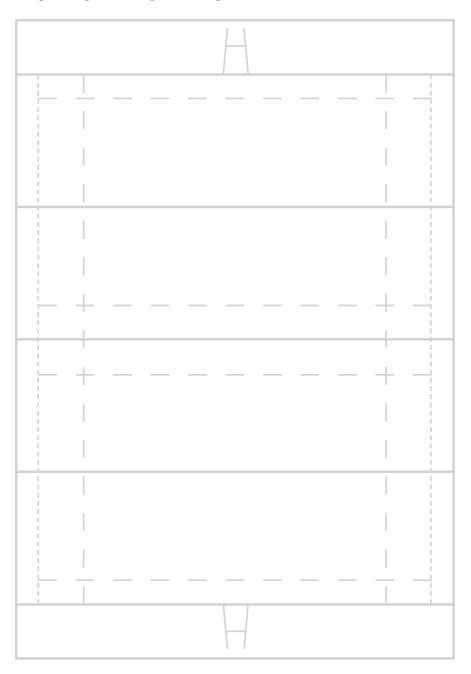




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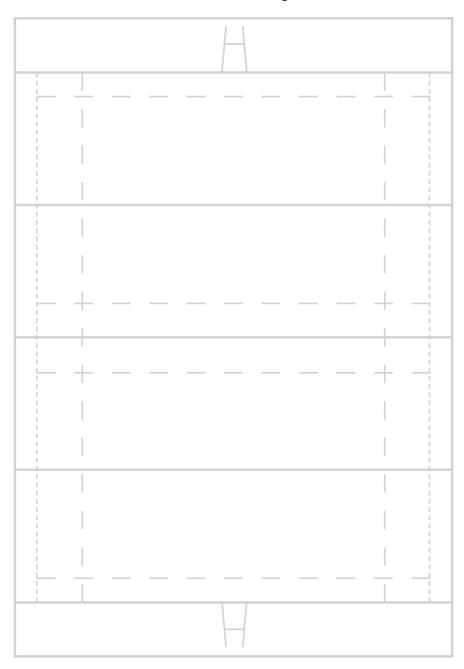
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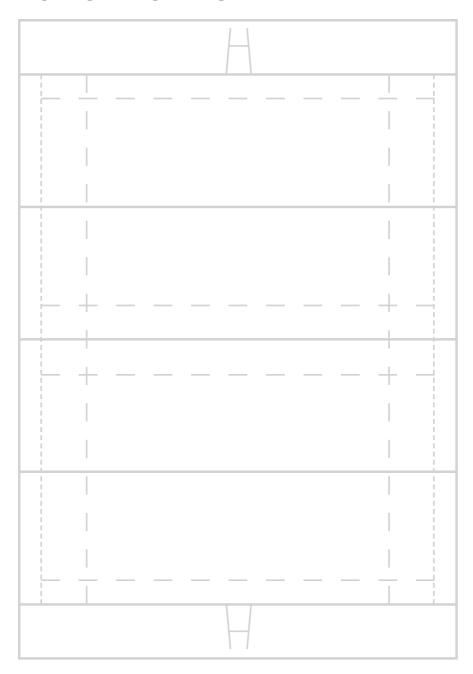




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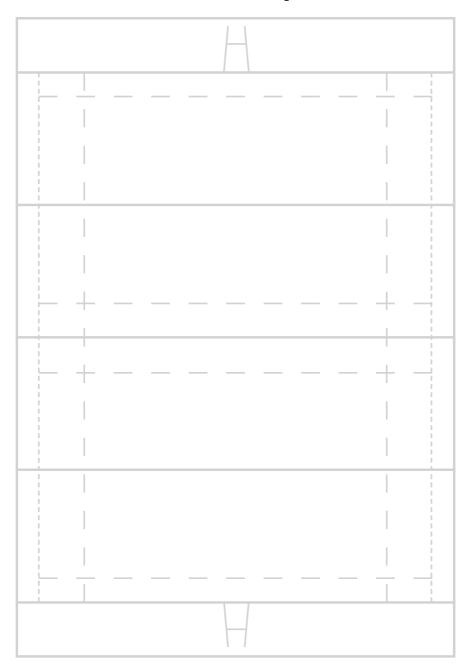
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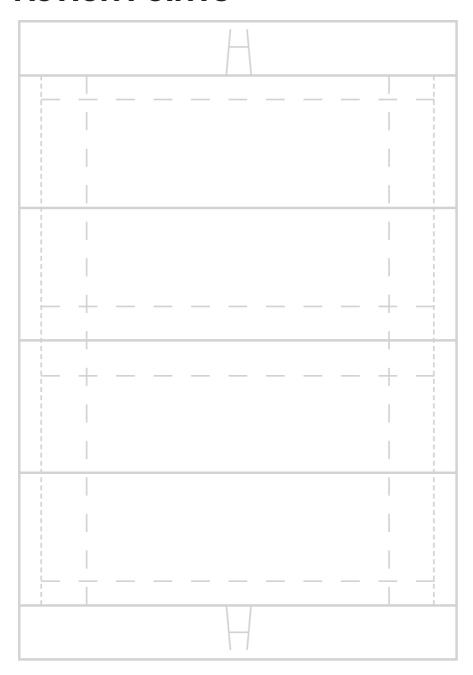




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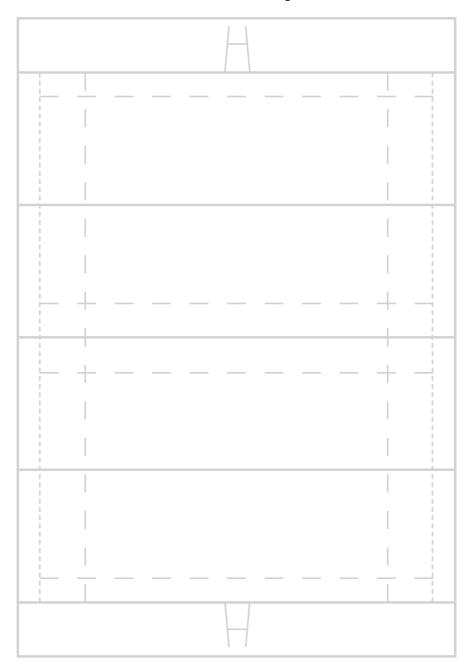




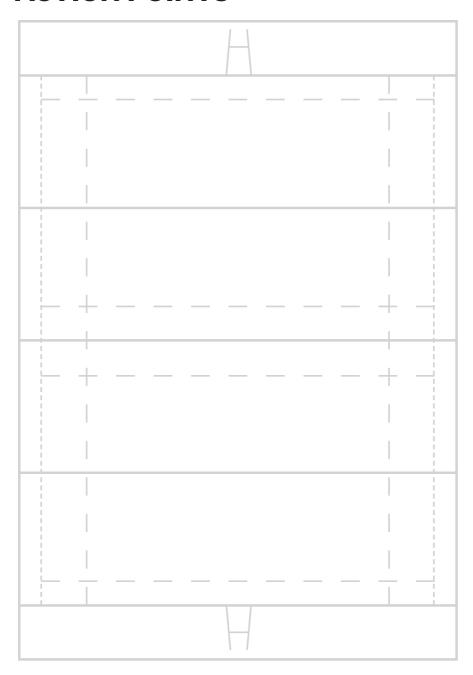
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MATCH LEARNINGS / FEEDBACK



ACTION POINTS

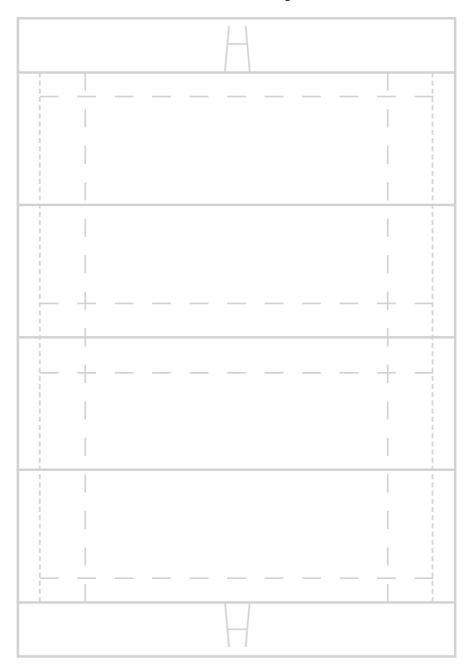


REFEREE SELF REVIEW AND COACH FEEDBACK FORM

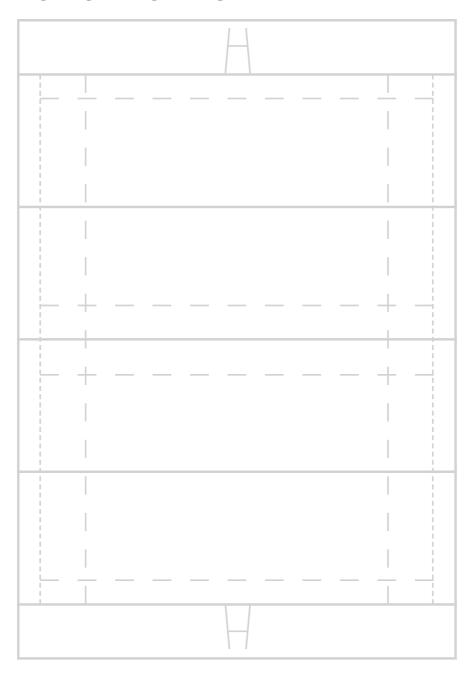
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MATCH LEARNINGS / FEEDBACK



ACTION POINTS

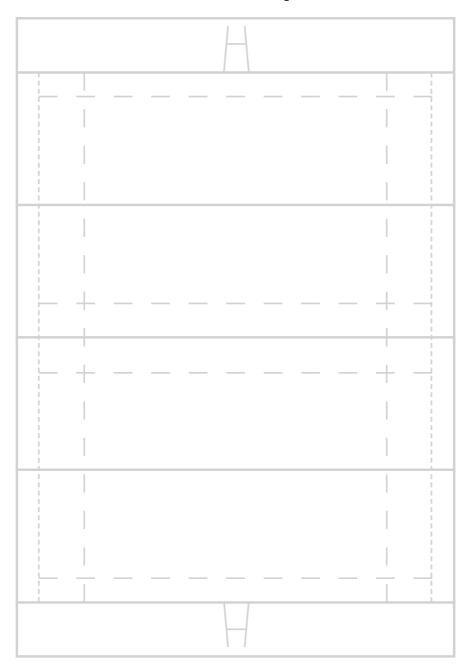


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MATCH LEARNINGS / FEEDBACK



ACTION POINTS

