

### Coach Resource

**Emerging Talent** 





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- Megan Simpson
- · Karen Haddad
- · Juanita Weissensteiner
- Jill McIntosh
- Caitlin Reid

Netball NSW wish to thank the many others who have contributed to this resource.

#### Feedback

This resource is step one in Netball NSW's commitment to work together to ensure our athletes grow in the two great games of netball and life.

Please feel free to reach out with your comments and suggestions.



#### **Foreword**

#### Thank you for being a coach.

Each of you create the environment for athletes to realise their potential on court and grow as young women off court.

Each of you play a part in continuing the strong tradition of netball as the number one participation sport for girls in Australia and for ensuring that NSW creates a winning culture for athletes who aspire to strive and shine.

Coaching athletes who have been identified as having talent has many challenges but just as many rewards.

Netball NSW is committed to supporting you in this role and firmly believes that the best outcome for athletes and the most satisfying reward for you will be achieved when we all work together as one team.

This resource has been developed by the Netball NSW Performance & Pathways Team in conjunction with the generous input of many coaching legends, sports psychologists and sports scientists to promote a clear vision and a shared culture for coaches who are working with athletes who have been identified as having talent.

Netball NSW hopes that this resource is just the start of a genuinely collaborative journey, marked by honest and open communication, collaboration, trust and mutual respect

#### **Margaret Hamley**

General Manager - Performance & Pathways Netball NSW

#### **Netball NSW Performance & Pathways Team**



The Netball NSW Performance & Pathways team has ambitious aims as part of a four-year strategy that evolved following a comprehensive Performance & Pathways review. Our goals are measurable, achievable and have the athletes' long term, holistic growth at the core of all we do. We will be successful when netball in NSW has system wide alignment and connectivity and our two Suncorp Super Netball Teams, The NSW Swifts and GIANTS Netball have majority NSW home grown athletes.

I look forward to working together with you to achieve our goals.

"

Darren Simpson, Executive General Manager - Community & Pathways, Netball NSW

#### The Netball NSW Performance & Pathways Team Is Here To Help!



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#### NNSW Performance & Pathways Strategy 2018–2022

Promote a culture that acknowledges and supports the critical role of coaches, support staff, umpires and officials.

Connect and align with partners to deliver a vision that is innovative and inclusive.

Create and drive a winning culture that has long term, holistic, positive athlete growth at the core of all we do.

Key Focus Area	Outcomes	Strategies	Measures
Culture and Partnerships	A clear vision with purposeful goals and shared delivery resulting in consistent success	Create an action plan with measurable and observable goals. Clearly defined roles for Performance & Pathways staff Communicate with partners to optimise unified delivery of Netball NSW vision Implement a systemised approach to talent identification	<ul> <li>Present a culture statement and pathways strategy</li> <li>Assess and review plans, programs, partnerships and staff performance</li> <li>Analyse feedback with partners and stakeholders</li> </ul>
Athletes	Attract, develop and retain talented athletes resulting in improved NSW performance	Provide targeted athletes with the physical, technical, tactical and psychological skills to maximise performance Expand opportunities for regional and rural athletes to realise full potential	Improved physical, technical, tactical and psychological profiles of targeted athletes     Consistent NSW success at National Championships and Australian Netball League     Increased number of NSW Athletes selected in Netball Australia squads
Coaches and Support Staff	Increased number of NSW coaches with a growth mindset and athlete-centred focus     More informed team managers, strength & conditioning coaches, physiotherapists and performance analysts	<ul> <li>Deliver best practice support and education for coaches and support staff members.</li> <li>Develop resources to optimise progression</li> </ul>	Increased number of coaches attending Netball NSW coach workshops and forums Increased mentoring opportunities for Pathway coaches Increased number of Netball NSW coaches attaining advanced and elite accreditation Consistent positive coach feedback from athletes
Umpires and Officials	Strengthening of umpires and officials education program	Consolidate and develop high performance umpire and bench development plan	Increased numbers of Netball NSW umpires and officials attaining accreditation and appointments

## **Pathways**

#### **Athlete Pathway Framework**

Netball is a unique sport that captures us all for different reasons at different times. Netball NSW in conjunction with the NSW Office of Sport has developed the Foundation, Talent, Elite and Mastery Framework (FTEM Framework) to capture these different pathways and to inform our culture and programming.

We look forward to working collaboratively with you at every leap, twist and turn of the Pathway as our athletes sparkle, strive and shine.





I congratulate the wonderful team at Netball NSW for showing great leadership and commitment in supporting all aspiring and emerging NSW netballers through their considered game plan of Talent 'Sparkle, Strive, Shine'.

Following a diligent review and guided by the FTEM (Foundation, Talent, Elite & Mastery) Athlete Development Framework and its related best practice principles, the intent of 'Sparkle, Strive, Shine' is to ensure all NSW netballers receive the right support at the right time. Wherever they are on their developmental journey.

Integral to the effective implementation of this strategy, is supporting our wonderful netball coaching workforce across the NSW landscape. This practical and contemporary coaching resource developed by Margaret and her team at Netball NSW, is vitally important and practical in its contribution to aligning and supporting our talent pathways and related operations leading to further and more sustainable high-performance success.

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Dr. Juanita Weissensteiner, Principal Advisor Talent Pathways, NSW Office of Sport

# **Netball NSW Athlete Pathway**















## Bing Lee Masters State Titles Netball NSW Social Masters Community Engagement



# **Explore Netball**





modified netball. Enjoy free play. First exposure to age-appropriate

## Sporting Schools



T

# Confirm

a dedicated strategy and progran Engage with ET behaviours. Confirm your holistic talent within ncluding camps and competiti









## Emerging Regional Talent Regional Academies of Spor



## Showcase readiness on and off the court to progress to a senior

Breakthrough

- NA Emerging Talent Squad World Junior Championships
- **QBE Swifts Academy**

ore-elite training environment





**NNSW 19U State Team** mply with ET behaviours

NNSW 17U State Team



# METR

# <u>"</u>m



**Demonstrate Potential** 

 Indigenous Emerging Talent Court Craft Summer Series



Shine



Emerging Talent (ET) to Talent

Elite to Mastery

turning, catching and throwing that contribute to netball such

as running, jumping, twisting,

#### The Pathway from Sparkle to Strive to Shine

What are some early experiences that Elite athletes have in common?

**Excellent base** Positive and Access to of fundamental developmental influential coach movement skills or coaches programs and physical literacy Participated in Played a number Strong athleticism and enjoyed high of sports other levels of free play than netball Competed Self-motivated **Overcame** against older setbacks rather than peers and and relished playing to please adults at a challenge others younger age **Experienced Embraced** progressive, change and challenging and variability in supportive training, practice environments

#### **Elite Player Profile**

#### **Robust Physiological Capacity**

- Ability to adapt and recover from increasing workloads
- Superior coordination and control
- · Excellent stability and strength
- Height or athletic body type

#### **Excellent Range of Physical Capacity**

- Excellent core, upper and lower body strength and power
- Exceptional speed, agility, dynamic balance & reaction time
- Superior anaerobic and aerobic fitness
- Ability to sustain play at 100% in matches

#### **Strong High Performace Behaviours**

- Mental toughness & determination
- Growth mindset
- Superior self-regulatory skills
- · High self-belief & confidence
- Self-motivated

#### **Superior Tactical Abilities**

- Superior ability to read the game and adapt to opponents and teammates play
- Exceptional Netball IQ
- · Creativity and flair
- X factor

#### Advanced Psychological Skills and Attributes

- Effective sport and life balance
- Resilient to highs and lows
- Compliance with nutrition, hydration, recovery and injury management protocol
- · Honest and open communicator
- Team player
- Embraces team culture

#### **Highly Developed Technical Skills**

Consistently executes a full range of effective technical skills:

- At speed
- While fatigued
- Under pressure

#### **Emerging Talent Player Profile**

#### **Physiological Potential**

#### Observed within training:

- Height
- · Positive response to increased training

#### Observed within competition:

Athleticism

#### **Emerging Talent Behaviours**

#### Observed within training and competition

- · Loves the game
- Commitment to growth
- Compliance with nutrition, hydration, sleep, recovery and injury management protocols
- Gratitude and respect

#### **Physical Abilities**

#### Observed within training:

• Developing strength and power

#### Observed within competition

- Speed
- Agility
- Aerobic Strength

#### **Tactical Abilities**

#### Observed within training and competition

- Strong netball intuition
- · Attacking strategies
- · Defensive strategies
- Game plans

#### **Psychological Skills & Attributes**

#### Observed within training:

- Growth mindset
- Coachable
- Self-motivated

#### Observed within competition:

- Determination
- Tenacity
- Mental toughness

#### **Technical Skills**

#### Observed within training and competition

- Strong technical skills relative to age group
- Strong ball skills
- Good footwork



## Coaching



#### **Coach Education and Mentoring**



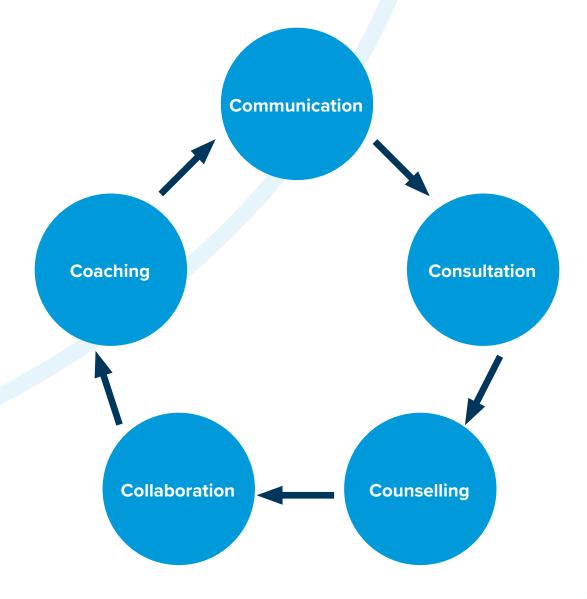
I am constantly looking for learning opportunities, from leadership, communication and sports science. I network with some of the best coaches in Australia. I ask and listen.

Everyone I come into contact with provides me with the opportunity to learn something. I reflect and take advice. I am driven to keep improving in all aspects of my coaching to ensure the NSW Swifts also improve and we reach our goals.

"

Anita Keelan, NSW Swifts Assistant Coach

#### 5Cs of Mentoring and Coaching:



#### **Emerging Talent Program Framework**



Having a well-planned program makes sure you leave no stone unturned in an athlete's skill progression. It ensures you teach all the skills in a sequential order from fundamental to complex as the athlete develops a strong foundation on which to build and progress to the more advanced skills. It also gives you the opportunity to implement the program in the pre-season and then systematically work your way through it at the speed the athletes develop, thus covering all skills by the end of the season. The fun part as a coach is being able to add your creative flair to the program.

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Jill McIntosh, Former Australian Diamonds Captain and Coach

Block 1 - Learning to train with intensity		
Warm Up	Every warm-up to include Netball Australia Knee Program balance & strength activities	
Movement Skills	Take-off and Sprint in a Straight Line  Speed and intensity of footwork  Deceleration and safe landing after sprint  Jump, land and sprint  Change of Direction Recovery footwork  Pivot  Outside turn Turning in the air Turning from a sprint movement  Change of Pace Understanding of how and when to use	
Ball Skills	Catch  Two hands  Catch high and low balls  Lunge to catch  Shoulder Pass  Use ball on either side of body  Bounce  Lob  Two hand overhead pass	

Block 1 - Learning to train with intensity		
	Straight lead	
	Single dodge	
	Double dodge	
Attacking Skills	Drive, stop and lunge back	
Timing of leads – identifying when to go	Split and Re-offer  Combine into simple movements on court	
	Front Cut	
	Clear and Drive Incorporating change of direction	
	Double play – give and go's	
	Shadow defensive footwork	
	Footwork for step back and up to intercept	
	Vision to both the ball and the body behind	
	One on one - defending from the front to dictate	
	One on one - defending from the side	
	Repositioning – front to side to front	
	First ball pressure to a contest	
Defending Skills	Understanding the timing of when to have a go at the interception	
	Extend one on one defence of the player to explore:  Reading the play and positioning in relation to the ball  Switching  Transition	
	Recovery to 0.9m and footwork required	
	Hands Over Ball  Recovery to dictate pass type or direction	
	Delaying movement of attacker, dictating & denying the space  Positioning of body	
	Correct and accurate shooting technique increasing distance from post	
	Variation on timing and release of shot	
Specialist Sessions -	Step forward, back and side	
Shooting	Types of Movement to Shot  Jump, shuffle shot, fake, falling out of court and layup shot	
	Change of Pace  Understanding of how and when to use	

Block 1 - Learning to train with intensity		
Centre Court	Position & Feeding  Feeders hitting the circle edge  Working on and off the circle  Resetting  Appling screens around circle edge  Using triangles and swing ball	
Circle Defence	Defence of Shot  Lean, jump, lean to jump  Same hand to leg  Opposite hand to leg  Two hands  Double jump by one defender  Deny space to contest a rebound  Defence of shot against the shuffle shot  Positional choice for defence of shot  Understanding of when to use which method	



Block 2 - Understanding when to use a variety of skills		
Warm Up	Every warm-up to include Netball Australia Knee Program balance & strength activities	
	Side step	
	Shuffle  • Side & backwards	
Movement Skills	Working a number of combinations (directional footwork – forward, backward, left & right)	
	Exploring different combination of movements including different footwork and timing	
	Back & up	
	Defensive backward shuffle	
	Fake pass	
	Step around pass	
	Placement pass	
Ball Skills	Timing on Release of Pass  Identifying factors which effect timing of release, e.g  Oppositions hands over pressure  Lack of height – can't see ahead  No leads on offer	
	Catch and release on the run with control	
	Catch, hands over on pass, release and sprint to next space to be on offer	
	Half roll, full roll	
Attacking Skills Timing of leads –	Lead and drop	
identifying when to go	Hold - Application of the hold	
	Basic screens	
Defending Skills	Double defence  Communication	
Specialist Sessions- Shooting	Introduce Working Together In and Out of Circle  Shooter on hold GA on the sweep Circle entry Shooter rotation Shooter to shooter passes	
Centre Court	Feeding shooters in the circle  Holding shooter  Moving circle	
Circle Defence	Strategies for Rebounding  When defending the shot  When at the post	
	Split circle	

Block 3 - Learning to work in a team environment		
Warm Up	Every warm-up to include Netball Australia Knee Program balance & strength activities	
	Reactive movements to ball and identifying quickest footwork required to be in right position	
Movement Skills	Identifying movement patterns when in small spaces	
	Revision of footwork under pressure	
Ball Skills	Ball Skills Under Extreme Pressure  Placing ball into space when there are many hands over pressure  Quick timing on release of pass (within one second)  Patience on release of pass (learning to hold onto ball for two seconds)	
	Reading the Play  Vision Reading the body cues	
Attacking Skills	Spatial Awareness  Recognising space  Creating space  Moving into space  Repositioning; in a crowded situation, in a confined space, after delivery	
	Attacking against one on one or double defence	
Defending Skills	Sagging & communication from teammates  Understanding of why, when and where to move	
	Shooters working together - space awareness, vision and balance in the circle  Balancing the circle  Closed circle	
Specialist Sessions- Shooting	Basic screens including shoulder to shoulder, ridgy didge & variations	
	Understanding of Attack Unit  Set ups for stoppages in and out of circle  Inside and outside links between GS, GA	
Centre Court	Relationships Within Attack Unit Resetting and awareness of shooters space	
Circle Defence	Relationship of Defensive Unit - relevant roles  Working together – in and out of the circle  Defence on and off the circle (WD/C)	

Perform the skill

Perform the skill very well, and at speed

Perform the skill very well, at speed and under fatigue

Perform the skill very well, at speed, under fatigue and under pressure

Match Play Strategies (Put in when appropriate)		
	Defence  One on one Two on one Forcing attack wide and to side lines Forcing attack into small spaces into the middle of the court	
Centre Pass Options	Attack  One up to the line & one back (offset)  Narrow (one behind other)  Two off the line on the move  Wide  Back door e.g. GD, WD  Screens  Overloads	
Back Line Throw in Options	Attack  One up to the line & one back (offset)  Narrow (one behind other)  Wide  Screens  Overloads	
Long Court Transition	Outlet pass strategies from stoppages, intercepts or rebounds	
Shooter Throw Ins – Attack and Defence Strategies	<ul> <li>Reading play to apply appropriate strategies</li> <li>Penalty pass or shot and free pass in the circle</li> <li>Two on one in circle when one defender is out of play outside of circle</li> </ul>	



#### **Coaching Language**



To assist in alignment across the state, Netball NSW has identified terminology that will benefit coaches to enable the athletes to clearly understand what is being asked of them as they journey from program to program.

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Mardi Aplin, Regional Performance & Pathways Manager, Netball NSW

Terminology	Definition
Attack	When a team or individual in possession of the ball attempts to move it down the court to the shooters.
Baulk (Fake)	The action players use when they appear to be about to release a pass but do not let go of the ball.
Change of Direction	(Two straight leads) Initial move must be convincing enough, sprint strongly at a 45-degree angle, push off strongly on outside foot to move into a new space.
Change of Pace	To change the timing of a lead to clear space (Speed is critical).
Clearing	A wide, arcing movement that attempts to draw the defence away from critical space, leaving it open for another player.
Defence	The actions of a team or individual resisting an attack. A team defends when it does not have possession of the ball.
Dictate, Delay and Deny	Defending the ground in front of an opponent to force the player wide and hold up the down court drive.
Double Dodge	Quick and decisive run in one direction in a definite movement, with hips facing towards direction of travel, place outside foot on the ground and push off strongly in opposite direction, perform a second dodge by placing the other foot on the ground and pushing in the other direction.
Double Play (Give and Go)	A player passes the ball then immediately drives to retake the pass.
Drive	A strong forward movement into space.
First Ball Pressure	Defenders maintain first ball pressure to a contest to intercept the ball or prevent attacking players from receiving a pass.
Front Cut	When an attacker drives in front of their defender so they can easily receive a pass.
Grounded foot	The foot that first makes contact with the ground when a player who has possession of the ball lands.
Intensity	Keep your players working at match pace, demonstrate what intensity you are looking for when teaching a skill or introducing a new drill (players need to understand what pace you expect as a coach).

Leads	Sprint strongly to the ball, either directly forward or diagonally at a 45 degree angle.
Lead and Drop Back	Designed to create space behind the initial drive. Keep eyes on the thrower throughout the movement.
Offer	A players first attacking move, also called a lead.
Off the Player (Off the body)	The defender aims to cover their own opponent while also being in a position to intercept a pass to other opposition players.
Preliminary move	A move used to clear space before offering an attacking move.
Re-offer	When the lead or offer is not used and the player makes another move.
Re-Positioning	Defending players need to reposition based on changes in the game, this may include adjusting and changing position around an opponent.
Sagging	A form of one on one defence and is usually used when the defenders opponent receives the pass.  Rather than commit to hands over the ball they move back into a teammate's opponent's space to either deny the passing option or intercept the pass.
Shadowing	(One on one defence in front) – Standing in front of the attacker halfway across the attackers body looking halfway between the ball and the attacker so they can see both.
Skill	A skill is the performance of the technique in a game.  Technique + Game context training = Skill  Game context training = Pressure, decision making, timing, use of space
Split	When two players line up one in front of the other and both lead, the front player should lead first and the back player leads in the opposite direction.
Switch	When two defenders swap opponents  (May be a deliberate move to provide better match ups in defence).
Technique	A technique is a movement performed in isolation at practice.
Timing	Knowing just when to make a move, Players may use on court cues to time their movements e.g. a teammates catch.
Vision	With regard to leading the play- vision refers to the ability of the player to turn and see all of the court and the options available so that the best passing option can be chosen.

#### **Coaching Cues**



Developing coaching cues that resonate with each of your players is vital to effecting change and helping your athletes grow. Consistency of cue words is the key to success. I take some time to find what works for each athlete and use that same word in training, on pre match cards and in match feedback.

It is amazing the difference one or two words can make.



Anita Keelan, NSW Swifts Assistant Coach

Ball Skills	
	Ball held at shoulder height with one hand
Shoulder pass – correct technique	Step forward – opposite hand to foot
	Open shoulder and push ball hard into space
	Bend knees to lower your body
Bounce pass	Step forward – opposite hand to foot
	Bounce ball towards ground and into space
	Ball held with two hands at chest height – arms slightly bent
Chest pass	Step forward with one foot (non-grounded foot)
	Push the ball hard towards receiver's chest
	Variation of passes require different speeds of release
Pace and timing of ball delivery	Experiment with quick delivery and slower delivery to receiver – depending on defenders positioning
	High release of pass at shoulder height
Lob pass	One hand control
	Pass to be placed into space

Movement Skills - Athletes need to know how to apply these skills on the court		
	First step forwards – small steps	
Right foot and left foot take off	Using arms to drive – opposite arm to leg	
	Head up and eyes on the ball	
	Knee aligned over foot when landing	
Land and balance on right & left foot and both feet simultaneously	Bend knees slightly to absorb impact	
	Soft landing	
	Drive right – land right foot, drive left – land left foot	
Landing on outside foot	Ball to be placed into space ahead of player	
	Knee aligned over foot when landing	
	Land on outside foot e.g. left foot land if running to the left	
Pivot – outside turn	Turn on the ball of the foot without lifting it off the ground	
	Ball must be caught on extension – into space	
Pivot – inside turn	Land on inside foot e.g. right foot land if running to the left	
	Turn on the ball of the foot without lifting it off the ground	
	Turn body away from the defender to protect the ball	
	Drive hard onto the catch – don't slow down	
Running through the ball – not lunging	Small steps and fast feet	
	Balance on landing	
	Using arms to drive – opposite arm to leg	
Sprint, stop and control body	Small steps – light feet	
	Angle shoulders and hips to the direction of run	

Attacking Skills		
Single dodge	Small steps - keep base of feet shoulder width apart	
	Push off on outside leg	
	Change direction using fast small steps to drive	
	First single dodge to be same direction as the drive	
Double dodge	Push off strongly and quickly on outside leg – second dodge to opposite side	
	Small steps to drive hard into space - keep eyes up	
	Eyes on the ball - small steps and fast feet – drive hard	
Straight lead - angle and line to the ball	45 degree angle of drive towards the ball carrier	
	Keep strong on the lead – run through the ball – don't slow down	
	Work variety of combination of movements	
Creating space for yourself - 2 leads	Communication with other attacker – vision and voice	
	Use strong definite movements	
	Strong drive and balance on landing	
Lead, pivot and pass - hips all the way around for delivery	Turn head to sight players and options down court	
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Open hips to face direction of play	
	Fast reaction from attack to defence	
Transition into defence on turnover	Deny space of direct opponent - slow the ball movement	
	Make a commitment to defence – regardless of position	
	Two players - drive into different spaces	
Split & Reoffer	Drive to be completed at the same time as other player	
	Ball not received – use change of direction and sprint to find new space.	
	Strong drive forwards towards the ball	
Lead and drop	Push off strongly on outside foot	
	Turn hips, eyes on the ball – drive into back space	
Centre pass structure - 2nd phase	Communication with attacking unit – understand roles	
	Balance of space on court	
	Work through variety of scenarios	
	Feet shoulder width apart	
Introduce hold	Body to remain upright and arms by side	
	Strong use of body to protect space for ball to be placed	

Defending Skills and Strategies		
Defending Skills and Strategies	Small fast steps – feet shoulder width apart	
	Move feet to create space – eyes on the ball	
	Work on variety of combinations to move around shooter	
	Use footwork towards the attacker to close off space	
Denial of space – not chasing the attacker	Small steps – remain balanced	
	Angle your body to the attacker	
	Communication with other defender is critical	
Introduction of split circle and zone	Eyes on the ball – use peripheral vision to sight attackers	
	Actively defend space – continuous movement attack ball with two hands	
Defence of the shot - varieties including two hands, jump, lean	Maintain 0.9m distance at all times	
	Work at holding defence of the shot for three seconds	
	Engage core strength to assist with balance	
	Turn back to shooter after release of the shot	
Blocking the shot	Keep feet shoulder width apart and body upright	
	Use footwork towards shooter to close off space – no contact!	
	Use body to protect and create space	
Rebounding of the shot	Strong two hand catch on the ball	
	Two foot take-off and landing	
Four phases of defence for 1v1:  Body positioning First ball pressure to a contest Recovery footwork and hands over the ball Dictating of denying the space	Angle body to see both player and ball – eyes up	
	Small fast steps - attack the ball with two hands	
	Balance – be disciplined on distance – 0.9m before hands – hands to extend strongly over the ball	

Shooting Skills and Strategies		
	Vary the time of release of the shot – three seconds, two seconds, one second	
Timing of shot	Consider style of defense and game situation	
	Shooting technique remains the same regardless of timing	
	Use vision to see all options and spaces with feeders	
Working with feeders	Ball placement to feeders is critical	
	Communication with eyes and voice	
	Experiment with variety of scenarios	
Pressure shots	Consider balance, timing of release, distance, defenders	
	Repetition to consolidate skill	
	Technique of upper body remains unchanged	
Basic shooting technique – high release	One hand release	
	Elbow pointing towards the post	
	Use body to protect and create space	
Rebounding	Strong two hand catch on the ball	
	Two foot take-off and landing	
	Balance space of the circle with other shooter	
Introduce working together in and out of the circle	Eye contact with each other	
	Strong and definite movements	
	Shooter in front has right of way	
Circle rotation	Movements to be strong and definite	
	Balance space with each other - top and base	

#### **Tactical Netball IQ: Creativity and Flair**

#### Tips to help create independent, creative and thinking players

Strategy	Explanation
Coaches should be a resource	Encourage an environment where players see the coach as a resource.
Promote independence	Allow them to make their own decisions. Provide opportunities in practice for them to practice this.
Make training more interesting and challenging	Simulate scenarios at training for them to practice their game sense. Encourage them to make decisions and to take risks to trial their Netball IQ in practice. The more exposure they have to this type of training the more comfortable they will be to attack it during competition.
Scout Report	Get players to do the scout report about their upcoming opposition and get them to share with you first their analysis. Get them to identify their opponents' strengths and weaknesses and strategies to dominate. Then share your insight.
Ask the WHY question?	Why are we doing this? Build their Netball IQ by getting them to justify their decisions and actions.



Give your players the confidence to take risks, to think creatively and trust their intuition. Provide them with opportunities to have input into game strategies, allow them to practice it and then reflect on it. They will be more engaged, challenged and invested. Creating thinking players is a match winning strategy!



Bec Bulley, GIANTS Netball Academy Coach

#### **Effective Feedback Strategies**



Delivering feedback is a challenging aspect of coaching. When you give positive feedback you help the athlete recognise what they are doing right and this helps to build their confidence. When you deliver error correction feedback you help the athlete identify what is going wrong and how they can fix it. This helps athletes develop the belief that they can master the skill or strategy because they have a plan of action. Below are some ideas to help you deliver useful feedback to your athletes.



Karen Haddad, NSWIS Sports Psychologist

Strategy	Explanation
What to Use (Positive or error correction)?	When delivering feedback, it needs to be positive and productive, focusing on what to maintain or what to change. What your athletes really want from you is the following:  Justifications for the feedback you deliver.  The opportunity to make choices with regards to the solution.  Feedback to be delivered privately.  Empathy and respect
Pair Feedback with Solutions	Identify solutions that they can implement to make the skill or strategy better.
Check for Understanding	Are they really getting the message? Assess by asking questions about whether they understand what you want them to do and why they need to do it.
Address the Behaviour Not the Person	Avoiding making person-related or ability-related statements, focus heavily on the behaviour and how they can fix it.
Provide Tips	Give them tips (two-three tips) on how they can improve the skill or strategy.
Be Prompt	Deliver feedback promptly so that the athlete can associate the feedback you are providing with their current performance. If you wait too long the athlete may not be able to recall it.
Do it in Private	Athletes appreciate when you bring them aside to provide feedback as opposed to addressing the whole team.
Be Mindful of Your Tone	Your delivery is key. Be mindful of your tone as this will influence the way in which the athlete interprets your messages. Be optimistic, helpful, empathetic and caring.
Cater for All Modes of Learning	Teach skills and strategies catering to the four different types of learners (visual, auditory, kinaesthetic, reading and writing).
Check for Feedback	Do not just assume they get it. Check for verbal and non-verbal cues, for e.g., facials, incorrect movement, etc.

#### Individualised Athlete Performance Plan (IAPP)

#### Why? An Effective IAPP

- Records the individual development of an athlete
- Establishes athlete goals
- Facilitates collaboration of coaches across programs

#### **How? To Implement An Effective IAPP**

- Record IAPP's regularly throughout the season
- Take time to talk with your athlete about the IAPP
- Ensure there are positives as well as things to improve

Talent 2 IAAP			
Name:		Coach:	
Date:		Program:	
Performance Goal 1:			
Performance Goal 2:			
Performance in te	sting:	Review	Actions to improve performance
	Speed - 5m, 10m, 20m sprint		
	Agility - 5 O 5		
Physical	Lower body power - Vertical jump		
	Aerobic - Yo Yo		
	Strength		
Consistent execut	ion of:		
	Movement skills		
Technical	Ball skills		
	Attacking skills		
	Defending skills		
	Positional specific skills		
Ability to Impleme	nt:		
	Attacking strategies		
Tactical	Defensive strategies		
	Game plans		
Display sport perf	ormance traits:		
	Coachable		
Psychological	Determined		
	Motivated		
Adapt behaviour t	o improve performance:		
Emerging Talent	Engage with nutrition, hydration, recovery and injury management protocols		
Behaviours	Team player		
	Displays leadership qualities		
Athlete performan	ice review criteria:		
	Excelling		
	Performing strongly		
	Progressing		
	Underperforming		

#### **Physical Development**

Maximise physical potential, optimise netball performance & reduce risk of injury

#### **Speed**

Running mechanics Agility Power

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"In sport there is an answer for everything else except speed"

#### Strength

Functional strength
Plyometrics
Flexibility
Stability
Core

66

"One of the great moments in life is realising that your body can now do something that it couldn't do 2 weeks ago"

#### **Fitness**

Aerobic Anaerobic Match Fitness

66

"Your success will be determined by what you do when no one is watching"







#### **Strength and Conditioning Checklist**

#### Strength and Conditioning

Empower your athletes with the knowledge to do consistent and efficient strength and conditioning away from the court. A session doesn't have to take long, three times a week for 30 minutes is ideal.

A netball athlete who has well developed functional competencies will then have the capacity to further refine technical skills and to develop and display tactical competence.

Incorporate a strength and conditioning plan into your coaching plan. Progress from static to dynamic, slow to fast, simple to complex and unloaded to loaded.

Individualise where possible - ensure each athlete has a permanent adaptation to each exercise before moving it forward to more complex, faster or more loaded situations.

Expose your athletes to a wide variety of movements and exercises.

Aim to do full range of movement exercise. Flexibility, or lack of it, ranks as number one as the greatest negative influence on progress.

Take the time to teach efficient running mechanics. "Eyes UP. Toes UP. Short contact time. Slight lean forward at hips. Shoulders relaced. Speed controlled by elbow drive back." Do marching drills and skips at every session, then weave these qualities into straight line running at moderate speeds. Once athletes have mastered this then, transfer these qualities into acceleration and agility activities.

Teach correct landing during jumping or braking during change of direction.

Introduce foundation strength, if you don't have access to a strength and conditioning coach, ensure you understand the correct technique and take the time to make sure all athletes are doing each exercise well. It is just as important to provide regular feedback, to coach and in warm up as it is in the session.

Dedicate at least a third of your session to warm up and cool down. It is important to balance developing all-around athleticism and developing specific netball skills.



The game of netball is evolving and changing quickly. Athletes at the Suncorp Super Netball level are getting fitter, faster and stronger each season and it is exciting to watch how this is translating to a more competitive and exciting game. As a coach it is important to stay ahead of the next move. I encourage you to increase your knowledge of how the body moves and how to apply correct technique of movement skills to our game.

Incorporating strength and conditioning into each session needs to be envisioned as incorporating effective movement to each session (speed, change of direction, jumping etc.). It takes time to explain and drive the purpose of this to your athletes and how it applies to their game. It is important to provide feedback as well as coaching them to understand the principles and reasons for these key elements.

"

Simone Freeman, GIANTS Netball Strength and Conditioning Coach

#### **Physical Assessment - Testing**

#### Why

Assessment allows the coaching and support team to peel back the layers of each athlete and get specific feedback on their physiological strengths and weakness at that point in time. The data collected allows for individualisation in load management and programming of pre-hab exercises to reduce risk of injury and improve base and functional strength both important in netball performance.

Additionally, the data collected allows coaches to reflect objectively on the effectiveness of their strength and conditioing program and adjust if needed.

Regular assessment highlights to athletes the critical role that physical development plays in chasing their netball dreams. Personal improvement will be a motivational tool that encourages athletes to take ownership of their physical development outside of academy sessions.

Ultimately the aim is to develop fitter, faster and stronger athletes.

#### What

Speed	20m Sprint (5, 10 and 20m split times)
Power	Vertical Jump
Aerobic Endurance	Yo-Yo Intermittent Recovery Test Level 1 (IR1)
Agility Test	5-0-5 (Acceleration/Deceleration)
Strength	Front Bridge, 60-degree static sit up test, double leg squat, lunges, push ups, calf raise, hop & stick test

#### How

Assessments should be done three times each year (pre-season, mid-season, post-season)

Assessments should always follow the same order -

- 1. Speed, Power and Agility
- 2. Aerobic
- 3. Strength (Should be done on a separate day)

Discuss short notes and program ideas to each athlete on how to improve. Athletes need to know that they must be doing consistent, specific, progressive and varied physical sessions to maximise their on-court performance.

Excelling
Performing strongly
Progressing
Underperforming

#### Wellbeing

#### **Load Management - Think Balance**

Finding and maintaining the fine balance between gradually increasing training and competition loads and recovery and rest is both an art and a science that requires constant communication between players and coaches. The young athlete can find themselves rapidly wrenched from zero activity to competition specific activity in a short period of time which is a recipe for injury. Research supports and explains that injuries in training are highest when the athlete returns to competition after a break from activity.

#### **Load Management**

Talk to each athlete at each session and ask- How are you feeling?

Create a training environment where athletes can speak honestly and openly to you. No athlete should fear that they will suffer consequences if they are unwell or injured.

Minimise large week-to-week fluctuations. A fast increase in workload is a major risk factor for injury and often happens in two situations: Athletes returning to the sport after an injury or athletes returning to full training after a long period of inactivity (off-season).

Be aware that there will be other coaches also demanding time of your athlete. As well as school and other stressors. Get to know your athlete.

Younger athletes are less able to tolerate high training loads and require longer periods to achieve these loads safely.

Monitor closely if an athlete is tired or injured regularly, chances are they are doing too much.

Help your athlete to make smart decisions. Reinforce – each time you add a program – you also need to take something away.

Balance strength and conditioning with court sessions and match play. An ideal program for long term development would have a maximum of four court sessions or matches and a minimum of three strength sessions per week.

Program for recovery, it is as important as hard work for continued growth.

All athletes should have one full day of rest each week.

## Recovery

100 Point Recovery Program										
Recovery Protocol	Points	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Total	Checklist
Ice Bath (2-10mins)	4									
Hot & Cold Shower: 5 x 1mins	3									
Carbs & protein within 30 mins of session end	3									
8+ hours sleep	5									
At least 1 total rest day	3									
20 minutes warm down	3									
Ice all niggles 20 mins	3									
Mindful relaxation or Meditation (30 minutes)	3									
Nutritious meal wholefoods, protein, carbs, fruit and vege	1									
More than 2 L of water	2									
20min walk, bike, etc.	3									
Pool or beach session (15mins)	3									
Foam Rolling or trigger point massage (15mins)	3									
Full body stretch (20 mins)	3									
Lie legs up the wall (10 mins)	1									
Massage (1hr, 5pts for 30mins)	5									
Compression garments after session	3									
TOTAL										

#### **Active Rest**

#### It's off season, step away from the court!

Although Netball is the sport we love, taking a break from it for a little will allow the body to work its innate physiological magic and recover completely for the season ahead.

This period of time is called: ACTIVE REST



In elite sport recovering well is almost as important as training well. When you are pushing yourself to the limit you need to make sure you are giving your body adequate recovery time as it allows you to perform better in the long run.

You can still get out and be active in downtime, but you don't have to push the envelope - rest is essential too.

This is something I've learned coming along the Netball NSW pathway and it has aided my journey to the NSW Swifts and Australian Diamonds.

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Paige Hadley, NSW Swifts & Australian Diamonds

#### Why is active rest important?

The Netball calendar presents a significant workload for athletes to cope with, both physically and mentally. And if an athlete is in several Netball programs (e.g. school, club, representative) or multiple sports (e.g. Netball, Basketball, Athletics, Swimming) the risk of injury, illness or burnout is heightened.

This increased risk is mainly due to the physical stresses on the developing body of the teenage athlete, which requires sensible management.

It is very important to rest and allow the body to completely recover during periods when it can. Basically, giving athletes a license to chill out and enjoy different challenges.

Active rest helps in so many ways.

- · Reduces the risk of overuse injuries
- · Lowers occurrence and severity of illnesses due to the stress and demands associated with high training load
- Promotes higher mental engagement and motivation to perform when the new season commences
- Allows for physical freshness which leads to improved skill uptake

#### When should an athlete start active rest?

The ideal timing for active rest is immediately following the end of a season or competition as this also typically stands as the period furthest from the start of next season or competition.

Depending on the age and the amount of sport the athlete does throughout the year, active rest periods should last anywhere from 2 to 8 weeks.

#### What should athletes do during active rest?

Limit impact activities like running, which will allow the body to recover from the constant ground-on-ground forces.

Talk to a physiotherapist about functional movement exercises if the athletes has had a string of injuries.

But otherwise – encourage the athletes to do something fun: swim, surf, bike ride, go to the gym, box, row, play tennis, download a yoga app, learn to cook or even declutter their bedroom.



# Culture

### **Culture**

A culture is a set of traditions, behaviours and goals shared by a group of people. Having a strong culture nurtures and develops the psychological growth of the athlete and the buy in of high performance behaviours.





In netball, let's be brave and cultivate a positive culture that proudly stands ourselves aside from other sports.

Let's trust that we can have a winning culture by taking care of process and then letting outcomes happen.

Take a little time each session to connect with each athlete. Let them know you believe in them and you will light a fire well beyond the game.

"

## **Positive Culture**

Strategy	Explanation					
Share your philosophy, vision and goals	As a leader share your personal philosophy, vision and goals and listen to what the team wants to achieve individually and together.					
Define success	Collaborate with the group to discuss what success is and what it looks like.					
Create shared goals	Spend some time on developing shared goals with the team, collaborating everyone's goals, so that the team can work towards the same goals. It may help to list the goals and then as a group prioritise them. Identify the top three goals and this can be your focus for the season.					
Devise action plans for each goal set	As a group develop action plans on how you are going to collectively achieve the goals set. Your action plans should include the goal, how you are going to achieve it, what you will do, the resources needed to achieve the goal, and the timeline needed to achieve the outcome.					
Identify behaviour	Get the team to identify behaviours that will help the team achieve their goals.  Establish a code of conduct and stick to it. Get the athletes to devise punitive actions for breaches. This will help to encourage the players to own their program, while at the same time coaches will not be perceived as the disciplinarian.					
Explain roles and responsibilities	Clearly explain each person's role and responsibilities. It may be useful to create a role description with each athlete so that they have a good understanding of their role and buy in.					
Catch athletes doing things right	Catch the player doing something right and reward that behaviour.					
Provide feedback and rewards	Be consistent with feedback and rewards that you distribute. Ensure that you focus on the behaviour not the person.					



In my role as the Swifts Coach creating a positive culture has been every bit as important as the work on court. The approach I take is to live the values and behaviours I set for my team on a daily basis.

No one person is bigger than the team.

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## **Athlete Centred Coaching**

Take the time as a coach to understand your athlete. Recognize that their strong drive to achieve and desire to please you may not always result in them making the smartest decisions. Help your athletes to develop effective self-regulation skills that will result in long term success – not burn out and injury.



### **Coach Checklist**



As coaches let's remember that

- · Having athletic talent does not necessarily mean having to deliver the performance now.
- It is much smarter and safer to consider talent as the ability to produce great performances later.
- · Long term success is all about a great base of basics, technical, tactical and physical.
- · Netball has the potential to provide lifetime benefits including fitness, friendship and leadership skills.
- Aim to advance each athlete carefully along a continuum and to transition effectively with honest and open conversations.
- Assess, modify and adapt your program to cater for each individual and help athletes transition with honest conversations.

Let's create a culture where the journey is enjoyed by all!

"

Mardi Aplin, Regional Performance and Pathways Manager, Netball NSW



#### Be a good role model

Be organised. Be on time. Stay calm. Stay positive.



#### Be an inclusive coach

We all have unconscious bias.

Don't let yours affect you when you select or coach a team.



# Create your culture around the proven research on why young athletes play sport

Because it's fun!

They like the thrill of competition

They like to learn

They like to be with their friends

They do like to win BUT it does not make the top 10



# Coach people not athletes

Athletes don't care how much you know until they know how much you care.



#### Challenge yourself

Access MyNetball online education and keep moving through the Accreditation Pathway to build your knowledge and stay contemporary.





#### **Empower athletes**

Encourage the girls to think independently.

Help them to review their goals. Ask
athletes what they want from you as a
coach and out of the program.



#### Share with others

Build a coaching network.

Share ideas - observe training sessions.

Collaborate generously.



# Be proud as your athletes progress

Support your athletes as they progress along the Pathway. Their success is your success. As they leave it gives another athlete a go.



#### Be consistent

Establish rules for the team and react the same regardless of the result.

#### **Growth Mindset**

#### Strategies to help develop athletes' growth mindset

#### Develop their understanding

Explain to your athletes the benefits of a growth mindset.

#### Share real life examples

Share with athletes real life examples of other athletes' growth.

#### Reframe mistake and failure

Emphasise how important failure and mistakes are in the growing process.

#### **Use YET**

Use the cue word "YET" to remind athletes that whilst they may not have it yet, they will get there with effort, time and practice.

## Control the controllable Remind your athletes not to compare

Remind your athletes not to compare themselves to others.

#### Challenges and risk-taking

Encourage athletes to take on challenges and to take risks.

## Provide learning and growth base feedback

Provide praise and feedback focused on growth rather than outcomes.

## Develop athletes self-awareness of their mindset

Help your athletes understand their own mindset and behaviours. Provide positive feedback when your athletes adopt a growth mindset approach.

## Encourage athlete self-reflection

Encourage your athletes to debrief after each training or game. If they are disappointed with a loss allow them to feel this disappointment and then guide them to use this loss as motivation to improve. What worked? What didn't? Then ask them to develop an action plan to make this better.

## Pay attention to what you criticise

Only criticise the lack of effort and discipline of the athlete not their ability.



Fostering an environment where athletes feel comfortable yet challenged is paramount to assisting in the boosting of resilience and confidence. As a coach, encouraging athletes to embrace the growth mindset allows them to be open to improvement, work hard and to learn from defeat and setbacks rather than fearing failure. Focus on the process and not the outcome. Through developing this way of thinking, you will assist your athletes reach their potential to succeed in their sport and in their lives in general.

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Jenny O'Keeffe, GIANTS Netball Assistant Coach



Those athletes with a fixed mindset tend to be emotional, play in fear, and often compare themselves to others. On the flip side, those with a growth mindset believe that they can improve and develop their skills through practice, effort and instruction. These athletes tend to be open minded, hardworking, calm and coachable. They achieve and learn more successfully than those athletes with a fixed mindset.

"

**Dr Carol Dweck** 

## Mindset CAN and DOES change – Let's work together to make sure Netball coaches and athletes have a Growth Mindset.





#### **Growth Mindset Thoughts Fixed Mindset Thoughts** · I can get better at this skill. · I think that people are born with skills. · My skills are great because I work hard. • Regardless of the effort I put in I can't get any better. • I embrace challenges. I use them to test where I am at, • I don't like challenges because they may show off my with my skill development. · I think that success comes from effort. · When I see others having to work hard, I think it is • I learn from feedback. because they are not good enough. • When I fail I view this as an opportunity to learn. • It is often other people's fault when I fail. It helps to find areas that I can improve on. · When I receive feedback I take it personally. Effort is an essential trait.



## A Story of Coach Mentoring and Aboriginal Wisdom

#### Ali Tucker-Munro, Elite Coach

Coaching. It is a role that I love and is dear to my heart but interestingly enough not a role that I went looking for. Truth be told it found me when I was asked by my dear friend Marcia Ella-Duncan OAM to help her with her netball team. She asked if I could work with her circle defenders to develop their defensive skills in what she insisted would be 'just for a couple of weeks'.

As I am a proud Aboriginal woman, Marcia holds a special place in my life having been the first Indigenous woman to wear the green and gold for the Australian Diamonds team. Having been a former elite netballer myself, and having regularly sought Marcia's guidance and support, how could I say no to her.

Those 'couple of weeks' evolved into a now ten year coaching journey of self-discovery, sparked by a passion for working with netballers to shape and influence their skills and behaviours as athletes. There truly is nothing more rewarding as a coach than to watch players evolve, and not just as players, but also as people both on and off the court. And if you know me, you'd know that being entrusted to nurture players is a role that I do not take lightly.

Transitioning from a player to coach enabled me to reflect on my own experiences and journey as a player where I was fortunate to be coached by arguably some of the best netball coaches this country has produced

- from Jill McIntosh, Margaret Corbett OAM and Marg Angove OAM to Jane Woodlands-Thompson and Norma Plummer OAM.

Therefore, at the start of my coaching journey I established a strong belief system inherent to my identity as a Gamilaroi woman. Reflecting on the attributes of these great coaches, I recognised that my job as a coach is to guide, inspire, empower and encourage: values that the Aboriginal elders in my family and community regularly display. I questioned whether I too could uphold these values that are intrinsic to what I believe makes a great netball coach.

"There truly is nothing more rewarding as a coach than to watch players evolve, and not just as players, but also as people both on and off the court."

Could I do the same, albeit with a different playing cohort and in a different context?

I spoke with my elders, who some could classify as my mentors, as their wisdom and knowledge is borne from years of oft times difficult experiences, amazing displays of resilience and hard fought wins and learnt lessons. Their years of acquired knowledge is immeasurable and invaluable to me. And it is because of their hardships, and their words of encouragement stemming from my conversation with them at the time, that I have subsequently taken 'leaps of faith' in putting my hand up to be involved in various roles in the netball community. It is because of them that I am where I am today as a coach.

The respect I have for listening and learning from the experiences of others has held me in good stead in my

journey as a coach. Just as my Aboriginal elders mentor and guide me in my life's journey, I have ensured that I have access to mentors in the netball-coaching world.

Why do I believe mentors are vital as a coach? Because I have learnt in life that every person you meet knows something that you don't. And this rings true when I have sought the counsel of experienced netball coaches over the years. Mentors are an asset and invaluable resource who also possess a wealth of acquired knowledge. I have been blessed in having access to, and drawing on, years of netball knowledge and experiences from a range of mentors.

Just as I value the wisdom of my elders, I value the wisdom of my mentors. I might not agree with my netball mentors at times, but their job is to push me. And yes, I have more than one as each offers a unique insight. They all have made both mistakes and brilliant decisions that have resulted in either heartaches or triumphs. Opening ourselves up to a mentor is, for me, no different from what we, as coaches, ask of our athletes. Just as we ask our athletes to go outside their comfort zone to learn new technical, tactical or behavioural skills - so must we. How can I demand this standard of my players when I do not model this expectation myself?

Mentoring is a critical element underpinning my netball journey. My mentors don't just encourage and support me, they challenge me. They force me to reassess, re-evaluate and recalibrate my coaching skills. They keep me honest, and accountable. And just as I believe feedback is central to an athlete's development – it is no different for me as a coach. Nothing from a coaching textbook can ever replace the acquired knowledge gained from a mentor.

As one of my elders said to me 'Learn from your mistakes because, from your mistakes, wisdom comes'.

#### Role Models

## "You can't be what you can't see."

In NSW, our Swifts and GIANTS players are taking netball to the next level as they train harder and become more powerful, faster and fitter.

These strong women show resilience in overcoming obstacles and demonstrate humility in victory and defeat.

Most obvious is that our Swifts and GIANTS never seem to forget that behind the hours of training is the little girl who fell in love with this great game.

Together we need to amplify the voice of women's sport and elevate our inspirational netball role models.

Together we can tackle the complex problem of gender inequality and ensure our young girls experience the lifetime of benefits that playing netball can bring.

Here are some tips on how we can encourage young netballers to be exposed to netball's great role models:

- Come to a game as a team Suncorp Super Netball,
   Australian Netball League or Premier League
- Promote our netball stars wherever you can
- Encourage your athletes to watch netball matches
- Provide athletes the tools to analyse matches
- Come along to open training sessions for the NSW Swifts and GIANTS Netball
- Learn about all the Pathway opportunities available to your athletes.







Inspiring role models are critical to the development of the next generation of netballers.

Encourage young athletes to watch and follow Suncorp Super Netball, Australian Netball League and Premier League – which will expose them to the strength, skill and athleticism of our amazing Australian netballers.

It is vital that young girls have role models in our sport, and equally vital they see them in action, playing and excelling.

We want girls and women to embrace a strong body image and aspire to the physical and mental confidence it breeds to prepare them for any challenge.

A major breakthrough for netball in NSW will happen when we all work together.

"

Carolyn Campbell, Chief Executive Officer, Netball NSW

#### **Netball NSW Coach Accreditation and Education**

Netball Coaches play a critical role in providing a positive netball experience to athletes in all corners of NSW. You guide your athletes to maximise their potential and grow as athletes and as people.

Whether you are coaching Net-Set-Go, the 11's development team or the NSW State Team the influence of your role remains the same.

To support you in this vital role, Netball NSW aims to create a positive and continuous learning environment for all coaches.

The NNSW coach culture will be built on respect, honesty and collaboration and will emphasise the growth of the athlete at the centre of all we do.

Accreditation is the first important step in your learning. All coaches are encouraged to challenge themselves in the Netball Australia Coaching Framework.

The coaching framework is a six-tier progression:



We encourage you to regularly check the NNSW website for:

- Coach accreditation workshops
- Net Ed workshops
- · Insiders and other development workshops
- Resources
- Athlete pathway opportunities
- SSN Open Sessions
- · Regional Academy, State Team programs coaches are always welcome to attend these sessions

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