

The Coaching Scrapbook

The Class of 2020

A year in which we stayed apart to win together as one sport, one nation and one world.

The Intent of the Coaching Scrapbook

- Capture what is really important to coaches
- Understand their insight, reflections and learning
- Share their learning with other coaches
- Spark reflection and provoke thought
- Encourage coaches to think more about them as a person, why they coach, how they coach and what they coach
- Thanks to the contributors for this year. A list of contributors can be found at the back of the 2020 Coaching Scrapbook

Coaching Is Simple

All you have to do is say the right thing, to the right people, in the right way and at the right time - every time.

what nobler employment, or more valuable to the state, than that of the man who instructs the rising generationcicero

Always find a way to help, a coach that does this deed is and will become a friend indeed .

The very word to develop is to improve and value and of course improve , just like the boxer the coach should also develop and should test one's self on a regular basis....

Only when I see my boxer smile and display happiness in our gym do I feel we have achieved

My work in coaching has taken a lifetime to accumulate and it will take another lifetime to teach ...so I better get started then .

The Man in the Glass

When you get what you want in your struggle for self
And the world makes you king for a day
Just go to the mirror and look at yourself
And see what that man has to say.

For it isn't your father, or mother, or wife
Whose judgement upon you must pass
The fellow whose verdict counts most in your life
Is the one staring back from the glass.

He's the fellow to please – never mind all the rest
For he's with you, right to the end
And you know you have passed the most difficult of tests
If the man in the glass is your friend.

You may fool the whole world down the pathway of years
And get pats on the back as you pass
But your final reward will be heartache and tears

If you've cheated the man in the glass.

- DO WE TREAT ALL BOXERS DEVELOPMENT THE SAME?
- DO WE CONSIDER THEIR NEED AND WANTS?
- WHERE ARE THEY ON THEIR JOURNEY?



‘A person who is appreciated will
always do more than is expected’.

“How do you define a successful coach?”

Philosophy:

“A bright mind and a joyful heart is both the path and the good in life”

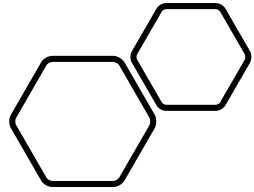
“The only commodity that doubles in value each time it is shared is
Knowledge”

“If you can fill the unforgiving minute with sixty seconds of distance run,
Yours is the Earth and everything in it”.....(“IF” – Rudyard Kipling)

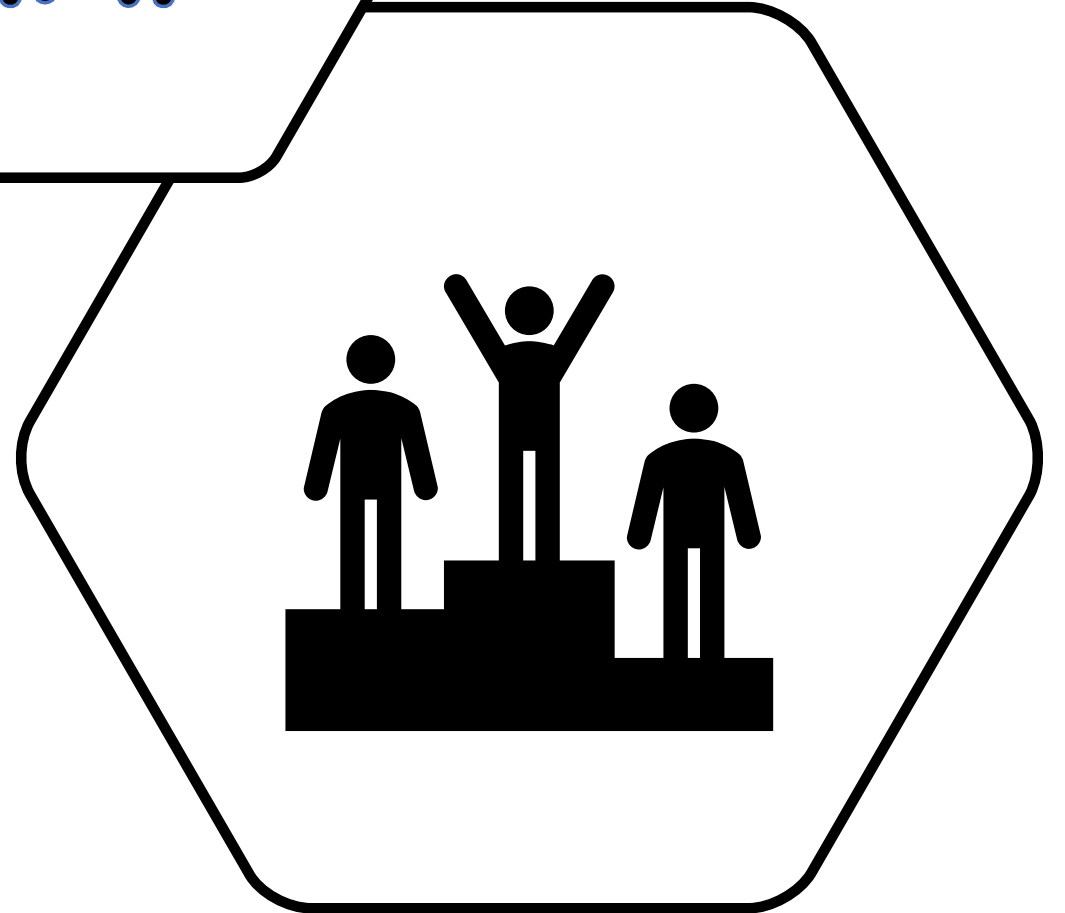
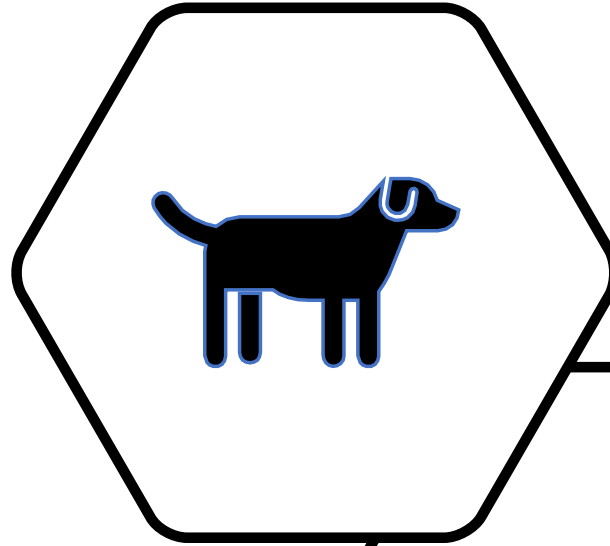
If a boxer was going to send you a letter what would they say about you?

How would you like to be remembered as a coach?

If you had to write a letter to your previous self (20 years ago), what would you say and why?



*"It's not the size of
the dog in the fight,
it's the size of the
fight in the dog"*



Zero Talent Required

- **You Need Zero Talent to get fit, Strong and Mobile**
- **You need Zero Talent to Have Excellent Nutrition**
- **You Need Zero Talent to Make weight**
- **You Just Need to be Smart and Consistent**
- **Mastering these things can have a massive impact on your training and performance**

As a coach we do one of two things during coaching, build belief or create doubt.

Trust has to be established before challenge can be accepted.

Are you a inside-out coach or a outside-in coach.

“That’s the most beautiful thing that I like about boxing: you can take a punch. The biggest thing about taking a punch is your ego reacts and there’s no better spiritual lesson than trying to not pay attention to your ego’s reaction.”

David O Russell - Director of 'The Fighter'

Precision engineers have to work within 100th of a mm
Coach developers have to be spot on

The Coach Developers Journey: Plan Do Review

Behind every fearless boxer is a fearless coach who
refused to let the boxer be anything than the best
they can be



Do The Basics Well
Do The Basics At Pace
Do The Basics When It
Matters

Walter D. Wintle

- If you think you are beaten, you are;
If you think you dare not, you don't.
If you'd like to win, but you think you can't,
It is almost a cinch you won't.
- If you think you'll lose, you've lost;
For out in this world we find
Success begins with a person's will
It's all in the state of mind.
- If you think you're outclassed, you are;
You've got to think high to rise.
You've got to be sure of yourself before
You can ever win the prize.
- Life's battles don't always go
To the stronger or faster man;
But sooner or later the person who wins
Is the one who thinks he can!

Treat all boxers as
champions. There is a
champion waiting to get out.



Some boxers are successful because of their coach. Others are successful despite their coach

Success usually happens overnight after many years of hard work

Coaching is an art AND a science. Today you need to be Picasso and tomorrow you need to be Einstein

It is vital that the coach creates and maintains motivation. No one goes anywhere in life without motivation

No boxer ever quit because they had too much fun and enjoyed their training too much. So make your sessions enjoyable

The boxers are not interested in how much you know until they know how much you care

Boxing is based on these simple principles; after you punch you defend and when you are finished defending you punch, and when you finish punching you defend....ad infinitum !

Boxing is the one sport where we are all equal. It doesn't matter how experienced or inexperienced you are, or how talented you may be, or may not be. When we get punched on the nose it hurts regardless of anything that's gone before.

Coaching is about being you
with skill, so what skills do
you have as a coach?

Boxing is awash with clichés which are of little significance but someone once summed up boxing to me as the science of boxing is to avoid getting hit but if you do get hit , hit your opponent before he hits you again



Are you chef or a cook?

Are you aiming to be a master of your craft or a journeyman?

Do you really think about the why, how, what and whom of coaching?

Do you reflect on your coaching performance?

Are you an elite learner?

Are you the real deal!

'Keep it Real'

- Make sure boxers are training and sparring to their specific round times e.g 1.5 mins, 2mins or 3 mins. This will help train their bodies and minds to perform at the correct pace. They box 1.5 min rounds, but just mix in with 2 minute rounds, you risk them becoming slower paced and finishing each round of a bout, with 30 seconds left in the tank, but the chance to win the round is lost!
- Replicate bout intensity- call out '10 seconds burst' several times during rounds of training, where Boxers really up the intensity. This means their bodies are used to 'going through the gears' and call out 'last ten' at the end of the round, again to mentally and physically train the bodies body clock.
- 'First things first', when a boxer comes back to the corner, don't drown them with water when they are gasping for breath, or blow their minds with advice, when they are so thirsty, they don't take anything in! Remove their gumshield and let them breath, give them water, then give them advice. If young and/or inexperienced, you can ask them to repeat what advice you have given them, to check they have understood.

What is your current
understanding of
learning? What actually
works?
How it happens?

Learn to Listen

Silent

Listen to Learn



A key part of my coaching now is using the acronym KISS.

Keep Is Super Simple.

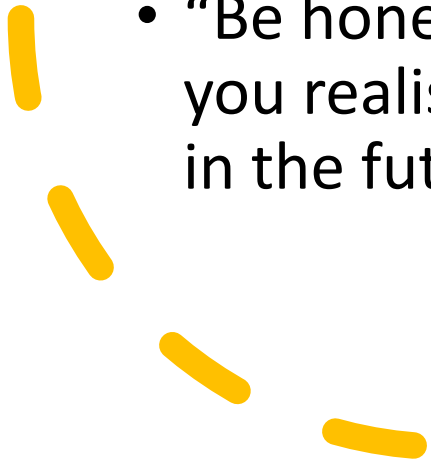
I started off trying to impart all of my knowledge at once and either complicating my drills and explanations or just basically talking far too much.


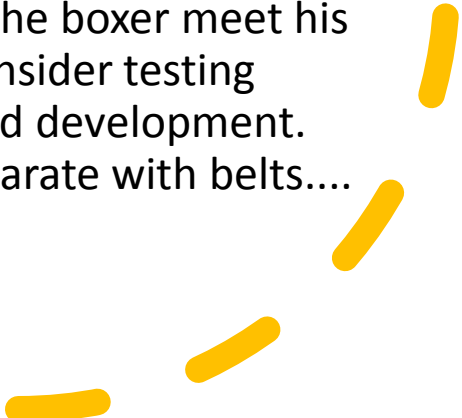
My learning has been
'Less Talk and More Action - Keeping It Super Simple'

Coaching is a vehicle for
long distance travel



- “Dedication? Who’s? Yours, mine, the teams, the organisation? We rely on them all to succeed, so remember how important your part is.”
- “Physical preparation is hard, we all know that, but preparing your mind for the rollercoaster ahead, now that’s the challenge.”
- “Be honest to your feelings and ride the waves ahead, only by surviving will you realise how strong you really are and understand what you can survive in the future”



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- 1. Allow boxers to reflect and interact with coaches so there is some discussion. If we simply give instructions the boxers don't develop any theoretical knowledge. I find that boxers learn and adapt our instructions to make them their own and that aspect should of development must be nurtured.
 - 2. Creativity, creativity, creativity. It's so underestimated that boxers should only train in boxing. I find that other disciplines lend themselves very well to our sport. Examples....strength and conditioning, swimming, dance, yoga etc...all add to the development of a boxers repertoire.
 - 3. We chase titles and championships too much. Maybe the better way to reward boxers is via boxing appraisals...did the boxer meet his targets...weight...fitness...sparring...endurance...consider testing boxers and rewarding according to achievement and development. Again this is done within other contact sports like Karate with belts....
- 

*"boxing is not a sport, its life
itself...it represents the struggles"*
(Joyce Carol Oates, 1987:4)

Optimal Conditions for Coaching

I see coaches who are good at what they do, deliver good sessions however poor coaching is taking place.....

- Small Group
- Stable Group
- Regular Contact
- Long term commitment

This is where coaching can make a difference... So do you have the conditions for coaching to take place?



Treat us with care, Train us
well
The Boxer

'Teaching a boxer may start from the bottom up, but each session should start from the head down.'

'Being a coach requires more than knowing just how to coach, its a skill that requires you to understand, adapt and learn constantly.'

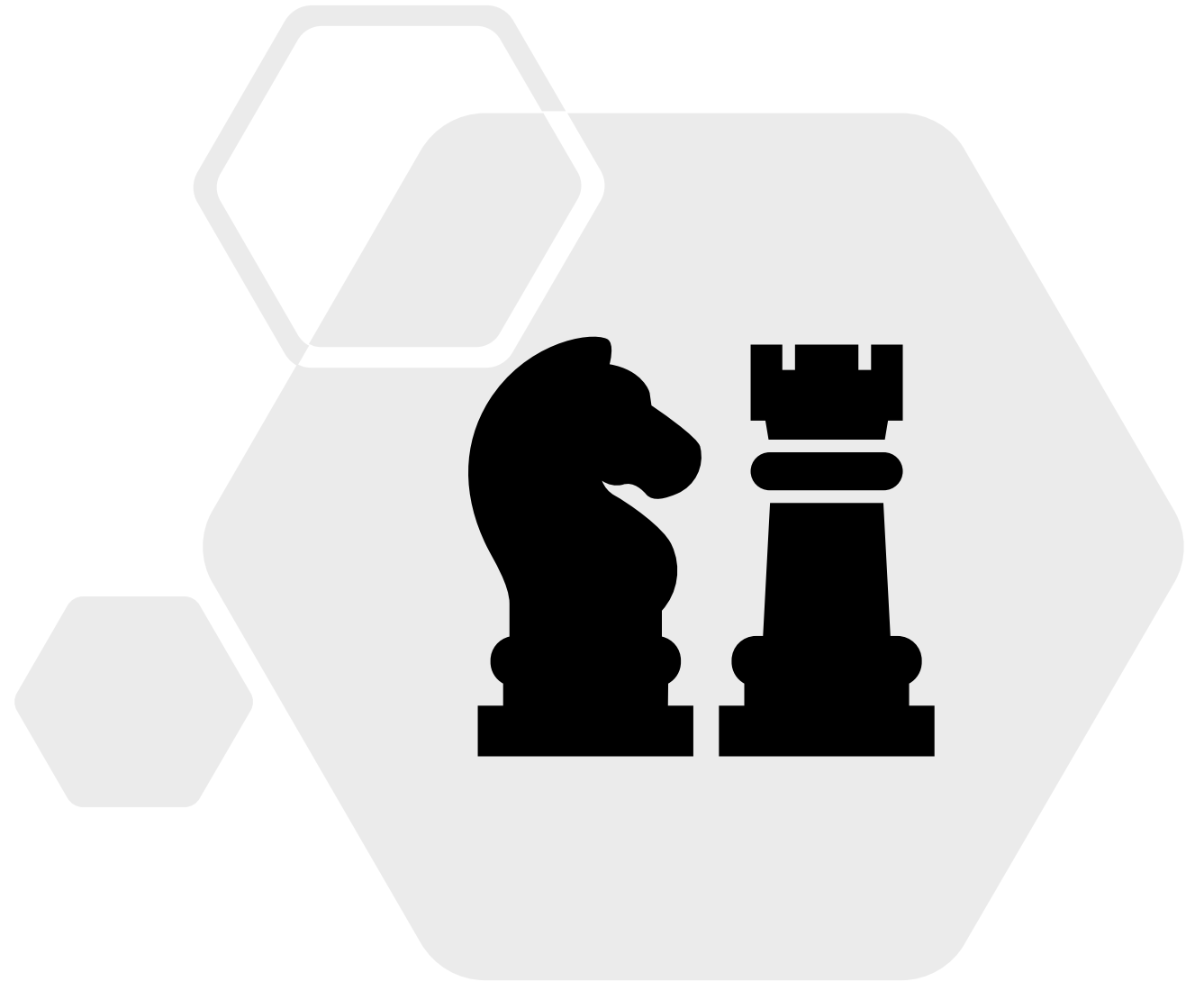
'If you had to describe the art of coaching in one sentence what would you say'?

For whose benefit are you saying
that/asking that?

What are you really seeing?

The first thing I ever wrote, in my notebook on a coaching Boxing course back in 1979 was 'Physically Chess'.

The more I think about it - the more two words mean so much - then I discovered is Mental Chess around three years ago.



Encourage each boxer to be themselves, let them be expressive, all of the flair can be progressed during routine training sessions.

Barriers are what we put up in our minds first.

Don't over complicate things
"Keep it simple stupid"

Know your network.
If their not bringing anything to the table. They are there to
take it away...

Surround yourself with people who will challenge you.

Don't try and emulate other coaches. It's hard enough being yourself!

Expectations

Your 100% and Their 100% may not be the same.

Why... home life/school/work/injury etc

What to do... Talk/ask find a middle ground.

If your a female coach, don't be offended when your asked. Are you someone's mum. We've came a long way but we've still got a long way to go.



SMART



Get them to think of what to do in each round and change of attack if not going to plan, the coach is there to assist and point them in the right direction, it is up to the boxer to make the changes.



Understand their needs before, during and after, you can build on this during your time in the gym.



Set achievable SMART goals (Specific, Measurable, Achievable, Realistic and Time) for each boxer in pre-season, check each one throughout with the help of other coaches and help to work on these together, gathering information from the boxer will help with their achievement.

Knowing others is intelligence

Knowing yourself is true wisdom

Mastering others is strength

Mastering yourself is true power

If you realize that you have enough you are truly rich.

LAO TZU

Sport does not build character it reveals it

Its about how you use the position of power,
not how the position of power uses you!

Not all who come into the gym will be world champions, but if you treat them like they will be then anything is possible!

Try to keep each session achievable and enjoyable, even if you know it's going to be a tough one for the boxers.

Boxing, it's a way of life!

Practice makes permanent not perfect!

Step into the gym and welcome to the family!

When was the last time you really
reflected on your coaching?



Are you coaching with purpose?

How clear are you with your coaching method?

What boxer are you trying to produce?

Boxing does not build character, it
reveals it!

So what is your character or how
would people best describe you?

Coaching is about seeing
the potential within and
helping the boxer apply
that potential to
performance?

Successful Learning is not the process of repeating a solution it is the ability to adapt solutions to different situations...

Learning might therefore be more successful when boxers are challenged to repeat the process of finding a solution

(one requires adapting to dynamic and changing situations where as the other is simply reproduction)



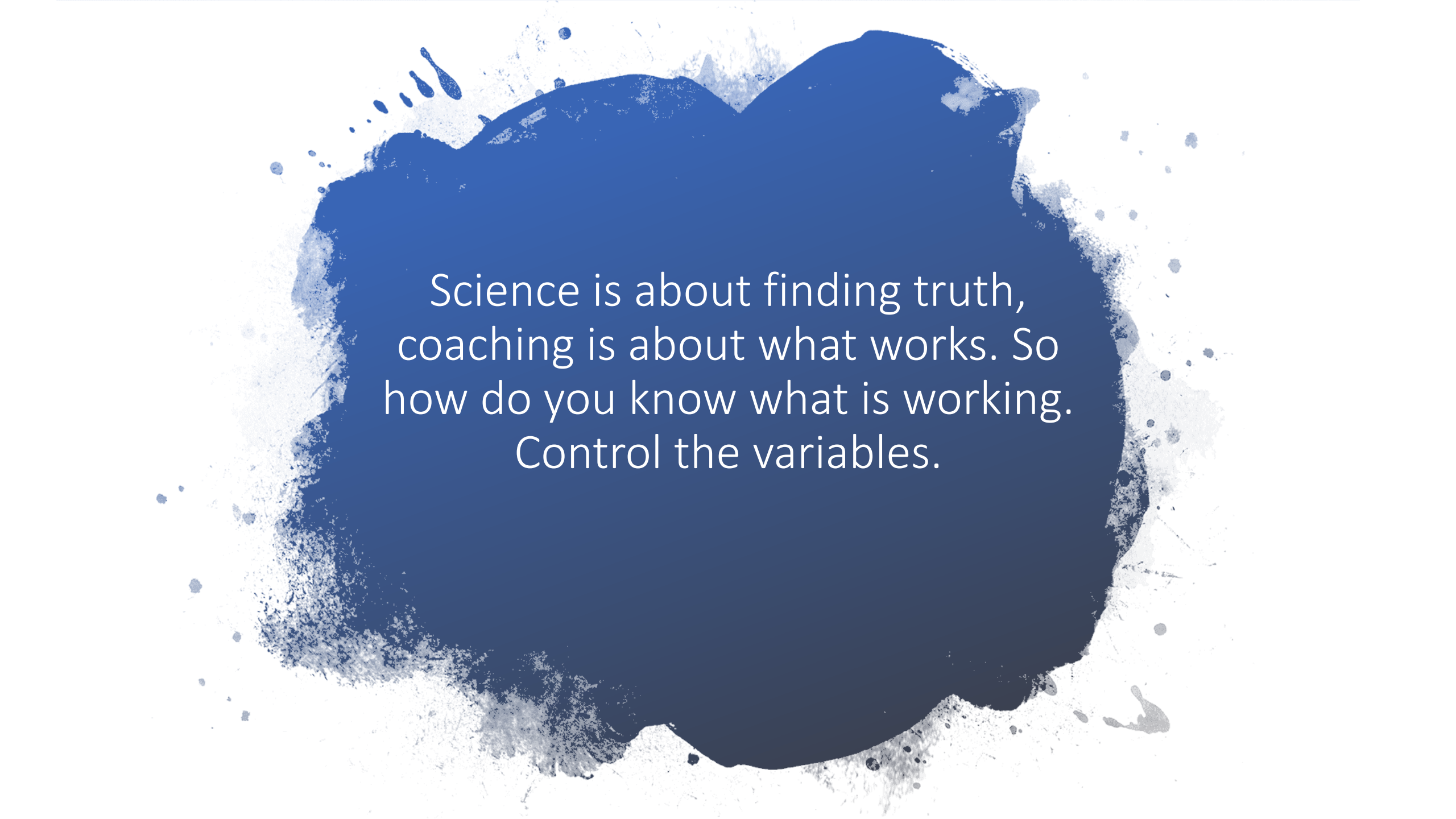
Boxing is about perception and action not just reaction. So the boxer makes the decisions, so why do we always tell them what to do!

Being a coach takes a lot of things! We are in the helping business, therefore we need to make sure are in a good position, physically and mentally before we can help others!



If you have not changed as an aspect
of you, how you coach and what you
coach. Check your pulse!

Do you want it more than the
boxer? If so you may have a
problem!



Science is about finding truth,
coaching is about what works. So
how do you know what is working.
Control the variables.

Find a mentor or someone who knows more about the sport than you do, learn and pass it on!



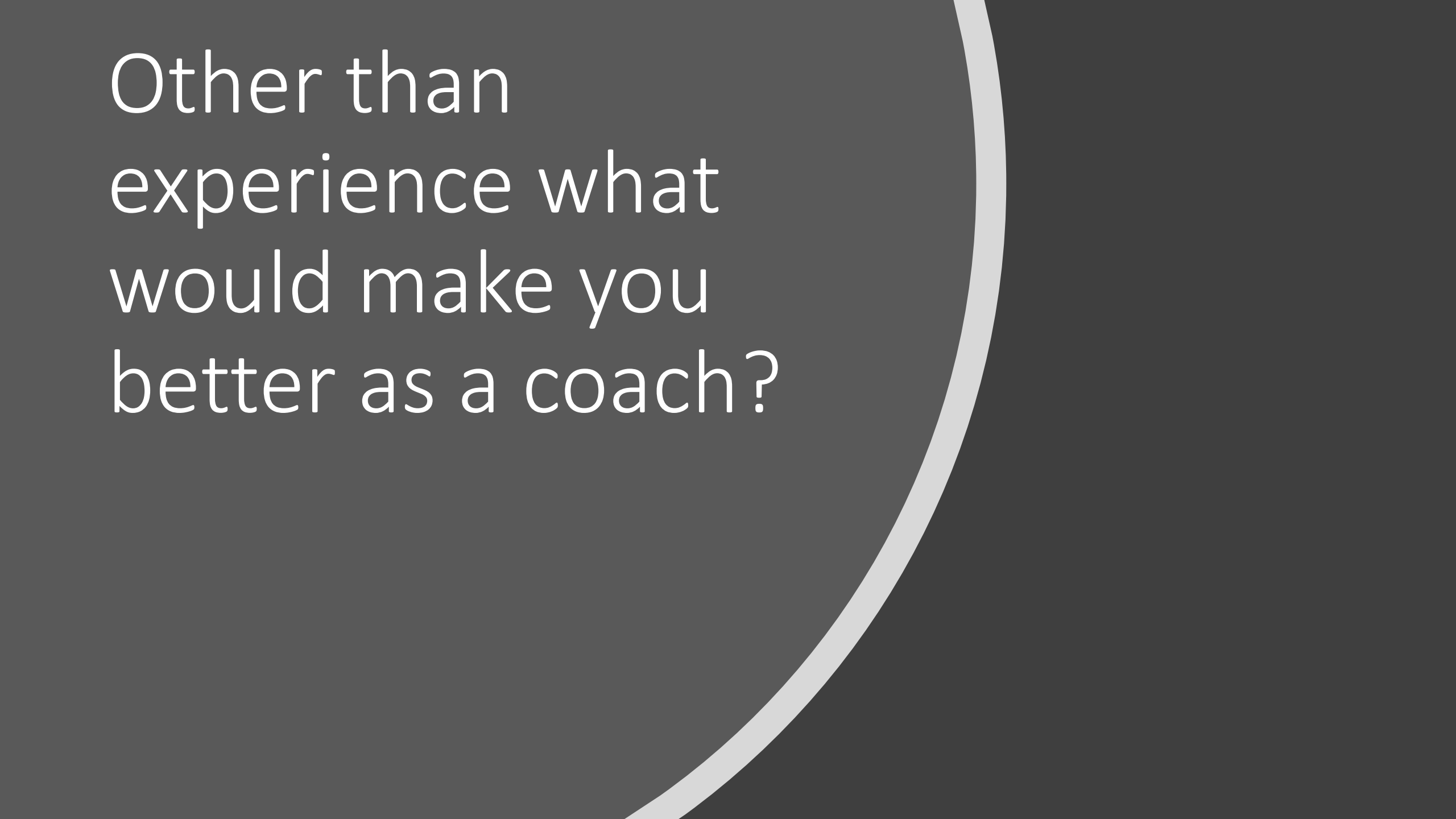
As a coach do you really understand:

- How to get the best from the person
- How to build and develop the athlete
- How to produce the boxer
- How to lead yourself
- How to manage a support team
- How to plan a programme for a major event

If boxing is about hitting
and being hard to get
hit, what does that mean
for practice?

Train hard and fight
easy but still hard!

Other than
experience what
would make you
better as a coach?



Describe boxing without using boxing terminology, what you get to is the real demands of the sport and what it actually takes.

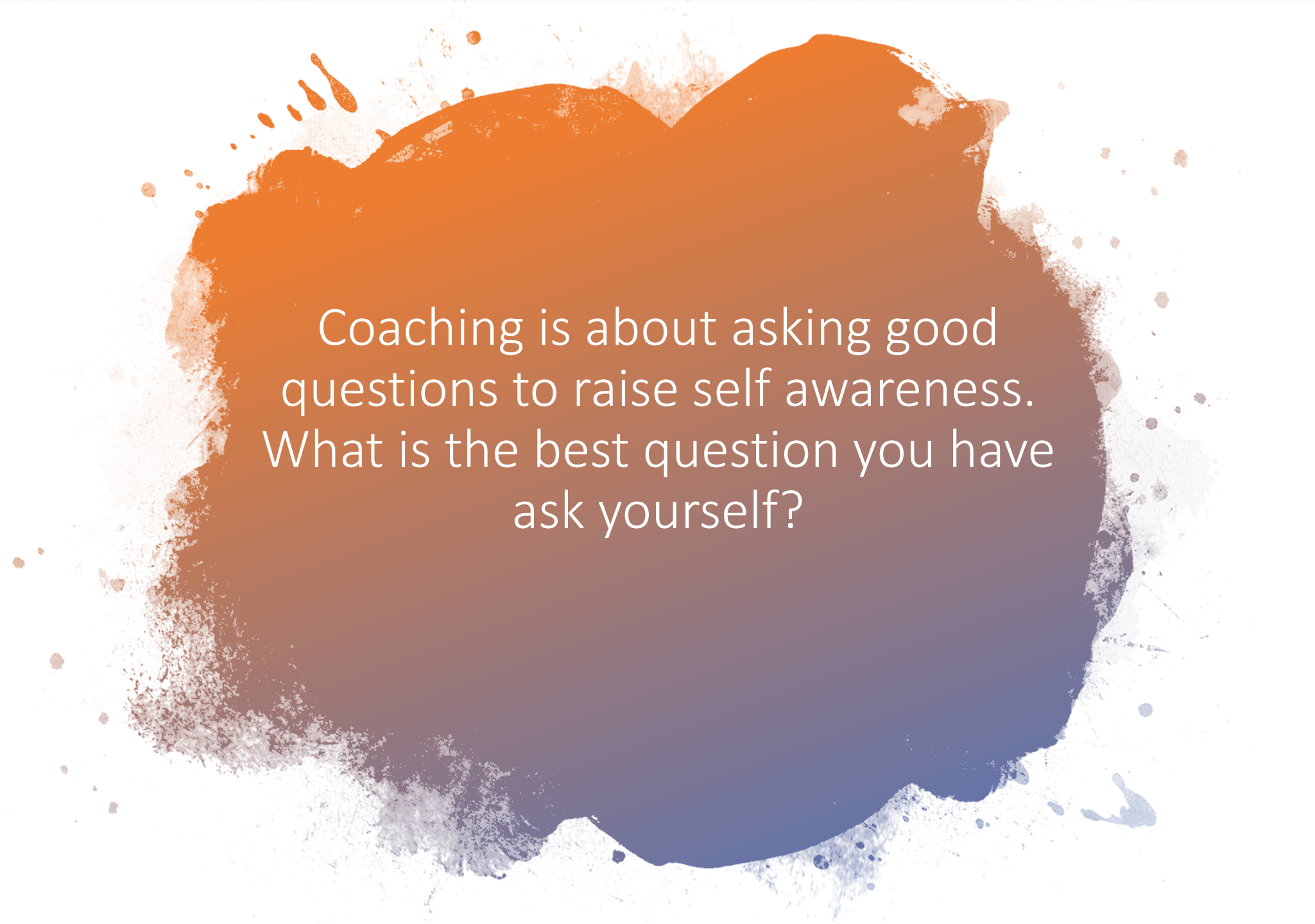
Ask yourself do you coach your
preference or the boxers preference?

As a coach I am a fault
observer and corrector. So
what of the boxers
strengths. What can the
boxer do and build on that.

Are we developing well drilled athletes
that can repeat the same skill over and
over or are we developing adaptable
decision makers?

How much time do you take
to plan, delivery and review?



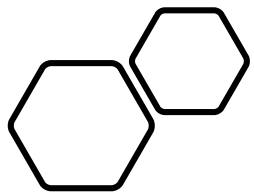


Coaching is about asking good questions to raise self awareness. What is the best question you have ask yourself?

Just in time coaching...
Let the boxer find their way, however
when they need help just add some
advice to help them get back on track

In the corner
we....

- Reassure
- Reinforce
- Recommend
- I leave it up to you if you say what the Reality is! Remember its about what works in coaching



Know



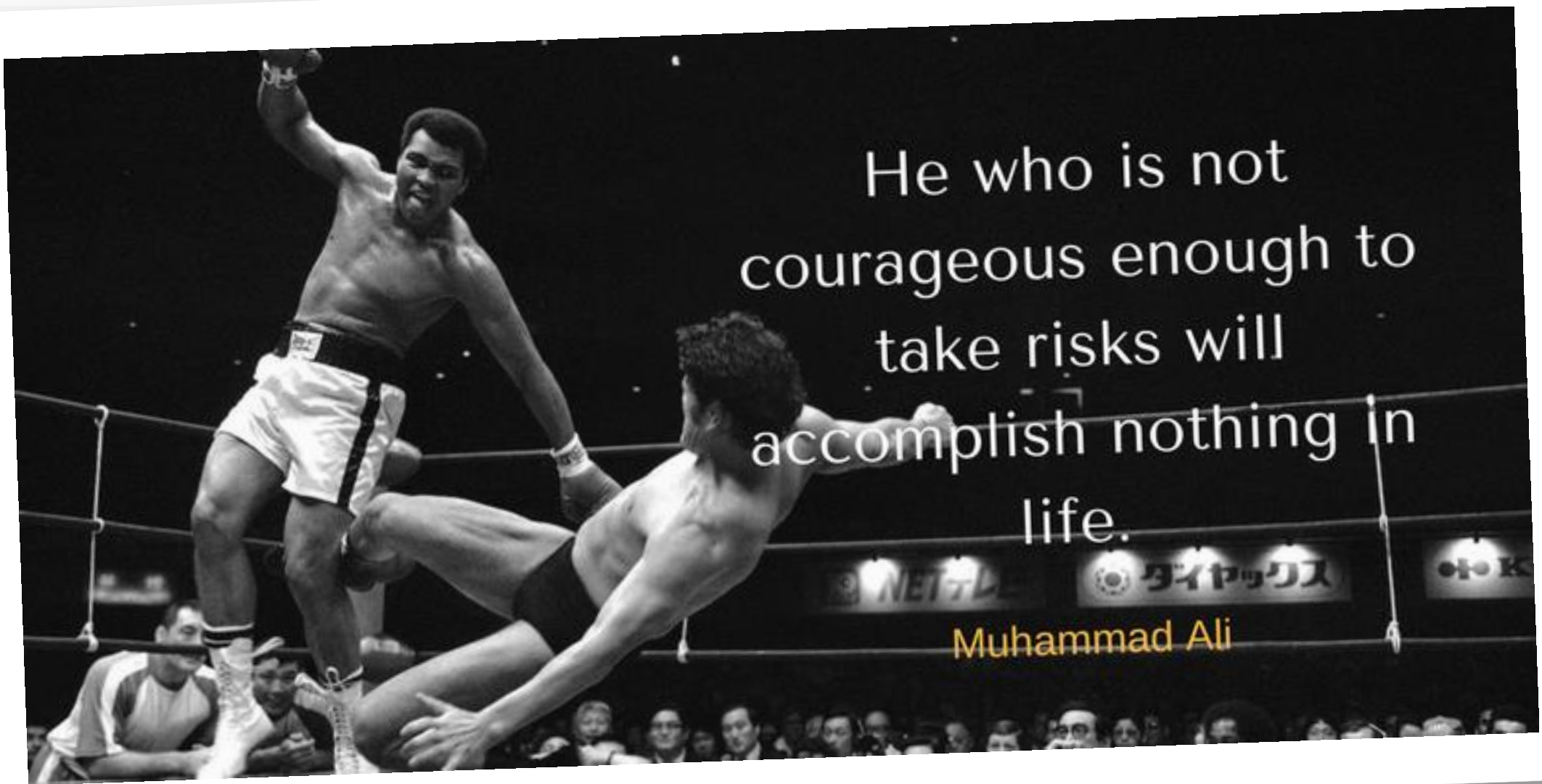
KNOW YOURSELF



KNOW THE BOXER



KNOW THE SPORT OF
BOXING



He who is not
courageous enough to
take risks will
accomplish nothing in
life.

Muhammad Ali

When was the last time you watched another sport and started to look at the skills need to be successful? Are they any different to boxing?



If you are in a fight, what is the one aspect you need to accept. It will hurt!

This sport is about inflicting pain in a control manor, how does that make you feel as a coach?

**" COACHING
IS THE
UNIVERSAL LANGUAGE OF
CHANGE AND LEARNING."**

- CNN

There is:

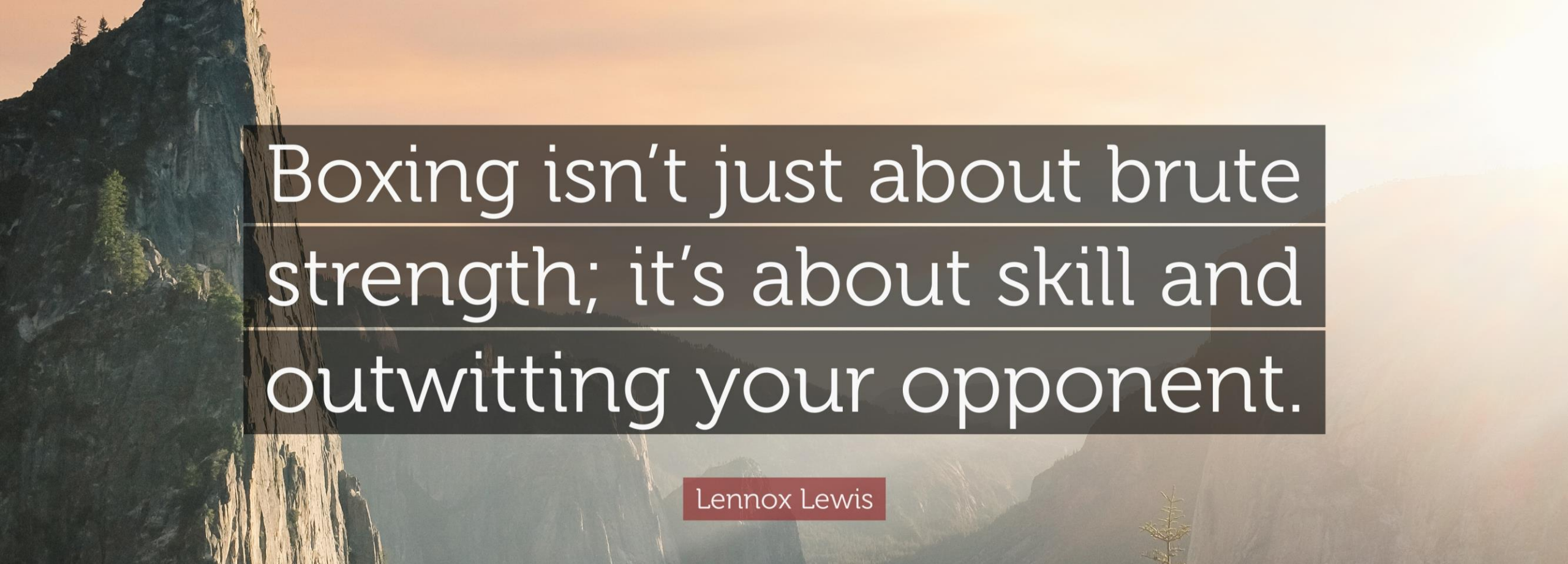
New School Coaching

Old School Coaching

and there is **Right School Coaching**

Coaching is a CAST (playing a role)

- Craft (know how to apply your knowledge, experience and insight)
- Art (know how to create from a vision to reality)
- Science (know that your approach is based on truth and robust)
- Technology (applying new things to help you coach)



Boxing isn't just about brute strength; it's about skill and outwitting your opponent.

Lennox Lewis

How do you coach the skill of outwitting?

My job as a coach is to see how far
your mind can travel before you
need mine, think for yourself.

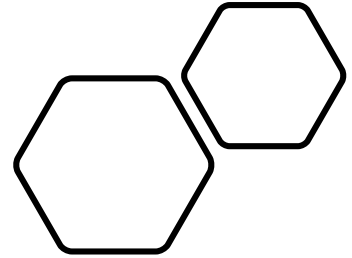


When was the last time you
had to make weight?

-
- EXCELLENCE IN COACHING IS MORE THAN WIN-LOSS RECORDS, MORE THAN THE ACHIEVEMENT OF INDIVIDUAL ATHLETES' TROPHIES AND PERSONAL RECORDS, AND MORE THAT THE DEGREE OF MASTERY OBSERVED IN ATHLETES DURING TRAINING SESSIONS (MALLET & COTE, 2006).
 - EXCELLENCE MUST BE JUDGED BY HOW COACHES EMPLOY THEIR KNOWLEDGE, AND DEMONSTRATE THEIR BEHAVIOURAL AND SOCIAL COMPETENCIES DURING THEIR INTERACTIONS WITH ATHLETES IN VARIOUS SPORT CONTEXTS.

“ A Coach Is
Someone
Who Can Give
Correction
Without
Resentment ”


- Coach John Wooden





Its not about what it take to win, its about what it takes for you to win and against who.

If there is one aspect of the sport you want to change and some good would come from this, play your part to make it happen.

A dark, irregular ink blot with splatters on a white background. The blot is roughly circular but has jagged, feathered edges. It is surrounded by numerous small, dark splatters of varying sizes, creating a sense of movement and texture. The overall effect is that of a fresh ink splash on a clean white surface.

Coaching is a vehicle for long distance travel and we make the road by walking. So we need to start walking. Be the change you want to see in this sport.



Getting the
blend right

- Coach as a problem solver
- Coach as a problem setter

If the boxer asks 'why are we doing this', you need to answer for them and yourself. Start with why!

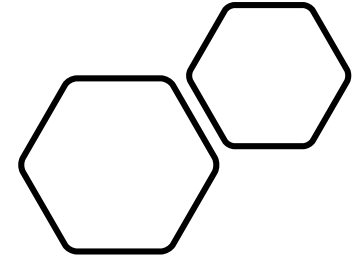
Try feedforward
as opposed to
feedback



DON'T MAKE
TRAINING EASY

MAKE IT
HARDER
SO THAT YOU
WILL
GET BETTER

- MANNY PACQUIAO



This knowledge is great.

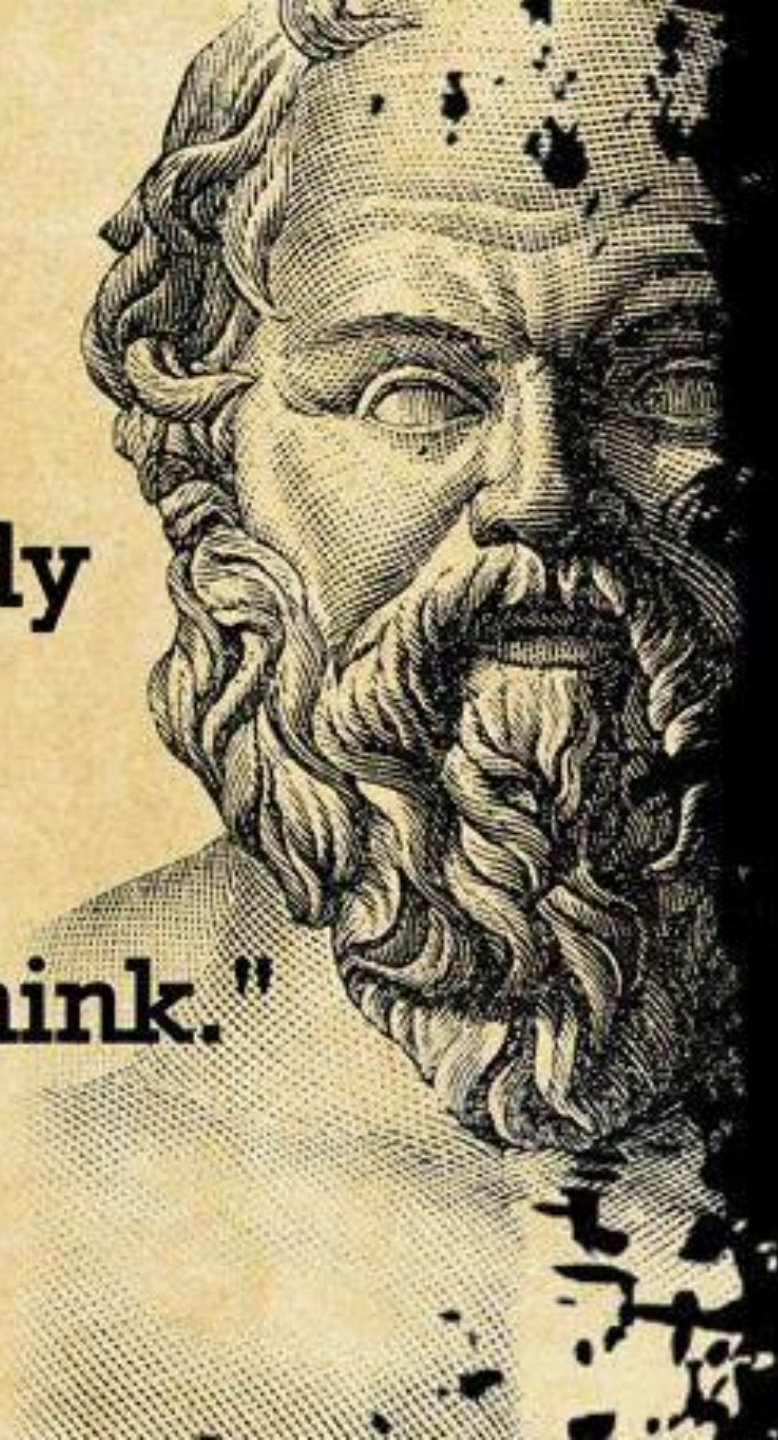
So what!!!!

Have you been able to apply it?

To listen you need to be
silent. The link here is
that listen and silent use
the same letters!

**"I cannot
teach anybody
anything,
I can only
make them think."**

~Socrates



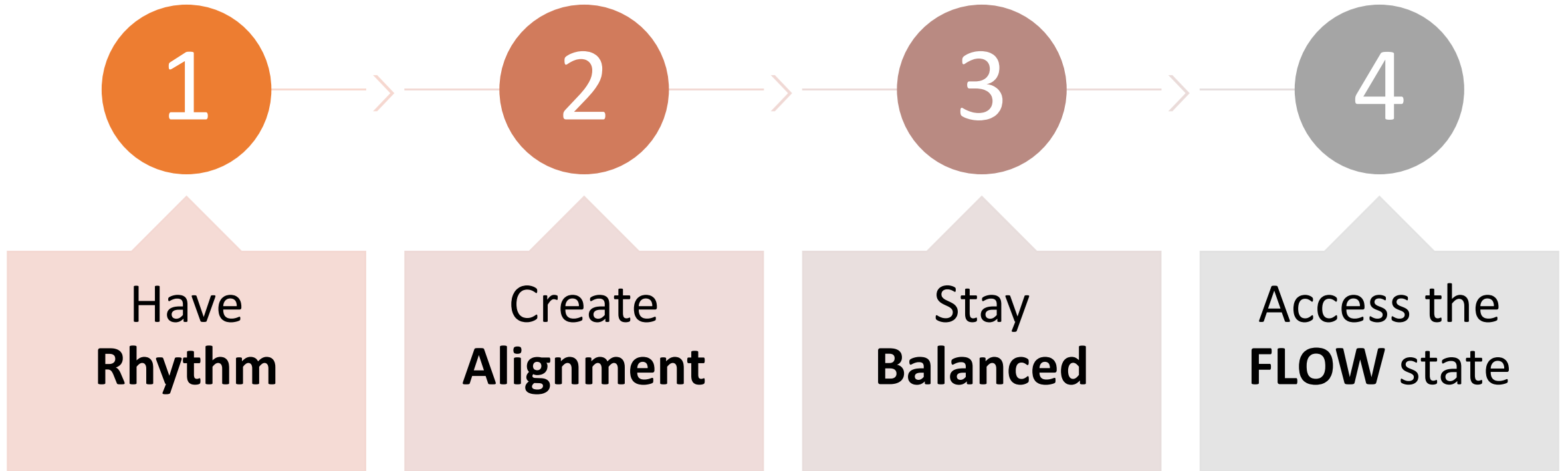
Old School
Mentoring –
how are you
helping the
boxers to
think?

During a
practice
session ask
yourself:

- Who is doing the doing?
- Who is doing the talking?
- Who is doing the thinking?
- Who is doing the learning?

“I keep telling them the same thing and they just don’t get it, same mistakes. Maybe time to change the way you coach.”

World Class Boxing Basics



Knowing is not enough,
we must apply.
Willing is not enough,
we must do.

- *Bruce Lee*



Coaching happens in the space between two people. The relationship, underpinned by trust, allows the exchange of knowledge, experience and skill.



If the boxer follows every
command you say and
they loose, who's fault is
it? Remember they did
everything you said.

What you say and don't
say can really make the
difference.

The fight is won or lost far away from
witnesses - behind the lines, in the gym
and out there on the road, long before I
dance under those lights.

Muhammad Ali

Practice Smart

Train Hard

“Kids respond to teachers who care!” i.e. teachers who care about their kids and their development, teachers who care about their subject and are inspiring, passionate and enthusiastic.

“Boxers respond to coaches who care!” i.e. coaches who care about their boxers and their development, coaches who care about their sport and are inspiring, passionate and enthusiastic.

Coaching is about TLC!!!!
Teaching – Learning – Coaching

The Coach Contributors of 2020

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