

How to be a Good Coach

Goal Setting and Tools for Success

By Eduardo Sylvestre

World Sailing – International Sailing Federation

Responsibilities:

- **The promotion of the sport internationally;**
- Managing sailing at the Olympic and Paralympic Games;
- Developing the Racing Rules of Sailing and regulations for all sailing competitions;
- The training of judges, umpires and other administrators;
- **The development of the sport around the world**
- Representing the sailors in all matters concerning the sport
- Respecting the environment in all matters concerning the sport.

Technical Coaching courses 1 – 2 – 3

* IOC / Privately funded

Emerging nations Program (5 per year)

*World sailing funded

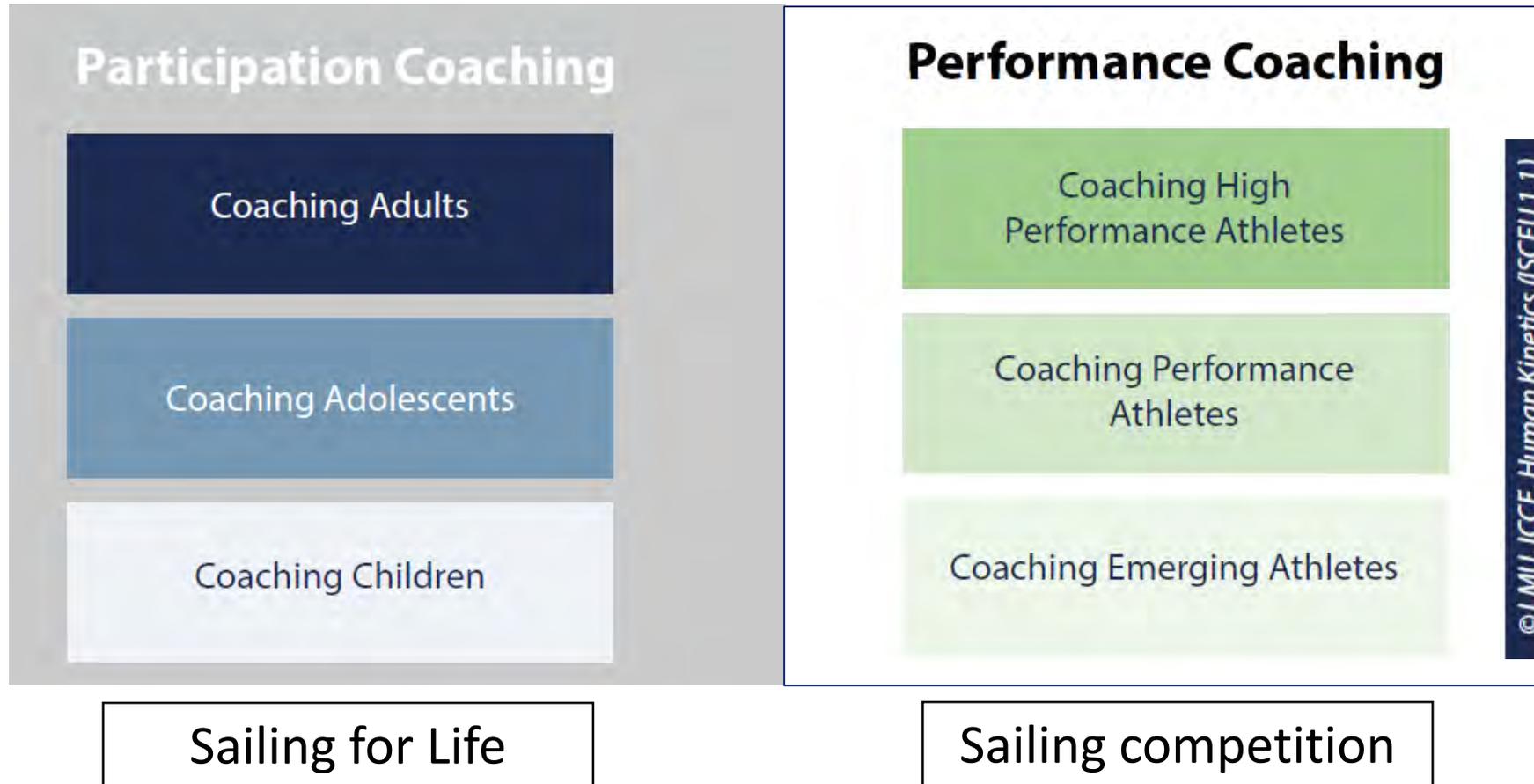
Training Scholarship (7 weeks / Weymouth)

* IOC funded

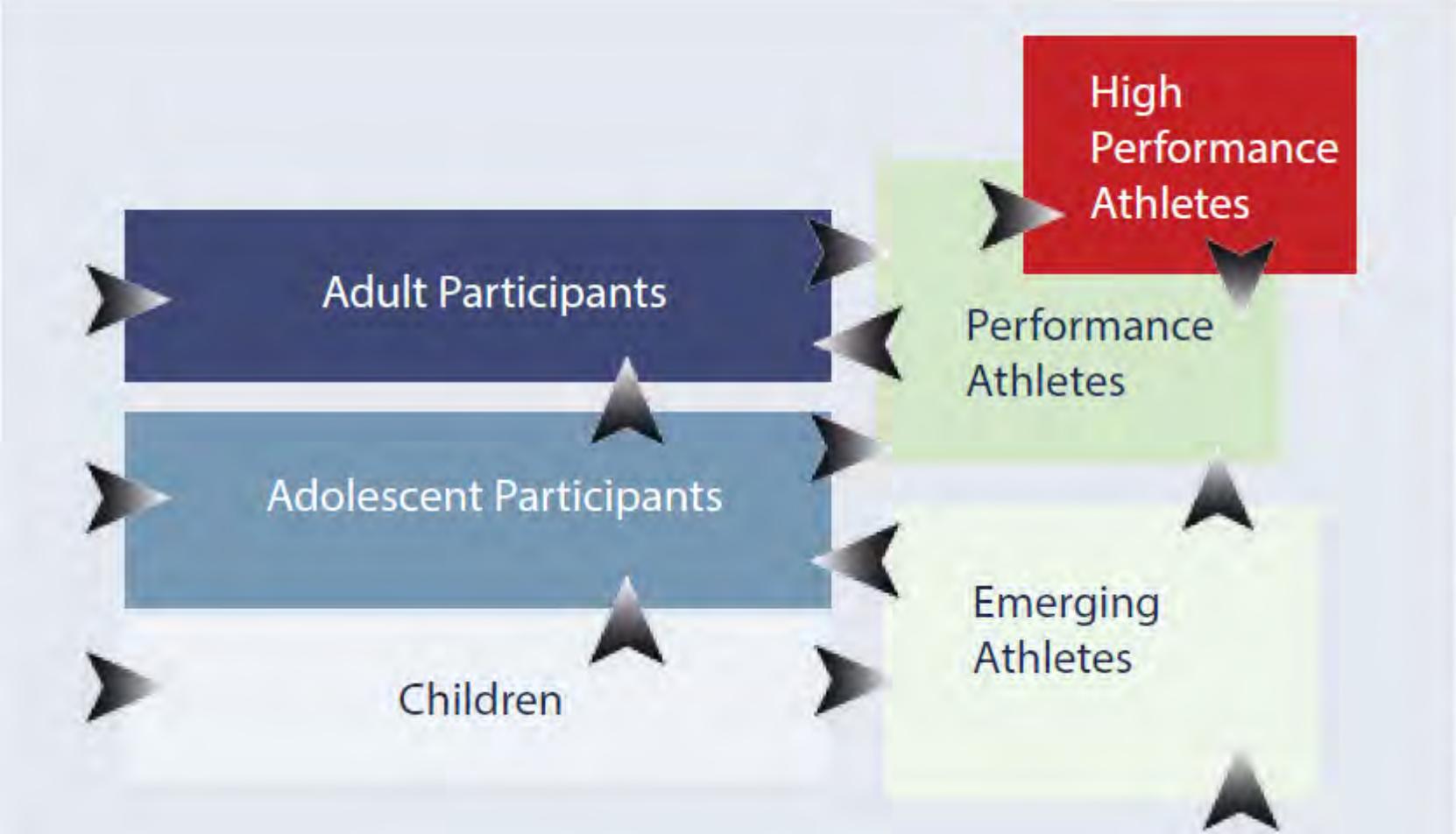


World Sailing Office:
London

Nowadays Sailing consists of two main paths:



Foundations for WS coaching frameworks



How can I be a great coach?

“It is impossible for a man to learn what he thinks he already knows.”

Epictetus (55 - 135 a. C.)

“Happy is the one who transfers what he knows and learns what he teaches”

Cora Coralina (Brazilian Poet)

How can I be a great coach (performance)?

- To be a good coach, you must be able to:
 - Assess your student's skills
 - Adjust the pace of instruction at their level.
- When doubt slows down, check and be patient.



How can I be a great coach(performance)?

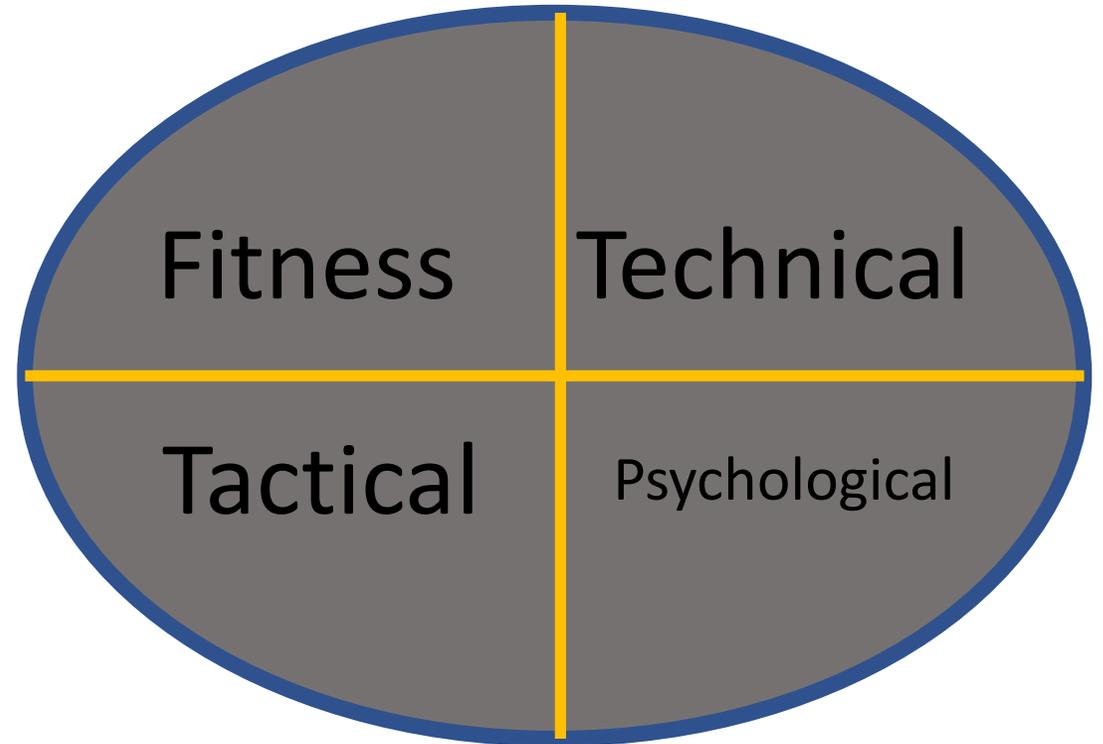
- Our goal is to:
 - provide the best possible instruction environment,
 - help your sailor understand what you are going to be teaching,
 - to encourage them to explore and improve their skills
 - and to help create a passion for the competitive game that will last a lifetime.



How can I be a great coach? (performance coach)

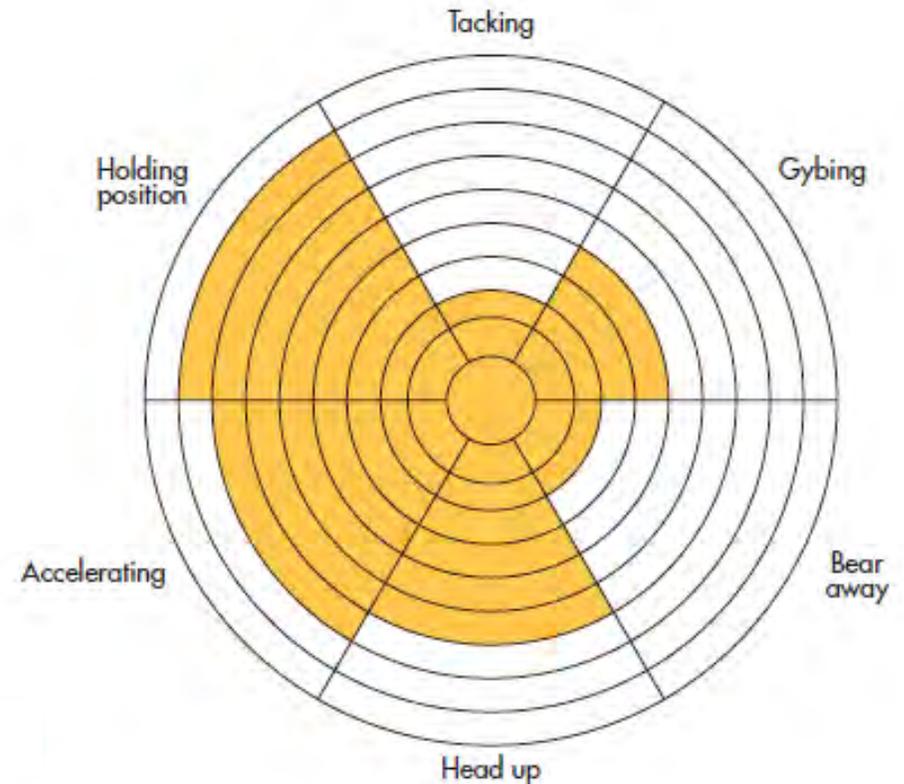
- The great coaches are experts in areas where specific strengths are required, such as rules and tactics, performance analysis, equipment and team management, and preparation.

Areas of coaching



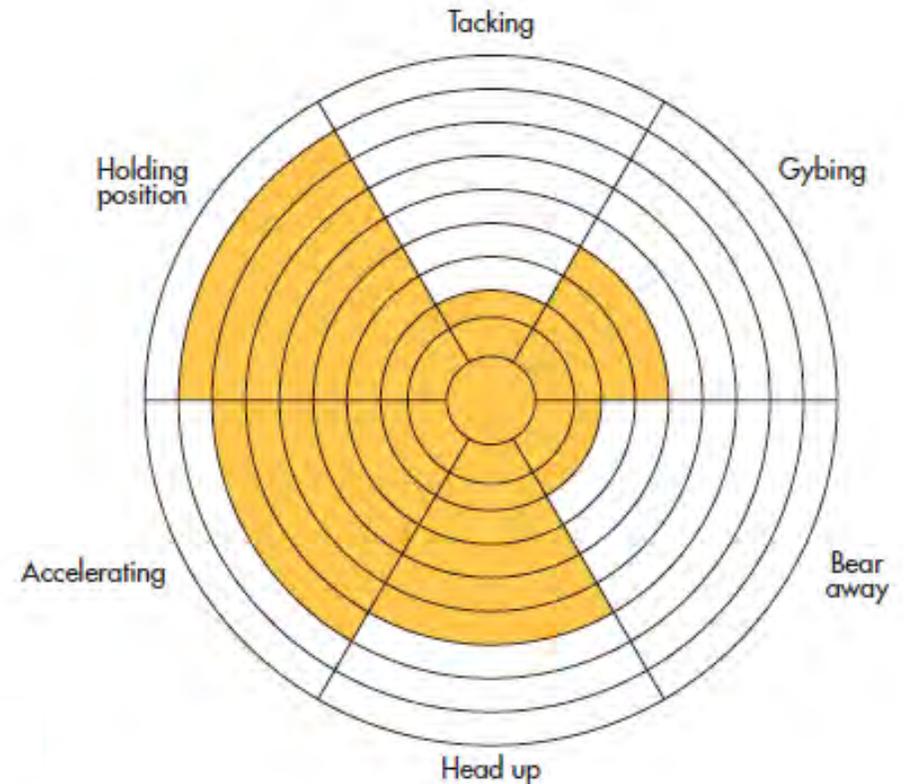
How can I be a great coach?(performance coach)

- Good coaches have the ability to:
 - analyze their sailors and identify what they do well and what they need to improve,
 - Develop a training plan where they can improve their weaknesses (work in your weaker areas) and maintain their virtues .

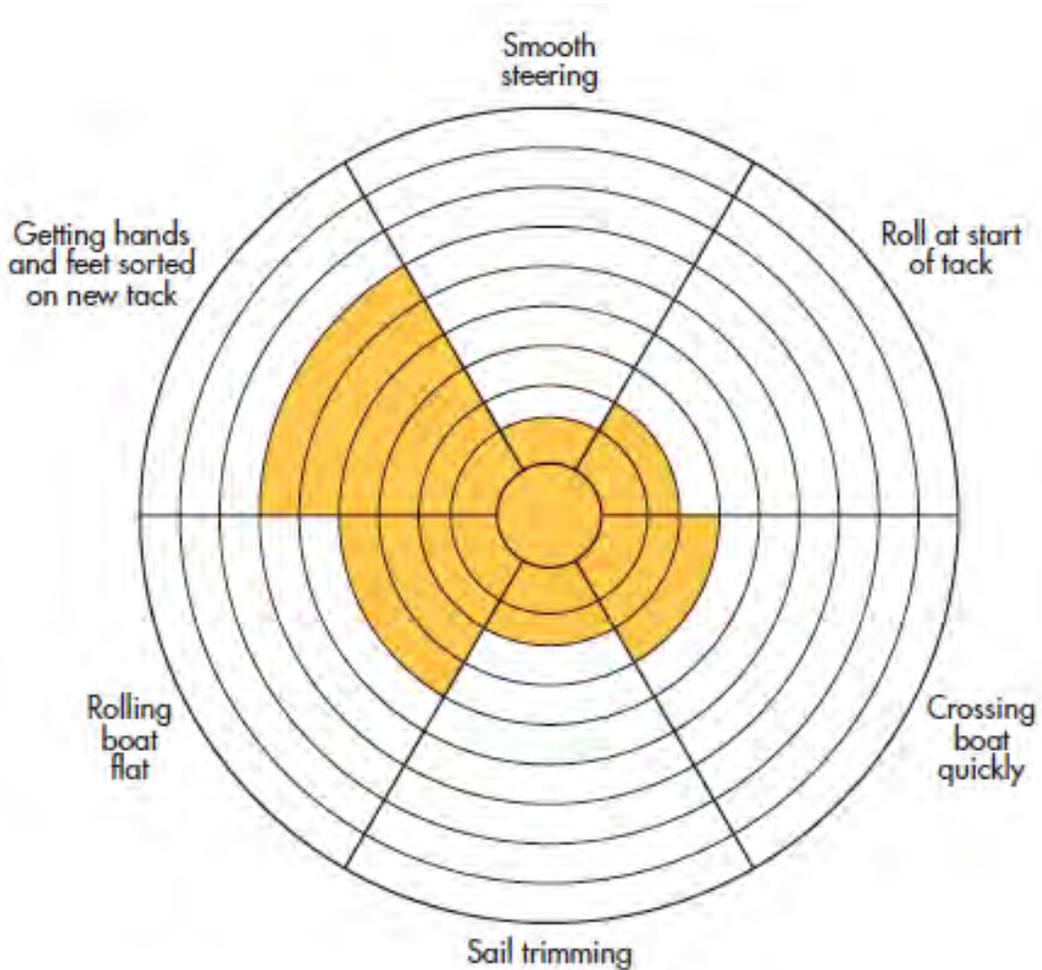


How can I be a great coach?(performance coach)

- But the real improvement of your general sailing skills will be obtained by working on what your student is bad at.
- This can broaden the base of your skills and means that you have all the tools in the toolbox for when conditions change in the competition.



How can I be a great coach? (performance coach)



Good training is very focused, and since there are so many variables in the performance of the sailing races (not only exercises that are fun or you're good at).

Remember, reaching a specific goal can take weeks, months or even years. That's why sailing is such a difficult sport to overcome! We often have to go through several 'layers'

The keys to success are:

1. Create a positive learning environment
2. Be Organized
3. Learn to anticipate and avoid problems before they arise
4. Use common sense at all times
5. Know your material
6. Train and play according to the rules

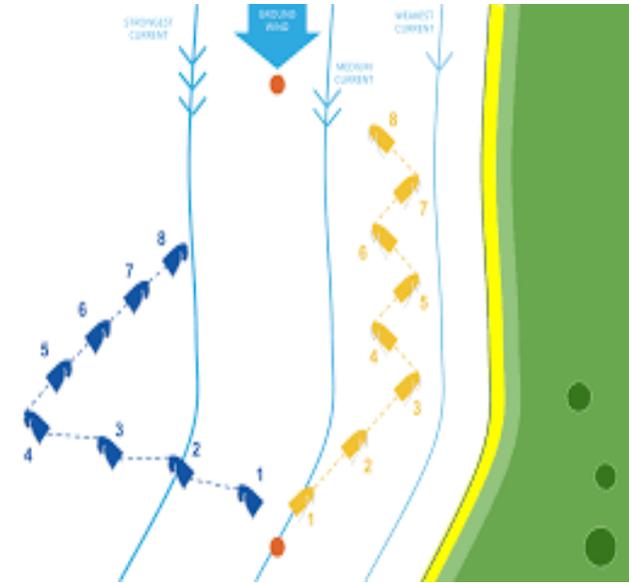


What makes a great coach?

- Successful coaches are organized
- They select and sequence the skills that will be taught in a logical and progressive way.
- They are good communicators who provide verbal instructions, demonstrations and comments that have meaning for sailors.
- They understand what motivates their sailors and what intimidates them.
- A good coach should have a thorough knowledge of the material being taught, including techniques, tactics and technical information specific to sailing and racing.

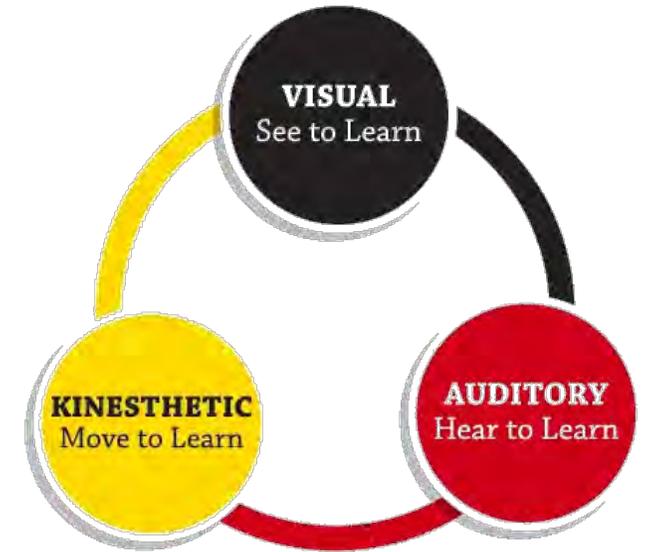
What makes a good coach?

- Must have a deeper understanding of the sport that goes beyond being able to apply these skills as a successful sailor.
- He/She must be able to analyze the applicable skills and tactics.
- Examine and present them from different angles and perspectives,
- Adapt the skill,
- Reconstruct the action and evaluate them for each of the sailors he/she is training.



What makes a good coach?

- When sailing students better understand the how and what of the sport, they can assume a greater role and responsibility in their own learning and development.
- With the guidance of a good coach, they continue to learn, improve and succeed once they have left a structured educational environment.
- Everyone is different: remember how students learn (Visual, Kinesthetic, Auditory)
- Be flexible.



"The objectives and goals not only drive your program on a day-to-day basis, they give you direction and confidence"



Santiago Lange & Cecilia Carranza – Gold medalist Nacra 17
Summer Olympics RIO - 2016

Goal Setting

- A goal has been defined as a description of a level of performance toward which an individual or group should work (Martin, 2001).
- According to Weinberg and Gould (2001), goals can be a result - when they focus on the competitive outcome of an event, such as winning a race or winning a medal.



Why do I need goal setting?

- The most successful people use goal setting. Coaches are not different.
- Often people do not even realize that they are setting goals, and they can do it in a very informal way,
- but when they are asked it comes to light that they were always driven towards a very specific goals.



Why do I need goal setting?

- The way people approach goals varies a lot.
- Examples: Write a keyword in a prominent place, form a star chart, use images and/or diagrams.
- Whatever your goal is it must be a clear and a structured (that way you can achieve it).



Goal Setting

So, what is a good goal?

Well, a good goal is a SMART goal



Goal Setting

S.M.A.R.T

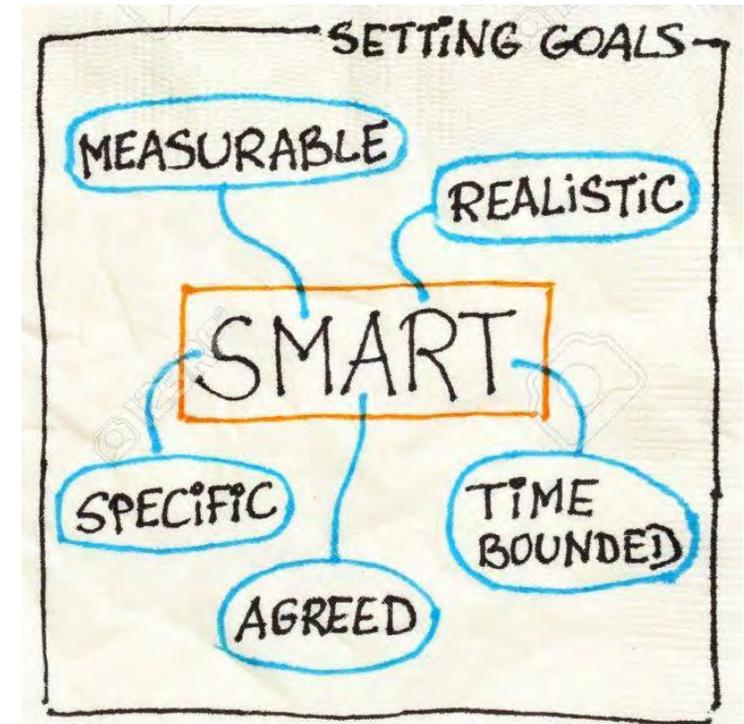
Specific

Measurable / Measured

Agreed

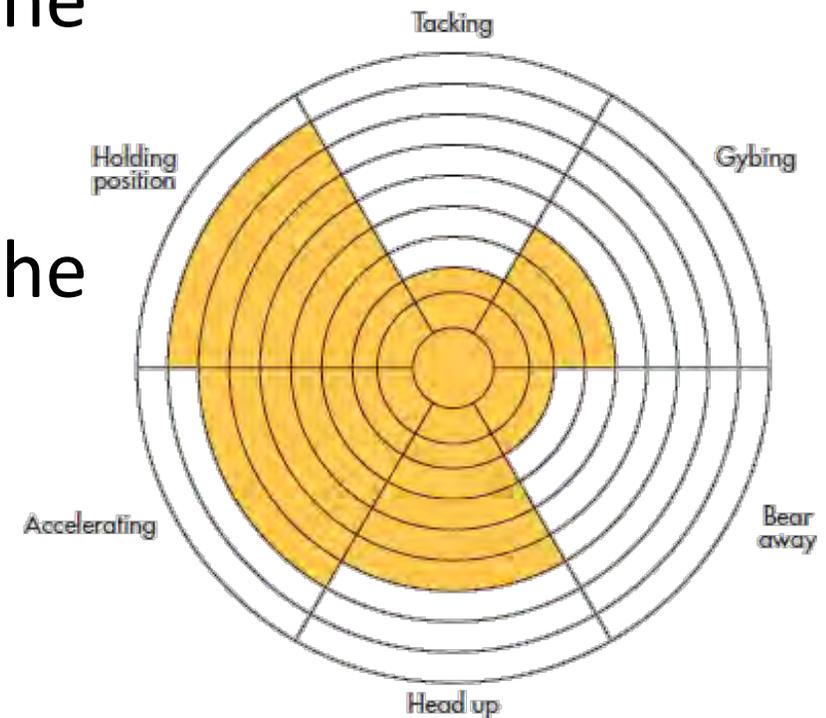
Realistic

Tempo - within a time



SMART Goal

- **Specific**: The more clearly an objective is defined the better; try and be as detailed as possible.
- Saying that you want to improve the speed of the boat is not very useful.
- Saying that you want to improve the speed of the boat downwind is better.
- However, what we are looking for is something like: improve the speed of the boat when working with strong winds (18-22 knots) and in flat water.



- **Measurable / Measured:**
- The only way to know if you have achieved your goal is when you measure it!
- Some goals are easier to measure than others.
- For example, he wants to weigh 70 kg in June, starting in January at 65 kg and putting 1/4 kg every week.

SMART Goal



The 4 C's of Mental Toughness

- **Measurable / Measured:**
- Some goals are more difficult to measure, such as improvements in mental strength.
- In these cases, you should try to quantify the elements using a perceived hardness (new angle of perception).

SMART Goal



The 4 C's of Mental Toughness

SMART Goal

- **Agreed**: Your goals and your athlete's may not be the same,
 - may also affect not only you two,
 - but the crew, parents, children, wife or husband.
- Therefore, you must agree on any objective (possibly in writing) in order to avoid disputes over time, money or commitment.
- For a professional project, a formal written contract can help



SMART Goal

- **Realistic**: you should not prepare for failure by setting a goal that is too difficult.
- Repeatedly not reaching the objectives is very disappointing and can lead people to give up.



SMART Goal

- **Realistic**: However, setting goals that are too easy can be equally destructive, since there is no sense of achievement and this can also lead people to quit.
- Both extremes are examples of poor goal setting, which ultimately means that the dream goals are unlikely to be achieved.





SMART Goal

Time Bound: it is important to establish, revalue and reflect on all the objectives, which can be short, medium and long term goals.

According to Jon Emmett:

Short-term objective	1-6 weeks
Medium-term objective	6 weeks - 6 months
Long-term goal	More than 6 months

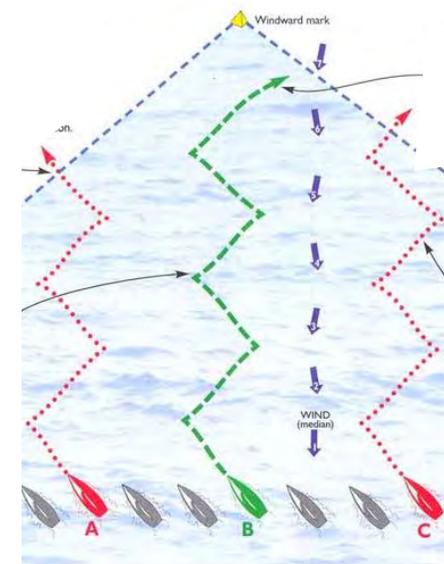


Goal Setting

Short-term objective

1-6 weeks

- Improve tack in medium breeze (13-16 knots) and short waves.
- Action: spend a day simply concentrating on tacks. Do tacks every three boat lengths (increase this for high performance boats) for three minutes, then rest, preferably on a land breeze (therefore, it is stable).

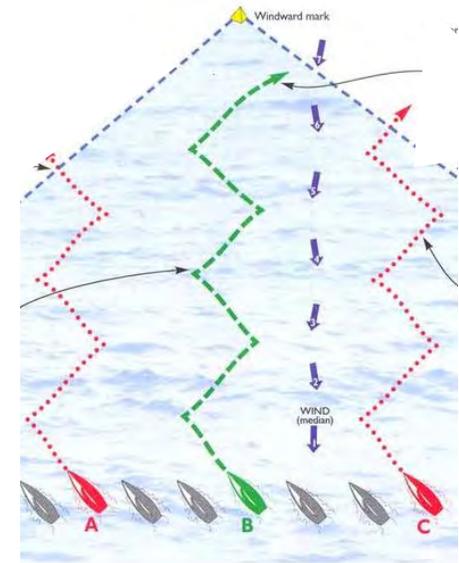


Goal Setting

Short-term objective

1-6 weeks

- Ideally, as soon as the boat is at full speed, turn again. The more adjusted your equipment is, the longer this exercise can last.
- However, stop before the fatigue begins to affect the tacks, since you do not want to learn bad habits. Two or three tacking sessions with high quality training sessions for a month are usually enough to see a substantial improvement.



Goal Setting

Medium-term objective

6 weeks - 6 months

- Depending on your fitness level, the time it takes to "improve" can vary considerably.
- But assuming there are no problems of illness or long-term injuries, three to four months of hard work can see it reach its maximum performance, or at least a substantial improvement. The final result will obviously vary from individual to individual!





Goal Setting

Medium-term objective

6 weeks - 6 months

- A good goal may be to increase strength, for example.
- Following a specific training program will lead to the desired goal (provided it is a smart goal). Keep in mind that physical condition, health and fatness are very different things.





Goal Setting

Long-term goal

More than 6 months

- For a long-term objective to be successful, it must first achieve several short and medium-term objectives.
- It is important for a long-term goal to be sustainable.
- After spending a lot of time to reach your ideal weight, for example, you should make sure you do not lose it in just a couple of weeks.





Goal Setting

- The best way to use goal setting is to keep it simple.
- The more complicated it becomes, the harder it is to monitor and update regularly.
- As a coach you have to help the sailor establish his objectives, this way he can verify that he or she is setting the correct objectives and helping control their progress.





Goal Setting

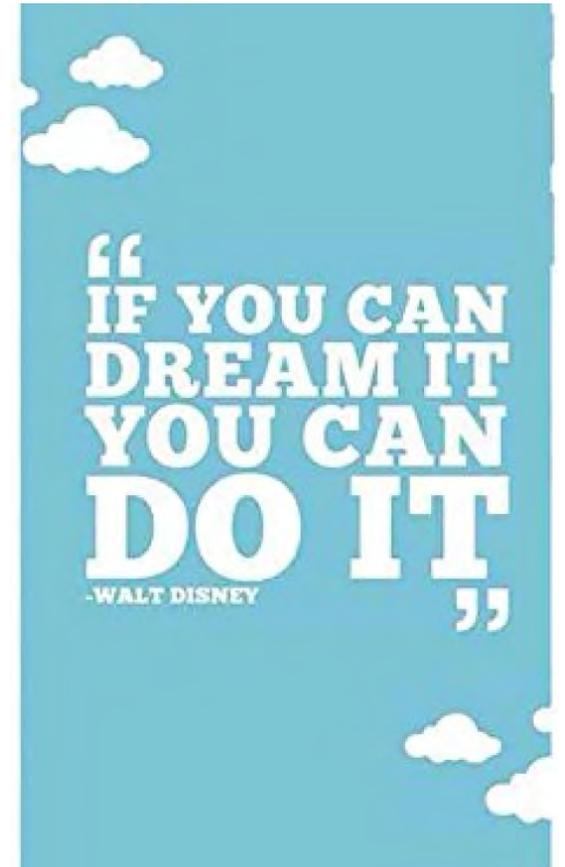
- It is important to monitor the objectives regularly, as this way you can register any improvement and see if you are concentrating on what you intend to achieve.
- If things do not move forward, you can re-evaluate your goals and, hopefully, set new goals to move forward.
- The short-term objectives should be updated periodically and should always be related to the long-term objective.



Goal Setting

Dream Goals

- The dream goal can be very important, since it may be the goal that makes you give 100% every day.
- Such an objective may be to win a gold medal at the Olympic Games, or be the fastest person to sail around the world. (This is often a very long-term goal).
- They are the short, medium and long-term objectives that help you achieve the goal of your dreams.



Goal Setting

Dream Goals

- Ultimate vision (gold medal)
- Out of direct control
- Fundamental motivator
- Seeds sown at an early age
- A long trip
- Belief that can happen
- Concentrate on positive aspects



Goal Setting

- Or they may be a **performance goal** - when the focus is on achieving performance standards or objectives independently of other competitors.
- In this case, the comparisons are made in relation to the athlete's previous performance.



Setting Goals

- Setting goals implies guidelines that could make them more or less effective. (Weinberg and Gould 2001) Among them it is mentioned:
- Set specific goals:
 - Specific goals influence behavior changes more effectively than incomplete statements such as "do your best" (Barnnet & Stanicek, 1979, Brobst & Ward, 2002, Lerner, Ostrow, Yura, Etzel, 1996).
 - When a coach sets a specific goal, he describes for the athlete;
 - 1- The behaviors necessary to fulfill the objective;
 - 2- The context in which they must occur; and
 - 3- The consequences of the fulfillment or not of those goals, while simply saying to the athlete that he does his best does not describe any of those items, and the athlete may not know what to do in front of that situation.

Goal Setting

- Set moderately difficult but realistic goals: Effective goals are difficult enough for the athlete to be more likely to be involved in tasks that lead to compliance (Kane, Baltes & Moss, 2001, Lerner et al 1996).
- Focusing on long-term goals does not improve performance. For Brobst and Ward (2002), **short-term goals** (goals that can be met daily or in the near future) **are more effective than just setting long-term goals.**



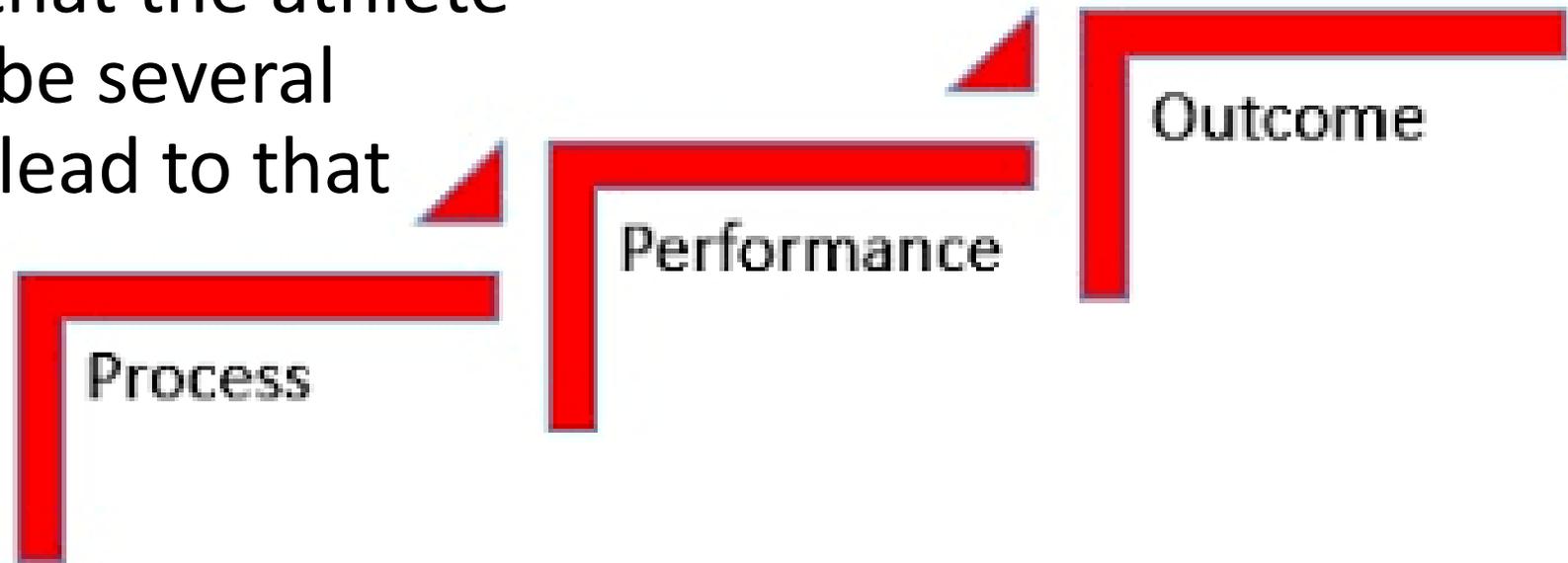
Goal Setting

- Thus, a sailing athlete could establish as a final goal (short-term goal) to correctly execute mark rounding on leeward buoy coming in on the run and entering through with a wind of 15 knots, short waves in a period of one month and also to establish minors goals and graduates to each training session until reaching the final goal.



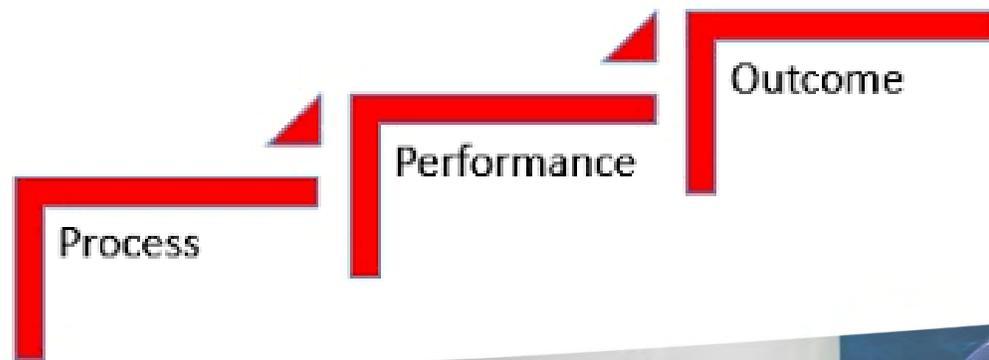
Goal Setting

- Establish **performance and outcome goals**:
- For each outcome goal that the athlete establishes, there must be several performance goals that lead to that result.



Goal Setting

- An athlete who only sets performance goals may encounter situations of failure.
- There are other variables, which the athlete may not have control over, and which interfere in the competitive context (performance of other athletes, for example).
- In this way, establishing performance goals can lead the athlete to see improvements in relation to their own abilities, which does not just mean waiting for a good result in competitions to guarantee successful experiences.



Goal Setting

- As an example, a swimmer could set a goal to improve his time on a 50 meter test, although he does not win the competition.
- Record the goals: The registration of the goals guarantees that the athlete frequently accompanies the steps that must be followed so that his goal can be more efficiently achieved.



Goal Setting

Outcome Goals

- Win the next event.
- Inherent weakness
- Everyone wants to win!
- Long-term goals
- Useful motivator
- Helps to direct us



Performance Goals

- Specific objectives = Desired outcome
- Not necessarily win
- Create a reference point
- Aspirate new goals



Process Goals

- Short-term goals
- How is the result achieved?
- In your control
- Specific approach;
 - Adjusting the sails
 - Keep the boat flat
 - Start line position



Goal Setting

OUTCOMES - Avoid using these

- In relation to the result of other people, for example: "I want to beat John in this race"
 - It's not good for sport
 - A sailor has a lack of control over the outcome of the success and objectives of others.
- Avoid blaming others/equipment/situations, instead of looking in the mirror.
 - Ex: "Today I wasn't lucky." (Luck and fate has nothing to do with hard work and training.)

It is important to establish, revalue and reflect on all the objectives:

Long - At a low level this can only be 6 months in advance. At the end of the summer I want to be able to complete a series of races and not come for the last time

Medium - By July I would like to participate in a race.

Short - By the end of this weekend I want to be able to tack



Goal Setting

OUTCOMES Affective as a long-term method

- This is to set a personal goal "for example, I want to finish in the top 10 at the end of the winter series"
 - Long term
 - Good for monitoring progress and achievement
 - Sailor has some level of control over the outcome of this target

It is important to establish, revalue and reflect on all the objectives:

Long - At a low level this can only be 6 months in advance. At the end of the summer I want to be able to complete a series of races and not come for the last time

Medium - By July I would like to participate in a race.

Short - By the end of this weekend I want to be able to tack



Goal Setting

Process - More effective

- Task / skill oriented "ex I have to improve my sail trimming"
 - Short term
 - Incorporate improving all the small pieces that make up the sport individually
 - Completing many of the process goals allows you to achieve your performance goal.

It is important to establish, revalue and reflect on all the objectives:

Long - At a low level this can only be 6 months in advance. At the end of the summer I want to be able to complete a series of races and not come for the last time

Medium - By July I would like to participate in a race.

Short - By the end of this weekend I want to be able to tack



Goal Setting

What are we going to work on, what program will I follow?

Boat speed

Closehaul

Running

Reach

Changing directions

Boat tuning

Adjustment: main and jib

Spinnaker

Conditioning

Cardiovascular - aerobic

Strength - resistance or weight trainings

Flexibility - stretching

Nutrition / hydration

Boat Handling

Tacking

Jibing

Starting - acceleration

Crouching

Rounding and exiting marks

Gennakar up and down

Strong wind technique

Trapeze

hiking

360 - turn and smash

surf the waves without waves

Tactics and Strategy

Wind Change

Current

Fleet positioning

Match racing

Rules / protest

Starting line tactics

Climate

Sportmanship

Communication

Know what to do and when

As a Coach you need to ask “Smart” Questions

- What do I need to have accomplished in three months, to be on track for the 12-month goal?
- What do I need to accomplish this week?
- What am I doing today that takes me one step closer?
- What have I done today that has taken me one step closer?
- Is what I'm going to do - SMART?



Goal Setting

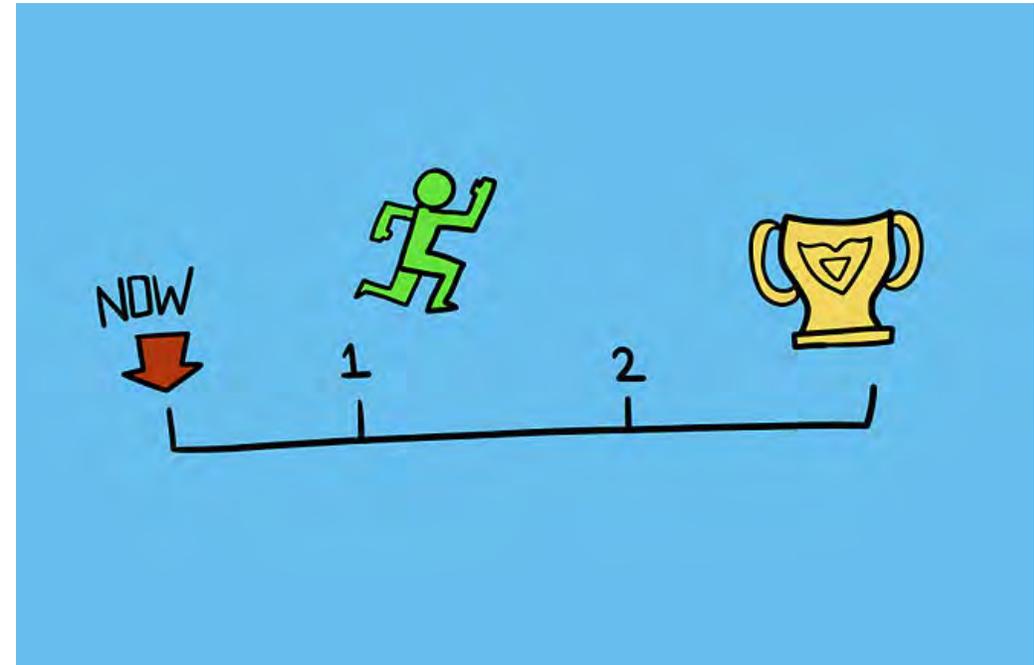
Benefits

- ✓ Improved concentration and focus
- ✓ Increased motivation and persistence
- ✓ Maximized effort placed on a task
- ✓ Greater confidence
- ✓ Reduce the negative components of anxiety



Summary

- Identify results objectives - established process goals
- Goals for practice and competition
- Positive goals: avoid negative goals
- With your control
- Be smart
- Allows recording and viewing goals = Contact
- Evaluate regularly
- Change goals as circumstances change



THANK YOU VERY MUCH!

Eduardo Sylvestre

Email: Eduardo.Sylvestre@sailing.org



+55 11 97693-6969

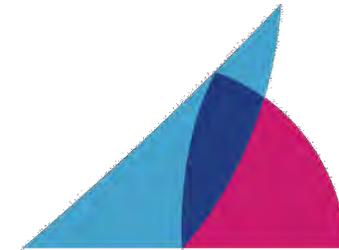


Eduardo Sylvestre



Edusyl

Instagram



World Sailing

Your Opinion Matters

Please open the **NSPS app**
and complete the **session survey** found in the
menu bar for a chance to win a **free drink ticket!**

Thank you for attending this session