



PLANNING FOR TEAMS

The **GROW** model is based around the theory that using questions rather than instructions in a **TEAM** will foster change more readily. The acronym **GROW** stands for **Goal, Reality, Options and Way forward**. It provides a relatively simple framework for planning and structuring coaching sessions.

GOAL:

- Where would you like the team to be at the end of the season?
- What outcome do you want from this process of coaching the team?
- What would be the best outcome from your perspective?
- What would it take for this team to be a success?
- What would you like to achieve together?
- What would you like to have happen that is not happening now?

OPTIONS:

- How could the situation change?
- What could you do to change the situation?
- What alternatives are there to that approach?
- What approaches have you used in similar situations?
- Who else might be able to help?
- How could you improve the situation?
- Do you have any ideas about actions you could take?
- What might happen if you took these options?
- How would you feel after taking these options?
- Is there any other option that you can think of?
- Which of these suggested options would you like to try?
- Which options do you like the best?
- What might be your next steps?
- What would happen if you did nothing?

PLANNING FOR TEAMS - PERFORMANCE PROFILE:

GOALS - The Team Goals and Values

REALITY - Where are we at the moment

OPTIONS - What could be changed

WAY FORWARD - Putting the plan together

REALITY:

- What's happening for the team?
- How are you feeling about what is happening?
- What effect does this have on everyone in the team?
- What is being affected by your feelings about what is happening?
- What would you change or look to improve?
- What other factors are relevant?
- Who else is involved?
- What is their perception of the situation?
- What have you tried so far?
- What would you change about the environment?

WAY FORWARD:

- How can you put these options into action?
- What would be your first step?
- Are you aware of any obstacles to these actions, how might you overcome them?
- What further support do you need and can you think of people who could support you?
- When will you take this first step?
- How will you know you are successful?

PLANNING FOR TEAMS

The **performance profile tool** is a useful tool in that it allows the coach to identify the team's current strengths and development areas. The tool allows the coach to compare against what is needed to achieve the team goal allowing for the environment, competition, and facilities/resources. It thus give the coach the means to develop an objective view of relative strengths and weaknesses and allows them to decide on some options which they can then put into place to assist them in planning for the team.

Quality	Definition	Rating
Team Performance	Overall performance as a team	1 2 3 4 5 6 7 8 9 10
Game Sense	Ability to read the game and implement the right strategy at the right time	1 2 3 4 5 6 7 8 9 10
Mental Skills	Ability to perform consistently under pressure	1 2 3 4 5 6 7 8 9 10
Physical Conditioning	Ability to physically perform at a consistently high standard	1 2 3 4 5 6 7 8 9 10
Technical Competence	Pace bowling	1 2 3 4 5 6 7 8 9 10
Technical Competence	Spin Bowling	1 2 3 4 5 6 7 8 9 10
Technical Competence	Fielding	1 2 3 4 5 6 7 8 9 10
Technical Competence	Batting	1 2 3 4 5 6 7 8 9 10
Technical Competence	Wicket keeping	1 2 3 4 5 6 7 8 9 10
Team Cohesion	How well the players work together to achieve the team goals	1 2 3 4 5 6 7 8 9 10

- Bolded black numbers denote where the team currently sits
- Red bolded numbers denote the goal number

The performance profile tool allows the coach to utilise the **GROW** acronym to assist in understanding where your team is at and identify the areas where the team could grow in order to improve.

OPTIONS:

- What skills could the team develop?
- What support could help you achieve this?
- What facilities and resources could help with this?
- Do you have the right players, facilities and resources?
- How will you overcome/avoid the risks?