



FLEXIBLE COACHING MODELS GUIDE

SUPPORTING MORE WOMEN INTO
AND STAYING IN COACHING



PURPOSE

This guide helps club coordinators and coach developers design and offer flexible coaching roles that remove common barriers and encourage more women to start, return to, and stay in coaching.

Flexible models recognise that:

- Time availability varies (especially for parents, workers, students)
- Confidence builds differently for different people
- Coaching does not have to be “all or nothing”

Why Flexible Coaching Matters

Many potential women coaches opt out because:

- The role feels too time-intensive
- Expectations are unclear or too high
- They don't feel ready to “lead alone”
- Life commitments don't align with traditional structures

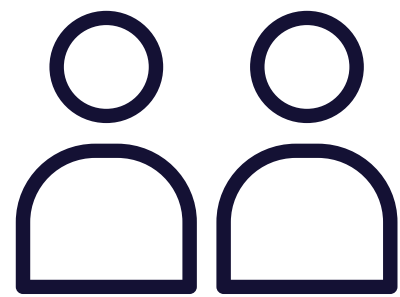
Flexible coaching models allow people to **contribute in ways that suit their life, not the other way around.**

This guide will explore:

- **CO-COACHING MODEL**
- **ROTATIONAL COACHING MODEL**
- **SESSION-ONLY COACHING MODEL**
- **SOLE COACH (SUPPORTED) MODEL**
- **CONSIDERATIONS FOR IMPLEMENTING FLEXIBLE COACHING**
- **SUMMARY**

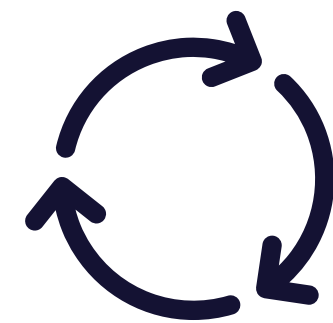
COACHING MODEL OPTIONS

1. CO-COACHING MODEL



WHAT IT IS:

Two (or more) coaches share responsibility equally for a team or group.



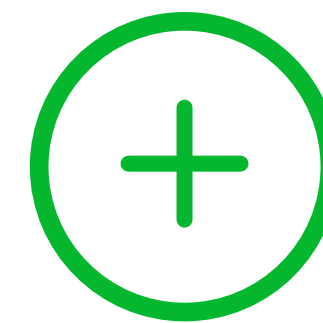
HOW IT WORKS:

- Both coaches attend most sessions (or split if needed)
- Planning can be shared or rotated
- One may lead a session while the other supports



WHEN IT WORKS BEST:

- New or less confident coaches
- Returning coaches
- Busy coaches who prefer shared responsibility



BENEFITS:

- Builds confidence
- Reduces pressure on individuals
- Encourages peer support and learning

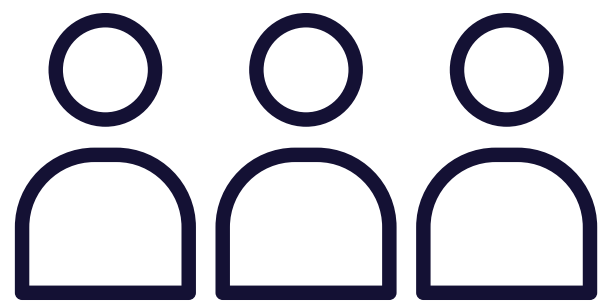


THINGS TO MANAGE:

- Clear communication between coaches
- Agreeing on roles and expectations

COACHING MODEL OPTIONS

2. ROTATIONAL COACHING MODEL



WHAT IT IS:

Multiple coaches take turns leading sessions or games across the season.



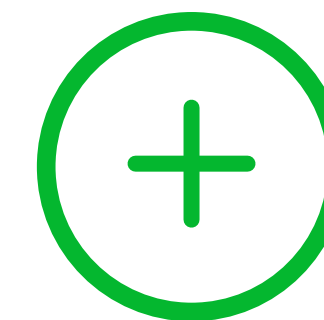
HOW IT WORKS:

- A schedule is created (e.g. Coach A leads Week 1, Coach B Week 2)
- Coaches may attend all sessions or only their allocated weeks
- Can work alongside a coordinator or lead coach



WHEN IT WORKS BEST:

- Parents or volunteers with limited time
- Clubs struggling to fully staff teams
- Entry-level coaching environments



BENEFITS:

- Lower time commitment
- Easier entry point into coaching
- Broadens the coaching pool

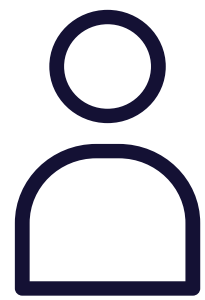


THINGS TO MANAGE:

- Consistency of messaging
- Clear session plans or guidance

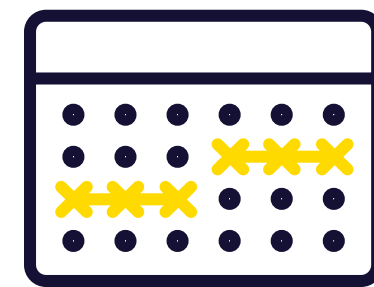
COACHING MODEL OPTIONS

3. SESSION-ONLY COACHING MODEL



WHAT IT IS:

A coach supports specific sessions only (training or game day—not both).



HOW IT WORKS:

A coach may commit to:

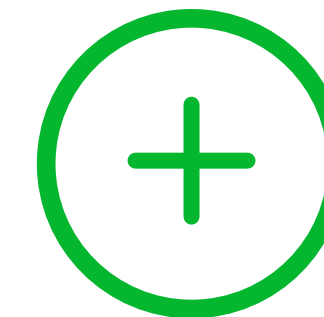
- Training only
- Game day only
- Specialist sessions (e.g. batting, bowling)

Works alongside a lead or coordinating coach



WHEN IT WORKS BEST:

- Coaches with tight schedules
- People testing whether they enjoy coaching
- Those with specific skills (e.g. ex-players)



BENEFITS:

- Highly flexible
- Low commitment barrier
- Encourages trial participation

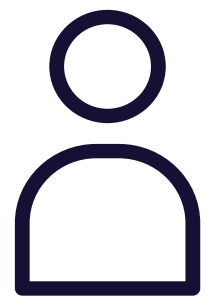


THINGS TO MANAGE:

- Clear leadership structure
- Alignment with overall coaching approach

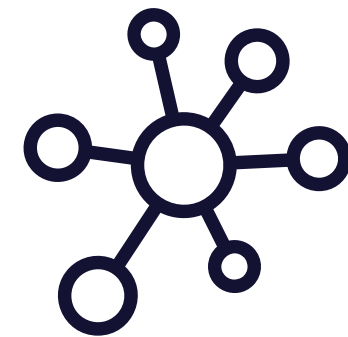
COACHING MODEL OPTIONS

4. SOLE COACH (SUPPORTED) MODEL



WHAT IT IS:

One coach leads the team but with structured support around them.



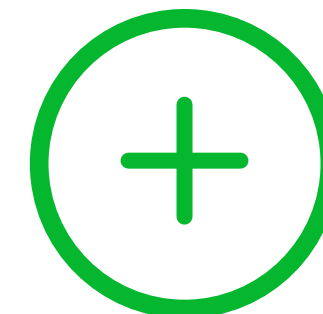
HOW IT WORKS:

- Coach is the main point of contact and leads sessions
- Supported by:
 - Coordinator check-ins
 - Parent helpers
 - Occasional assistant coaches



WHEN IT WORKS BEST:

- More experienced coaches
- Small teams or stable environments



BENEFITS:

- Clear leadership
- Strong coach-player relationships



THINGS TO MANAGE:

- Avoid overload
- Ensure regular support and check-ins

Important: This model should include support systems, not leave coaches isolated.

CONSIDERATIONS FOR IMPLEMENTING FLEXIBLE COACHING

CHOOSING THE RIGHT MODEL

Encourage coordinators to ask:

- What level of commitment can this person realistically offer?
- What will help this coach feel confident and supported?
- How can we reduce pressure while maintaining a quality experience for players?

There is no “best” model - only the best fit for the person and environment.

IN CLUB COMMUNICATION (EMAILS / SOCIAL / MEETINGS)

Highlight flexibility:

- “Coaching doesn’t have to be every week”
 - “Share the role with a friend”
 - “Start small and build confidence”
-

MAKING FLEXIBLE OPTIONS VISIBLE

A key barrier is that people don’t know flexible options exist.

In Recruitment Conversations

Instead of:

“We need a coach for this team”

Say:

“We have a few ways you could get involved: co-coaching, helping at trainings, or sharing the role. What might suit you?”

IN PERSONAL INVITATIONS

Personal approach is key.

Try:

“We’d love to have you involved, even if it’s just one session a fortnight or sharing the role with someone else.”

IN ROLE DESCRIPTIONS

List flexible options clearly:

Example wording:

- Co-coaching with another parent
- Assisting at training sessions only
- Rotating coaching responsibilities across the season
- Leading a team with support from a coordinator

This signals: *You don’t have to do this alone.*

SUMMARY



COMMON MISTAKES TO AVOID

- Presenting coaching as an “all-in” commitment
- Assigning roles before discussing availability
- Assuming people can’t coach instead of offering options
- Overloading enthusiastic volunteers because they say “yes”



KEY TAKEAWAYS FOR CLUB LEADERS

- Flexibility increases participation and retention
- Confidence grows when responsibility is shared
- Clear options help people opt in rather than opt out
- Small, supportive roles often lead to long-term coaches



SIMPLE ACTION STEP

- Before next season:
- List at least 2 flexible coaching options for every team
- Include them in recruitment messaging
- Train coordinators to offer options, not just roles