
PNZ COACHES

The role and responsibilities of the regional coach is outlined in the PNZ Regional Coaches job description and should be read in conjunction with the following PNZ documents:

- PNZ Representation and Coaching Structure, July 2008
- PNZ National Coaching Framework , August 2008
- Roles and Responsibilities of:
 - Technical Director of Coaching
 - Technical Director of Representation
 - Technical Director of Tournaments

Regional Coach as mentor

The job description states:

1. Provide mentorship and coaching support to club coaches in your region

There a variety of ways to achieve this and PNZ does not want to be prescriptive. It largely depends on the coaches involved, their level of ability and the needs of each club. However to begin, the following useful strategies should be considered.

Set up a group communication vehicle (email etc) with all PNZ club coaches to enable regular communication and dissemination of information

Create a forum (as above) where interaction between the regional coach and club coaches can occur

Be inclusive and fair when interacting with all PNZ club coaches in a way that fosters mutual respect and reciprocal engagement

Establish regular 'get together' times with specific agenda items relative to all aspects of coaching such as:

- Coaching in your club – SWOT analysis of uptake, effectiveness, gaps in coaching
- Coaching the coaches – peer support and ongoing development of coaches through goal setting
- Develop session plans for use across the region
- Troubleshoot coaches styles and techniques

Provide regular updates on coaching development at a national level and in relation to representation. The club coaches are a useful medium to players

2. Non-PNZ certified coaching

The PNZ has established a certified pathway for coaches, comprising four levels of certification. PNZ's objective is to have at least one certified coach in all clubs within two years and regional coaches in place by 2008. Coaches with a current PNZ

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certificate can be the only coaches accountable to PNZ and mandated to deliver PNZ authorised coaching systems.

However, there are people in the sport who provide excellent coaching at both club and regional levels. Whilst, these coaches may not have a PNZ certification or do not want to be official PNZ club or regional coaches; they provide additional capacity at club and region level.

3. Dispute resolution

In the unusual and hopefully rare occasion that a club has an issue with a PNZ coach. The club should raise the matter, in writing, with the regional coach. The regional coach is responsible for mediating a suitable resolution between both parties, and for keeping the Technical Director of Coaching fully informed of the outcome.

In the event that a mutual resolution is unable to be reached, the matter should be escalated in writing by the regional coach to the Technical Director of Coaching

Any issue regarding the performance of the regional coach should be raised in writing directly with the Technical Director of Coaching