

## Developing Coaches – Success Story

**Club:** Leeds Gymnastics Club  
**Club contact:** Andrew Butcher

Leeds Gymnastics Club has been based in its current location in Seacroft since 2012. Before then the club was located at Carnegie Regional Gymnastics Centre from 1989 but its history stretches back even further to the 1970s. The club has an extensive gymnastics programme, across a number of disciplines and offers classes from preschool level to high performance. The club also hosts a major event called GymFest every year at the First Direct Arena.

### What do you believe makes a great coach?

“Our club has a set of core values that we encourage our coaches to embrace and they are commitment, ownership, responsibility and excellence.”

### Why do you mentor and develop your coaches?

“The mentoring of coaches is important because it not only aids the continuous development of the individual, but it also supports our progression as a club and helps us to raise our standards.”

### How do you mentor or develop your coaches?

“Mentoring at our club happens across the board to ensure we maintain our high standards. We have a lot of coaches at different levels and stages of their careers. One of the things that I do each week is work with the coaches on the GfA programme to give them advice on how to operate in our busy gym.”

“All of our full-time coaches are given an hour each week to work on their continuous professional development. As well as this we run clinics throughout the year to allow our coaches to pick up ideas on certain skills.”

“We also have a Leadership Academy where we assign mentors to work with up to four young leaders to assist them with their first experiences of coaching as part of their learning development.”



### What are the barriers to developing coaches?

“Because we are based in a University city, we get a lot of coaches coming to join our club to work however we often lose those we see as assets to the future of the club due to their aspirations to progress elsewhere. It can be difficult to decide which coaches to invest more time into.”

“It can also be difficult to get all of our coaches together at one time to do things like clinics because of different work patterns so it means that some of our coaches miss out.”

### What would you do differently in the future?

“At the moment we do not feel that we have to change our approach however we will continue to look how we mentor, educate and develop our coaches to the highest standards.”

### How much money do you spend on developing your coaches?

“We spend up to £15,000 a year developing our coaches. We contribute towards our coaches’ course fees paying 50% for people doing their level 1, 50-100% for people doing their level 2 and 100% of the fee for our coaches doing level 3 and above. We also pay for all hotels, meals and travel expenses for our coaches while they are away on courses or at clinics or events.”