



Simone Bachmann - Marcel Meier

We are



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«Youth+Sports»



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Content



- Introduction to the topic
- Definition of "commitments"
- The role of the coach in the past
- · Competences of a coach
- · A method to create commitments
- Examples
- Summary

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Introduction to the topic



Three key questions come into play:

- With which fundamental attitudes do I help to create a good impression of sport with a positive impact?
- How can I effectively apply these fundamental attitudes to training and day-to-day life by using commitments?
- What do I do when agreements that have been reached are not upheld?

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Definition



- Commitments determine the behavior of a group and their members in special situations.
- Commitment
 - Personal statement, declaration of intent, individual resolution, promise
- Commitments
 - Jointly reached agreements, common interests of a group

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Code of ethics ≠ Commitments



- · Are very helpful
- Is directed by somebody
- See homepage of the ITF



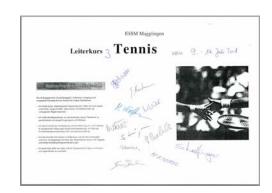
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"My rules" ≠ Commitments

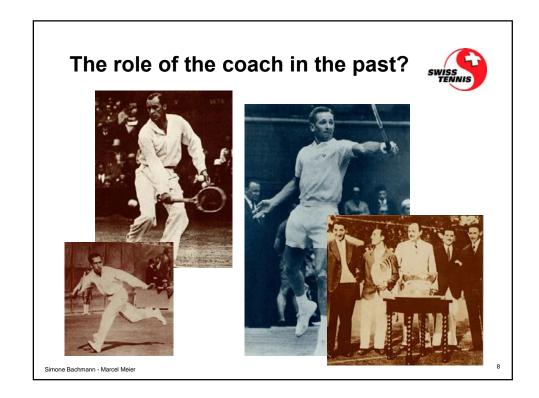


- In my tennis school
- In my group
- Example
 - Punctuality
 - Say "Hallo"
 - Mobile phone
 - Warm um
 - "Chewing gum"



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The role of the coach in the past



- He was mostly an authority
- Directive
- The "Boss"
- The coach said what is right or wrong - one way communication



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Discuss with your neighbor

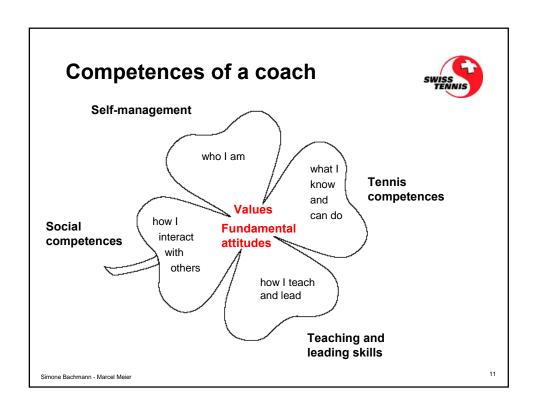


 Which competences do you need today?



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Tennis competences (what I know and can do)



- Good knowledge about technique, tactics, conditioning and mental aspects
- · Good knowledge about the rules of the game
- Knowledge about different strategies of solving problems
- · Ability to analyze
- •

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Self management (who I am)



- Self-control (emotions and thoughts)
- Self-motivation and be positive
- To handle stress
- Patience
- Flexibility and to be open for new and unusual solutions
- Creativity
- Ability to self-criticism
- ...

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Teaching and leading skills (how I teach)



- Ability to criticize adapted to situations
- Ability to use different teaching methods
- · Ability to advice objectively
- Ability to correct oriented on solutions
- · Ability to inform short and clear
- Ability to motivate with enthusiasm
- ...

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Social competence (how I interact with others)



- Show respect with players, opponents and empires
- Ability to create a good learning atmosphere
- · Ability to interact adapted to the age
- · Ability to support
- Confidence, honesty, to be open
- ...

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Today ...



- The young players want to contribute
- They can have a certain independence
- They can take responsibility
- They like that we take them seriously
- They are able to set goals
- ...

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Commitments ...



- ... can increase the **performance**
- ... can help to create better relationships
- ... can increase the comprehension between members of a team / coach – player
- ...



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J+S-Coach-Ausbildung

A method to create commitments



- Feel the "pulse" of the training group or a player
- 2. Establishing commitments
- 3. Carrying out commitments
- Looking after commitments and rituals



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1. Feel the "pulse" of the training group or a player



- You observe your training group, your team, your players.
- Examples
 - A player is not motivated or often late for the training session.
 - Defeats lead to great frustration and aggression.
 - Some members are regularly teased, are not integrated in the group or are often excluded.

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2. Establishing Commitments



- Take enough time.
- Present your observations and establish the topic, the problem: "After the last game, there was swearing, yelling, pushing and shoving, gear was damaged. I know that it's fun to win and frustrating to lose, but..."
- Ask questions: "As a group, how will we deal with victory and defeat in future? What impression do we want to make? How do we want to be perceived from an outsider's point of view?"

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2. Establishing commitments



- Develop commitments. Three tips regarding the language used:
 - Use the "WE" form when the focus is on the group's obligations.
 - Use the "I" form when the emphasis is on the individual's responsibilities.
 - Not everything is allowed, just because everyone thinks that something is "really cool".
 - Commitments do not include any sexist or racist statements.

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2. Establishing commitments



- The group decides which set of commitments it wants to make compulsory and follow.
- Commitments carry more weight and more obligation if others (management board, parents) also know about them.
- Review commitments regularly (at least once a year).

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3. Carrying out commitments



- Commitments can be encouraged by rituals and implemented in actions.
- They also promote team spirit, make the group stronger and help to regulate conflicts.

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4. Looking after commitments and rituals



- Commitments and rituals do not take care of themselves. They need looking after:
 - While warming up, remind the group about the commitments.
 - A short evaluation exercise at the end: What did we succeed in doing? What could we still improve on? How have our commitments and rituals helped us?
- Allow the rituals to become a permanent component and "celebrate" them whenever the occasion arises.
- Make the group aware of the value of the commitments followed.

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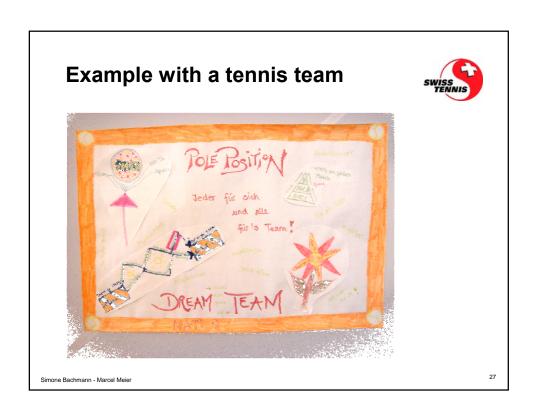
And what happens when commitments are not upheld?

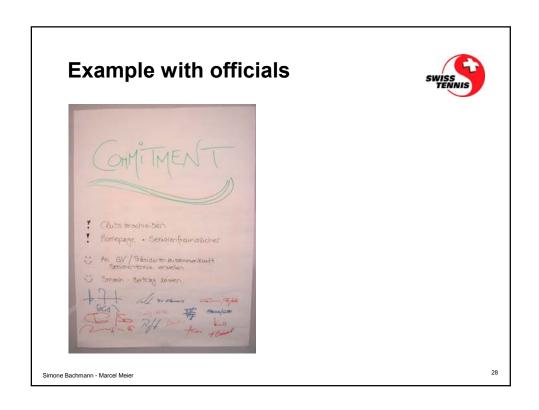


- If rules of the game or fair-play are not followed:
 - Apply the rules
- If commitments are not met:
 - Tell the team member what he or she did wrong
 - Look for solutions
 - Make suggestions yourself
 - Be careful with set punishments
- If you have exhausted all of your possibilities:
 - Consult a specialist

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Your players commitments could look like this:



- We know that winning and losing are part of competing.
- We fight in every competition up to the last point.
- · We never cheat.
- · We treat our opponents with respect.
- We say thank you for the game whether we win or lose.
- We remind our team-mates of our commitments if they don't respect them.

Switzerland, 1/1/2006 Fränzi, Max, Lisa, Anja, Alex, Nina.

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Now it's your turn!



Discuss with your neighbor your possibilities with commitments



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To consider ...



- Take enough time
- Involve the group right from the start
- Work in small groups
- Ensure that everyone agrees
- Adapt Commitments
- Ritual: specific instructions for specific behaviour
- Put them up at the grounds where the group trains or give them also to the group, parents, the club committee members etc.
- If necessary, make suggestions yourself!

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To consider ...



- If people can have a say, they will be more committed to the agreements that have been jointly reached.
- Therefore, **involve** your group right from the start.

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Commitments



We are convinced that commitments that are **jointly** established and observed have a positive effect in tennis between the coach and the players.



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Thank you for your attention!





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