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Are we selecting the right coaches?: The ITF experience

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One of the challenges in running coach education and certification courses is the ability of organising bodies to select the most appropriate candidates. This challenge is even greater when organising courses for high-performance coaches or former high-performance athletes (Edwards & Washington, 2013). The International Tennis Federation (ITF) has, over the years, designed and refined a set of selection criteria for candidates to participate in these courses. We wanted to ascertain if this process was specific, objective, and transparent to the participants. A cohort of over 100 high-performance coaches representing 93 nations shared their views on these criteria through a dedicated survey and a series of semi-structured interviews. Analysis of the data revealed that the selection criteria of general (academic, language, and work-related) and tennis-specific (level of play, coaching experience, position in the industry, etc.) competencies were considered appropriate. We concluded that the feedback obtained from the parties involved: coaches, federations, coach developers, and organisers has facilitated the effective implementation of these criteria. The presentation will share examples of good practices in different contexts and how they have been implemented to make the experience of participating in these courses enriching for all.

References

Edwards, J., & Washington, M. (2013). Managing a sport organization: The impact of recruiting, selecting, and retaining elite level coaches in sport. *Journal of Applied Sport Management*, 5(3), 5.

MIGUEL CRESPO (co-presenter)

Miguel is the Head of Participation and Education of the Development Department at the International Tennis Federation (ITF). He oversees the projects, resources, conferences, courses, and research on these areas. A former player and coach, he holds a Ph.D. in Law, a Ph.D. in Business Administration, and a Ph.D. in Psychology. He is Treasurer of the International Council for Coaching Excellence (ICCE). He is a regular keynote speaker in International Conferences and has published books and peer reviewed articles extensively related to tennis, psychology, and skill acquisition.

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Currently leads the Applied Coaching Research Group at the University of Edinburgh, researching in coaching expertise and has over 100 peer-reviewed publications, book chapters and conference presentations. She has worked within a number of Higher Education institutions worldwide, most recently as a Visiting Professor at Technische Universität München (TUM), Germany. She has worked in multiple countries as a coach within the sport of swimming.