For me "The coaching process" has been the means used to get someone to somewhere.

In my working career it was what I did or was done to me to develop into a role within the working environment. Sometimes this was sought as advice and mentoring sometimes there was some pushing if I or the coached needed pushing to take on the role. Basically the process was Continuous Professional Development though we did not use that Jargon in the 1970's & 80’s. Later in my career Professional Development became more common but it was not always greeted with enthusiasm if it did not relate to how I or the person being developed perceived our needs.

In my teaching coaching students could be preparing them for exams, encouraging them to explore opportunities or career options, persuading them to take on roles and responsibilities as monitors, school council reps or prefects.

Within my sporting background it has been developing novices in to athletes, developing athletes into better athletes and coaches.

Some of the process was CASE (copy and steal everything!) I copied and used the ideas of others I admired. I discarded them if they did not work for me in the situation I found myself.

My experience has taught me that I was most successful when I had established a good working relationship and there was a desire to achieve and please. I now understand it more through Transactional Analysis and my limited reading on the work of Berne (1973).

Gilbert (1999) dedicates his book “*The Art of Making a Difference”*

To those who want to increase their ability:

To make a difference

To achieve a dream

…

In it he describes strategies for self-development and coaching people in a business environment.

So far on this course we have looked at coach education and development Vella (2013), Cassidy (2010), Duffy (2013) ICCE (2012). Models of coaching process Bennie (2011), Cushion (2009), Jones (2002). Coaching behaviour, effectiveness, excellence and leadership Nash (2011), Oliver (2010), Hall (2015), Lacy (1985) Côté (2009) Becker (2008), Bennie (2012), Flett (2013), and Callow (2009). The role of the coach and philosophy Trottier (2014), Gilbert (2004), Nash (2008).

They allude to parts of the coaching process but they do not give the full picture. For me the coaching process has some commonalities but ultimately is unique to each coaching partnership between the coach and the coached. As it is a partnership the responsibility for managing the process must be fluid. Sometimes it is for the coach to lead and the athlete to respond other times it is for the athlete to lead and the coach to respond. This may be by leading the athlete to find their own solution to the problem rather than directing them in a direction that is uncomfortable for them.

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