

#ITFWCC



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BANGKOK, THAILAND



# Gregory Royle

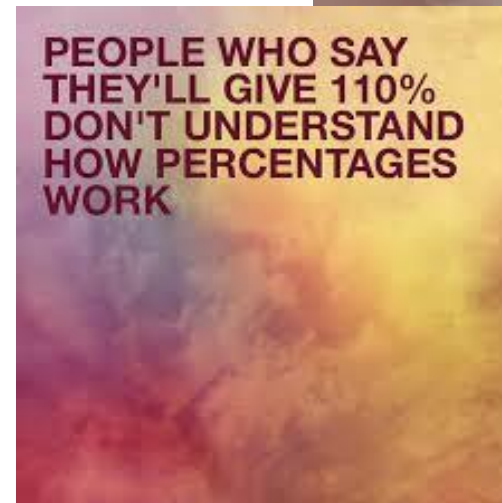
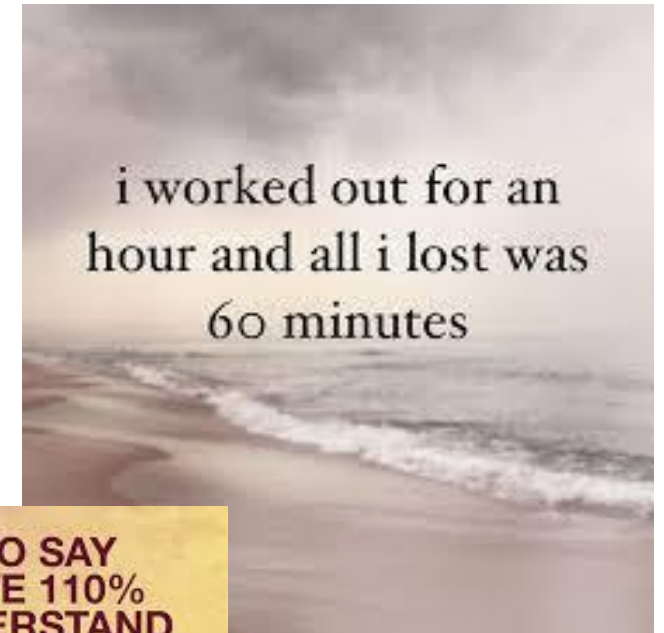
“MORE IMPORTANT THAN DRILLS”

Director of Player Development- Hong Kong Tennis Association

WORKSHOP PRESENTATION

# More Important than Drills!

Today is a 20 minute journey where you will probably not learn anything new.



# More Important than Drills!

I would hope to reinforce a few things that you probably already know ..... at some level.

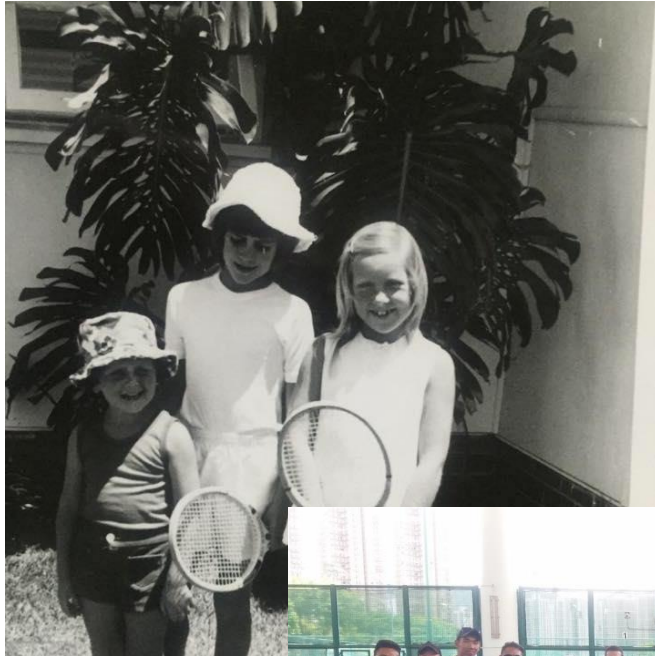
1. Be diligent as to where and how you get your information, your learning, your professional development.
2. Appreciate what you already know, and use that knowledge better (add to your knowledge all the time).
3. Prioritise HOW you impart your knowledge, skills and experience.
4. Be a coach who WANTS to know everything, not a coach who thinks they ALREADY know everything.



At age 30 I thought I knew a lot.

At 40 I realised that I didn't know that much when I was 30.

At 50 I realised how much more there was to learn.



The secret to great coaching cannot be contributed to just one thing in isolation

A coach's knowledge of:

- Biomechanics
- Fitness
- Drills

... is not enough, if the coach does not have the skills to impart their knowledge.

The secret to great coaching cannot be contributed to just one thing in isolation

A coach's:

- Playing experience
- Age
- Academic or coaching qualifications:

... is not enough, if the coach does not have the skills to impart their knowledge, skills, and experiences.

# 1. Be diligent as to where and how you get your information, your learning, your professional development.

- Conferences and Forums ✓
- Networking with peers ✓
- Recognised coaching qualifications ✓
- Face to face engagement ✓
- Workshops over lectures ✓
- Reading over watching ✓
- Social media ✗
- Keyboard commentators ✗
- Snapshot opinions ✗
- Inspirational speeches without substance ✗



# Is Social Media the enemy of coach education and professional development?





Do you feel inadequate?

Do you feel like everyone else is doing better?

*ATTITUDE IS EVERYTHING!*

**DISCIPLINE**

**EMPATHY**

**CULTURE**

**RESILIENCE**

**ENJOY THE JOURNEY!**

**GRATITUDE**

The three best ways to...

**PROFESSIONALISM**

*The top 10 things for ...*

**Mind-set**

Do you know enough drills?  
Do you know enough science?  
They must know what they are saying, they  
are on the internet.

*"Famous Player" Academy*

*"THIS" ACADEMY*

**"GRANDSLAM" ASSOCIATION**

**"THAT" ACADEMY**

# Intense, but what is it teaching?





# Why is he hitting an inside-out/inside-in backhand?



# Why use the hand-feed from this court position?



# Why hand-feed from this position?





Why so complicated? This player already understands the technique?



# Are resistance bands important when technique is flawed?



# Is the resistance band producing the desired outcome?





# When are lines ever a good idea?



How does she use  
the back leg?



# Does the towel really help?



## 2. Appreciate what you already know, and use that knowledge better (add to your knowledge all the time).

As a coach do what we tell our players.

- Practice your craft ✓
- Don't be afraid to be wrong/fail ✓
- Ask questions ✓
- Continually add to your skill-set ✓
- Learn on the job ✓
- Stay in good learning environments ✓

- Avoid only learning the theory ✗





# 3. Prioritise HOW you impart your knowledge, skills and experience.

## Talent ID

- 10% of all tennis players are “talented” (gifted).
- The coach needs to identify talent and develop that talent.
- Talented players do not show their talent all the time.
- Formal Talent ID events, plus ongoing Talent ID.

## Creating a good culture

- Developing a “Culture”, by definition, takes time.
- Developing good habits is a simpler way, and can have immediate effects.
- “Respect” would be the first good habit to develop.
  - “Owed” respect.
  - “Earned” respect
- Leadership
  - The Coach
  - The players (never too young).

# 3. Prioritise HOW you impart your knowledge, skills and experience.

## Building Relationships

- While you are building your knowledge and skills, build your relationships.
  - Why are some younger (inexperienced) coaches often very successful?
  - Why are some older (renowned) coaches often unsuccessful?
- The balance between being a friend and a teacher.
  - Consistent moods and behaviours.
  - Adapt your style to the needs of the player.

## Verbal Communication

- Questioning more than instruction.
  - Open ended questions.
  - Silence is golden (from the coach).
- Formal versus colloquial language.
  - What does the player understand?
  - What do they need to know?
- Speak in the positive.
  - The brain's natural negativity bias (7:1).
  - Language has a powerful influence on thoughts and actions.

# 3. Prioritise HOW you impart your knowledge, skills and experience.

## Competitive Environment

- Competitiveness engages the brain as well as the body
  - Warm-up
  - Cooperative versus Competitive Drills
  - Court v Court
  - Pair v Pair
  - Individual player v Individual player
  - Boys v Girls \*

## Creativity

- The importance of creativity
  - Variation
  - Problem solving
  - Match Plan
  - Plan B
  - Asian experience \*

# 3. Prioritise HOW you impart your knowledge, skills and experience.

## Non-verbal Communication

- Use of teaching aides
  - technology
  - whiteboard
  - visual markers
- Demonstrations
  - The Coach
  - Other players
  - Silence is golden
- Tapping into emotions

## Learning Style

- Catering for Learning Styles
  - Auditory
  - Visual
  - Kinaesthetic
  - Taking players outside of their comfort zone.



## 4. Be a coach who WANTS to know everything, not a coach who thinks they ALREADY know everything.

“...we know there are some things we do not know. But there are also unknown unknowns; the ones we don't know we don't know.”

Donald Rumsfeld  
(US Secretary of Defence 2001-06)

There is no “magic wand”, there is no “one thing”.

Beware the experts that say “definitely”, “absolutely” and “always”.

Appreciate the words “likely”, “probably” and “depends”.