



BRITISHROWING

CHECK_IN_webinar

Jurg Gotz

Performance Coach Developer

9 April 2020

TEAMWORK | OPEN TO ALL | COMMITMENT



Jürg



CHECK_IN: traditional

CANCELLED!!

Your trip is canceled

Record locator: **GILCIJ**

Trip canceled on: March 26, 2020 at 6:02 AM (CT)

Don't worry, the value of your ticket is safe. If you're not traveling soon, there's no need to call Reservations right now.

Please wait to call until you're ready to rebook, and you'll be able to use the value of your unused ticket and seat purchase toward a future trip.

Keep this email, which includes your ticket number, for when you're ready to rebook.

Read more about our [coronavirus updates](#).

LHR to MIA

London to Miami

Saturday, March 28, 2020

Jurg Gotz

Ticket # 0012118675892

Easter Break



CHECK_IN: emotional

Maslow's Hierarchy of Needs



CHECK-IN
Coaching Conversations
31/03/2020

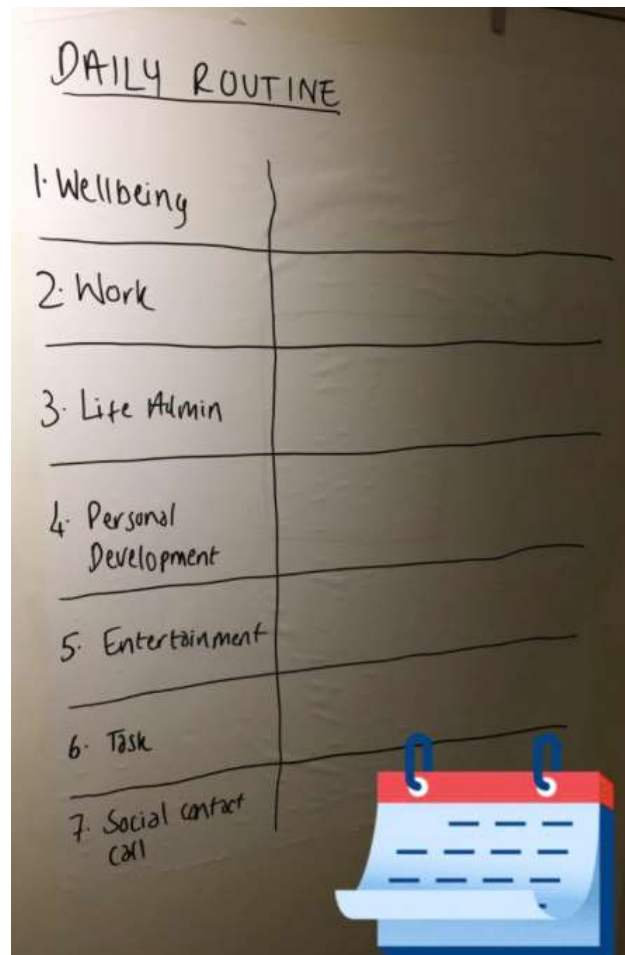
1 week into 'COVID19 Lockdown'

- How are you getting on – how do you feel?
- What do the 2020 postponements mean to you?
- To what extent have you found a daily rhythm yet?
- How do you stay in touch with your athletes? With your peers, your practitioners?
- How are you getting on with online coaching?
- What's the most creative training idea you've come across last week?
- Where do you 'struggle' most?
- Where do you need support?
- Where can you offer support?
- How much would you appreciate regular online 'hangouts' (i.e. regular coffee break; book club; podcast discussions; specific online workshops; Xsport conversations etc.)



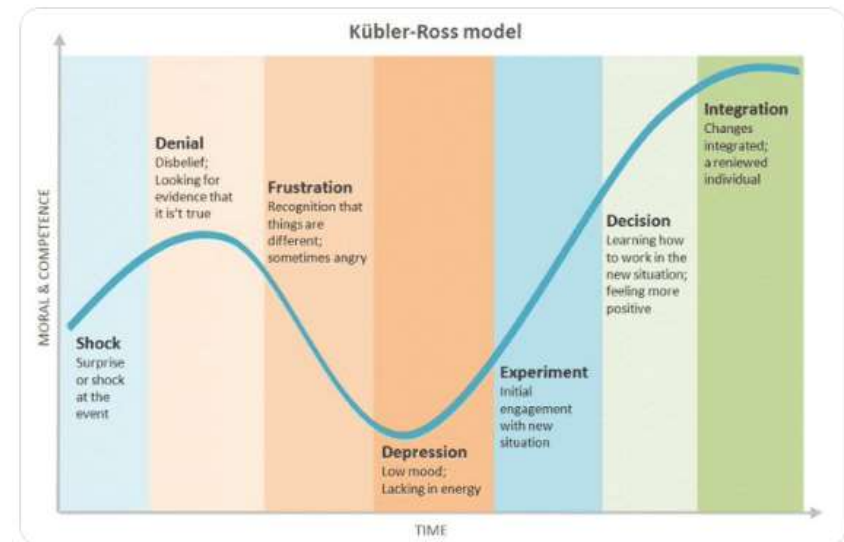
Daily Routine _ Change Curve

Performance Pathway Coaches at British Rowing & British Triathlon



Where are you on the change curve?

(Credit cleverism.com/understanding-...)



Where are your Athletes, Peers, Parents on the curve?

To: Jurg Gotz
Re: Check-In

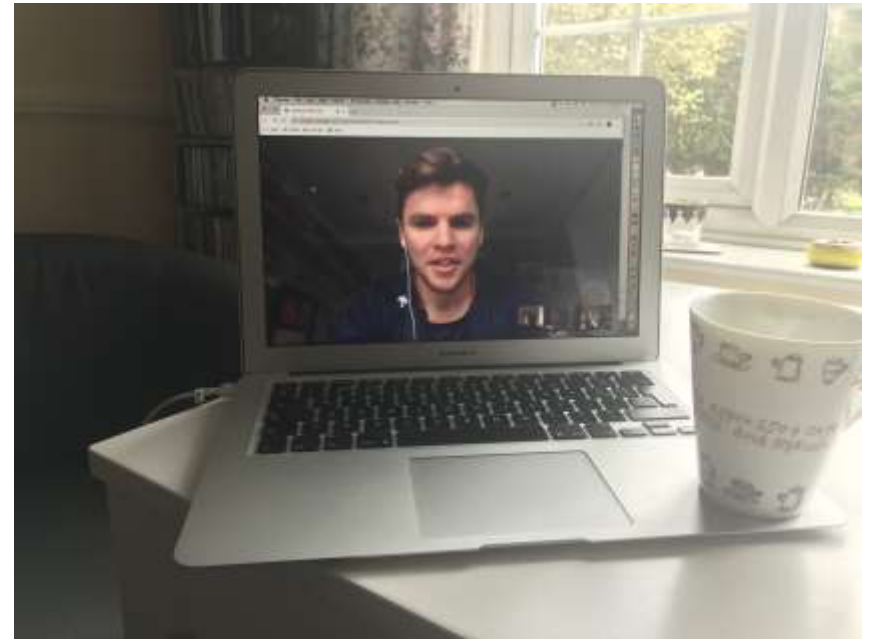
Inbox - Google

Hi Jurg,

Sent you an invitation to a google hang out for thursday 9th at 11am.

Like the diagram too. Very insightful..

TECHNOLOGY
nice when it works



What did I hear?

“We gave athletes a week to digest!”

*Feel like I've let you down a bit because I have missed last 2 sessions - hope you can forgive me - what has happened this past 2 weeks has been a real challenge to get on top of.
Spk sn.*

“We do person first!”

Your email is well timed as I was going to discuss with you some exploration I've done into Masters degrees for my CPD, would you have time this week to talk?

I'm fine thanks. Just getting on with work and home life to the maximum amount possible.

*“I'm fine - I'm a bit of anti-social anyway!
My lifestyle is not that different!”*

This is very much business as normal for me as I work from home almost full-time anyway.

Generally I'm working throughout the day typically more between 10am and midnight with lots of breaks. Athletes have been in touch as early as 7am and as late as 1am so can't say any day is totally regular.

In terms of a personal check in, I'd be really appreciative if you have any reflections listening in on this morning's call that weren't appropriate to share at the time as it's hard to gauge how the messaging and delivery come across without an audience in front of you.

What did I hear?

“Gutted when it [lockdown] happened – really pissed off!”

I get a lot of energy from meeting with people face to face. With the removal of this it has taken me some time to come to terms with it.

“I’m doing very well – plenty of time to reflect – time I normally don’t have!”

“At home and generally fine.”

More space is coming as my wife is soon to go on furlough meaning that

“I feel very challenged – what do I do with athletes coming to the end of their career?”

“I’m fitter than ever!”

“Just a change of plan – no need to dramatise!”

More space is coming as my wife is soon to go on furlough meaning that the working hours in the day will be given to me. This will give me more space to organise my daily commitments.

I've had lots of catch ups on google hangouts and Facetime, etc. I've probably had more conversations with people since I've been off

Online Coaching?

Fine. The athletes are sending me video and I'm sending them feedback. I speak to them about training. It's normal. We're just not on the water or in the same building.

"A coach wants to host an athlete through lockdown. How do I talk him out of it?"

How am I getting on? Really good, had a bit of a down moment post breakfast but got on with my day and feeling really good now.

What do 2020 postponements mean to me? Olympics has been delayed a year! Cricket won't be played this year. Otherwise can carry on much of my life as I would have done. Has allowed me the opportunity to really go after stuff in my day/ house that I wouldn't have done otherwise. Trying to create a one touch house.

Have I found a daily routine? Have adopted the time boxing method.

Wake Up -

Walk Winnie and have breakfast - 2.5 hours

Morning activity - 2-3 hours

Lunch - 1 hours

Afternoon activity - 2-3 hours

Walk Winnie and Albi- 1.5 hours

Dinner

Watch two programmes of a series

How am I staying in touch? WhatsApp, phone calls and FaceTime

How am I getting on with online coaching? Leaving athletes to self lead, but insisting on having goals at the start of the week.

Hi jurg

All good with me at the moment

“Feeling really good today - on the front foot for the 1st time” (a Head Coach 2 weeks into COVID19)

“We were flexible and supported athletes to create a new daily structure.”

Performance Coach

Schedule Mon-Fri

- 6:30 – Wake-Up
- 7:00-9:00 – Train + Shower
- 9:00-13:00 – Rowing Admin
- 13:00-17:00 – Personal Development (reading, projects, etc)
- 17:00-18:30 – Cook Dinner
- 18:30-21:30 – Watch Film

Rowing Admin Tasks

1. Daily video briefing
2. Crew video meeting twice per week (Weds and Sat)
3. Individual review meeting to update action plans set in Majorca (times tbc)
4. Technical video twice per week (send a video clip of a crew to demo a particular technical concept, crew members send a clip back of themselves on the ergo, feedback sent to crew members)

Personal Development Tasks

1. Biomech/Rigging Document
2. Power BI Database
3. Flock of Birds (waiting on Jamie)
4. Reading (create list of books/articles)
 - Resilience Articles
 - Harry Mahon Lecture

House Stuff (Sat-Sun)

1. Extension Quotes
2. Cut grass
3. Pressure wash patio/carport
4. Paint bathroom + re-seal round the bath
5. Paint small bedroom

Film List

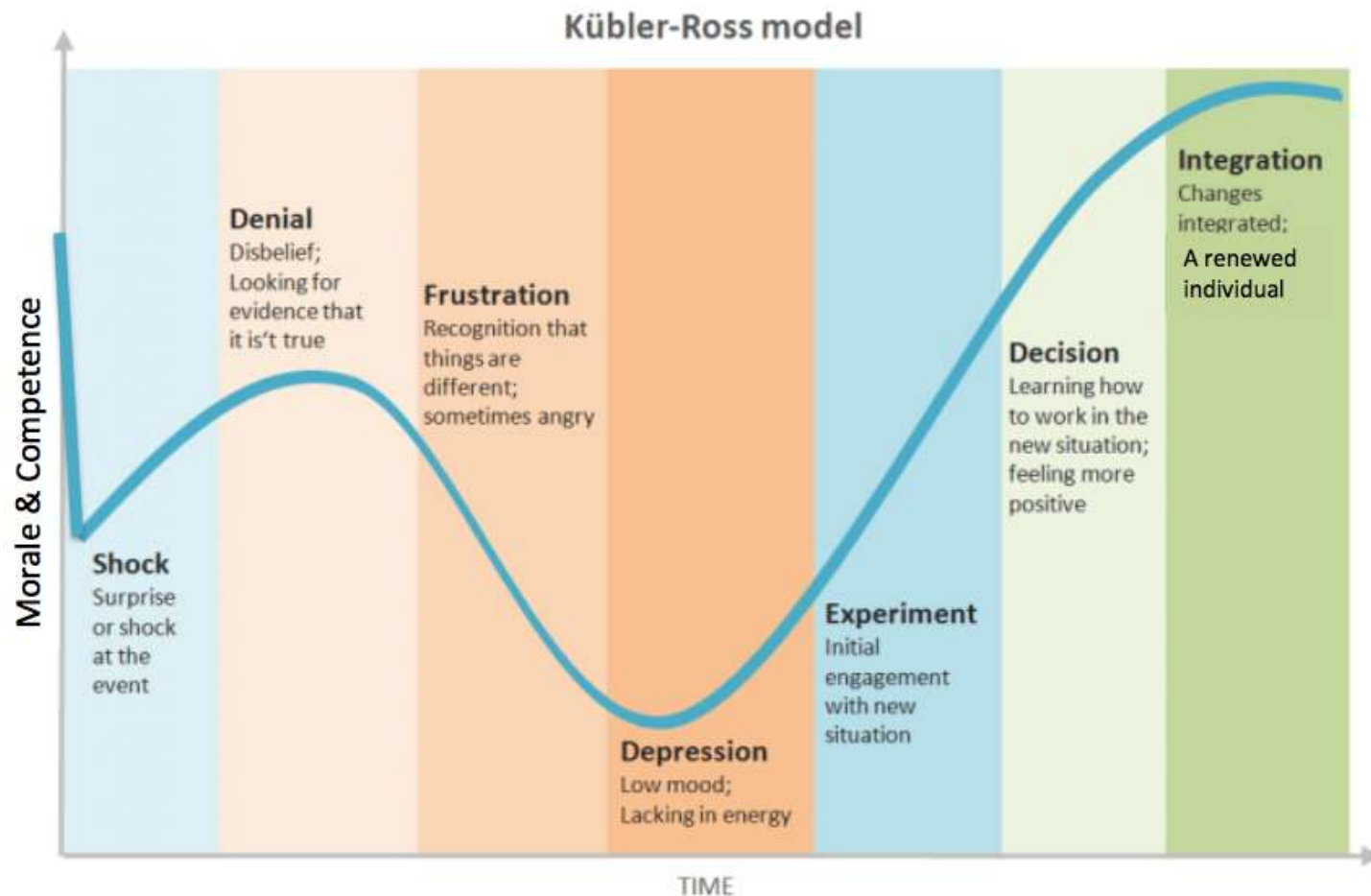
- Cradle of Champions
- Eighth Grade
- Moonlight
- The Wedding Guest
- Arrival

“We have more and better conversations.”

“I’m doing fine – I’ve seen a bigger productivity around the team.”

Making sense:

Stages of change - a pattern of adjustment





“At home and generally fine.”

“We gave athletes a week to digest!”

What to look out for?	What might be appropriate action?
<ul style="list-style-type: none">• Rabbit in headlights• Non-responsive• Numbness• People put up temporary defenses to give time to process information• AWOL• Frenetic working	<ul style="list-style-type: none">• Clear, simple messaging• Time and space to process• Comfort• Acknowledgement



It's normal. We're just not on the water or in the same building."

"Just a change of plan – no need to dramatise!"

What to look out for?	What might be appropriate action?
<ul style="list-style-type: none">• Statements of disbelief• Looking for evidence that it isn't true• Focus on the past• Losing touch with reality	<ul style="list-style-type: none">• Clear, simple messaging – written down slowly and gradually to avoid overwhelm• Help people understand what is going on and answer questions• Sensitively dispel emergent myths, misinformation or falsehoods• Be firm with information and realities, but make a note of how people are responding to the information shared



“Gutted when it [lockdown] happened – really pissed of!”

“I feel very challenged – what do I do with athletes coming to the end of their career?”

What to look out for?	What might be appropriate action?
<ul style="list-style-type: none">• Anger• Resistance/obstruction• Resentment• Abdication of responsibilities• Working to rule• Insubordination	<ul style="list-style-type: none">• Listen to people’s anger and frustration – Acknowledge that this is natural• Once confident people understand changes necessary, move to comfort, change is difficult• Identify disruptive influencers and re-double your information and support• Highlight the things that won’t be changing whilst keeping a focus on what needs to change



"I was just doing the bare minimum."

What to look out for?	What might be appropriate action?
<ul style="list-style-type: none">• Sadness• Fear• Regret• Wide ranging negative emotions• Low energy• Low productivity• Difficulty maintaining a routine	<ul style="list-style-type: none">• Offer support and understanding• Introduce hope and medium term plans• Connect people with the bigger picture• Offer small, manageable projects with quick wins

I get a lot of energy from meeting with people face to face. With the removal of this it has taken me some time to come to terms with it.



“How do you do this?”

‘Really good to use reflective space’

What to look out for?

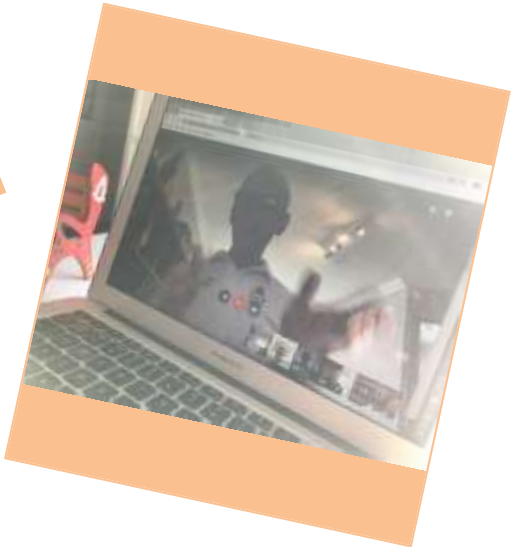
- Adaptation
- Bargaining
- Positive questioning
- Alignment
- Sense of connectedness
- Growing Autonomy

What might be appropriate action?

- Offer people clear processes and procedures to give people structure
- Capacity build through training and guidance
- Allow people to try different ways to address challenges whilst offering clear direction of travel
- Give people the chance to feedback on gremlins in the system
- Celebrate small wins



'Cool – we have another year to prepare Tokyo!'



What to look out for?

- Positivity
- Higher levels of initiative
- Increased productivity
- Comprehensive understanding of new world and changes
- Habituating new processes
- Increased creativity

What might be appropriate action?

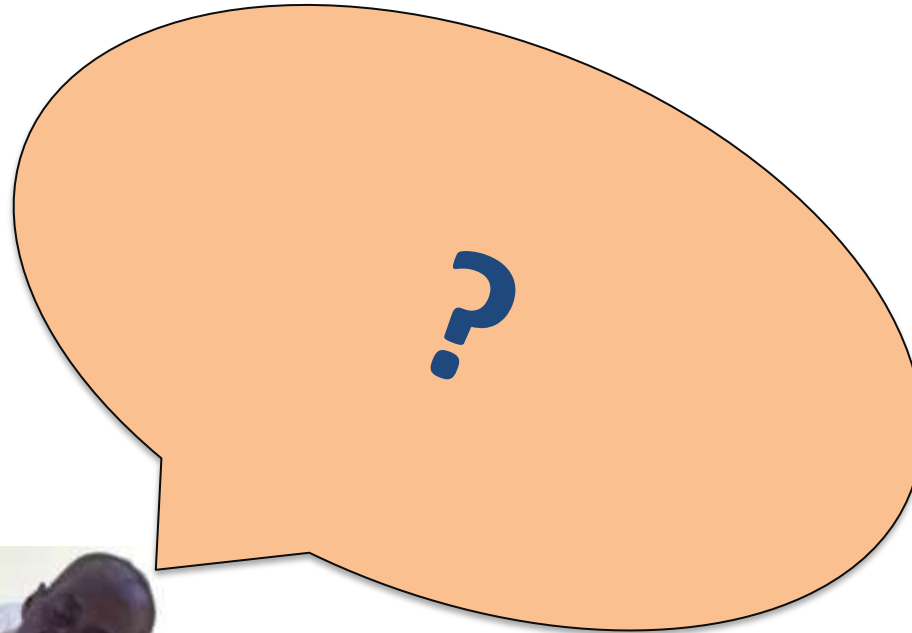
- Offer options for things which still need to be finessed
- Bring together small working groups to establish new practices on the foundation of the change programme
- Celebrate more significant wins



"We have more and better conversations."

What to look out for?	What might be appropriate action?
<ul style="list-style-type: none">• Change has been embedded	<ul style="list-style-type: none">• Take stock of learning• Recognise which colleagues may need more support with future changes• Look after yourself• Start thinking about what next!

What are your takeaways?



What I take away?

Lane 1 to 6

- Embrace **individuality**
- Respect level of **Hierarchical Needs**
- **Read & Listen** between lines
- **Stay connected**
- Engage **non-responders**
- **Allow** emotions!



**PEOPLE
FIRST**



PEOPLE FIRST
MEDALS WILL FOLLOW



Invest in relationships. Life is hard. None of us has the strength to do it alone. We need people to encourage and inspire us so we can encourage and inspire others.

- Simon Sinek

Thank you!



- * **Jurg Gotz**
- * Performance Coaching & Mentoring
- * Supporting People @ British Rowing
- * Channel 7_Inside Coaching Ltd.
- * Jurg.Gotz@britishrowing.org