

COACH CAREER TRANSITION AND DEVELOPMENT



**THE NEXUS BETWEEN
POLICY AND PRACTICE**

Problem for Sports Management

- Potential links emerging between academic literature on careers and coaches experiences of career transition.
- Are careers in coaching so different to careers in other professions?
- How will a better understanding of coach careers inform sports management, development and governance?
- This study starts to map coach career transition and development in Australia.

Background Literature

Two types of literature on careers in sport

Athlete-Based

- Retirement focus (Gordon & Lavellee, 2004)
- Within career transition (Wyllemann et al., 2000)

Coach-Based

- Popular – only high profile coaches (Charlesworth, 2001)
- Professional – coaches speaking to each other (Hurley, 2000)
- Careers of Canadian basketball coaches (Schinke et al., 1995)
- Empirical literature about what coaches do (Jones et al., 2004)
- Career awareness, planning and transition (Lavellee, 2006)

Career Literature

Psychological

Stages of transition and development

- Identity & Self Development (Super, 1952 & 1992)
- Adult Development & Transition (Erikson, 1959; Levinson, 1978)
- Adaptation to transition (Schlossberg, 1981)

Sociological

Occupational sub-cultures - actors playing to a script

- Institutional influence on careers (Hughes, 1937 & 1958)
- Status Passages (Strauss, 1959; Glaser & Strauss, 1971)
- Transitions & work histories (Nicholson & West, 1989)

Method & Results

Study 1

Policy Analysis
of ASC, AA & AV
(Chalip , 1995)

Study 2

Interviews of T & F
administrators &
managers



Study 3

Interviews of
T & F coaches

Mapping Coach Career Transition & Development

- Implications for research
- Implications for practice of coaching
- Implications for policy development/governance
- Implications for education
- Generalisable?

Developing Coaches Careers

- Look outside sport to develop “self”
- Engage coaches in career planning
- Develop accessible career-based resources
- Enhance collaboration between coaches
- Coach health and welfare

Final Message

- Coaches are the key managers of sport performance
- Long-term coach career development is therefore vital for:
 - ✓ Athlete development
 - ✓ Sport development
 - ✓ Sport success

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