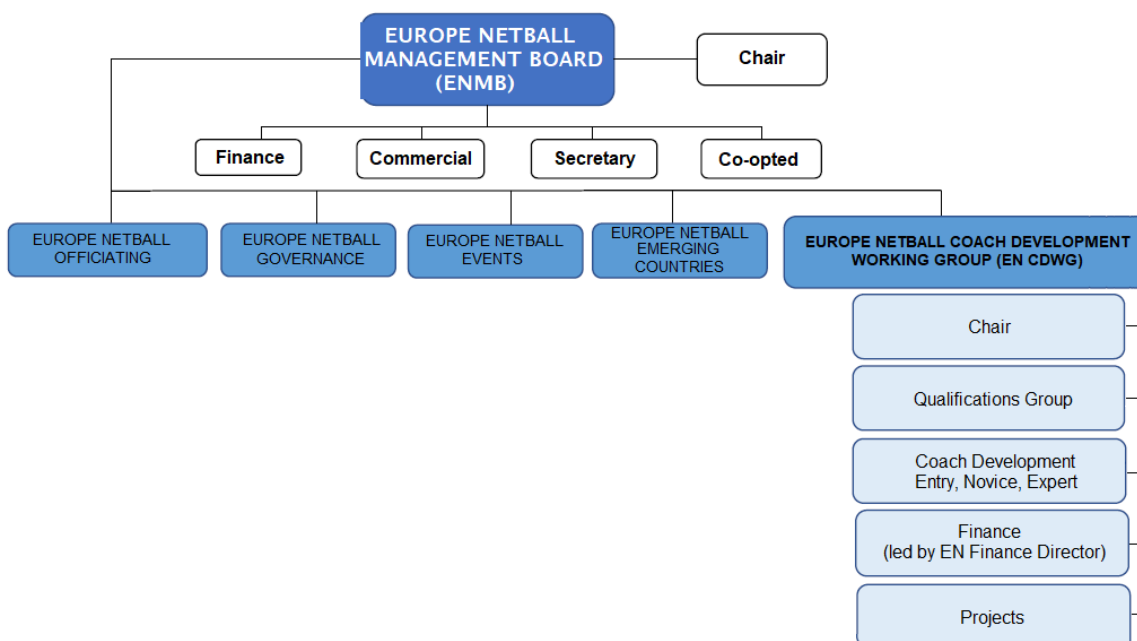




EUROPE NETBALL CHAIR: COACH DEVELOPMENT WORKING GROUP



**TERMS of REFERENCE**

**Name of Group:** Coach Development Working Group (CDWG)

**Background:** Europe Netball previously operated a Technical Group, which expanded to include a coaching brief.

**Purpose/Role of the Group:** It is now proposed that Europe Netball establishes a Coach Development Working Group (CDWG) which will support and develop the work of Coaching and identified Coaches in Member Countries.

**Chairing:** The Chair of the Coach Development Working Group will liaise with a Director of the Board to lead the operational delivery of the group to ensure it responds to the strategic direction of the Europe Netball Board and implements key strategic planning for coaching.

**Membership:** The CDWG will comprise key personnel to maintain high-level operations who can directly influence the role of the group to deliver key approaches to influence the strategic outcomes.

- Chair of CWDG
- Future Project Lead
- Finance Lead (Europe Netball Director of Finance)
- Qualifications Lead
- Coach Development Leads (Entry Novice and Expert Coaches)

The CDWG will co-opt a person or persons with specialist knowledge to advise on specific projects when deemed appropriate.

**Accountability:** The membership of the CDWG is at a level that will empower it to make operational guidelines based on strategic decisions. Accountability on key decisions will follow Board protocols. The CDWG will report directly to the Europe Netball Board via the Chair.

**Review:** The Group will review the relevance, impact, and value of its work on a regular basis

**Ways of Working:** The group will recommend and lead on the variety of tasks and projects as deemed appropriate to meet and drive forward the strategic plan. Recommendations are to be implemented timely, effectively, and sustainably. Evidence that can be monitored & recorded to ensure the success & impact of strategic plan, will be shared via the chair to the EN Board. If deemed necessary and with the permission of the Europe Netball Board, the group can form and oversee subgroups to carry out detailed work on specific projects or tasks. The CDWG will work in conjunction with other Europe Netball working groups.

**Meetings & Voting:** Meetings will be conducted face to face and/or by virtual conference call and communicate decisions reached electronically. The CDWG will meet quarterly or as appropriate and minute all meetings in a two-hour meeting. It is anticipated that meetings will be structured to review progress and impact and agreeing actions and targets to be achieved. At meetings, there must be a quorum of at least 50% of members who are eligible to vote.

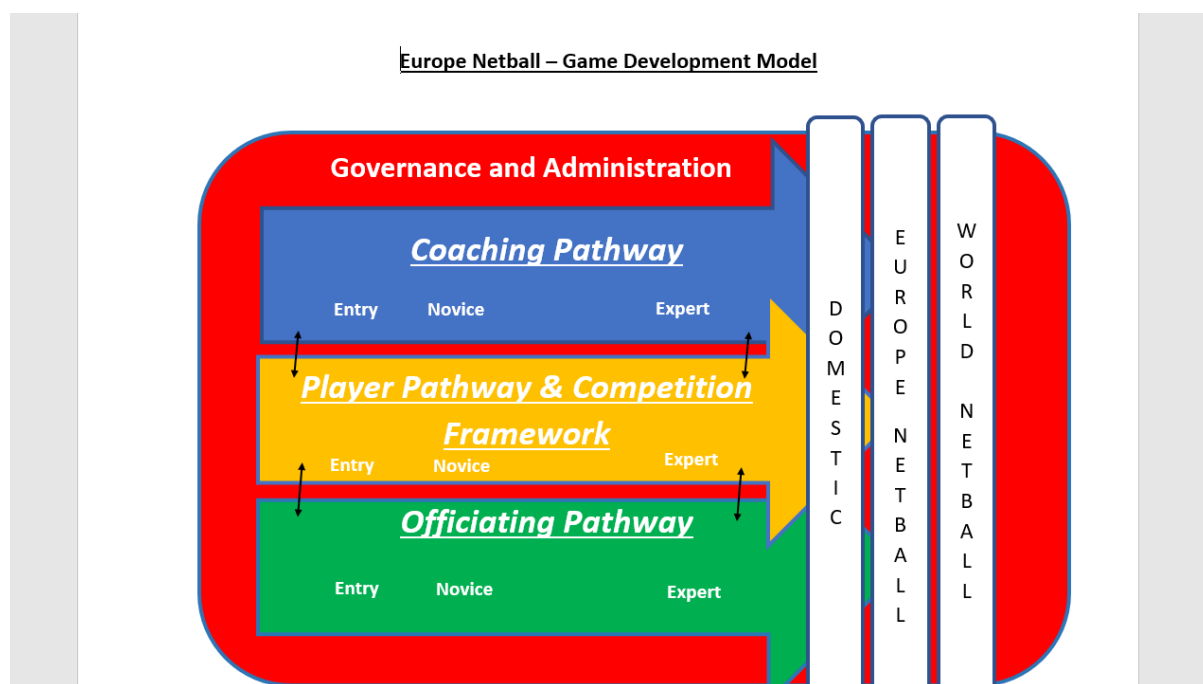
**Sharing of Information & Resources:** Information will be shared via email among the group's personnel. The Group will share relevant documents and training resources via the EN web-based platform.

**Budget & Spending:** The CDWG does not have any financial powers but will monitor its financial performance against a set budget and in conjunction with the Financial Director on the Board.

The CDWG will:

- Support the delivery of the established strategic plan approved by the Board.
- Develop and operate within the financial constraints set by the Europe Netball Board.
- Discuss, consider, and recommend the strategic direction for Coaching with the Europe Netball Board.
- Develop, and write plans and policies related to the operational delivery of Coach Education
- Develop a communication process with all Member Countries to enable the plans to be shared, discussed, understood and delivered.
- Review the CDWG plans against aims, objectives and targets, and agree actions to meet these measures of success.
- Consider strategic issues arising from the Coaching plans and refer recommendations on outcome and policies to the Board.
- Implement a Europe Netball Calendar as required by the Member Countries and within the financial budget set by the CDWG.
- Establish and oversee any appointed sub-groups within the CDWG structure.
- Work with World Netball to ensure all Europe Netball's work is in line with the WN Coaching Strategic direction.

The CDWG's work will be focussed on the Europe Netball Strategic Goals and steered around the Game Development Model



1. Deliver 4 Pilot Entry level Courses face to face.
2. Deliver Coach Developer Courses to pilot countries.
3. Review 1 and deliver to interested member countries.
4. Develop a Coaching working group to support Associate and Emerging Countries.
5. Provide Coaching Courses for players in Associate and Emerging Countries in Europe.
6. Provide mentoring opportunities for identified coaches alongside 5.
7. Deliver the Entry Level Course for Coaches in Associate and Emerging Countries.
8. Develop a Europe Netball Coaching Qualification.
9. Develop a Europe Netball Coach Education Pathway.
10. Develop a Performance Analysis Programme via Hudl for Challenge Countries.