# TWO TRACKS. ONE DEVELOPMENT FRAMEWORK.

Practitioners and leaders share the same coaching foundation and differ in what the work operates on. This is the framework the ST Performance tool suite is built to support.

## WHO IT COVERS

Four staffing layers and five disciplines, all on one foundation.

### THE FOUR STAFFING LAYERS

| | |
|---|---|
| **Director** | Leads the whole performance staff group and sets the system. **Leadership framework.** |
| **Department Manager** | Leads a department made up of one or more disciplines. **Leadership framework.** |
| **Discipline Lead** | Leads one discipline and delivers within it. **Delivery framework.** |
| **Practitioner** | Delivers within one discipline to athletes and teams. **Delivery framework.** |

### THE FIVE DISCIPLINES

| | |
|---|---|
| **Strength and conditioning** | Physical preparation, speed and programme design |
| **Sport science** | Monitoring, testing and data interpretation |
| **Medical** | Injury prevention, management and return to play |
| **Nutrition** | Assessment and fuelling for training and competition |
| **Mental skills** | Skills training and psychological performance |

Every person scores against the framework for their own layer and discipline. The 25 personal areas are the same for all. Practitioners add 9 shared areas and 7 for their discipline. Leaders add 13 leadership areas.

## PRACTITIONER TRACK *example*

**Doing the work at the highest standard**

> *Am I delivering elite coaching to the athletes I work with?*

### OPERATES AT ATHLETE AND SESSION LEVEL

**Performance knowledge and application** — 7 areas
Warm-ups, strength, power, speed, fitness, assessment and programme design.

**Delivery effectiveness** — 4 areas
Delivery and instruction, technology and data, schedule management and technical integration.

**Universal competencies** — 5 areas
Evidence based practice, innovation, problem solving, modelling and team communication.

## LEADERSHIP TRACK *example*

**Setting the system that produces high standards**

> *Am I building the environment where elite coaching happens consistently?*

### OPERATES AT STAFF AND PROGRAMME LEVEL

**Domain knowledge and expertise** — 4 skills
Programme standards, periodisation oversight, coaching standards and sport science integration.

**Teach, influence and build relationships** — 5 skills
Staff development, operations, problem solving, modelling, communication and accountability.

**Technological proficiency** — 2 skills
Technology governance with staff adoption and data infrastructure with reporting.

**Data analysis** — 2 skills
Department level data interpretation and an evidence based culture.

**How the tracks connect.** Most practitioner focuses have a leadership counterpart. The work shifts from doing it well yourself to making sure it happens well across the team. Neither track is better than the other. Blue is the practitioner focus and gold is its leadership counterpart.

| | | | | | |
|---|---|---|---|---|---|
| Programme design | → | Periodisation and planning oversight | Coaching and instruction | → | Coaching and instruction standards |
| Technology and data | → | Technology governance and data infrastructure | Team communication | → | Communication, accountability and collaboration |

## THE PERSONAL FOUNDATION

25 personal areas sit under every role and discipline. Foundations do not change with seniority.

| | |
|---|---|
| **Wellbeing**<br>7 areas | **Resilience**<br>8 areas |
| **Cognitive and interpersonal**<br>6 areas | **Life management**<br>4 areas |

## HOW IT IS READ

Every area is scored for outcome and for effort on a 1 to 7 scale. The pairing sets the flag and the flag sets the conversation.

| | |
|---|---|
| **Celebrate**<br>High effort and high outcome | **Support**<br>High effort and low outcome |
| **Acknowledge**<br>High outcome and low effort | **Intervene**<br>Low effort and low outcome |

# BUILT FOR THE PERSON AND THE DEPARTMENT.

The same tools serve two levels. Each person gets a private, honest picture of their own development. The department gets a view across the group that never loses sight of the individuals inside it.

ON AN INDIVIDUAL BASIS

## EACH PRACTITIONER AND LEADER

A strength and conditioning coach, a sport scientist, a Discipline Lead or a Director each work from the same foundation and see themselves against the framework for their own role.

- A baseline completed before the first conversation
- Checkpoints that show what has moved since last time
- Anonymised colleague input they can act on
- A personal dashboard with their own profile and history
- A say in whether the support is working

ON A DEPARTMENT BASIS

## THE GROUP AND ITS LEADERS

A Director or Department Manager sees how the whole staff group is travelling. The Performance Support Guide sees where help is needed first.

- Every person placed as Thriving, Steady or Surviving
- A flag queue that sets the order of conversations
- Group patterns across areas, roles and disciplines
- Department aggregates hidden below a minimum headcount
- Evidence on whether the support is worth the time

## THE SUITE IN THE ORDER IT IS USED

Use the tools together or one at a time. Every demo runs on synthetic people and scores.

| | | |
|---|---|---|
| 1 | **Individual Baseline**<br>Each person, open access | A self assessment of about twenty minutes across 25 personal areas and the professional areas for the role. Nobody marks it. It gives an honest starting position, two radars and the lowest scored areas. |
| 2 | **Individual Checkpoint**<br>Each person, open access | The return visit. The earlier answers are carried forward so the result shows what moved, which areas went up or down and a new reference point. |
| 3 | **360 Feedback**<br>Colleagues, access code | Constructive input from one colleague about another across five stages. The person never sees who said what and none of it is used in reviews or HR processes. |
| 4 | **360 PSG Dashboard**<br>Performance Support Guide | Reads the submitted PDFs and groups them by person. A person stays in collection until three reviewers contribute. An anonymised preview is safe to share. |
| 5 | **Performance Platform**<br>Department, access code | A weekly check-in and monthly deep dive. Two spider plots per person, an effort and outcome quadrant and a group view that sorts staff into Thriving, Steady and Surviving. |
| 6 | **Value Feedback Loop**<br>Everyone supported, open access | Five short sections on whether the support is worth the time. Anonymous by design. Read by the Guide and used to target improvements. |

### SEE IT WORKING WITH SYNTHETIC DATA

Request one access code and it opens the tool suite and all six demos.

**stperformanceglobal.com/staff-development**

Want it set up for your department or club? Book a call at stperformanceglobal.com/booking.html