

S1 E2: Leadership Self-Analysis Tool

Ricky Snodgrass 0:00

Hello and welcome to this episode of the coaching podcast from British canoeing.

Hello and welcome to the coaching podcast and our first episode, our proper episode of 2021 in season two. We are looking at the miniseries but we're also going to bring some updates from British canoeing and today I'm joined by Lee Pooley, head of coaching and qualifications and we're going to talk about the new leadership self-analysis tool. The 'coaching self-analysis tool' has been available for over a year now and with the new leadership suite of awards that were launched in January 2021 we brought a new leadership version of the self-analysis tool so what we're going to do is just have a look at that today and Lee's going to give us some advice on how it can be used and what it how it was designed so Lee welcome, hope you're well, good morning and if you don't mind we'll jump straight into it so first off the coaching self-analysis tool has been really popular really successful and even an award winner, so can you before we jump into this leadership self-analysis tool can you just give us an idea of how the whole concept came to life where did the self-analysis tool come from and why did we take it on and kind of design it and run with it.

Lee Pooley 1:25

Yeah hi Ricky, first yes I'm very well thank you and it's good to good to be back on these podcasts. I think it's really good questions there Ricky and I'm glad that you pointed out that the coach self-analysis tool has been out for a year now you know we've had a phenomenal amount of coaches and aspiring coaches engaged within that development sort of tool. I think one of the things that the whole reason behind the concept of how we brought together the self-analysis tool whether it's a coaching or leadership one was really down to due to the changes of the qualification structure and how it was aligns our educational philosophy. Now our educational philosophy is the underpinning essence of everything we do within within the coaching departments with a real focus on individual development and direct access so it's not about everyone going through or jumping through the same hoops it's not about people doing exactly the same journey this is about an individual focus and enable people to go direct to direct access to an assessment where they go down the formal route of

engaging with a formal platform of courses and traditional roots or they look for other areas to actually develop in their learning skill and knowledge so with that in mind what we've needed to do is we needed to explore different avenues to be able to support paddlers understand and celebrate their own skill knowledge and experience and that's quite difficult in a way because if you say you've got to do x your do y and then you've got to do z equals the assessment as it used to be on a linear path it's quite easy to understand. Now we've stripped all that way and we're just allowing people to actually design their own journey but what that does it does create a bit of confusion for people and by that confusion what we wanted to do is come up with a concept of how we can support and actually get people to engage what skill level and knowledge and understanding they're currently at so it all happened really, I mean self-analysis tools have been around for a long time you know on a bit of paper people might remember them as spider diagrams and we used to use them in a lot of educational settings and very much within paddlesport settings as well and I remember using them for many years using crayons and coloured pens to engage with people where they thought they were in terms of their of their development. So I sat in a coffee shop with yourself Ricky in Radcliffe on Trent and I remember scribbling this out on a serviette with you and about my concept of is this possible and I remember you said to me anything's possible Lee and then you went away and actually started to look at actually whether we could develop a digital tool that enabled people to access it. I think there was some real fundamental things that we talked about at that that initial meeting. It's about you know we didn't want it to track anyone it was about an individual development tool it was something they could download and they could share it was something that they could return to make comparisons, and massively for me, there was a link to what they were doing on the ground. So in context, you know, by answering questions on a slider whether people were not confident or very confident. The questions are based around the context of their work. So that was the concept behind it all. And then it just grew. And then you obviously you took it into a very digital aspect. And this is what you say is that we've had the coach one up and running for over a year now. And then this year with our leadership review, it makes complete sense with our leadership suite aligned to our educational philosophy, that actually, why wouldn't we have a self-analysis for aspirant leaders and leaders within within the political community?

Ricky Snodgrass 5:59

So yeah, we kind of went into that development of the leadership one. But one, one thing that we were really aware of is leaders needed something slightly different. In that, the coaches is very in depth in the way it gives the resources at the end, obviously, the questions were going to be slightly different because a leader covers slightly different things in slightly different disciplines. And we've also got the questions in there about the first aid CPD and things like that at the end, which we don't have in the coaching one is not covered quite in the same manner. And what results do a leader get that's different to the coaching one, how does the results page almost differ, I suppose or how does the output differ?

Lee Pooley 6:46

Yeah, I think what we do have is we got a lot of leaders out of our coaches and a lot of coaches that are leaders. I think that's the first thing and actually the tools are very similar in terms of their concept as a development tool. And I think what what's really clear with this one is what we wanted to do is really support leaders, aspirant leaders and leaders within the work within the within the area that they work is understanding about deployment matters, I think that was really important about the safe guide and about insurance, about the credentials that they need in terms of first aid, CPD, etc. So that definitely appears within the self-analysis tool in the results page. But what it does do as well, it does link to some resources. Okay, so it does link to some resources that we have within our leadership, especially our leadership model. And some of the other areas that are developing such as the videos from the rafting community, we've also got leading in on weirs, leading multiple craft. We've also got our e learnings, we've got two learnings that support our leadership package, which is leading in unfamiliar environments, but also, the other one is based around the leadership model. So whether you're wanting to become qualified, already leading and not qualified, or someone working towards a qualification, this talks about the deployment, deployment matters, as well. So I think that's really important. What's really key as well is that all of the questions that are asked for people to respond to they are directly linked to the assessment criteria, which is very different to the coaching. So coaching was quite broad and about the complexities of coaching, where the actual relationships, leadership questions linked directly to the assessment criteria, so people can actually gauge exactly where they are.

Ricky Snodgrass 8:56

Yeah, and that's the assessment criteria for each discipline as well. It's not just it's not just the generic it is specified for each discipline that you click into, it links to that specific assessment criteria.

Lee Pooley 9:11

Yeah, absolutely. Ricky and it is a really good point to bring out is that every single leadership pathway that people want to take so whether it's rafting, whether your trip, leading, stadium rafting, whether you are doing the paddlesport tour leader, which is fantastic new, new qualification for people leading in those slightly more challenging environments. We have got a self-analysis tool built for every single leadership pathway. So if it's white-water, if it's canoe, if it's open canoe, if it's advanced surf. They are very different questions that you're asked to really tailor it to the context and weight in what you're working.

Ricky Snodgrass 9:58

Yeah, yeah, definitely. And I suppose you've kind of answered my next question but just to just to recap it so we hit it like a nail on the head is who is it for, well for every leader no matter what your discipline, no matter whether you're a beginner or a seasoned professional who's been paddling for years. The leadership self-analysis tool, if you're involved in leading, it is for you. Bet I suppose that poses the question: if you are a beginner or if you are a seasoned leader why should I do it? Why should I do it and how often should I do it? Is it a one-time thing?

Lee Pooley 10:41

Yeah I think they're some good questions there Ricky and just want to just sort just go back slightly: So who is it for and when? Absolutely 100% is for the individual person yeah that's what it's designed for and it's a very personal thing that people can be open and honest with themselves to say this is where I'm at currently at the moment and I think it should be a celebration of where people are currently at. I mean people tend to view analysis tools as negative and they seem to focus on the negatives of what I should be developing for me. I think this is about celebrating where people are currently at and whether you are

working towards becoming a leader, a qualified lead or a non-qualified leader this tool could be really useful for you. I think it's also useful for people that are deploying. So a good example would be for clubs and club committees. They could use this tool and ask their leaders to do it so they can then understand what their development needs are within the club so they can focus their training and how they can support those individuals. So I think it's for anyone anyone really and the importance of revisiting, so when development is done and when you get more experience and more time working with people and working with more experienced leaders you should then periodically return to the self-analysis do it again and then make a comparison. Where are you coming out, you know what is the comparison between, you know, when you did it in January to when you did it in July. You gained some experience. I think another good aspect is the great thing about it is that there's a full downloadable pdf so you can actually share it by email or print it out and share it with your mentor, share it with your club, share it with your peers to be able to consider what people's development is. So, you know, who is it for? I think that the list is endless.

Ricky Snodgrass 12:45

Yeah I think the reports, like you say, the reports make it really powerful in that yes we said all along we don't want to track you we don't want a database full of all this information it's absolutely not what we want and it's not particularly useful to people out there to have that much data but what you can do is have those reports and have them on your file and you can come in like you say in January and July or it could be further apart or it could be intermittent in between every month, however they see fit and they can just load up to and just go right actually it's not like I'm more confident in the summer than in the winter you might even see trends like that it might not even be in time like that it might be just that you are more confident in summer. You might find your own little patterns in your reports and that's where the report is really powerful for me.

Lee Pooley 13:33

Yeah I think also Ricky, we do know and we've got it's very clear that people may start their paddling sort of journey early on in their years and then it has been seen that people do take quite a considerable timeout and that might be for job reasons, it might be moving, it might be for having a family, etc. And people

might be returning to their leadership a little bit later now. If they are returning to their leadership a little bit later what a great thing to do is yeah re-engage, want to re-engage with the scheme, go and have a look at their self-analysis tool and see where they currently at.

Ricky Snodgrass 14:14

Yeah definitely. So I think we've covered quite a lot there. I suppose the last kind of thing that we want to cover is: we've given loads of advantages and loads of reasons why people, not just leaders, but clubs as you say and everybody can use the self-analysis tool, why it's useful to them. Have you just got anything more? Why else is it so powerful for leaders to use the self-analysis tool on a regular basis and how does it lead to qualifications and just anything else that you've got about that you want to say about the leadership self-analysis tool.

Lee Pooley 14:51

Yeah I think the first thing for me is, you know, people might be listening to this and go oh my sounds alright, where is it? So it's on the British Canoeing awarding body website. If you go on to that, and you go to the top right hand corner, you'll see the learning resources. And then if you're there, you'll see that there's a link to the self-analysis tools. One for coaching and one for leadership. I think that's the first thing that I wanted to sort of make really clear. The one for coaching is very much based around the complexities of coaching, the leadership one is linked very much to the assessment criteria. Yeah. So that's, that's really the big difference. And it also talks about deployment matters and the credentials required to make sure that you're covered in terms of first aid, CPD, safeguarding, etc. I think what we'd like people to realize is that our digital library resources will be expanding. So they will be developing over the next couple of years, we'll be adding more resources, therefore for leaders to be able to support them in terms of their development. So I'd really urge leaders to actually spend a bit of time go into the self-analysis tool to see where they're at, celebrate where they're actually at the moment, you know, we know that in this present time, that people probably haven't been as active on the water, it might be a good, good way of actually engaging with the tool, just to see where they are in terms of their leadership, anything they probably need to just brush up on, before they lead, started getting back onto the water and leading other people and having that level of responsibility. So I think we've almost said it all.

But if people have done it, and they did it a while ago, when it when it launched and haven't been out on in their boat for a while, maybe revisit it, okay, revisit it for going out, share it with people within their club, share it with people, with their peers, and then start to think about how they might want to develop their skill. So yeah, that's a bit of a summary, Ricky.

Ricky Snodgrass 16:57

Yeah, yeah, I think it's also a great way of interacting with the new Leadership Awards as well. Like we say it's linked to the assessment criteria, so you can actually see what they're about as well download the assessment criterion. If you are intending to get out on those once the restrictions end and get onto a leadership award, have a look at the self-analysis tool first. But yeah, I think that's a great overview Lee and I'm sure we'll revisit it at some point in the future maybe in a year or two's time and we'll see how both self-analysis tools are going down and if there's any updates to them and things like that, we will check in and create another podcast I'm sure. Lee's mentioned where it is but I will also pop links down in the description below. If you have got any comments, please comment on the on the podcast below and make sure you subscribe so you don't miss any future updates. Because next week or the week after we will be bringing one of our first miniseries to the podcast channel. So watch out for that. Thank you for listening today and we will see you in future episodes.