

# Managing Conflict Within a Coaching Group

Amy, Ben, James, Kyle



# Concepts Discussed

Diving into the reasons for and methods to manage erupting conflicts within a coaching group.

- 1.) **Causes for Conflict**
- 2.) **Considerations**
- 3.) **Observation & Intervention**
- 4.) **Identifying Solution**
- 5.) **Preventing Future Problems**



## Causes For Conflict within Coaching Group



- Team Selection
- Communication Issues
  - Ego
- Off Field Interference
  - Mental Health
- Conflicting Personalities
  - Clash of Ideas
- Failure to accomplish objective(s)

# Conflict Considerations & their Impact(s): Understanding the conflict

- **Environment**
  - Grassroots, Pre-Academy, College, Professional
  - Resources Available
- **Personality Type:(s)**
  - Contained
  - Optimistic
  - Prudent
  - Engaged

## **Understanding the Conflict**

- Identify and understand what has happened or the “incident/conflict” itself
- Look beyond the incident - why did it happen? Were there any prior issues that have lead to this moment?
- Request and identify solutions from all parties



- **Professional or Personal**
  - Work based or issue with character

# Observation & Intervention

- Does the Conflict Require Additional Involvement?
- Is this Issue affecting the sporting product?
  - Verbal or Physical?



# Identifying a Solution

1.) Mediation

2.) Open Line(s) of Communication

3.) Emphasize Job Duties, Responsibilities, & Level of Influence

4.) Take the Time to Learn about Each Coach

# Effective Conflict Management: Prevention



- 1.) Emotional intelligence, reading body language and checking in and speaking to players/staff - unified front from staff**
- 2.) Utilising the leadership group to understand any potential issues**
- 3.) Dealing with minor conflicts early and not allowing them to accumulate - accumulation leads to “losing the dressing room”**
- 4.) Create and place high value on an environment that quickly stomps out behaviour that is deemed against the team’s culture**

**Thanks Everyone!**

Questions!!!???

