

Dundee Hawkhill Harriers

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Outline

- Start :2006
- The Present :2016
- Club profile
- Challenges
- Philosophy
- Conflicts
- What we have learned

DHH 2006

- Tues Oct Track
- Group 1 10 Seniors/1 Coach/4 Parent helpers
- Group 2 4 Senior Sprinters / 1 Coach
- Group 3 6 Hurdlers / 1 Coach
- Group 4 17 Juniors / 1 coach / 4 parent helpers
- Group 5 8 Senior road runners

DHH 2016

- Tues Oct Track
- Group 1 15 Seniors/ 1Coach 3 Helpers
- Group 2 12 Senior Sprinters/1 Coach
- Group 3 58 Primary school/4 Coaches/8 Parent Helpers
- Group 4 86 Secondary school/5 Coaches/6 Assistant Coaches
- Group 5 12 Jumps group. 1Coach/1 Assistant Coach

Club Profile

- 526 Members
- 18 Coaches
- 26 Assistant Coaches
- 10 regular Parent helpers
- 5 Officials

Structure

- Hill Runners
- Road Runners
- Sen Sprint Group
- Jumps
- Throws
- Hurdles
- Junior Squad

Structure

- Junior squad
 - Primary School
 - Secondary school
 - Pre-university
- At 14 Development squad: sprint/middle distance

Challenges

- Track space
- Accommodation
- Facility
- Waiting lists
- Coach/athlete ratio
- Finances/Paperwork
- CPCSH

Track Space

- Staggered Timing
- Moved hurdles Group to Wednesday
- Off track training
- Sports Hall Athletics

Accommodation/Facility

- Outgrown
- Regional Sports development

Recruitment/Waiting Lists

- Word of mouth
- Bring friends along
- MiniHawks
- Close liaison with Leisure and Culture Dundee + CTO
- Schools Link
- Camps

Waiting List

- Currently 60
- Pressure zone under 13 Girls
- Taster sessions
- 6 week rule
- Debbie Letham: electronic revolution of membership
- High retention

Coaches

- Every parent is a potential club member
- “welcome talk”
- Combined with “positive coaching” talk from Dundee Leisure and Culture
- Focus on their fitness
- University links
- Athlete pool

Coaching Assistants

- 16 yrs
- Club pay in return for 30 hours voluntary work towards club
- 13 in 2016
- 8 already for March 2017
- CPD
- DofE
- UCAS

Coaching Assistants

- Camps with Leisure and Culture
- Event paperwork
- Registration
- MiniHawks
- Taster sessions

Weekly Timetable

Mon	JogScotland		GymSprint		Jun Endur
Tues	Club		Hill	Road	
Wed	Hurdles	Sprint			
Thurs	Club		Hill	Road	
Fri	Gym Dev		GymSprint		
Sat	Dev Sq				
Sun	Dev Sq	Sprint	Hill	Road	Hurdles

Vision/Philosophy

- Life long athletics is fun
- Nurture/Develop as sportspeople and citizens
 - Harness all the skills of coaches
- Club needs to operate at different levels
 - Performance
 - Club
 - well-being

Conflict

- Part of normal life
- “Walk away”?
- Clash of philosophies/Coaching ideas/power struggle
- Defining moments
 - Positive coaching
 - Steve Peters
 - Simon Cowell

What have we learned

- Enthusiasm and commitment are powerful forces
 - Harness, nurture, look after
 - Fun and variety
- Philosophy/vision are more than “executive speak”: a real core value when conflict arises
- Modern advanced society and sports clubs need to reflect this status in delivery. However it means time and energy

What we have learned

- Be a “Good Product”. We are told frequently we sell ourselves cheaply for what we offer. People seek out and buy good products.
- Build friendships with coaches. Team coaching has proved a very successful model.
- There are limits on time and commitment
- Club building is an ultra-marathon with tempo intervals

DHH

- *“To uncover your true potential you must first find your own limits and then you have to have the courage to blow past them”*
- *Picabo Street*
- *Olympic Alpine Skier*