



ORRS Development

Development Update #16

13 October 2009

HAPPY THANKSGIVING

We trust all family and friends had a wonderful long weekend rested now for the conclusion of the 2009 season.

This weekend will be action packed with many of the ORRS Panel involved in the ARC finals, OUA and McCormick Cup Tier Two. Good luck and have fun!

This update is focusing on reflections of the 2009 season and how coaches can help referees finalise their season.

Kit

We finally have the complete kit allocation with the delivery of tracksuit pants. To ensure all ORRS Panel Members receive their allocation please see Steve Scott at Fletchers Fields this weekend at the America's Cup Championship Finals.

Andrew and Steve

Make sure you are up with the play
- check for constant updates on

www.orr.ca

Season Reflections

The season is drawing to a close and it time for referees and coaches to get together and reflect on another season. It is important to finalize the season by taking into account a number of things during the season.

- ✓ **What were your achievements this season?** - Consider on field performance, referee coach relationship, team coach relationship, off field performances, changes in your refereeing style (brand), new systems/ processes and any new insights or understandings from the season.
- ✓ **Learning's** – Reflect on times when things did not go to plan. Remember we learn more from failures and mistakes than we do from our wins. How could you do them differently next time?
- ✓ **Intentions** – People develop energy from the prospect of the future. There is always more to do and things to be improved on. Be honest and consider EVERY part of refereeing that you want to develop in 2010.
- ✓ **Support** – every referee need support and help with development. This may come in the form of a referee coach, spouse, friend or trusted rugby person. Think about how they might be able to support your success in 2010.

Make sure you write this all down so you have a document that will help your overall refereeing development. The act of writing thoughts down helps build clarity and can also bring closure to a season. (if you want a developed format contact Andrew Hall for a copy)

NOTE: when you are evaluating achievements and creating intentions (goals) ensure you are not only considering outcome focused e.g. refereeing the final, making a squad, getting selected for an exchange. Think more about processes e.g. setting standards at the break down early in game, developing approachability in to my style (brand), understanding how a scrum works or training 3 times a week. These types of intentions will then improve you refereeing and outcomes will take care of themselves. The is key to development and avoiding frustration is the mantra of:

CONTROL THE CONTROLLABLES

Coaching Expectations

It is important all referee coaches throughout Ontario touch base with their referees or referees they have worked with during the 2009 season. To finish the season off it is important that coaches help their referees through the season reflection.

One **KEY** area that referee coaches can help their charges is to effectively manage their expectations and intentions for the future. Too often people dream big when they are setting goals for the future and there is nothing wrong with this but realism has to kick in. Often coaches fail their referees by fueling desires of grandeur that they will never achieve. Some referees will never make the National Panel for various reasons (sometime for reasons WAY out of their control) or referee the McCormick Cup Final.

If your referee wants these outcomes try to help them build processes that will give them a better shot at achieving what they desire. Develop small achievable goals that they can tick off during the season. This way success will become a routine and frustration will not kick in.

Be honest with your referees, it is natural that all referees will in time reach their level. If you believe that your referee has reached theirs help them discover that fact. There is nothing wrong with this and there is SO MUCH they can still work on to keep them involved with refereeing. If you know that a person is not going to make the ORRS Panel remind them that the grassroots of the game amongst the branches still need good quality referees.

Remember that there are a lot of other avenues available to people off the field. [We need more referee coaches in Ontario](#). To be a coach you do not have to have reached the top to help others to. Speak to Steve Scott if you know a referee who would make a great referee coach, he can help with the transition.

Properly coaching of expectation will increase the likelihood referees will stay involved with managing the game. Do not fail your referees.