

GAME FOR LiFE



*Transforming Lives Through Sport
Supplementary Resource*



MS LOUISE KHNG



In Support of Coaching Development



ABOUT MS LOUISE KHNG

- LOUISE WAS A FORMER NATIONAL FLOORBALL PLAYER AND A HEAD COACH
- IN 2019 SHE BROUGHT THE SINGAPORE WOMEN'S FLOORBALL TEAM TO ITS HISTORIC BEST PERFORMANCE. THEY WERE RANKED 12TH IN THE WORLD
- IN 2020, SHE WAS THE FIRST FEMALE COACH TO BE AWARDED "COACH OF THE YEAR"
- UNDER HER LEADERSHIP, THE TEAM HAS WON TWO TEAM OF THE YEAR AWARDS AND A SEA GAMES GOLD MEDAL IN 2019
- SHE HAS ALSO BEEN AN EDUCATOR FOR 10 YEARS AND HAS MENTORED MANY YOUTHS WHERE SHE HAS SHARED HER EXPERIENCES AS A COACH AND ATHLETE.



KEY LESSONS FROM MS LOUISE KHNG

**#1 -
TO COACH IS TO TRUST THE PROCESS**

**#2 -
COACHING IS A TEAM EFFORT**

**#3 -
TEAM VALUES BUILD COHESION**

**#4 -
ADDITIONAL INSIGHTS FROM MS LOUISE KHNG
-SUPPLEMENTARY EPISODE**



"Players see their coach as a mentor, friend, and confidant." - Louise Khng

#1 - TO COACH IS TO TRUST THE PROCESS

Louise has a coaching philosophy that she lives up to. When she first started coaching, her belief was to maximize everyone's potential. Regardless their abilities. This then enabled her players to perform based on their capabilities - and as a coach she can developed the team to its potential by tapping on her players' strengths.

As a coach, Louise understood that different players learn differently. Therefore, she believes that every coach should understand the individual athlete rather than forcing things onto them. For example, when it comes to learning a tactical play-up, not all players will be able to understand after being taught once or twice. Some may require additional guidance through facilitative learning to help them understand the tactical advantage to the team. Coaches need to look at different ways to engage their players on this to get everyone on the same page.

Taking the step of understanding her players has helped Louise to better manage and develop them. Over time, this evolved her coaching philosophy to be "Trusting the Process". She then started to develop her players holistically. When trusting the process, a coach is encouraged to do a self-reflection to find out how things can be improved. To Louise, there are many ways a team can reach their goal. Coaches must not be too self-reliant and have this mindset that he/she is able to do everything by him/herself. Instead, they should look for people who are able to help them along the way to achieve their goal for the team. Louise added that as coaches are trying new things during the process, they need to be ready to face challenges along the way.

"Working in a team is building on everybody's strengths." - Louise Khng

#2 - COACHING IS A TEAM EFFORT

Louise shared that her team's successes were the effort of all her officials who have given the guidance and time. There are many aspects to coaching such as tactical, technical, administrative, sport injuries, players management and many others. Hence, Louise shared that as a head coach if one were to do it by herself, it will be easy to overlook certain aspects of the sport. When given the opportunity to assemble a coaching team, select like-minded individuals who share the same values in developing a holistic team. This would create a constructive working environment where everyone taps on the individual's strengths to complement each other.

Building a team of officials requires a lot of patience and open-mindedness. One example given by Louise was when she had to form a team of new officials in 2018. Looking back at her philosophy in coaching and the team's dynamics, she knew the qualities of people that she needed and how they were able to further enhance and develop the team holistically. True enough, Louise had one of the best coaching teams that led to the Singapore Women's Floorball team's historic success in 2019!



PRACTICE TIME!

- Reflect and write down what are your coaching strengths and challenges. You may wish to pause and seek feedback from your athletes, colleagues or mentors.
- What are the qualities and characters (of individuals) you would look for when gathering a coaching team? How would they enhance the team that you are coaching?

"A team is about friendships, cohesion and unity." - Louise Khng

#3 - TEAM VALUES BUILD COHESION

Adversity can be overcome by a team that has strong team cohesion. Louise believes that to build a cohesive team, everyone is accountable for what they do.

For example, during a team bonding activity, Louise got her players to come out with a representation for S.W.F.T.. This was how culture of the team was developed. By getting players to brainstorm their own team's identity, it gives the players a sense of accountability, ownership and commitment to the team.

Even though team cohesion is not easy to build, Louise encourages all coaches to work on it. She added that as coaches, they are responsible for players lives and therefore, a coach must see their players as friends to build cohesion and unity in the team. However, a coach must find this balance between being a friend and a coach to their athletes.



#SUPPLEMENTARY EPISODE –

HOW DO COACHES ADOPT A PLAYER-CENTRIC APPROACH DURING TRAINING?

According to Louise, coaches should get players to understand the different roles played by the team in the sport. When designing training sessions, it should be more player-centric rather than task-oriented. This will allow players to learn more effectively. For example, when getting players to play the position of a defender, create drills or activities that help all players to understand the defender's role. This is in comparison to creating a drill and telling players what to do in defense.

Additionally, coaches must learn to adapt the training intensity according to the team's energy levels during the session.



#SUPPLEMENTARY EPISODE –

LIKE PLAYERS, COACHES TAKE TIME TO DEVELOP. HOW DOES ONE MAKE SENSE OF THAT PROCESS?

Success will always be accompanied with some failures. However, Louise said that coaches will only develop if they are willing to work on the feedback given to them.



WELL DONE! 

You have completed this e-learning on SportSG-Ed! We hope you feel more motivated and inspired by all the sharing from Ms Louise Khng.

We would love to see you put what you have reflected into your coaching sessions and practice it.

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