

## Recognition Strategies for PNZ Coaches

- **Personal thanks:** Say thank you – simple, but effective
- **Cover costs of training:** Provide professional development opportunities and subsidise the cost of training courses
- **Social events:** Organise social events to recognise coaches and officials, such as presentation nights, dinners, thanks BBQs or breakfasts
- **Provide references:** Recommend coaches and officials to prospective employees
- **Value input:** Listen and create a supportive environment where your coaches and officials feel valued, useful and welcome
- **Publicise achievements:** Celebrate achievements and recognise efforts of coaches and officials in newsletters, magazines, websites, local media and annual reports
- **Empower:** Provide opportunities for them to take on additional responsibility
- **Reward:** Give awards, thank you cards, certificates, clothing or gifts such as tickets to games
- **Congratulate:** Send a congratulations or thank you letter signed by a high profile person
- **Nominate:** Nominate coaches and officials for awards
- **Cater:** Provide food and drink for coaches and officials during events and meetings
- **Remember important dates:** Send birthday, Christmas cards and acknowledge significant anniversaries of a volunteer's service to your club.
- **Dress:** Provide a uniform for coaches and officials to wear so they feel part of the team
- **Reimburse expenses:** Try to cover any expenses the coach and official might incur, such as travel, entry fees, accreditation and registration
- **Promote accreditation:** Encourage coaches to become NSO accredited
- **Mentor:** Provide a mentor program between experienced and new coaches or officials.
- **Represent:** Ensure coaches and officials are represented at all levels on committees.
- **Support:** Ensure your club or association has a coaching/officiating director, coaching/officiating coordinator or chairperson.

