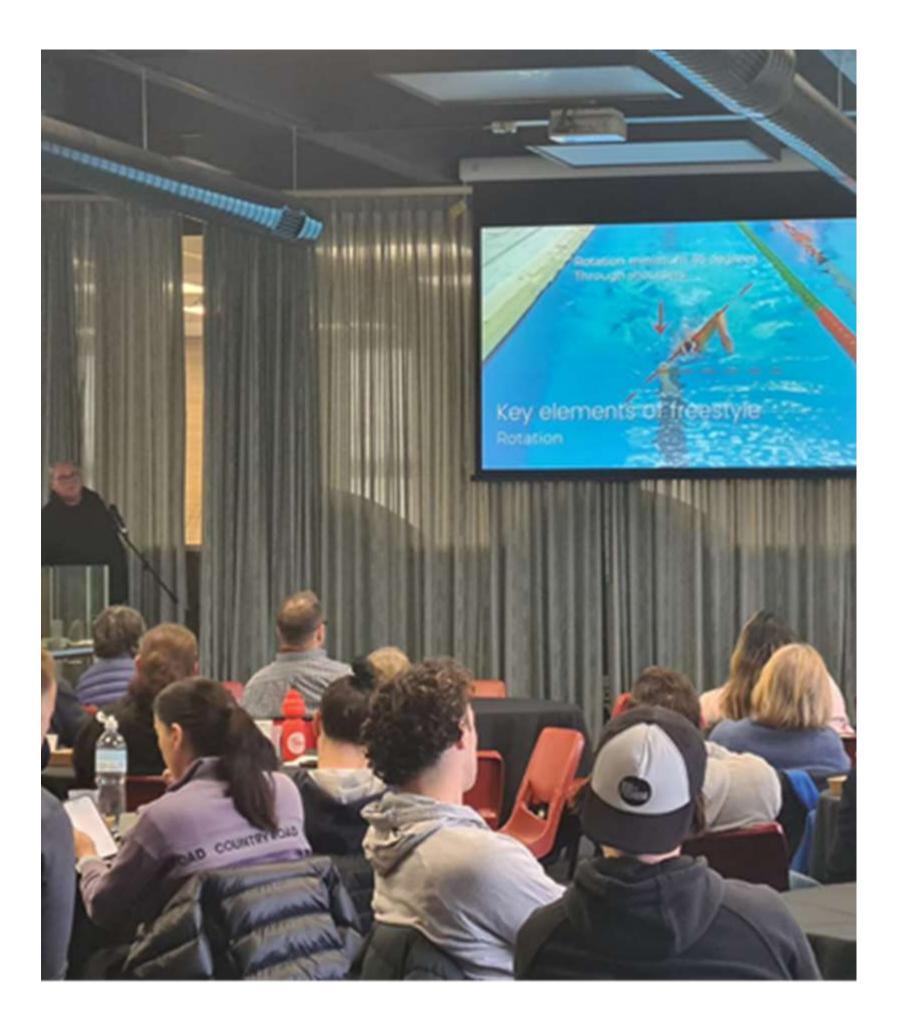
# THE THREE C's CULTURE, COLLABORATION & COMMUNICATION

## SVIMMING AUSTRALIA GARY BARCLAY

## **drend Sportaus @**City Fertility



# **CONFERENCE DAY FOCUS**



Building Communities and Belonging

Building community is the process of creating and engaging a group of people around a common interest or purpose.

Building strong communities can have many benefits including creating a sense of belonging and connection among members.

# WHERE DOES EACH C SIT?



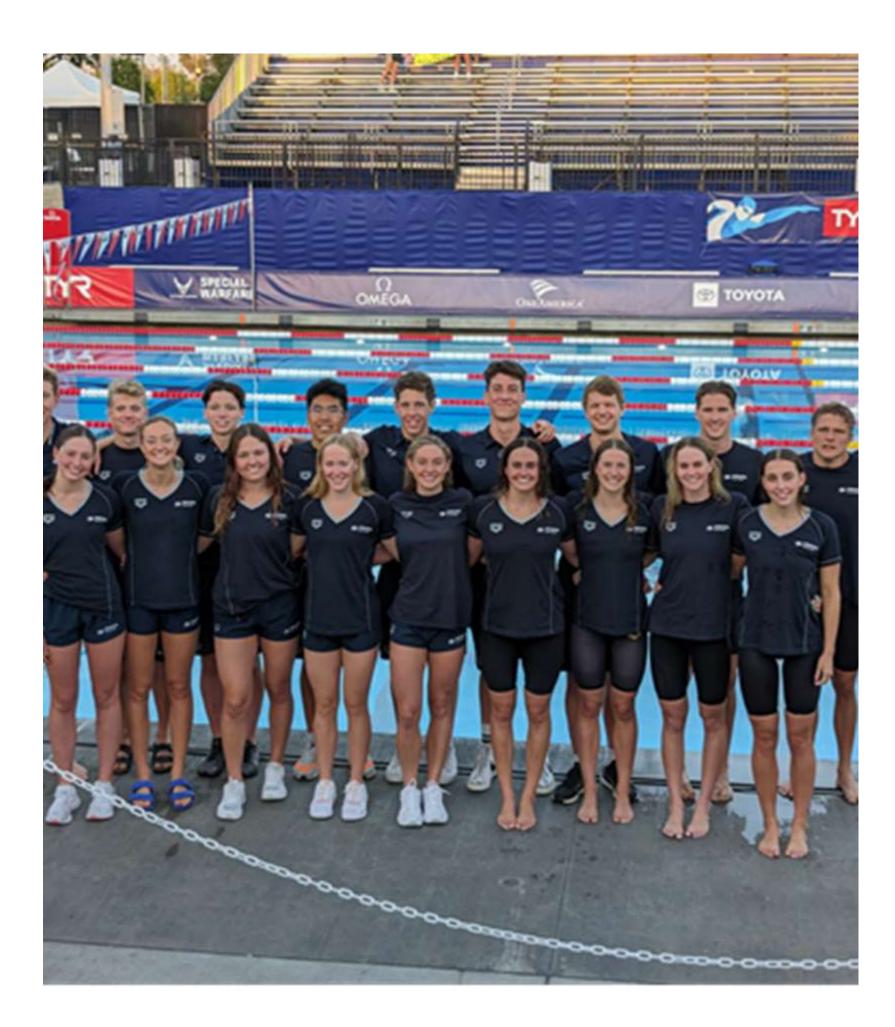
Culture, collaboration, and communication are:

In swimming these elements are critical to support participation, enjoyment and performance within a swimming club or program.

three **interconnected** elements that play a crucial role in various aspects of human interaction, including business, sport, relationships, and society.

Interconnection 1+1+1=4

# CULTURE



#### What is culture?

# CULTURE



What is culture?

- shared values,
- beliefs,
- customs,
- traditions, and

behaviors 

Culture = Care

- Culture refers to the
- that characterize a group of people, say a swimming club, swimming squad, Swimming WA or Swimming Australia.
- Culture is the environment an organisation create for its people through programs and behaviours.

# CULTURE v VALUES



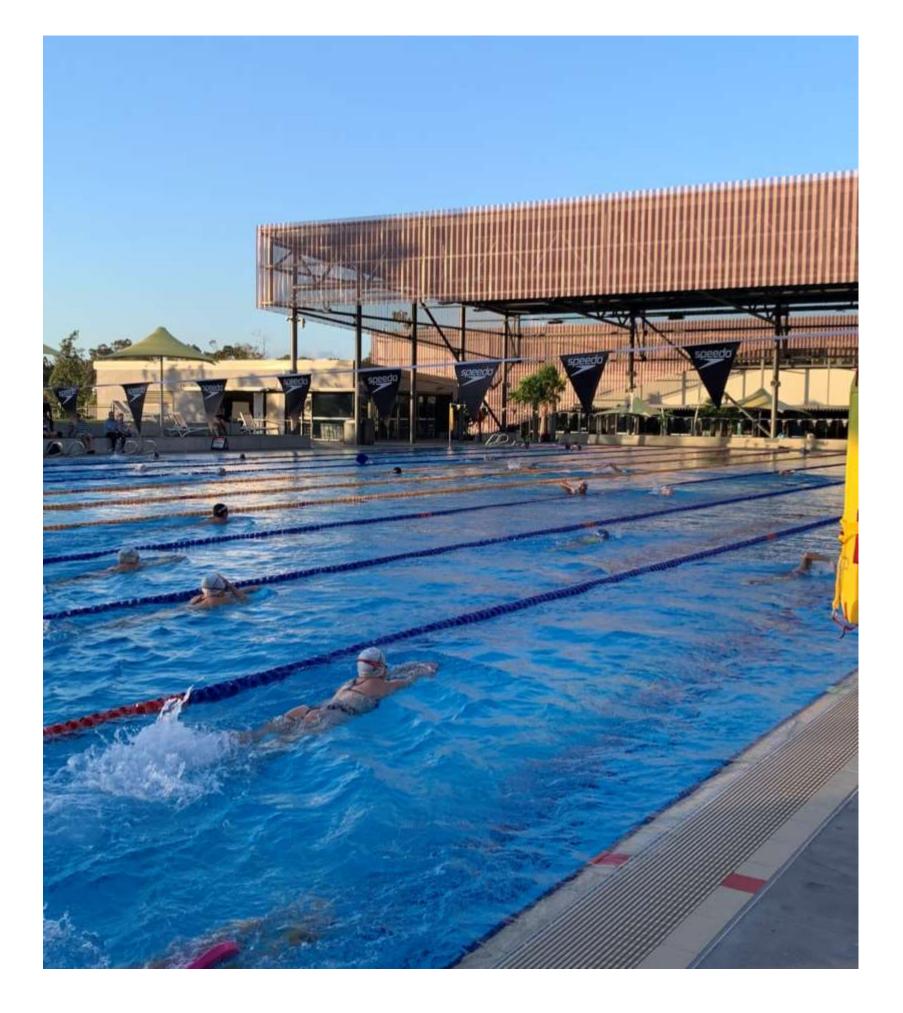
By establishing and living an organisations values, swimming organisations can often see benefits in their culture.

By encouraging the behaviours that relate to those value, culture will improve.

Organizations can improve their credibility, along with the happiness and productivity of their people (swimmers, parents, coaches, committee members).

In sport, both culture and values represent important aspects that can influence enjoyment, success, performance and public perception.

# CULTURE IN SWIMMING CLUBS



- Safety
- Passion
- Integrity
- Respect
- Inclusion
- Teamwork

- Swimming Australia Values Courage
  - Unity

Excellence

- The use of values to assist in the development of culture.
- Swimming WA Values



- Speak out if there's a problem. be brave
- show grit by our perseverance and passion. believe in ourselves and each other.
- be resilient.
- call out poor behaviours.
- hold ourselves to account.

take the lead and develop ourselves as a rolemodel.

develop a growth mindset.



# have each other's backs.

- celebrate each other's achievements.





### WE WILL DEMONSTRATE

Include everyone by listening to others and demonstrating respect for each other.

/EWILI

support & encourage each other by cheering each other on. Have each others backs be united in uncform.

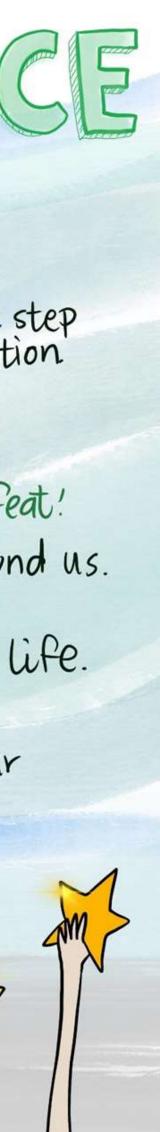
leque our swim team in a better place.

uphold the standards of behaviour required. · contribute in a positive manner to the team.

# WE WILL DEMONSTRATE /EWIL

have a performance first mindset'-we step up and perform regardless of the situation. · apply feedback.

- do all the things, the '1-percenters'
- · be 'humble in victory, gracious in defeat!
- be proactive in using the team ground us.
- control the controllables.
- ensure we have balance in our life.
- respect each other.
- be professional in all aspects of our sport and life.



# CULTURE IN SWIMMING CLUBS



What does culture look li organisation? What should it look like?

What does culture look like in your swimming club, squad or organisation?

# CULTURE



Culture has a significant influence on collaboration and communication

- navigated.
- settings.

Culture shapes how individuals perceive the world including their club/squad, how they interact with others, and how they communicate their thoughts and ideas.

Differences in culture can lead to misunderstandings and misinterpretations if not properly acknowledged and

Cultural sensitivity and awareness are essential for effective collaboration and communication in diverse

# COLLABORATION

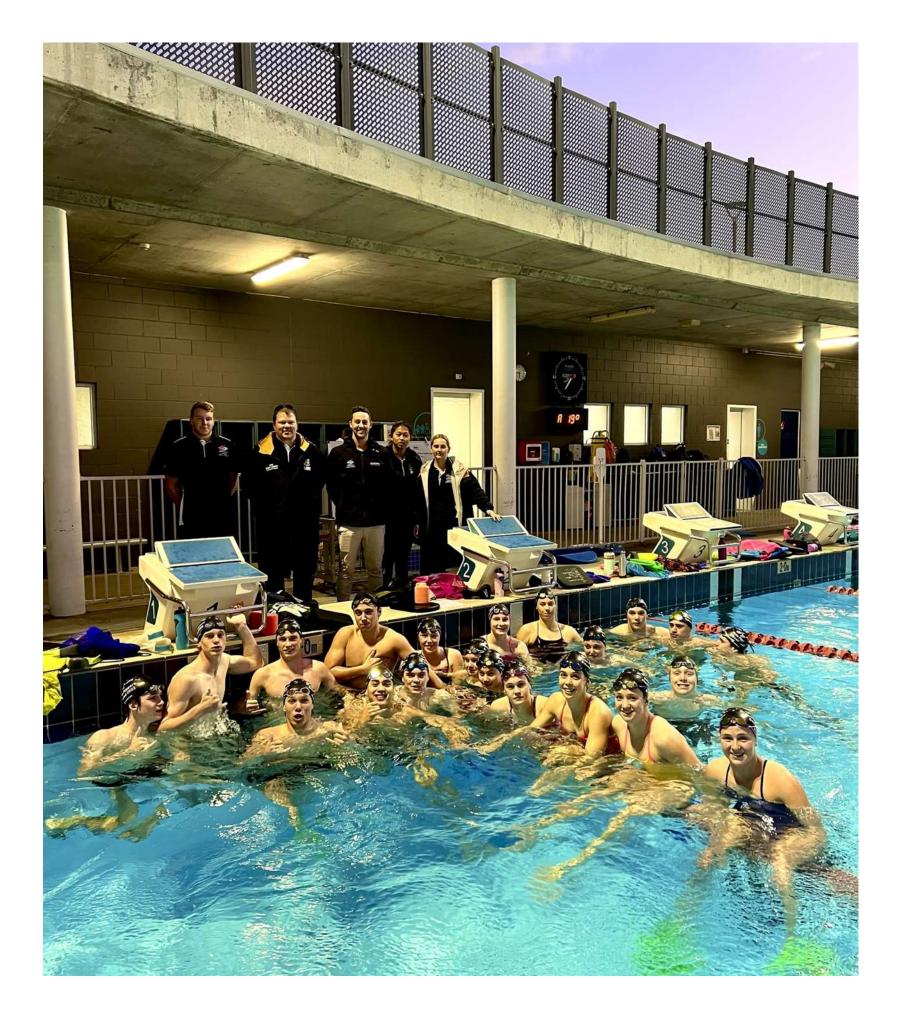


Collaboration is the process of individuals or groups working together to achieve a common goal or solve a problem. It often involves sharing ideas, resources, and responsibilities.

What are some examples of collaboration in swimming?

#### What is collaboration?

# COLLABORATION



communication

- solutions.

## Collaboration has a significant influence on culture and

A collaborative environment can foster the sharing of diverse perspectives and ideas, leading to innovative

Culture can impact how people approach collaboration, including their willingness to trust others, share information, and work as a team.

Effective collaboration often requires open and inclusive communication practices to bridge cultural differences and build strong working relationships.

# PARENT / CHILD COLLABORATION



### **Parent & Child Relationship**

- Parenting is the most difficult job
- The swimming environment is very structured which will hopefully positively support our parenting
- Taxi driver
- Calendar/diary manager
- Chef
- Financier
- Psychologist
- Provider of all of life's necessities
- Receiver of little thanks
- Dealing with disappointment
- The impacts of parents living through their children (swimmers).
- When does the parent's role begin to diminish?
- What role does the parent fulfil when the developing teenager
  - reaches adulthood and becomes independent?

## The Swimming Parent

Educational book for swimming parents

www.SwimmingForParents.com

• Written specifically for parents of children aged 8 to 14 years who train and race in competitive swimming.

## SWIMMING for PARENTS

The Ultimate Education Guide for Swimming



#### GARY BARCLAY

# PARENT / CHILD COLLABORATION



"The key to establishing and maintaining a strong parent / child relationship is to love your child regardless of their performance.

By providing this unconditional love, you will build the foundation for a strong relationship for many years to come."

## SWIMMING FOR PARENTS

## SWIMMING for PARENTS

The Ultimate Education Guide for Swimming Parents



#### GARY BARCLAY

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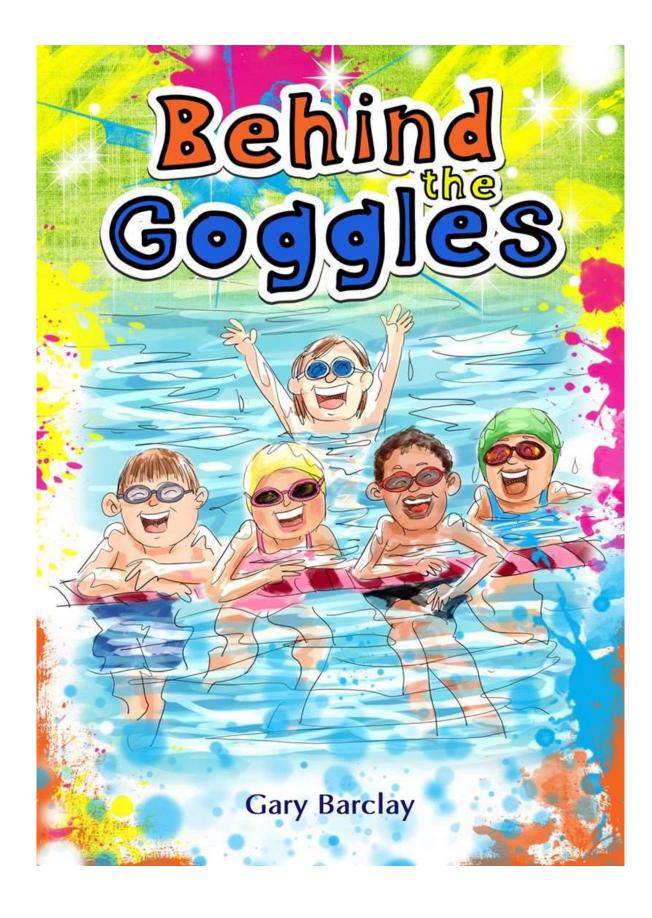
Educational online resource for all parents of competitive swimmers.

www.SwimParentAdvantage.com

Includes Swimming for Parents in video (52 videos) and written format, and at least 50 online videos around nutrition and psychology of swimming.

Bonus: 4 x 10min stroke videos

# **BEHIND THE GOGGLES**



## Unique, fun and educational book for children aged 8 to 14 years

## www.BehindTheGoggles.com.au

Great gift for swimmers that they will read and use over and over again.

# **COACH / PARENT COLLABORATION**



#### **Coach & Parent Relationship**

- Responsibility on both parties to build relationship
- All relationships are dynamic and change over time and exposure to each other
- A majority of swimming parents are very supportive of their child's coach.
- The parents and coach work together as a team to ensure the best possible environment for the swimmer to improve and be successful.
- High level of trust required
- Let the coach, coach
- Progress concerns speak to the right person.
- Swim meet performance don't make emotional decisions
- Handling conflict situations
- Club's need volunteer support

# **COACH / COMMITTEE COLLABORATION**



#### **Coach & Committee Relationship**

- Responsibility on both parties to build relationship
- other
- A majority of committee members are very supportive of their club's coach. The coach and committee to work together as a team to ensure the best possible environment for the families to improve and be successful. Clear understanding of roles and responsibilities of each

- Professional conduct by all (eg. Not going on pool deck to discuss something with coach)
- and out
- Range of committee members (diff level squads, experiences) will assist on solid decisions
- Ensure strategy and structure is in place and this will make it easier to support the right people.
- Dealing with conflict situations

All relationships are dynamic and change over time and exposure to each

Coaches are often the driver of a club with Committee members coming in





# COMMUNICATION



- Communication is the exchange of information,
- ideas,
- thoughts, and feelings between individuals or groups.

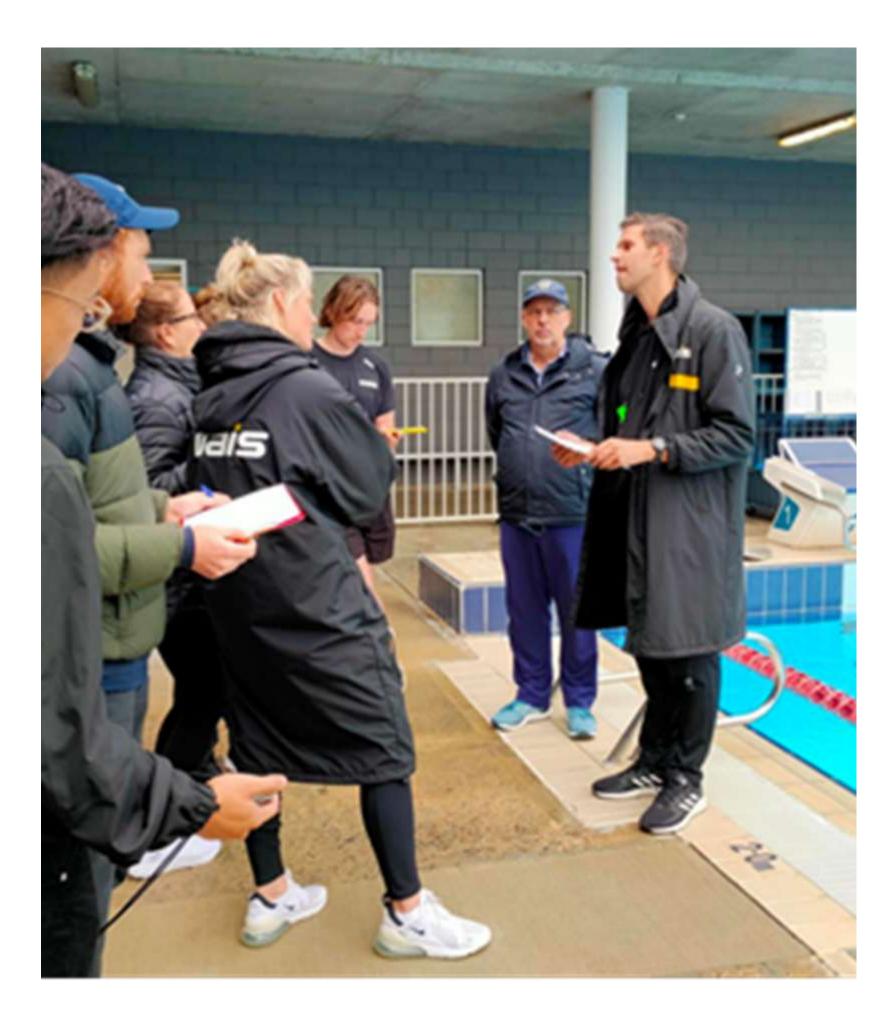
environment.



What is communication?

- It can take various forms, including verbal, non-verbal, written, and visual communication.
- Let's share some examples of communication in the swimming

# COMMUNICATION



Communication has a significant influence on culture and collaboration.

- backgrounds.



Culture shapes communication styles, such as direct or indirect communication, the use of gestures, and the importance of hierarchy and formality.

Effective communication is essential for successful collaboration, as it helps convey intentions, expectations, and feedback clearly and concisely.

Cross-cultural communication skills are crucial when collaborating with individuals from diverse cultural

# INTERPLAY BETWEEN THE 3 C's IS COMPLEX



### **Culture Affects Collaboration**

#### **Collaboration Shapes Culture**

### **Communication Bridges Culture and Collaboration**

Culture can influence how people approach collaboration.

Collaborative efforts can lead to the development of a shared culture within a group or organization.

Effective communication serves as a bridge between culture and collaboration.



# 3 C's ARE INTRICATELY LINKED



Culture, collaboration, and communication are intricately linked and play essential roles in various aspects of human interaction.

It is important to:

- Recognize and value cultural diversity,
- Foster collaborative environments, and
- Develop strong communication skills

This will result in the achievement of successful outcomes in swimming organisations, squads and throughout society.



#### **2023 SWA Conference**

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**Grend SPORTAUS** @CITY FERTILITY

