

COMPONENTS

TEAM COACHING

1. STATE OF MIND

When it comes time to teach you have 2 goals:

- Lead an INTENSE workout
- Coach your TEAM

These are your foundations. Remember them.

Top suggestions for a LES MILLS GRIT frame of mind:

1. PRACTISE. You need to know your stuff
 - this gives you confidence
2. Praise for effort is essential
 - 'high fives' and 'pats on the back' are key
3. Be AUTHENTIC and GENUINE
4. Engage with every person in the room
5. Do it with the team
6. Circulate and coach each individual

2. SHOW

LES MILLS GRIT is hardcore. There's no question about that! So, like the greatest coaches, the people who choose to teach LES MILLS GRIT have got to be very hardcore too.

If you want to truly inspire people to push their boundaries physically, you want to be pushing your own boundaries. Get out of your comfort zone when you're teaching; be the best inspirational athletic and physical role model you can be.

What does this mean in terms of preparation? It means a lot of work. If you practise with heavy weights, big jumps and a huge heart, you WILL become the kind of coach your team needs to enable them to achieve their personal goals.

Suggestions:

- Work hard at creating a super succinct script; short sharp cues
- Practise saying your script while you practise physically
- Be clear, precise and highly motivational
- Move around the room and use great role models in class for demonstrations so you can coach others

3. SAY

What do you NEED to say?

- Technique and safety cues
- Cues for quick setups and to organize equipment and positions
- What to expect in the next block
- Highly motivational and encouraging cues
- Cues for recovery, ie when it's coming up

Basically you are setting people up with enough to get them safely and quickly into a move without a long transition, and then you are motivating them.

IT'S VERY SIMPLE WHEN YOU PUT IT LIKE THAT.

LES MILLS GRIT STRENGTH 18

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The Fine Print

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WORKOUT INTRODUCTION

Set your team up with enough information and mental toughness to get them through.

1. Let them know what's coming up, when they are going to rest and when they will need to power through.
2. Demonstrate any initial moves.
3. Let them know that they should work as hard as they can in each set because the key to LES MILLS GRIT is the breaks and recoveries. There are a lot of them. Go hard – it's why you're here.
4. Say that this is THEIR individual challenge; they are competing with themselves. If they need to stop or slow down, do it. Next week you'll do 1 more rep, the week after that 1 more still. Work as a team to pull each other through to the finish line!
5. Remind them that it is for only 30 minutes! And you can do anything for 30 minutes, right?

SO, NOW WHAT?

THE LES MILLS GRIT COACHING MODEL IS IN 4 PARTS:

1. SETUP

Go through all the essentials – body part and direction, safety cues, technique tips, range etc – for each move. This is the truly ESSENTIAL stuff. Show it, say it, move on. This is in your workout notes.



2. CONNECT

Now the true coaching comes into play. Get on the floor with your team, start working on their individual technique, motivate them, challenge those who are flagging. Give your team options and acknowledge the effort they're putting in, even if they don't take the hard road.

3. DRIVE

Hammer, smash, kick, motivate, grunt and inspire. When the going gets tough, LES MILLS GRIT Coaches get inspirational. The harder you work here and the more effort you put in, the more your team will achieve. It's grass-roots coaching. Take your team to the end with you, even if you're dragging them kicking and screaming!

4. RESET

Just because that was one of the hardest things you have ever put your body through doesn't mean you get to rest. Let your team know where they are in the workout, what's coming up, and how amazingly they have done so far. The more encouragement you give them here, the more they're likely to want to complete the next set.

AND FINALLY...

The end of the workout is one of the most important times for you as a coach to connect with your team. Think of it like you've won the championship – you're not just going to take off, right? Acknowledge how well every person did; celebrate, because they just got through a grueling workout. You can display pride and joy in your team's success here. Make contact with every person – high fives; a quick word; they came, they saw, they conquered. Finally, tell them when they can come back for more.

TRAINING PROFILE

LES MILLS GRIT STRENGTH 18 OVERVIEW

Harder, better, faster and more dynamic are just some of the words we use to sum up LES MILLS GRIT Series Release 18. This workout has been designed to shift your fitness, burn lots of fat and develop lean, athletic muscle. In GRIT Strength the emphasis is on load and range to ensure we hit maximum output in each work interval. The presenting team worked really hard this round to role-model excellent technique and advanced coaching. You'll notice slight changes in the coaching style. The language style the presenters use in this release is more relevant to the essence of GRIT Strength and getting participants moving with great technique and intensity from the start. This allows members to feel the workout as soon as the countdown hits. Keep an eye out for the intensity cues in Layer 2. Having one focus to drive participants harder in each movement will make coaching much more successful. As always, have fun, smash the workout and enjoy getting a massive sweat on! Love from the GRIT Series 18 team.

TRACK	TRACK NAME	TRAINING TECHNIQUE	PROGRAM SPECIFIC or MIX AND MATCH
1	Warmup	Neuromuscular Pre-conditioning	Program Specific
2	Tri Sets	Integrated Power Training	Program Specific
3	Add On Supersets	Power Agility	Program Specific
4	Tabata	Power Intervals	Mix and Match
5	2 Minute Challenge	Descending Supersets	Mix and Match
6	Core	Athletic Core Conditioning	Program Specific



WORKOUT STRUCTURE

LES MILLS GRIT uses pre-set work and recovery intervals but the speed and number of reps completed in each block are determined by each member of the team.

This allows us to focus on power training – maximizing our muscle output to hit top-end training zones. That way, we will deliver the 3 key benefits that are exclusive to High-Intensity Interval Training (HIIT):

- Accelerated fitness gains
- Massive changes in body composition
- A prolonged EPOC effect.

We need to establish control to ensure we are safe and effective in each training block.

Each of the 3 LES MILLS GRIT formats – Strength, Cardio and Plyo – uses simple, compound movements designed to train explosive power. Power training provides the path to intensity.

So, what is power?

Power is the measure of work done in relation to time, ie how much you do and how quickly you do it. Power defines athletes. Athletic ability is not determined by either strength or speed individually but by how you combine those 2 variables. Power training is strength training performed explosively within the shortest possible time between the eccentric and the concentric phases of each contraction.

Power training requires less load (often just body weight) and uses very quick, explosive contractions to activate as many muscle fibers (particularly type 2 fibers) as possible. We can monitor power output by how far, and how quickly, we shift the load.

Speed and distance or range of motion will be a coaching focus for all of the moves you see in this LES MILLS GRIT release. However, power means nothing without CONTROL. For power training to be effective, the load must be kept in the muscles.

If these high-speed movements are absorbed by joint tissues, not only do we lose the training effect but we also run the risk of injury. Joint stability and control must be achieved before we train for power.

Setup Cues must, therefore, focus on joint alignment: putting the joints in the best position to receive load; stabilizing muscle contractions; ensuring that the joints are supported by the correct muscles. These elements must be established BEFORE we can utilize the effects of power.

Once we've set that sound foundation THEN we can start to train speed and distance.

As LES MILLS GRIT Coaches, you MUST achieve this when coaching your teams. You need clear, concise Setup Cues to set the foundation and driving Follow-up Cues to increase speed and range of motion with constant monitoring so that you can determine who needs to push harder and who needs to pull back and revisit their setup or have a break for a few reps.

To do this effectively you need to be an expert in each of the 3 LES MILLS GRIT workouts. Organize your delivery so that it's clear, with no 'fluffy' language, then get amongst your team. You are their personal trainer for that 30 minutes – you must stay focused.

Be driving and motivational while, at the same time, looking after each and every one of them as if you were training your best friend.

NEW RELEASES

SIMPLE COACHING. MAXIMUM FUN.

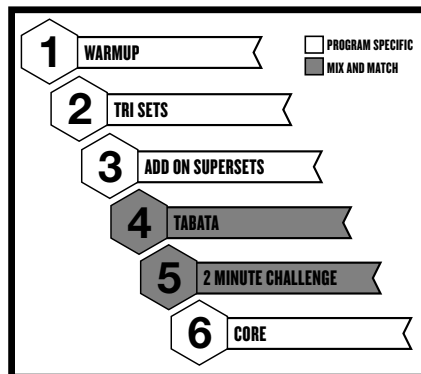
NUMBERING

A reminder that from Release 12 we aligned the numbering for Cardio with Strength and Plyo. This means there isn't a Cardio 9, 10 or 11.

MIX AND MATCH

You can mix and match certain tracks within this release if your club is licensed with more than one LES MILLS GRIT program. Each Quarterly Release is structured differently so you can only ever mix within a release (eg LES MILLS GRIT Strength 18, LES MILLS GRIT Plyo 18, and LES MILLS GRIT Cardio 18), and only the allocated tracks stated in the notes.

In this release the mix and match tracks are Tracks 4 and 5 (see below).



Whatever track you begin the workout with dictates the type of class it is. For example, if you teach Tracks 1, 2, 3 and 6 from Strength and Track 4 and 5 from Cardio, this would be a Strength workout.

This gives you and your members a huge amount of variety, which is key to avoiding training plateaus. Have fun messing things up!

EQUIPMENT

If the mix you are doing involves setting up different equipment for later tracks, it's important that you make this clear at the beginning of the workout. You can stop the music for a max of 30 seconds to set up, but no longer as intensity levels will fall.

COMPETITION

You might have noticed we've taken the competition off paper and put it in the hands of members with the LES MILLS GRIT app.

In this release you won't find a competition sheet – instead, members can input their score directly into the app during or after class and their results will be live. This allows them to track their progress and connects them with fellow GRITTERS within their club and around the world at the touch of a button.

Read on to find out all the details.

Don't be a stranger, hit us up on Instagram and Facebook @lesmillsgrit. We're stronger together. That's why.

– LES JNR

GRIT COACHES, THIS IS GOING TO CHANGE YOUR LIFE...

Did you know that you can now write the exercises up on the wall / mirrors so participants can see them?

This is at the discretion of your club (so definitely check on their policy before you go writing on any mirrors or walls) but when it works for your club and timeslot, you can display the workout on a flipchart, on the mirror (make sure you use non-permanent ink!), or even on the floor in chalk!

This is for the benefit of both you AND your participants. It will help you out because we all know it can be tough to remember lots of different exercises across lots of different releases. It will help your participants out because it will act as a reminder for exercises that are being repeated, and help them to understand the structure of the class – empowering them in their workout. And that's good news for everybody!



NEW RESEARCH: LES MILLS SPRINT

LES MILLS SPRINT is HIIT on a bike.

High-Intensity Interval Training (HIIT) is riding a wave of popularity in the fitness industry and has proved to be hugely popular with participants.

HIIT delivers two specific training benefits:

- Accelerated improvements in fitness
- Rapid changes in body composition

Those who participate in HIIT get fit and lose body fat – fast. This method of training changes our biochemistry and speeds up results. Your body keeps working hard long after the 30-minute workout has finished.

LES MILLS GRIT™ has been scientifically designed to deliver the benefits of HIIT and our research proves that it works: people get leaner, fitter, and stronger.

So why HIIT on a bike?

For many people, cycling is more manageable than a LES MILLS GRIT workout. It requires less skill than lifting weights, and removes the impact generated when we run or jump.

New research proves that LES MILLS SPRINT delivers on the HIIT promise.

Thirty-six active adults, aged 18 to 65 years, participated in a study at Fitology in Penn State, USA. All participants had cycling experience, and were actively doing at least 3x 60-minute cardio sessions per week.

The team was split into two groups. The control group kept their exercise regime exactly the same. The other group replaced one 60-minute session with 2x 30-minute LES MILLS SPRINT classes, so that both groups completed the same number of training hours.

The LES MILLS SPRINT group demonstrated significant improvements in just 6 weeks:

- Cardio fitness increased by 9.7%
- Body fat decreased by 5.8%
- Leg strength increased by 11.9%

Improvements were also seen in blood pressure levels and other factors that are predictors of cardiovascular disease.

LES MILLS SPRINT is therefore a fantastic option for High-Intensity Interval Training. It's proven to generate great results in just 6 weeks, and is the perfect option for those who can't lift weights or do high-impact exercise. Incorporating 2x 30-minute classes into a weekly training plan is all that is required to get fit, burn fat, and build strength – fast.

For a full report on this study, visit :
<http://fitnessresearch.edu.au/journal-view/high-intensity-interval-cycling-improves-physical-151>

BODY LANGUAGE FOR POWER & PERFORMANCE

Other people's body language can tell us a lot about their emotional state.

Have you ever stopped to think what your own body language is communicating to you?

Amy Cuddy, a Professor at Harvard Business School, performed a study* to evaluate how expressions of power through posture can affect how powerful we feel in everyday situations.

Participants in the study engaged in either a powerful or powerless pose before a stressful job interview. Those who adopted a powerful pose were found to perform significantly better, and were more likely to be hired for the job.

Cuddy's research showed that simply holding one's body in expansive, 'high-power' poses for as little as 2 minutes stimulates higher levels of testosterone (the hormone linked to power and dominance) and lower levels of cortisol (the 'stress' hormone). The theory is that testosterone increases our assertiveness and tendency to action, while the low cortisol enables us to stay calm, focused, and feeling in control in the face of big challenges.

What does this mean for us as instructors?

We love those classes where we're completely 'in the zone', when we're captivating and in control – 100% present. However, we often encounter teaching situations that make us feel less than powerful; eg, filling in for your club's most popular instructor... teaching for the first time in a new club... These situations can create self-doubt and make us question our abilities as instructors.

How can we apply this science to create a more powerful presence when we teach?

- **Observe your own body language for a few days.** Are you crossing your ankles? Wrapping your arms around yourself? Hunched over your smartphone? You might be surprised at how often you find yourself in a powerless pose.
- **Change your posture.** Your body is continuously and convincingly sending messages to your brain. Make as many of those messages powerful simply by changing your posture.
- **Use a power pose before a high-pressure situation,** such as when filling in for your club's most popular Instructor. Power pose before that class! Find a private space (bathroom cubicles are perfect) and adopt a power pose for 2 minutes. This posture sends signals to your brain that help trigger the desired hormonal response: high testosterone and low cortisol.

Change won't happen overnight, and that's OK! Practising your powerful body language will, over time, help to modify your thinking, feelings, and physiology.

You are truly creating the Ultimate You.

* Cuddy, A. 2015. *Presence: Bringing Your Boldest Self to Your Biggest Challenges*. Little, Brown and Company.



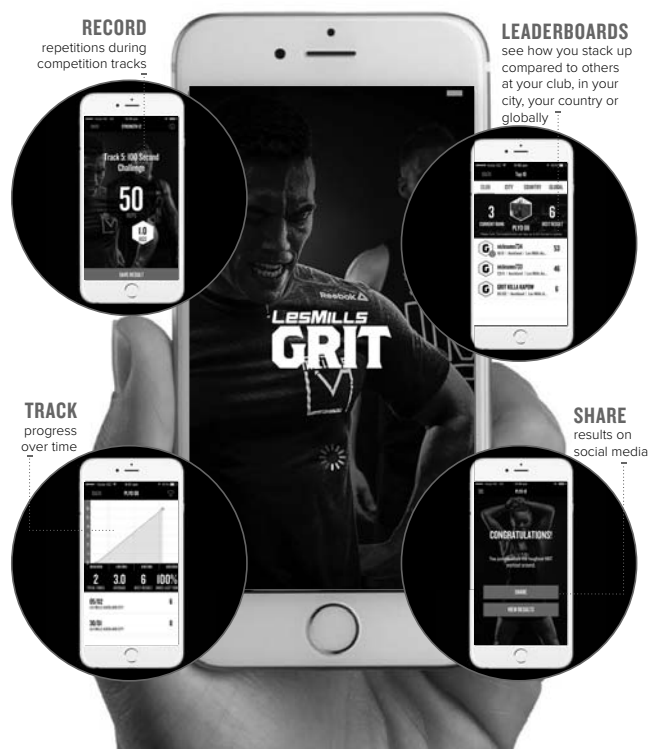
LES MILLS GRIT APP

IT'S HERE...

SO WHY DID WE CREATE IT?

- To enhance LES MILLS GRIT workouts and take members' engagement to the next level
- Our target market is tech savvy, so we need to communicate with them through their preferred method – their mobile phones
- To bring the competitive element of LES MILLS GRIT to life – you know that your members probably secretly wonder if they can smash out more reps than the person standing next to them (plus we know you'll be dying to see how you stack up compared to the other LES MILLS GRIT coaches out there)!

KEY FEATURES



LES MILLS GRIT APP

HOW DOES IT WORK?

Each release has a dedicated competition track for which participants will be able to enter their rep count into during or straight after class. They'll then be able to benchmark their score for next time they do that release, setting new goals to smash as well as seeing how they stack up against other GRIT lovers within their club and around the world.

Important: Remember, if you are mixing and matching the competition track in a release, you will need to let your participants know before they enter their scores. For example, if you are teaching a Strength release but using the competition track from Cardio, your participants will need to look for the Cardio competition track on the app, not a Strength version.

In this release the competition track is Track 5: 2 Minute Challenge: Descending Supersets

Here's your 'cheat sheet' to competition tracks in other releases:

Release	Competition Track
01 – 06	No competition tracks
07 (Cardio 04)	Track 3: Metabolic Circuit Training
08 (Cardio 05)	Track 5: Burpee/Plyometric/Propulsion Challenge
09 (Cardio 06)	Track 5: Ladder Challenge
10 (Cardio 07)	Track 2: 10/10 Max Out
11 (Cardio 08)	Track 5: 1-Minute Challenge
12	Track 5: 100-Second Challenge
13	Track 5: 1-Minute Challenge
14	Track 3: 30x30 Challenge – Exercise 2
15	Track 5: Anaerobic Challenge
16	Track 5: 90-Second Challenge: 10, 8, 6, 4
17	Track 5: 2-Minute Challenge: Beep Test
18	Track 5: 2 Minute Challenge: Descending Supersets

Remember that competing is just an option, and that participants can enjoy the workouts without having to record reps.

Here's an example of what you what might say to your class:

"Team! If you're using the LES MILLS GRIT App to record results, the competition track we're doing is [insert Strength, Plyo or Cardio] [insert LES MILLS GRIT release number] today. The competition track is Track [insert track number]. I'll explain how to count your reps when we get to this track. Any questions, come talk to me at the end of the workout. Recording your results is optional and we're all in for an incredible workout regardless!"

LES MILLS GRIT APP

SO, WHAT DO YOU NEED TO DO?

1. Download the app from the App Store and get familiar with it.
2. Set up your profile and select that you're a LES MILLS GRIT coach so we can communicate with you directly through the app.
3. Use the app to double-check what the competition track is before teaching.
4. Encourage participants in your classes to take charge of their fitness and start tracking their progress and setting goals for themselves.

FAQs

What are the key features of the LES MILLS GRIT mobile app?

The app will allow users to record repetitions during competition tracks and track their progress, and it will also connect them with GRITTERS within their club and around the world at the touch of a button. Users will also be able to share on social media the fact that they've just smashed the toughest HIIT workout around.

What platforms will be able to access the mobile app?

The LES MILLS GRIT mobile app is available through the App Store for iOS users. We're working on getting an Android version up and running, however timing for this has not yet been confirmed.

What languages is the app available in?

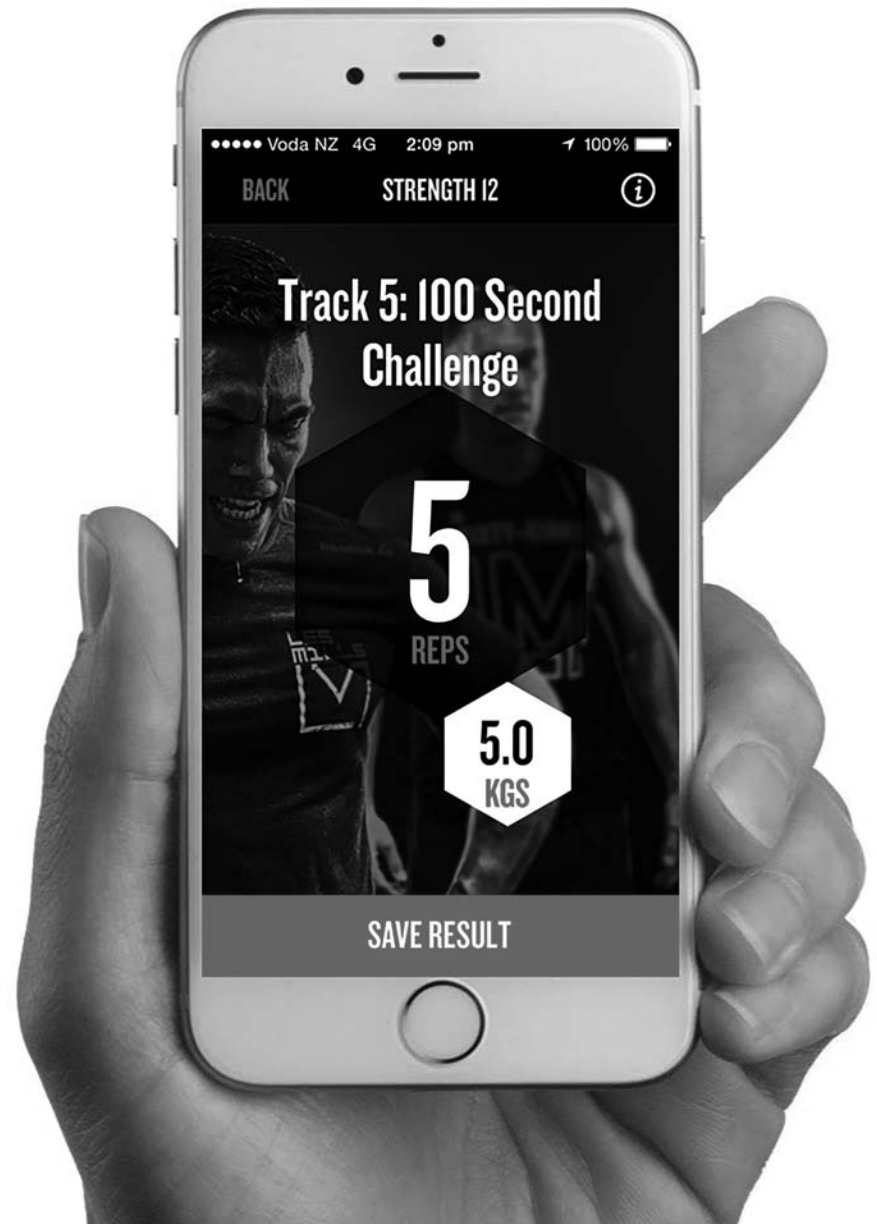
At this stage the app is only available in English.

Is there any cost to download the app from the App Store?

No, you can download the app from the App Store free of charge.

Where can I give feedback about the app?

We'd love to hear your feedback! Please send your comments to GRIT@lesmills.com



OUR DECLARATION OF INTENT

The Les Mills global family is made up of 16,000 fitness clubs, 100,000 instructors and millions of participants from 112 countries around the globe.

SEPARATED BY GEOGRAPHY, RELIGION, RACE, COLOR AND CREED, WE ARE UNITED IN OUR LOVE OF MOVEMENT, MUSIC AND THE PURSUIT OF HEALTHY LIVING, BOTH FOR OURSELVES AND OUR PLANET.

AT LES MILLS WE BELIEVE IN THE DIGNITY OF EACH INDIVIDUAL WITHIN OUR COMMUNITY AND STRIVE TO RESPECT THE RIGHTS AND FREEDOMS OF ALL.

In our choice of role models, music and movements we understand that different people and societies have different standards for dress, popular culture and dance.

WE ALSO KNOW THAT WHAT IS CONSIDERED APPROPRIATE IN SOME CONTEXTS CAN BE SEEN AS INAPPROPRIATE IN OTHERS.

As a company that leads group fitness experiences for millions of people every day, we walk a fine line between delivering cutting-edge, innovative products and ensuring that accepted norms are upheld and respected.

Choosing, licensing and matching choreography to the right music is a huge challenge! We screen the music we use and try to avoid language and references that may cause offense. If we can, sometimes there will be an alternative track (at the bottom of the track list) for you to use instead.

WE EMBRACE OPEN COMMUNICATION WITH OUR GLOBAL FAMILY SO DIFFERENCES OF OPINION CAN BE EXPRESSED, AND COMPROMISES REACHED.

ABOVE ALL, WE ARE PASSIONATE ABOUT DELIVERING LIFE-CHANGING FITNESS EXPERIENCES, EVERY TIME, EVERYWHERE.

BLAH BE LOUD AND HEARD

Tell us what you think of this release.
Visit lesmills.com/BLAH