

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.

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.

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

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.

LES MILLS GRIT CARDIO 19

Creative Director | Les Mills Jnr

Presenting Team | Marcus Benson-Day | Caley Greyling-Jäck | René Vogel

Workout | Corey Baird

Technical Consultant | Bryce Hastings

Research & Technical Advisor | Dr Jinger Gottschall

Program Coach | Marcus Benson-Day

Program Planner | Hannah Brooking

Music Input | Erin Maw

Thanks to | Dr Boris Rebolledo and the team at Fitology

The Fine Print

Les Mills' instructor resources are unique, valuable resources provided to you as a Les Mills' certified instructor to enable you to learn each new release and teach it in Les Mills' licensed clubs only. Do not share these resources. Copying, uploading or sharing files on the internet or selling Les Mills' instructor resources to other people is illegal, and rips off Les Mills, its distributors and other instructors. If you are engaging in any of these illegal activities, there may be serious consequences for you personally including legal action, the suspension or permanent withdrawal of your Les Mills certification. Your cooperation is much appreciated.

TRAINING PROFILE

POWER TRAINING

LES MILLS GRIT CARDIO 19 OVERVIEW

If you didn't think it were possible, think again – the words 'next level' and LES MILLS GRIT Series Release 19 go in the same sentence. Six rounds of work and, for the first time ever, a 1 Minute Challenge to kick off the workout will get your blood racing and sweat dripping from the get-go. GRIT Cardio uses speed to generate fast powerful muscles; this type of training will get you lean, fit and fast. This round had a big focus on external cues; watch how the team brought creativity to intensity cues. This is a lead on from the new GRIT AIM 1 recently developed to take GRIT coaching next level. When intensity hits, have one focus to coach. This will drive participants harder in each rep and will make coaching much more successful. Enjoy this release! We loved smashing it. From the GRIT 19 team.

TRACK	TRACK NAME	TRAINING TECHNIQUE	PROGRAM SPECIFIC or MIX AND MATCH
1	Warmup	Neuromuscular Pre-conditioning	Program Specific
2	1 Minute Challenge	Time Trial	Mix and Match
3	Tri Sets	Integrated Circuit Training	Program Specific
4	6x6 Supersets	Speed Supersets	Mix and Match
5	Drop Sets	Speed Drop Sets	Program Specific
6	1 Minute Challenge	Time Trial	Mix and Match
7	Core Challenge	Athletic Core Conditioning	Program Specific

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 19, LES MILLS GRIT Plyo 19, and LES MILLS GRIT Cardio 19), and only the allocated tracks stated in the notes.

In this release the mix and match tracks are Tracks 2, 4 and 6 (see below).



Whatever track you begin the workout with dictates the type of class it is. For example, if you teach Tracks 1, 3, 5 and 7 from Strength and Tracks 2, 4 and 6 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!

You don't need to write up every single track. We suggest:

- Detail the moves for more complex tracks
- For more straightforward tracks such as short Challenges – simply write the name of the track eg, 2-Minute Challenge: Beep Test
- This doesn't apply to the Warmup or Core track

This will benefit 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!

HOT TIPS FOR MEMORIZING CHOREOGRAPHY

Choreography is the foundation of all LES MILLS programs. It's what allows us to deliver safe and effective classes, role-model great technique, coach, connect, and to create awesome fitness experiences every time!

It's your job as the instructor to breathe life into the Program Director's choreography. It's a big responsibility, and one that requires you to learn new choreography every 3 months. If you teach more than 1 program, the time spent learning choreography can add up FAST. Whether you've been a Les Mills Instructor for a long time or just starting your journey, use the 5 tips below to help you memorize the choreography in record time.

Hot Tip #1 – Say No to Social

To learn choreography quickly, give it your undivided attention – even if it's for just 5–10 minutes. Turn off anything that will distract you, such as email notifications or cellphones. Create an environment that will let you concentrate – away from your partner, kids and pets – and resist the urge to check social media!

Hot Tip #2 – Become a Visual Learner

Our visual senses are a powerful tool when it comes to learning choreography.

Go to 'audio settings' on the Masterclass and turn off the Presenter's voice so that you watch the video with the music only. This will allow you to focus solely on the movement and music, helping you to absorb the choreography.

Think you don't need to watch the Masterclass? OK, here's your challenge! When you learn your next release, watch the filming video first to engage your visual senses. You may be surprised by how quickly and accurately you can learn the choreography, simply by watching the video.

Hot Tip #3 – Wash, Rinse, Repeat

Listen to the music over and over again so you can identify the verses, the chorus and the bridge. The more familiar you are with the music, the easier you will find it to align the choreography with it. Pay attention to the details! A cymbal crash, a catchy lyric, a sound effect... these are all important ways to link the right moves to the right parts of the music.

Hot Tip #4 – X Marks the Spot

Dancers have one of the best techniques when it comes to memorizing choreography. It's called 'marking'.

To mark a dance means to go through the motions of the dance in a minimized way. For example, instead of performing a pirouette, a dancer might mark the move with a twirl of their fingers in the direction of the turn. Marking isn't just a way to

LES MILLS GRIT Cardio 19

conserve energy while rehearsing: new research shows that marking makes it easier to learn it!

Mark the moves the next time you need to learn a new release and feel how this allows your brain and body to connect. It's not exclusive to learning dance; it works for any type of program.

Hot Tip #5 – Channel Your Inner Spock

A valuable way to help you to retain choreography for the long term is to understand the logic behind it.

For example, in a BODYPUMP Chest track we might have 16x Bottom Half Pulses, a Hold at the top for 4 counts, then a 2/2 rhythm.

To make sense of this choreography: 16x Bottom Half Pulses are meant to be challenging, which means you'll need a break. The 4-count hold at the top provides that quick rest before moving onto the next working phase – the steady 2/2 rhythm.

Try to comprehend the logic behind the Program Director's choreography. Is it a specific training stimulus they're trying to achieve, a story they want to tell, or a feeling they want to convey? If you can understand their intention, you've unlocked one of the most powerful tools to memorizing choreography.

Which of these tips do you already use?

Which tip(s) are you willing to try for the first time?

How will you use 1+ of these tips the next time you are learning choreography?

1. Warburton E C, Wilson M, Lynch M & Cuykendall S (2013). The cognitive benefits of movement reduction: evidence from dance marking. *Psychological Science*, 24(9):1732-9 PMID: 23863756.

LES MILLS GRIT CARVING INCHES OFF YOUR WAISTLINE

Abdominal fat: not only is it considered undesirable but it's also unhealthy.

An increased waist circumference is strongly associated with diabetes, metabolic syndrome, heart disease and hypertension. It's even thought to disrupt your hormonal balance. So, what can we do to get rid of the dreaded abdominal bulge?

New evidence has shown that 8 weeks of LES MILLS GRIT is the perfect way to carve inches off your waistline.

High-Intensity Interval Training (HIIT) consists of short, intermittent bursts of maximum-intensity exercise interspersed with periods of rest. LES MILLS GRIT utilizes these training methods with short but explosive workouts.

Previous research has shown that these workouts deliver accelerated changes in body composition, aerobic fitness and strength. A research team from the University of Nicosia in Cyprus wanted to know what effect combining LES MILLS GRIT Cardio with conventional training might have on our body composition and – in particular – that stubborn type of abdominal fat that interferes with our health.

The Study

Two groups of adults participated in an 8-week intervention. One group performed four regular workouts combining cardio and resistance training, while the other group replaced two of the cardio sessions with two LES MILLS GRIT Cardio workouts – and kept the remainder of the training the same.

Body composition and physical fitness tests were performed at the beginning and end of the study.

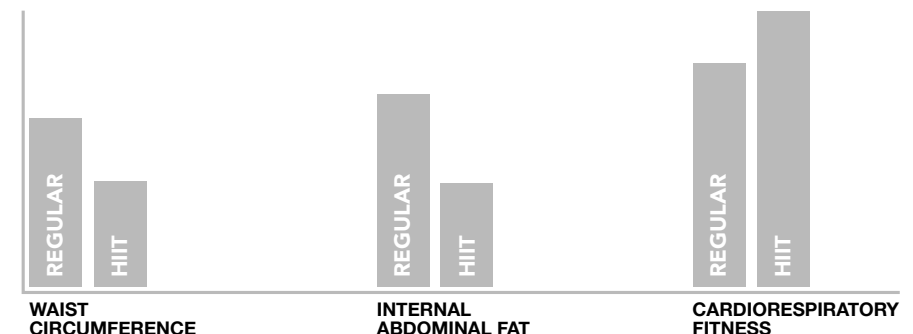
Results

The results were impressive. While both groups saw a reduction in body fat, the HIIT group experienced a much greater reduction in waist circumference and internal abdominal fat. They lost an average of 0.86 inches (2.2cm) from their waistlines, and 2.2% of the fat from deep inside their abdomen; this is the type of fat that causes serious health issues. The HIIT group also significantly increased their cardiorespiratory fitness, sprint speed and arm strength.

Conclusion

This study proves that if you want to maximize the results of your training, all you need to do is replace two of your regular gym sessions with two 30-minute HIIT workouts.

Combining these two types of training will increase your aerobic fitness, grow lean muscle tissue and amplify fat burn – and this latest study demonstrates that it will also carve inches off your waistline.



LES MILLS' RESEARCH

Features at World Sports Medicine Conference

Les Mills research reached new heights in June when the results of one of our research projects were presented at the American College of Sports Medicine (ACSM) World Scientific Congress in Boston, USA.

Bryce Hastings, LES MILLS International Head of Research presented the findings from the Group Fitness Instructor injury survey with Dr Jinger Gottschall, Professor of Kinesiology at Penn State University in attendance.

Being accepted to present at this conference is deemed to be a huge accomplishment, with only the top research projects in the field of Sports Medicine making the grade.

This achievement is a testament to the dedication and expertise of Dr Gottschall and her team at Penn State, and goes a long way towards showcasing LES MILLS programs on the scientific world stage.

We'll keep you up-to-date about this research in future releases.

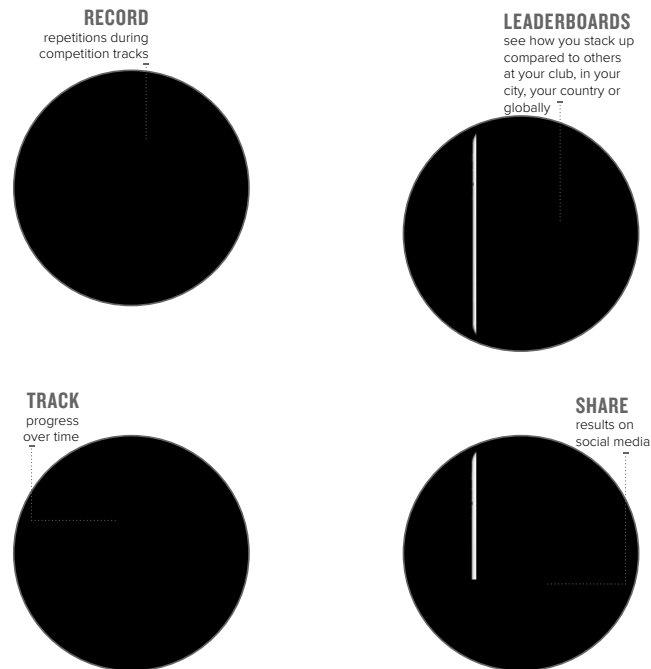
LES MILLS GRIT APP

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 tracks are Tracks 2 & 6: 1 Minute Challenge

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
19	Tracks 2 & 6: 1 Minute Challenge

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 17,000 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