

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 20

Creative Director | Les Mills Jnr

Presenting Team | Tau Siolo | Natasha Vincent

Workout | Corey Baird

Technical Consultant | Bryce Hastings

Research & Technical Advisor | Dr Jinger Gottschall

Program Coach | Erin Maw

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 20 OVERVIEW

Five years of LES MILLS GRIT Series is marked with an epic round of releases. Seven massive tracks and a few new innovations to keep this round fresh and challenging. This workout has been designed to shift fitness levels and build lean powerful muscles. In GRIT Cardio, the emphasis is on speed training to ensure we hit maximum output in each work interval. The presenting team worked really hard this round to demonstrate advanced coaching, especially around intensity. There are two different ways to deliver Layer 2; in the form of internal and external cues. Watch how the team uses a variety of Layer 2 cues throughout the class to achieve intensity results from participants. Mixing up the way Layer 2 cues are delivered will help keep coaching fresh and innovative. As always, we hope you enjoy smashing this release with your members! From the GRIT Series 20 crew xx

TRACK	TRACK NAME	TRAINING TECHNIQUE	PROGRAM SPECIFIC or MIX AND MATCH
1	Warmup	Neuromuscular Pre-conditioning	Program Specific
2	Descending Supersets	Speed Intervals	Mix and Match
3	Tri Sets	Reverse Pyramid	Program Specific
4	1 Minute Intervals	Peak Speed Sets	Program Specific
5	Tabata Sets	Speed Tabata	Program Specific
6	Rep Challenge	Speed 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.

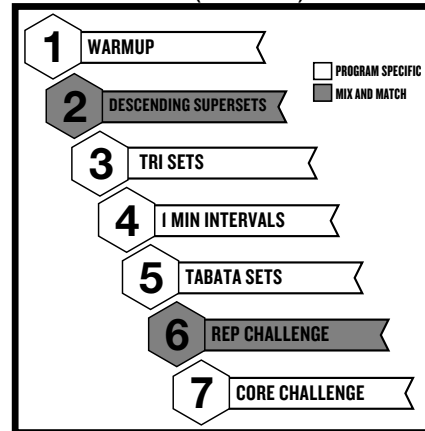
NUMBERING

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 20, LES MILLS GRIT Plyo 20, and LES MILLS GRIT Cardio 20), and only the allocated tracks stated in the notes.

In this release the mix and match tracks are Tracks 2 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, 4, 5 and 7 from Strength and Tracks 2 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.

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

– LES JNR

GRIT COACH INFO

THIS IS GOING TO CHANGE YOUR LIFE...

Did you know that you can now write the exercises up on the walls/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 walls or mirrors) but when it works for your club and time-slot, 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 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!

GOODBYE TO THE LES MILLS GRIT APP

If you're a GRIT coach, we know you share our passion for bringing your participants the highest-performing workouts in the world. 'No time for average' are the words we live by, not just on the GRIT floor, but in everything we do. New platforms mean we now have more up-to-date and relevant ways to connect with you and your participants.

The LES MILLS GRIT app has now closed down. There are plenty of ways your participants can continue to connect with the GRIT community:

Let's get social

Our GRIT social media channels are the place to be. Our social pages are home to a crew of hard-core GRITers, and they're keen to converse about the latest releases and compete over challenge rep counts. Check us out at [Instagram.com/LESMILLSGRIT](https://www.instagram.com/lesmillsgrit) and [Facebook.com/LESMILLSGRIT](https://www.facebook.com/lesmillsgrit).

You vs. You

Keep encouraging your participants to strive for greatness by tracking their workouts with their Polar device. They just need to update their iOS Flow app, choose their favorite GRIT workout, sync it, and hit a class. Hardcore athletes can even share their training data on social.

Questions or concerns? Email us at GRIT@lesmills.com. We'd love to chat.

– Les Jnr

BORN TO MOVE: NEW RESEARCH

How much exercise did you do as a child?
How much exercise do you do now?
Can you see a correlation between the two?

Research has shown that your activity levels as a child will predict how active you are as an adult.¹

Youth Physical Activity Guidelines recommend that children and adolescents should accumulate a minimum of 60 minutes of moderate-to-vigorous physical activity every day², and yet statistics show that most children fall tragically short of this. A report from the US found that only 27% of high-school students manage to achieve the minimum recommendations.³

The question is, HOW do we get our kids to move more? The answer – **we need them to WANT to exercise.**

LES MILLS BORN TO MOVE™ classes have been designed to engage and motivate children. They're fun, action packed and social. The buzz of learning new moves, fresh routines, plus the excitement of being in a group will all ensure the classes instill a love of fitness from an early age. They include easy-to-follow exercises and games, set to age-specific music. We know it works but **we needed some evidence.**

A study conducted in the UK⁴ set out to investigate whether BORN TO MOVE delivers on its promise to get kids moving and change their attitude towards being active. In a six-week study of 10 to 11 year olds, two schools acted as a control and continued with their regular two physical education classes a week. The other two received two BORN TO MOVE classes a week.

The researchers were particularly interested in how active the children were during the class, and how the classes affected their motivation to exercise when compared with standard PE

classes. The children also answered questions relating to enjoyment, the music, the teacher and how competent they felt during the class.

The results clearly demonstrated that BORN TO MOVE is a fantastic solution to getting children motivated to exercise. The children in the BORN TO MOVE group accumulated **more moderate to vigorous physical** activity over the day as a whole than the children who just did their regular PE classes. And they **spent less time being sedentary.** Enjoyment levels during BORN TO MOVE were significantly higher when compared to the control group which meant that their **intrinsic motivation** scores were higher also.

The children of today's world spend more time staring at a screen and are less physically active than previous generations. Obesity has more than doubled in children and quadrupled in adolescents over the past 30 years. The obese children of today become the obese adults of tomorrow, and it's of growing urgency that we find a solution to this global epidemic.

Getting children to fall in love with movement from a young age will ensure they build the healthy habits of a lifetime. As we battle to draw their attention away from screens and get them active, finding a solution to keep them engaged is the key. As this study shows, BORN TO MOVE is the perfect remedy to get our children moving!

1. Childhood Physical Fitness Tests: Predictor of Adult Physical Activity Levels? Dennison, B.A., Straus, J.H.E., Mellits, D. & Charney, E. (1988). *Pediatrics* 82(3):324-330.
2. 2008 Physical Activity Guidelines for Americans, Centers for Disease Control and Prevention.
3. 2009 Youth Risk Behavior Surveillance System, Centers for Disease Control and Prevention.
4. <http://bmcpublihealth.biomedcentral.com/ticles/10.1186/s12889-016-3550-7>.

OUR DECLARATION OF INTENT

The Les Mills global family is made up of 17,500 fitness clubs, 130,000 instructors and millions of participants from 100 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