

LES MILLS GRIT

COACHING UPDATE

Get the best out of your members with the new coaching model!

We've taken our original coaching model of Setup, Connect, Drive and Reset, and renamed them Layers 1, 2 and 3.

Let's start with **Layer 1 – formerly known as Setup.**

There's no major changes here – we still set everyone up for success in the workout. To do this we cover how many blocks of work, how many exercises, the duration, and a brief description of the track. This should literally take you seconds.

Before the countdown kicks in you also need to demonstrate the exercises too, and then give your compulsory cues to get your participants moving safely. We also show the options so people can work at the level that best suits them.

Remember – there's no long-winded sentences in GRIT! It's not, "OK cool. Now guys, the next move is called a Clean and Press. What you're going to do is you're going to keep the bar close to your body and catch the bar high on the chest..." We use bullet-point language: "Clean and Press. Bar close to body; catch it high on the chest".

When coaching Layer 1 it's best to stay at the front so everyone can see what's going on.

Layer 2 – previously called Connect.

There's 3 parts to this Layer:

1. Improve the Execution. Look out and see who needs help with technique – these people are your priority and they're the ones you need to approach on the floor first.
2. Manipulate the Intensity – where we get a little more out of each of our team members by using a Coaching Focus. Ideas for this focus are in your Workout Notes and they are generally driven by the overall focus of the

workout.

Grit Strength focuses on load and range, in Cardio we go for speed, and in Plyo we drive our participants to move more explosively.

We have a simple formula that we use to script our Coaching Focus, called What, How and Why. So it's WHAT you want the team to focus on, HOW they're going to achieve it, and WHY you're asking them to do it! A simple example of this is a Squat in Grit Strength: the WHAT is to "hit full range"; the HOW – "bend your knees more and get your butt right down to knee level"; the WHY lets them know why we're doing this – so in this example, it's because "hitting full range recruits more muscle to burn calories and get you super strong!"

3. Floor Coaching. This is where we use our 4 quadrants to interact with people, helping them to get a little more out of the workout. It's important that we Move with Purpose. Decide who you are going to approach and WHY – is it to refine their technique? Or help them achieve the Coaching Focus?

Remember that when you floor coach, the key is to make authentic connections with people. In GRIT, we don't want 'drive-bys' – we want authentic, meaningful coaching that is relevant to the team on the floor. Using praise is a great way to encourage the newer people in your class, and keep everyone working hard when it gets tough.

Finally we're into **Layer 3 – previously called Drive.** This is what GRIT's all about! It's WHY people come to our classes – to hit those max training zones that create fast shifts in fitness and change their body composition in record time.

There's 2 parts to this layer. First, we Show Enjoyment. This is about showing our love of GRIT and training super hard. It's not about being the Drill Sergeant; it's about showing your own enjoyment of the workout – and keeping it authentic to you. When your participants see how much you love it, they'll be inspired to work hard too.

Then we have the 4 Motivation Tools. These are:

- Challenging Cues – where we push people to work a little bit harder;
- Positive Motivators – where we praise the effort;
- Intrinsic Motivators – where we focus on how good GRIT makes us feel;
- Finally we use Extrinsic Motivators – recognizing the physical gains we get from HIIT training.

There's lots of ways to motivate people. The best way is to use a mix of all these different motivators but make sure that how you deliver them is authentic to YOU.

You'll see all of these tools being used in the workout videos and it's how we deliver a world-class experience, every time!