

The Process of Nurturing High-Level Coaches in Mainland China and Hong Kong

Purpose The aim of the study is to explore, from the personal and social point of view, the process of nurturing high-level coaches in Mainland China and Hong Kong, and attempt to develop a nurturing model that suits the social cultural environment in Hong Kong.

Method The study selected 13 high-level coaches from Mainland China and 4 from Hong Kong as research participants. Each coach had a 100 - 150 minute face-to-face semi-structural interview. All interviewees were current coaches with 10 years or above training experience. There was one participant recruitment criterion - coaches from Mainland China must had trained athletes who had won gold medals at world-level competitions, for instance, Olympic Games and World Championships; whilst coaches from Hong Kong must had trained athletes who had won gold medals at Asia-level competitions or above, for instance, Asian Games and Asian Championships.

Data collected from the interviews was analysed using the grounded theory coding programme. Since 4 of the Hong Kong coaches were originally from Mainland China, and brought up and lived in Mainland China for a long time, they shared many characteristics with Chinese coaches. Thus, data collected from these 4 coaches were combined with those of Chinese coaches for analytical purpose.

Result This study found that there were 9 factors that affected the development of high-level coaches: system; social political economical factor; history and culture; coaching career development; sport development and platform; social support and family; professional experience accumulation; exploration and philosophy of coaching; personality and behavioral characteristics. Among them, social political economical factor, history and culture, and system are the macro factors; while exploration and philosophy of coaching, personality and behavioral characteristics, and professional experience accumulation are micro factors. The two factors – sport development and platform, and social support and family - interacted with each other.

Further analyses found that “sport development and platform” as a factor had a far-reaching impact on the development of high-level coaches. If high-level coaches wanted to have a better career development, not only should they possess excellent internal personality, they should also find a good working environment - a comprehensive platform for special case development, support from the society, and an effective combination of human resources.

Conclusion In conclusion, the result of this study provided a theoretical framework to the nurturing and career development of high-level coaches in Mainland China and Hong Kong.

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