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**GENDERED COACHING**

**THE IMPACT OF GENDER**

**ON ROLES AND QUALITIES OF ELITE**

**WOMEN'S FIELD HOCKEY COACHES**

**A thesis presented in partial fulfilment  
of the requirements for the degree of**

**DOCTOR OF PHILOSOPHY**

**in Management**

**Massey University Albany  
Auckland, New Zealand**

**MARGOT FLORENCE EDWARDS**

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**THIS THESIS IS DEDICATED TO**

**THE MEMORY OF**

**Associate Professor G. Ross Cochrane  
(DSc. PhD. MSc.)**

**AND**

**The subjects of this present study:  
The coaches of elite women's field hockey  
in New Zealand**

## ABSTRACT

Field hockey in New Zealand is gender balanced in terms of numbers of female and male participants, but gender biased towards males, in terms of coaching appointments. The trend towards men increasingly dominating leadership positions in elite women's coaching, has been the focus of concerned feminist researchers for over a decade. This current study examined the early roots of field hockey history in New Zealand, noted the trend towards hegemonic male domination of coaching roles, and sought to elucidate the roles and qualities of actual elite coaches and, in particular, examine the impact of gender on the stage of elite women's field hockey.

The elite level of competition, familiar to the researcher as a past field hockey international player, has been defined as one that occurs at the highest internal national (usually provincial), or international (test) levels, of sport. It is within this elite sporting setting that the impact of gender has been studied in the present research, whereby gender is viewed as a socially constructed concept, based on culturally reinforced images of masculinity and femininity, as expressed by accepted traits, roles and qualities.

A variety of qualitative methods was used, each underpinned with the basal intention of capturing participant voices and portraying images of perceived realities as they emerged from a variety of scenes, including matches, team meetings, warm-ups and post-match evaluations. The study concentrated on three provincial women's teams over a period spanning three years. Participant images were also captured from observations with the New Zealand women's hockey team during their build up to World Cup in Holland in 1998. Furthermore, interviews with provincial women's hockey coaches, and a questionnaire of provincial hockey players, added further data for analysis. Integral to the research process was the systematic critical reflection of the researcher, her chief supervisor, and main subjects of the study.

Participant observation, semi-structured coach interviews, and player questionnaires generated data from a variety of research settings. These data were subjected to grounded theory analysis to create a master list of categories and properties that, in turn, generated theoretical propositions about coach roles, coach qualities, the impact of gender, and coach development.

The theoretical propositions became the basis of a model explicating the impact of gender on the setting of elite women's field hockey. Critical to this model were the three realms of administrators, coaches, and players. Interactions between each realm were perceived by the researcher as occurring through a centrally placed 'gender archetype' proposed as a domain of social field moderation. The degree to which the archetype impacted on each setting varied, according to societal and individual perceptions of gender. Critical gender issues were raised through this study in terms of men coaching women at the elite level. These were especially noted in terms of: gendered beliefs and attitudes, physical myths and realities, confidence and competence, and sex and sexuality.

Significant aspects of this research's findings included: the large number of roles undertaken by elite women's hockey coaches; the prime importance of communication and leadership in terms of both roles and qualities; and the lack of support mechanisms utilised by, and provided for, coaches. The study noted the difficulties associated with recruitment and retention of women in elite roles and highlighted the need for administrators to develop proactive programmes to foster women in such roles, and to educate men committed to women's hockey, about gender issues raised in this study.

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# **GENDERED COACHING: THE IMPACT OF GENDER ON ROLES AND QUALITIES OF ELITE WOMEN'S FIELD HOCKEY COACHES.**

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## GLOSSARY AND TECHNICAL TERMS

<b>AEWHA</b>	All England Women's Hockey Association.
<b>ALHA</b>	Auckland Ladies Hockey Association.
<b>Astroturf</b>	Artificial grass surface on a hockey pitch. Also called turf.
<b>Bunt</b>	Occurs when the ball is moved forward a short distance, after it has been trapped using the lay-down stick trap at penalty corners.
<b>CANZ</b>	Coaching Association of New Zealand.
<b>CWHA</b>	Canterbury Women's Hockey Association.
<b>Dugout</b>	Small covered area on the side of the hockey turf for non-playing team members. Normally the turf has a dugout for each team.
<b>FIH</b>	Fédération Internationale de Hockey.
<b>Fives</b>	Drills or sprints designed to get the players physiologically warm, five minutes before the team begins the match. Same as Hots.
<b>Giving and going</b>	Occurs on the field when one player gives a pass and then runs to receive the ball in a different position.
<b>Haka</b>	A traditional Maori war dance or choreographed challenge to a visiting or intruding group.
<b>Hospital passes</b>	A poor pass that puts the receiver at risk of losing the ball or getting hurt.
<b>Hots</b>	Drills or sprints designed to get the players physiologically warm, five minutes before the team begins the match. Same as Fives.
<b>IFWHA</b>	International Federation of Women's Hockey Associations.
<b>Iwi</b>	Maori tribal sub-group.
<b>JCC</b>	Joint consultative committee formed by representatives of the FIH and IFWHA to promote hockey.
<b>Man-to-man marking</b>	Term used to describe a defensive strategy where one player is responsible for another and stays with them to prevent an attack.
<b>Mana</b>	A Maori term denoting special prestige.
<b>Maori</b>	Indigenous or native person of New Zealand.

**Marae** Village meeting place or surrounds.

**NZHF** New Zealand Hockey Federation.

**NZHF Winning Women Programme**

Mentoring programme developed by the NZHF to encourage female coaches to progress to elite level coaching positions.

**NZLHA** New Zealand Ladies Hockey Association.

**NZWHA** New Zealand Women's Hockey Association.

**Pakeha** A Maori word denoting, broadly, a person of European or white descent.

**Penalty corner**

An attacking opportunity provided by an umpiring decision for an infringement (by defenders) inside the circle or a deliberate infringement inside the attacking 25-yard line. The attacking team pull the ball out from the back line to a point outside the attacking circle. The ball must be stopped dead by the attackers before a shot at goal is taken. The opposing team are allowed five players (including the goalkeeper), confined to the base line until the ball is played, to defend the goal.

**Penalty stroke**

A goal scoring opportunity awarded by the umpire for a deliberate infringement inside the attacking circle or for an infringement that prevents a certain goal. One attacker places the ball on the penalty spot (inside the circle) and has a shot at goal defended by the opposing team's goalkeeper.

**Poi** Flax ball suspended on a string. Used by Maori in 'Haka Poi' cultural performances.

**Read the game**

To scan the play, determine pattern or movement, and plan related field moves if necessary.

**Rohe** Maori word for region.

**Roll-around** Move where a player turns around with the ball on the stick.

**Roopu** Maori word for group.

**Sweat box** Practice drill where one defender tries to take the ball off an attacker. This drill takes place in a confined area normally marked by cones.

**Tane** Maori man.

**Taonga** Maori treasures, and/or valuable material possession.

**The arrow** Defensive arrow arrangement of players, designed to stop an opponent's free hit.

- The box** A defensive formation used to position players during penalty corners.
- The press** Same as the squeeze. A positional defensive tactic used by teams to isolate the ball on one side of the field.
- The squeeze** A positional defensive tactic used by teams to isolate the ball on one side of the field.
- Three-minute-syndrome**  
A term used by one coach to describe a situation where the opposition scored in the last three minutes of a match.
- Tikanga** Custom(s).
- Wahine** Maori woman.
- Waiata** Maori song.
- Wharenui** Maori sleeping hut.
- 33311** A particular formation of playing positions where there are three strikers (forwards), three midfielders (halves), three defenders (backs), one sweeper (deep defender) and one goalkeeper.
- 5321** A particular formation of playing positions where there are five strikers (forwards), three midfielders (halves), two defenders (backs) and one goalkeeper.