



LES MILLS GRIT
COACH
HANDBOOK

WELCOME TO LES MILLS

Welcome to Les Mills and your new journey in becoming a fully certified LES MILLS GRIT Coach. This is where you begin changing your life, and those around you.

At Les Mills, we are passionately devoted to creating a fitter planet. Our ambition is to have 100 million people doing Les Mills workouts every week. We want to transform the global health system by preventing major health issues caused by inactivity and obesity.

Every day we inspire people to lead active lives through a life-long love of exercise, and a joy of movement. A constant voice that compels people to move. People get stronger, leaner, fitter, and faster because of us. We know Group Fitness works. We are in the business of motivation.

It starts with YOU. Believe it can be done. Trust that it's possible. We change the world one person, one couple, one family, one company, one city, one country, one continent at a time.

Thank you for joining the movement.

Phillip & Dr. Jackie Mills

**PASSIONATELY
DEVOTED
TO CREATING
A FITTER PLANET**

THE JOURNEY AHEAD

The 2 day initial training module is the start of a development pathway created to help you become an amazing GRIT Coach and pack your workouts. We recommend you continue your Coach journey after Initial Training by completing Certification, attending AIM and Quarterly Events. Your local team are here to help you succeed!!

Throughout the 2 days of GRIT training your trainer will focus upon helping you to understand and move towards competency in the first 3 Key Skills – Workout, Technique and Coaching.

You will *experience* what it's like to be a GRIT Coach. At the end of your first day, when you teach your assigned track to the group, your trainer will tell you what you're already good at and give you something to work on overnight. Then at the beginning of day 2 you will *teach* your track again and will be given more tips to work on throughout the day. This is in preparation for your final presentation, at which time your trainer will tell you whether you are 'good to go' (PASS) or need more time to sharpen your tools before you are ready to teach at your gym. (PASS PENDING)

Once you've received your training pass, you will continue to work towards Coach Certification, which will occur approximately 2 to 3 months after training.

COACH CERTIFICATION

Coach Certification is exciting – you will *film* yourself teaching a live class and then it will be assessed by your team against global standards. It's this global standard that sets Les Mills Group Fitness classes above all others and ensures that class members experience the same great quality GRIT workout no matter where they are in the world... and that's why we say Coach Certification is exciting!

By now you'll be totally hooked on improving your coaching skills and wanting to be an even better version of yourself... so here's the plan. After implementing your Certification feedback into your coaching, it's time to ask your local team when you can register for **Advanced Training**.

WHAT'S ADVANCED TRAINING?

Advanced Training is a program designed especially For YOU. It's about helping you find your strengths as a Fitness Leader. You'll discover a range of ideas to grow and stretch your teaching, fill your workouts and have longevity as the type of Coach you want to be.

We delve deep into the essence of GRIT so that everything you say and do is authentic to the workout.

INITIAL TRAINING GOALS

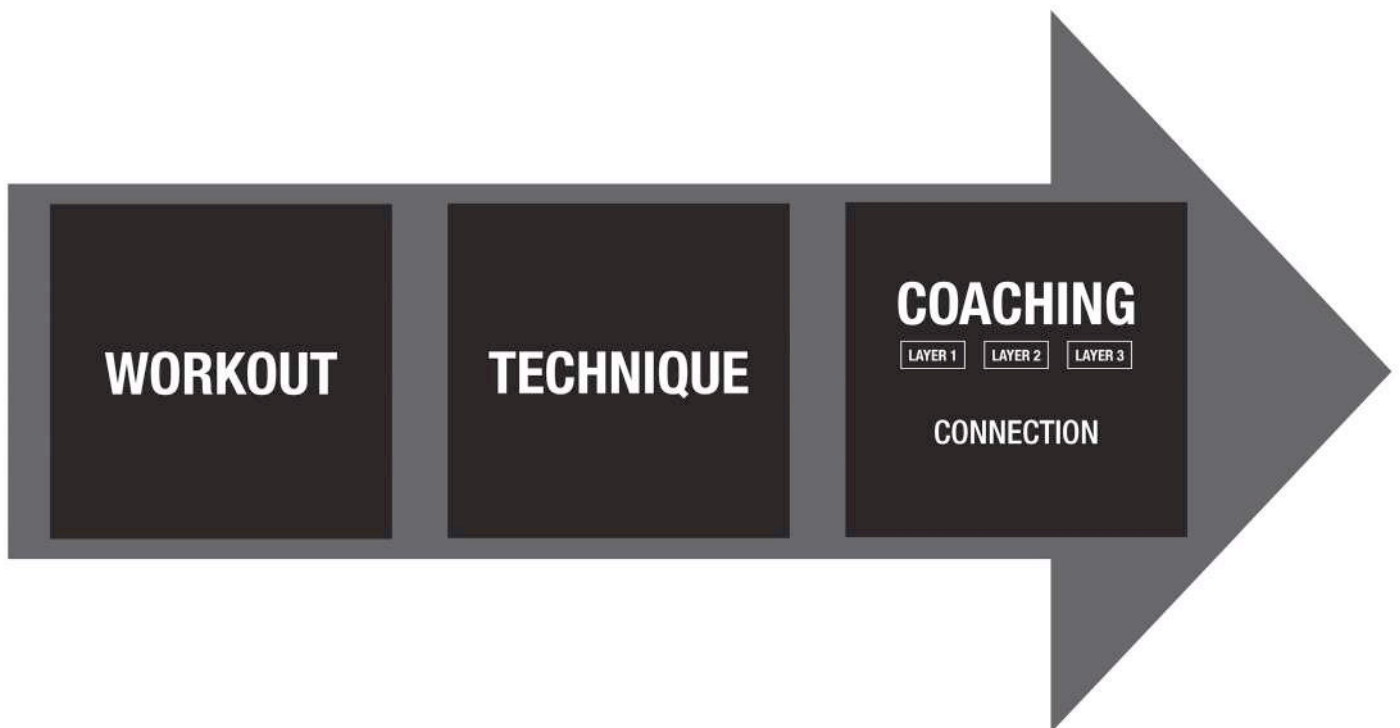
We are keeping it simple – aiming to achieve four key objectives by the end of Day Two:

- Explain and demonstrate the 3 Workout Skills of GRIT
- Learn how to script and prepare for your allocated presentation track(s)
- Practice presenting your allocated track(s) and gain feedback
- Complete your track assessment

3 KEY WORKOUT SKILLS

To become a GRIT Coach you need just 3 simple points – the 3 Key Skills.

We're going to go through them one by one, explain what they are, why you need them and how to use them. Just remember, we've based our GRIT program on these 3 Skills for a reason – they work. So learn them and you'll succeed. Simple as that.



BEFORE TRAINING

BEFORE ATTENDING LES MILLS GRIT INITIAL TRAINING COMPLETE THE PRE-WORK BELOW:

1. Learn the Workout Plan for the track/s assigned to you by your Trainer or local Les Mills Team
2. Read and understand 'The Science of Les Mills GRIT Series' in this Coach Handbook and watch and understand the 'The Science behind Les Mills GRIT™ Series' video
To view the video enter the password: 3y95NCra
The Science behind Les Mills GRIT™ Series:
<https://lesmills.egnyte.com/dl/A60hsLx0dA>
3. Read through and have a general understanding of the 3 GRIT Coach Skills – Workout, Technique and Coaching
4. Read Coach Assessment and Certification process – Appendix 1
5. Watch the following videos and complete the quiz – Appendix 3
To view the videos enter the Password: Imitraining Get Fit Together:
<https://vimeo.com/123033251>
6 Week Introduction:
<https://vimeo.com/123031489>
Stages of Change:
<https://vimeo.com/123033252>
6. Bring the Module Release, Workout Notes, Coach Handbook (electronic or printed), music and earphones, food, drinks, changes of clothing, towels, deodorant etc.

7. Watch 'The Ultimate You' education video and do the exercise in this Coach Handbook – Appendix 4

To view the videos enter the Password: *Imitraining The Ultimate You:*

<https://vimeo.com/123033255>

PRIOR TO DAY 2

1. Review the overview of Coaching Layer 3
2. Read the 'One Tribe Little Black Book', an introduction to Les Mills goals and values

**“BE THE CHANGE YOU
WANT TO SEE IN THE
WORLD.”**

– GANDHI

DURING TRAINING

WHAT TO EXPECT

The two day module is full on and fun. Your trainer will support you to be successful! You will work on Technique and Coaching in preparation for your two presentations. The training is physical and you will participate in workouts and physical technique sessions. Bring plenty of food, clothing, deodorant, water etc.

Below is an overview of the 2 day schedule. Contact your Local Les Mills Team if you have questions.

THIS COACH HANDBOOK

Expect non-stop learning about how to become the best GRIT Coach you can be. Use this handbook to take notes, capture your reflective thoughts, and help you to prepare for your assessments.

We have included a lot of the information that you will learn about, and there is space for you to take notes. So go ahead and make this handbook your own – capturing the amazing journey you are about to begin!

TIMETABLE: DAY ONE

TIME	ZONE
	ZONE ONE: Welcome & Strength Class, 3 Key Workout Skills & Assessment
	BREAK
	ZONE TWO: Workout & GRIT Science
	BREAK
	ZONE THREE: Coaching Layer 1, Technique & Technique Clinic 1
	LUNCH BREAK
	ZONE FOUR: Presentation #1
	BREAK
	ZONE FIVE: Coaching Layer 2 & Technique Clinic 2
	WRAP UP AND FINISH

TIMETABLE: DAY TWO

TIME	ZONE
	ZONE SIX: Welcome, Review, & Presentation #2
	BREAK
	ZONE SEVEN: Floor Coaching
	ZONE EIGHT: Technique Clinic 3
	LUNCH BREAK
	ZONE NINE: Coaching Layer 3
	ZONE TEN: Presentation #3, Assessment & Wrap Up
	FINISH

AFTER TRAINING

CERTIFICATION

- Present the Strength Workout from this release and video the class
- Video is assessed on Workout, Technique, Layer 1 and 2 Coaching
- Submit video to your local team within their time frame

AFTER CERTIFICATION

- Gain experience!
- Ask to team-teach
- Ask for feedback from a mentor
- Make yourself available to cover classes and try to secure your own regular classes
- Go to all quarterly education and launches
- Record yourself teaching and examine your own technique, coaching and practice, practice, practice
- Get involved with launching new releases in your club

ADVANCED TRAINING

- Complete Advanced Training. This brings you into the true GRIT essence and helps you to find your strengths as a Fitness Leader. You'll discover a range of ideas to grow and stretch your teaching and have longevity as the type of Coach you want to be. It will without doubt enhance your own enjoyment of your teaching and will help to pack your classes

TAKE YOUR TEACHING
TO A WHOLE NEW
LEVEL

WORKOUT

KNOW YOUR MATERIAL

The workout is at the core of every GRIT Coach. You need to know your Workout 100%. Why? Once you have perfected this, you can focus on connecting with your class, hitting the floor to coach and driving them throughout the workout.

READING YOUR WORKOUT NOTES

GRIT is a high-intensity interval-training team workout that drives you to push hard and get fit super fast. There are 3 different workouts - GRIT Strength, GRIT Cardio and GRIT Athletic. The number of tracks included in each workout structure can change with every release.

The exercises are carefully sequenced to provide a workout that highlights the class objective of high-intensity.

So how do you know what to do? It's simple - follow the 3 different workout plans outlined in each quarterly release. Everything you need to know is there.

**YOU NEED TO KNOW
YOUR WORKOUT
100%**

WHAT'S COMPULSORY?

- You must adhere to the Workout Notes and all the safety features. They form the basis of assessment in the 3 Key Skill Workout.
- You must follow the compulsory class formats.

PLANNING YOUR WORKOUT NOTES

You will teach powerful, effective classes if you read all of the information provided in your Workout Notes. Included in the Workout Notes are:

- Coaching tips and cues
- Connection and Drive information
- Information on Technique and new moves
- H.I.I.T Science
- GRIT Coach-specific information

For each track, always cover:

- How many blocks of work there are
- The duration of each block
- Exercise

WRITE DOWN KEY PARTS OF THE WORKOUT NOTES YOU WILL USE TO TEACH YOUR ALLOCATED TRACK:

**IF YOU KNOW YOUR
WORKOUT, YOU ARE
FREE TO TEACH**

WORKOUT NOTES

LEARNING YOUR WORKOUT NOTES

Check out the tips below on how you can make it easier to remember your Workout Notes:

Try the following to help you memorize what you need to know.

- First listen to the Release several times to get a feel for the music
- Listen for the basic structure, length, and dynamics of a track and of the whole release
- Watch, listen and do the filming class several times
- Look for patterns in the Workout Notes and visualize them
- Display the workout plan on a poster

Other great ideas are:

- Attend as many Quarterlies as you can to experience great role models and the classes LIVE
- Take notes – use a highlighter, make them your own
- Listen to your music in the car... in the shower... any time
- Prepare before every class
- Get involved in Club Launches

ASSESSMENT GUIDE

- Do I know my Workout Notes for each track?
- Do I follow the correct format?

MY FORMULA IS...

YOU KNOW YOU'RE THERE WHEN...

- You learn workout quickly and effectively
- You feel confident and excited about delivering a new class

THE SCIENCE BEHIND GRIT

High intensity training delivers huge gains in fitness and changes your shape. Our definition of high intensity interval training is repeated bouts of short to moderate duration exercise at an intensity above your anaerobic threshold followed by periods of recovery.

Your anaerobic threshold is the point in intensity where you use a lower percentage of oxygen to burn energy for fuel and you go into your chemical reserves stored within the muscles.

WHAT SETS HIGH INTENSITY TRAINING APART FROM OTHER METHODS?

EPOC

High Intensity Training is the key to unlocking EPOC or Excess Post Exercise Oxygen Consumption. When you exercise at high intensity, you keep burning calories after the workout because of the EPOC effect also known as the 'after burn'.

FAT LOSS

High intensity exercise has been shown to be more effective for fat loss than low intensity exercise.

HORMONAL RESPONSE

Exercise intensity has been directly related to growth hormone production – ie the higher the intensity, the greater the increase in growth hormone. Human growth hormone stimulates muscle protein synthesis, and helps the oxidation of fat – resulting in an increase in lean muscle and a reduction in body fat.

AEROBIC FITNESS

We see significant changes in Aerobic Fitness with High Intensity Interval Training.

People get fitter faster when they train past their anaerobic threshold than if they train at a steady state.

GRIT RESEARCH

Dr Jinger Gottschall of The Pennsylvania State University took 84 active individuals and split them into 2 age and gender matched groups. Both groups did 5 hours of exercise per week for 6 weeks – the difference between the 2 was what we did with one of those 5 hours.

The Group Fit group's 5 hours consisted of 3 cardiovascular classes – their choice of BODYATTACK, BODYCOMBAT, RPM OR BODYSTEP. And 2 BODYPUMP classes. The GRIT group - also did 5 hours of exercise per week but instead of 3 cardiovascular classes they substituted one of these with 2 LES MILLS Grit Series workouts on separate days.

Their workout routine was 2 cardiovascular classes – 2 LES MILLS GRIT Series classes and 2 BODYPUMP classes. They alternated Les Mills GRIT Plyo and Strength each week – ie one week their 2 workouts were Les Mills GRIT Plyo the following they were Strength. (Please note: the name LES MILLS GRIT Athletic has replaced LES MILLS GRIT Plyo)

We measured aerobic fitness, took blood tests to measure their triglyceride levels – which is a type of blood fat, body composition and upper and lower body strength. We did this at the start of the study and at the completion of the 6 weeks for both groups.

RESULTS

Both groups had really high compliance throughout the study – attending around 98% of the prescribed workouts.

GROUP FIT

Triglycerides reduced by 3.1%,
Aerobic Fitness increased by 1.7%,
Bodyfat reduced by .8% with a reduction in their waist circumference of 1cm
Back strength increased by 8.4%.

GRIT GROUP

Triglycerides decreased by 14.5%,
Aerobic fitness increased by 6.4%,
2.1% decrease in bodyfat including a 2.5cm

reduction in waist circumference

Back strength increased by an impressive 21.9%.
These results indicate that the predicted high intensity interval training effects are being delivered in all areas in the GRIT group.

The GRIT group participants also rated their satisfaction levels as extremely high – despite the added effort.

It's estimated that in a LES MILLS GRIT Series workout you spend 20 of the 30 minutes in the class above 85% of your maximum heart rate with regular peaks into maximum training zones.

NOTES

TECHNIQUE

YOU ARE A POWERFUL ROLE MODEL

People love the intensity, the high they feel from the energy of the group and they love the challenging nature of the program. But we know that they also come to get results – they want to improve their fitness and achieve other exercise goals. To do this they have to have great Technique – and they'll do this by copying you. You have to become an expert in GRIT Technique.

WHAT IS TECHNIQUE

Technique is all about keeping people safe and making sure they can execute the move correctly.

When teaching technique, teach the set up of the move.

Also emphasize the focus of the workout. A Strength Workout is all about Load and Range; Cardio is about Speed; and Athletic is about athletic conditioning – power, speed and agility

For your assessment, we cover two aspects:

Position: This is where you need to demonstrate and communicate the correct posture and alignment for every exercise.

Execution: Demonstrate safe and effective range of exercise motion and control.

TECHNIQUE CLINIC 1

EXERCISE	CUES
PLATE-BASED EXERCISES	
Squat Plate Press	<ul style="list-style-type: none"> • Feet outside hip-width • Toes turned out slightly • Chest up • Abs braced • Butt drops down and back to just above knee-height • Knees out and tracking forward over toes • Plate at collarbones – elbows under plate • Elbows slightly forward at the top
Single Arm Plate Snatch	<ul style="list-style-type: none"> • Feet wide in forward jump • Alternate arms lift plate over head • Brace abs in Snatch • Use Squat to absorb landing • Return to narrow foot-width • Elbows forward at the top
Backward Stepping Lunge with Plate Press	<ul style="list-style-type: none"> • Big step back • Front thigh parallel • Abs braced as plate drives up • Elbows slightly forward at the top
Squat Jump Forward and Back with Forward Plate Press	<ul style="list-style-type: none"> • Both feet take off, jump into Wide Squat; at the same time, drive plate out from chest • Chest up • Abs braced • Feet land wide • Use Squat to absorb landing
Squat with Plate Overhead	<ul style="list-style-type: none"> • Feet outside hip-width • Butt back and down to just above knee level • Chest up – abs braced • Arms straight • Elbows slightly forward

EXERCISE	CUES
Squat with Plate Arc	<ul style="list-style-type: none"> • Chest up feet wide – sit into the Squat • Arc the plate from one hip to the other keeping the arms straight • Abs braced • Chest up • Rotate from the center of the chest
BODY-WEIGHT EXERCISES	
Squat Burpee Push Up	<ul style="list-style-type: none"> • Feet outside hip-width • Butt down and back, just above knees • Chest up – abs braced • Arms forward, in line with shoulders in Squat • Abs braced as feet jump back • Hands under shoulders in Pushup • Back long, strong and straight • Chest to elbow height
BAR EXERCISES	
Weighted Back Squat	<ul style="list-style-type: none"> • Bar on meaty part of back • Feet outside hip-width • Toes turned out slightly • Chest up - abs braced • Butt drops down and back to just above knee-height • Knees out and tracking forward over toes • Weight in heels
Backward Stepping Lunge with Bar	<ul style="list-style-type: none"> • Big step back • Back knee towards floor • Chest up • Hips square • Core braced • Front thigh parallel

TECHNIQUE CLINIC 1

EXERCISE	CUES
BAR EXERCISES	
Hang Clean	<ul style="list-style-type: none"> • Lift bar to lower chest • Jump under the bar and catch on the collarbones • Clean bar back down • Chest up – abs braced • Bar close to body
Clean and Press	<ul style="list-style-type: none"> • Bar close to body • Chest up • Knees bent • Drive out of the legs • Catch bar high on the chest • Abs braced as bar drives over head • Elbows slightly forward at the top
High Pull Wide Row	<ul style="list-style-type: none"> • Chest up – tip from the hip • Pull bar from knees to lower ribs • Pull bar up body to lower chest • Elbows above the bar • Slight pause and reset after High Pull
Clean with Front Squat	<ul style="list-style-type: none"> • Bar close to the body • Jump under the bar and catch on the collarbones • Chest up – abs braced • In Squat, butt drops down and back to just above knee-height • Clean bar back down
Push Press	<ul style="list-style-type: none"> • Butt back and down • Feet wide • Chest up • Elbows slightly forward at top • Brace abs as bar moves over head
Bent Over Row	<ul style="list-style-type: none"> • Chest up – tip forward from the hips • Lift bar from knees to belly • Elbows in close to ribcage

NOTES:

PRESENTATION SCRIPT: LAYER 1

EXERCISE

LAYER 1 CUES

TECHNIQUE CLINIC 2

EXERCISE	CUES
PLATE-BASED EXERCISES	
Squat Plate Press	<ul style="list-style-type: none"> • Full range • Butt to knee height • Full range to shape the legs
Single Arm Plate Snatch	<ul style="list-style-type: none"> • Full range • Keep the elbows straight • Load the upper body
Backward Stepping Lunge with Plate Press	<ul style="list-style-type: none"> • Full range • Front thigh parallel • Load the quads
Squat Jump Forward and Back with Forward Plate Press	<ul style="list-style-type: none"> • Full range • Drive out of the bottom of your squat • Drive the intensity
Squat with Plate Overhead	<ul style="list-style-type: none"> • Full range • Sit the butt down and back to knee height • Bring in the glutes
Squat with Plate Arc	<ul style="list-style-type: none"> • Full range • Twist from the centre of your chest • Tone and shape the midsection
BODY-WEIGHT EXERCISES	
Squat Burpee Push Up	<ul style="list-style-type: none"> • Full range • Full extension in the plank phase • Tone the core muscles

EXERCISE	CUES
BAR EXERCISES	
Weighted Back Squat	<ul style="list-style-type: none"> • Full range • Sit the butt down and back to knee height • Bring in the glutes
Hang Clean	<ul style="list-style-type: none"> • Full range • Drive out of the legs • Total body training
Clean and Press	<ul style="list-style-type: none"> • Full range • Drive out of the legs • Total body training to lift the intensity
High Pull Wide Row	<ul style="list-style-type: none"> • Full range • Bar right into the lower ribs – elbows wide • Tone and shape the upper back
Backward Stepping Lunge with Bar	<ul style="list-style-type: none"> • Full range • Front thigh parallel • Find depth in the lunge to drive the intensity
Clean with Front Squat	<ul style="list-style-type: none"> • Full range • Sit the butt down and back to knee height with every rep • Shift your fitness
Push Press	<ul style="list-style-type: none"> • Full range • Drop deeper in your squat • Drive the heart rate to keep burning calories after the class
Bent Over Row	<ul style="list-style-type: none"> • Full range • Knees to belly • Fire up the lats

PRESENTATION SCRIPT: LAYER 2

EXERCISE

LAYER 2 CUES

TECHNIQUE CLINIC 3

EXERCISE	CUES
CARDIO EXERCISES	
Mountain Climber	<ul style="list-style-type: none"> • Start in Plank position; drive alternate knees into chest • Hips down • Abs braced – back long and straight • Knees toward floor • <i>Pump the legs</i> • <i>Use the core to get speed in the legs</i> • <i>Athletic core training</i>
Frog Jump/Donkey Kick with Pushup	<p>Frog:</p> <ul style="list-style-type: none"> • Jump knees in to 90 degrees and back to Plank • Abs braced – hips down • Chest to elbow-height in Pushup • Add Pushup as feet land • <i>Speed on the jump</i> • <i>Drive out of the core</i> • <i>Shape your waistline</i> <p>Progression - Donkey: (same as above except)</p> <ul style="list-style-type: none"> • Jump knees into chest • <i>Pump the knees to the chest</i> • <i>Shift your fitness now</i>
Tuck Jump/Butt Kick	<ul style="list-style-type: none"> • Chest up • Abs braced • Bend knees to absorb landing • Knees wide in Tuck Jump • <i>Speed in the tuck</i> • <i>Pump the knees to the chest</i> • <i>Snap the heels up</i> • <i>Jump as soon as you hit the floor</i> • <i>Let's bring in the fast twitch fibers</i> • <i>Drive the heart rate</i>

EXERCISE	CUES
CARDIO EXERCISES	
Surfer Burpee	<ul style="list-style-type: none"> • Squat, Plank, jump forward wide, Quarter Turn, jump back to center • Feet wide • Use Squat to transition • Chest up • Abs braced as feet jump back • Jump feet in wide • Alternate turn to side • <i>Speed on the transitions</i> • <i>Use the core to move faster</i> • <i>Total body conditioning</i>
Air Jack	<ul style="list-style-type: none"> • Start with feet hip-width apart in a narrow Squat • Jump and raise arms up and kick legs out to the side • Chest up – abs braced • Land with arms by sides • Bent knee landing – feet narrow • <i>Speed in the jack</i> • <i>Fast off the floor</i> • <i>Train like an athlete – look like an athlete</i>
Bear Crawl	<ul style="list-style-type: none"> • Hands under shoulders • Knees just off floor • Back long, strong and straight • Shoulders and hips level • Abs braced • <i>Move with speed</i> • <i>Use the core</i> • <i>Move fast to drive the intensity</i>

NOTES

TECHNIQUE CLINIC 3

NOTES:

EXERCISE	CUES
ATHLETIC EXERCISES: RELEASE-SPECIFIC	

NOTES

COACHING

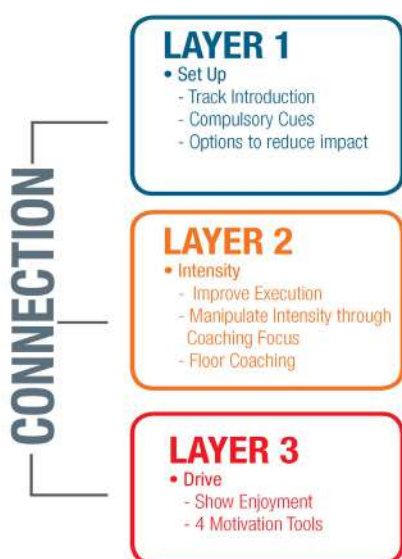
GRIT COACHING IS LED AND DRIVEN BY YOU!

Your job is to set your team members up to succeed, and be safe and effective. Then you provide inspirational floor coaching, helping your team manipulate the intensity in the right way for them while also improving execution. From there, push them by motivating them and driving them. Underpinning all of the Coaching is your ability to use your connection to drive each and every individual to their maximum.

GRIT COACHING MASTERY

Use our simple and effective Coaching Model to help coach your members to success. Every layer builds and leads into the next layer, telling people what, when, why and how to do it. Put all of the three layers together and people will move safely and gain results.

COACHING MODEL



COACHING LAYER 1

Our first step to GRIT Coaching is to set everyone up safely with the correct technique and alignment. Always cover:

- **Track Introduction** - Set up the workout/ exercise or the block. Stick to what your Workout Notes say and tell this directly to the class.
- **Compulsory Cues** - covers what you need to say to keep people moving safely
- **Add the low impact option** - if it's needed so your team members know there are options before they begin

To deliver Layer 1 correctly, always

- **Use bullet point language** - keeping it clear and concise
- **Say and Do** - when setting up the block of work. 'Say' what they need to do, and then 'Do' it for them so they see how to do it safely and correctly.
- **From the front** - is your usual position for saying Layer 1 cues – let your team see you

NOTES:

COACHING

COACHING LAYER 2

Then focus on creating three aspects for your Layer 2 Coaching. First look at how to **Improve the Execution**. Look out and see who is not using the correct and safe techniques. Use this to determine who you will first approach when you are floor coaching.

IMPROVE EXECUTION TABLE

MOVE	COMMON FAULTS
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The second part of Coaching Layer 2 is to **Manipulate the Intensity**. The best way to steer people in the right direction to achieve this is to use your Coaching Focus.

COACHING FOCUS

To create the right level of intensity, always communicate one key Coaching Focus, written in your Workout Notes. This is the overall focus of the workout such as Strength focuses on Load and Range; Cardio focuses on Speed; and Athletic focuses on **Power, Speed and Agility**

Use the simple formula to communicate your Coaching Focus every time.

COACHING FOCUS FORMULA						
_____	+	_____	+	_____		
MOVE		STRENGTH		CARDIO		ATHLETIC

The last aspect of Coaching Layer 2 is all about **Floor Coaching**.

To have great Floor Coaching, look out at the floor and decide which key focus you are going to focus on when Floor Coaching:

- **Technical Correction:** Linking with improving execution, look out to the floor to determine who to approach first to keep everyone safe
- **Motivate:** Some might need an extra push, so work out ways to give them some form of motivation
- **Praise:** Identify who needs some positive praise – this might be really important for newer people to your class

Whatever you decide to focus on, make sure you are emphasizing a **Quality Connection** with each person in the room.

COACHING

Use the following tools to help you floor coach successfully:

- **Quadrants:** Split the room into four quadrants and distribute your time evenly amongst the team members. One way is to coach from the back first in blocks of work with short duration. In a smaller club, aim to acknowledge each person 2 – 3 times.
- **Scripting:** Script when and where you will use Floor Coaching. The best Coaches always script their Floor Coaching.
- **Move with Purpose:** Always make sure there is a reason why you are approaching someone. Is it to help them to achieve the Coaching Focus or perhaps you can help refine their technique.
- **Adapt your Voice:** Use different voice types for different focuses. If the person is needing a challenge, then use a challenging voice!
- **Be Mindful of Personal Boundaries:** Always be respectful of someone’s personal space.
- **Show you Care:** This sounds easy but often we forget in the heat of a workout to use this basic Connection Tool. Sometimes, it can be as simple as using a smile!
- **Use a Range of Positions to Connect:** Sometimes this could be standing in front of them so you can use eye contact. Other times, you might kneel down beside them.

FLOOR COACHING NOTES:

COACHING LAYER 3

This is what often makes people come to a GRIT workout, as they know they will have a Coach that can motivate them to move in and out of the ‘red zone’. This is all about **Drive**.

Here you need to cover two aspects. First, **Show your Enjoyment**. Find your own authentic reasons for why you love GRIT and display them every time.

What are different ways to Show Enjoyment in GRIT?

Also add the **4 Motivation Tools** to motivate each and every individual. Use a range of these cues to meet the needs of the different team members at different stages of the workout.

MOTIVATION TYPE	MEANING & EXAMPLE
Intrinsic Motivators	
Extrinsic Motivators	
Positive Motivators	
Challenging Cues	

CONNECTION THROUGHOUT COACHING

People come to GRIT and love it! Why? Because our Coaches know how to connect from beginning to end!

Make sure your Coaching has a constant connection throughout. Use some of the following techniques to help you:

- **Greet each person as they arrive:** This is the start of any connection and it can start with a simple hello and a smile.
- **Create a 'team' within a team:** This is a group workout, so have small teams within the larger team working together.
- **Encourage a 'club' within a club:** GRIT brings people together so work out ways for this club to stay together outside of the workout.
- **Use Social Media:** This helps you to create an on-going connection with your team members.
- **Reconnect at the end of a workout:** Always finish a workout by acknowledging as many people personally before they leave the room as you can.

CONNECTION NOTES:

ASSESSMENT GUIDE

- Do I deliver the right information at the right time?
- Am I easy to understand and follow?
- Do I use effective coaching language?
- Am I connecting and motivating everyone on the floor?

YOU KNOW YOU'RE THERE WHEN...

- Your whole class is following successfully
- They understand why they're doing the moves
- They improve over time
- They feel connected with you and the workout

PRESENTATION 1 FEEDBACK

WHAT DID I DO WELL?

WHAT DO I NEED TO WORK ON FOR MY PRESENTATION TOMORROW?

DAY ONE REFLECTION

As part of your homework, take time to reflect on what you have learned today. Create a mind map of the key learning points from today. And remember, you will be asked about this on Day Two.

NOTES

WHY ARE WE HERE?

**OUR PURPOSE IS
SIMPLE:**

**TO CREATE A FITTER,
HEALTHIER
PLANET**



**WHERE ARE WE GOING?
BIG. HAIRY...
AUDACIOUS.
OURS IS THE GRIZZLY
BEAR OF AMBITIONS**

OUR VALUES:



ONE TRIBE

We create life-changing fitness experiences, everytime, everywhere. We are one tribe. Bravely changing the world. We are family. A family company, united in our love of movement, music and the pursuit of healthy living for ourselves and our planet...



BE BRAVE

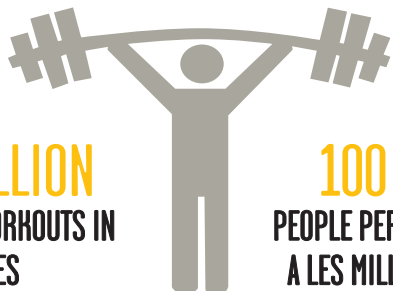
All the crazy stuff happens at the edge of our limits. We push hard to always do our best work; everyone around here is in the relentless pursuit of improvement. We need genius doers, not bullshit talkers. Tall poppies not wallflowers. Risk takers, innovators, rebels – step up.



**CHANGE THE
WORLD**

**20/20
GOAL:**

20 MILLION
WEEKLY WORKOUTS IN
LIVE VENUES



**100/20
GOAL:**

100 MILLION
PEOPLE PER WEEK HAVING
A LES MILLS EXPERIENCE

Changing the world won't be easy. There'll be doubters, haters. Those who cling tight to yesterday's ideas. But here, in this place, and wherever the tribe is gathered, we dare to dream. Be audacious. Be willing. Accept difference. Embrace NEW. We love talent, creativity, optimism and fun. Bring yours to work every day. Let's create new and better ways to help people take their first steps on the road to fitness...

PRESENTATION 2 FEEDBACK

WHAT DID I DO WELL?

WHAT DO I STILL NEED TO WORK ON?

ACTION PLAN

GOAL	SPECIFIC TASK	WHEN (DATE)
Short Term (next week)		
Medium Term (3 months)		
Long Term (12 months)		

APPENDIX 1



ASSESSMENT FORM

COACH
INITIAL TRAINING OUTCOME
CERTIFICATION OUTCOME

The Outcome is based on competency achieved in the compulsory Key Elements (WORKOUT PLAN, TECHNIQUE, & COACHING). A ✓ indicates competency; an X indicates a lack of competency; highlights indicate where attention is needed; and N/A indicates a compulsory that was not inspected in this assessment.

WORKOUT PLAN	<input type="checkbox"/>	Training (≤ 1 significant error in the Presentation Track/s)	<input type="checkbox"/>	Certification (≤ 3 significant errors in the Release)
<ul style="list-style-type: none"> • Accurate Delivery that ensures the intended workout is achieved 				
TECHNIQUE	<input type="checkbox"/>	Training (≥ 50% of variations in Presentation Tk/s, see p.2)	<input type="checkbox"/>	Certification (≥ 70% of variations in the Release, see p.2)
<ul style="list-style-type: none"> • Position: Demonstrate correct posture and alignment • Execution: Show safe and effective range of motion (ROM) & exercise control ○ Fitness/Conditioning: Demonstrate strength and high-level conditioning, maintaining role-model form throughout 				
COACHING	<input type="checkbox"/>	Training (~50% Layer 1 & 2 for exercises in Presentation Tk)	<input type="checkbox"/>	Certification (the majority of L.1, 2, & 3 for the majority of the class)
<ul style="list-style-type: none"> • Layer 1: Setup - Track Introduction, Compulsory Cues, Options to reduce impact [1st Block/Circuit – Use bullet point language to cue timeframe, sets, & exercises (e.g. 30 seconds on, 20 second recovery); Say and Do Layer 1 from the Front] • Layer 2: Intensity - Improve Execution, Manipulate Intensity through Coaching Focus, Floor Coaching • Layer 3: Drive - Show Enjoyment and Motivate with variety of 4 Motivation Tools ○ Connection (Non-compulsory) - Establish authentic and ongoing Connection with team members in Layer 1, 2, and 3 Coaching 				
FEEDBACK & ACTION PLAN (in order of priority)				

APPENDIX 2

GRIT SCIENCE GLOSSARY

ANAEROBIC THRESHOLD – also called the ‘lactate threshold’. The point during exercise at which your body must switch from aerobic to anaerobic metabolism; the point where lactate (lactic acid) begins to accumulate in the blood stream.

ANAEROBIC TRAINING ZONE – At this level of intensity your body burns short term energy reserves without using oxygen

ANAEROBIC CAPACITY – the amount of extra work you are able to perform beyond your aerobic capacity.

BODY COMPOSITION – the percentages of fat and fat free mass in the body.

https://en.wikipedia.org/wiki/Human_bodies

BODY FAT – the total mass of fat in the body

COMPOUND MOVEMENTS – Any exercise that involves two or more different joints and recruits multiple muscles.

EPOC – Excess Post Exercise Oxygen Consumption – also called the “afterburn”. EPOC is the amount of oxygen required to restore your body to its normal, resting level of metabolic function (called homeostasis). It means your body can continue to burn calories long after you’ve finished your workout.

HIGH INTENSITY INTERVAL TRAINING – repeated bouts of short to moderate duration exercise at an intensity above your anaerobic threshold followed by periods of recovery

HUMAN GROWTH HORMONE – is a hormone that is made by the pituitary gland and secreted into the bloodstream. HGH promotes an increase in muscle mass and a decrease in body fat.

MUSCLE PROTEIN SYNTHESIS – the rebuilding of muscle tissue which occurs as a result of the stresses that we place on our body through exercise. When the muscle experiences small micro-tears, blood flow to the area increases, bringing with it the necessary components for repair through protein synthesis. The repaired muscle is then stronger and larger than it was before.

MAXIMUM HEART RATE – the age-related number of beats per minute of the heart when working at its maximum; usually estimated as 220 minus one's age

METABOLIC STRESS – the accumulation of byproducts within the muscle such as lactic acid which are thought to stimulate muscle growth via protein synthesis.

OXIDATION OF FAT – burning calories stored in fat.

PLYOMETRICS – also known as “jump training” or “plyos”, exercises in which muscles exert maximum force in short intervals of time, with the goal of increasing power (speed-strength). This training focuses on learning to move from a stretched position to a contraction in a rapid or “explosive” manner, such as in specialized repeated jumping.

REACTIVE CORE TRAINING – when you exploit your body's muscle wiring and natural reflexes by doing movements that force your core muscles to automatically respond (eg Squat with Plate Arc)

STEADY STATE TRAINING – cardiovascular/aerobic activity that is sustained for an extended time at a constant intensity

TRIGLYCERIDE LEVELS – a type of fat found in the blood. When you eat, your body converts any calories it doesn't need to use right away into triglycerides.

FAST TWITCH FIBRES (TYPE IIA) – Fast twitch Ila fibres have a fast contraction speed and can use aerobic (oxygen dependant) energy sources as well as anaerobic (no oxygen used) energy sources. Fast twitch type Ila fibres are suited to speed, strength and power type activities.

FAST TWITCH FIBRES (TYPE IIB) – Fast twitch Iib fibres contract extremely rapidly, create very forceful muscle contractions and fatigue quickly. Fast twitch Iib fibres are also ‘white fibers’ but unlike Ila fibres they can only use anaerobic energy sources. Like type Ila fibres the fast twitch type Iib fibres are also suited to speed, strength and power type activities.

VO2 MAX – (also maximal oxygen consumption, maximal oxygen uptake, peak oxygen uptake or maximal aerobic capacity) is the maximum rate of oxygen consumption as measured during exercise. It reflects the aerobic physical fitness of the individual, and is an important determinant of endurance.

NOTES

APPENDIX 3

Watch the three videos 'Get Fit Together Research', '6 Week introduction to Group Fitness plan' and 'Stages of Change' then complete the quiz below.

FROM 'GET FIT TOGETHER RESEARCH'

1. WHAT DO LES MILLS CLASSES DO FOR MEMBERS?

2. WHAT TYPE OF TRAINING IS BEST FOR REDUCING THE RISK OF HEART DISEASE?

3. NAME 2 RESULTS ACHIEVED BY THE GET FIT TOGETHER MEMBERS

4. WHAT ARE THE THREE BIG MESSAGES FROM THE GET FIT TOGETHER RESEARCH?

FROM '6 WEEK INTRODUCTION TO GROUP FITNESS PLAN'

5. WHAT IS CRITICAL TO HOOKING NEW PEOPLE TO GROUP FIT CLASSES?

6. THE COMPLIANCE LEVEL OF THIS STUDY WAS VERY HIGH. HOW MANY OF THE PARTICIPANTS NEVER MISSED A CLASS?

7. WHAT IS THE RECOMMENDED EXERCISE PRESCRIPTION FOR WEEK 1?

8. NAME 2 ADVANTAGES FOR PARTICIPANTS OF THE SLOW FAMILIARIZATION PERIOD?

NOTES

APPENDIX 4

WHAT CAN YOU DO TO MAKE PERFORMANCE HAPPEN?

GET OUT OF THE WAY

Teaching in the essence of the program is the ultimate high performance state. Just like you can't be a little bit pregnant, you can't teach a little bit in the essence of GRIT with a mix of other styles thrown in. Get in or get out!

STOP TRYING SO HARD

Learn your choreography, perfect your technique, coach like a champ and connect with your people. These are fundamental, now let the music and the technical physicality of the program do the work for you. Members will sweat and some might surrender to fatigue. You will sweat and motivate them to keep going. Nobody quits. Everybody wins. Simple.

This is Performance and here's how to refine it:

THE ULTIMATE YOU

This is your state of mind; teaching in the essence of the program is the ultimate high performance state so you need to be bigger than yourself, YOU NEED TO BE THE ULTIMATE YOU!

Your job is to be strong, direct and lead them and be an authentic fitness leader. You are there to challenge people. They are there to be challenged. That's the deal. Bring that attitude to every class. Members who come to GRIT are driven by the empowerment and sense of achievement they experience during a class. Take control, be commanding, bring your knowledge and experience. Be the ULTIMATE GRIT YOU.

Who do you dream of being when you teach? This questionnaire will help you connect with your inner rock star or your ULTIMATE YOU. Answer these questions and begin your journey...

**NOBODY QUILTS.
EVERYBODY WINS.
SIMPLE.**

IF YOU ARE 'THE ULTIMATE YOU' ...
BEFORE YOU CAME INTO THE ROOM...

WHAT WERE YOU DOING?

WHAT DID YOU EAT FOR BREAKFAST?

WHAT KIND OF CAR DO YOU DRIVE?

WHAT IS YOUR FAVORITE MUSIC?

WHO DID YOU SPEAK TO AND WHAT DID YOU SAY?

DESCRIBE YOUR WALK AND YOUR POSTURE.

HOW DO YOU FEEL WHEN YOU ARE IN THE ROOM?

WHAT IS YOUR PREDOMINANT FACIAL
EXPRESSION?

HOW DO PEOPLE GREET YOU?

WHAT ARE YOUR 'CHARACTER' GIVENS
(E.G. FIT, STRONG, CONFIDENT, SILLY, ...)?

DESCRIBE THE EMOTIONAL RELATIONSHIP BETWEEN
YOU AND THE OTHER PEOPLE IN THE ROOM.

DESCRIBE THE LOCATION WHERE YOU TEACH.

WHAT DO YOU FEEL ABOUT THE OTHER PEOPLE IN
THE ROOM?

PHYSICAL ENVIRONMENT: WHAT DOES THE ROOM
LOOK LIKE?

OVERALL, WHAT ARE YOU TRYING TO GET FROM
THE OTHER PEOPLE?

WHAT DOES THE ROOM TELL YOU ABOUT YOUR
CHARACTER?

DESCRIBE 'THE ULTIMATE YOU':

WHAT IS THE EMOTIONAL ENVIRONMENT IN THE
ROOM?

LES MILLS CULTURE

HAKA AND HONGI

MAORI TRADITIONS IN THE LES MILLS CULTURE

Two of the most popular Maori traditions are the Haka and the Hongi. The haka is an ancient warlike challenge with fierce movements performed to a Maori chant. It is famously used by New Zealand's national rugby team, the All Blacks, and other national representative teams at the start of their matches.

It is now also a regular custom at Les Mills events to symbolize the global challenge for our 'warrior-like' instructors in the war against obesity. Also part of the Les Mills culture, the hongi is the Maori welcome expressed by the pressing of noses, something akin to the Western custom of kissing someone by way of greeting.

The literal meaning of hongi is the 'sharing of breath'. In the hongi (traditional greeting), the ha or breath of life is exchanged and intermingled. Through the exchange of this physical greeting, you are no longer considered manuhiri (a visitor) but rather tangata whenua, one of the people of the land. When Maori greet one another by pressing noses, the tradition of sharing the breath of life is considered to have come directly from the gods.

In Maori folklore, woman was created by the gods molding her shape out of the earth. The god Tane (meaning male) embraced the figure and breathed into her nostrils. She then sneezed and came to life. Her name was Hineahuone (earth-formed woman).

MANY COUNTRIES HAVE LES MILLS NEWSLETTERS CALLED "KIA ORA" – A COMMON MAORI GREETING

Les Mills trainers and instructors often greet each other with a strong Roman-style handshake incorporating the hongi into their greeting.

Many of the original Les Mills trainers have Maori heritage and have enriched the culture of Les Mills with their traditions and customs.

FITNESS IS OUR LIFE FORCE

From an early age our founder Phillip Mills, was immersed in an active lifestyle. His father, former New Zealand National Track and Field Coach, Les Mills Snr is a gold medal winning athlete who with his wife Colleen raised his kids to love exercise. A four time Olympian, Les encouraged his family to pursue sporting excellence and together they all represented New Zealand in track and field. The desire to move, to be fit and share that with others led the Mills family to open their first health and fitness club in 1968.

After attending UCLA on an athletic scholarship, Phillip joined the business full time in 1980 and immediately began to innovate. Combining his passion for music with a love of athletic movement he created group fitness programs that literally had members queuing out into the streets to get a place in the studio. The excitement was real, the results were amazing. People were falling in love with fitness.

In 1990 the game changed. Phillip pioneered the world's first barbell class, PUMP. It was massively popular in Australia and New Zealand and in 1997, renamed BODYPUMP™ our crew of road warriors took it to the world.

Les Mills became Les Mills International.

Joined from the beginning by Dr Jackie Mills, M.D, a former national gymnastics representative and passionate advocate of nutritional medicine and holistic health, Phillip continued to oversee the rapid expansion of the company. Together they co-authored Fighting Globesity, a manifesto and call to action encouraging individuals, companies and governments to do more to get active. Joining them now in their global mission are their two children, Diana Archer-Mills and Les Mills Jr, who take lead roles in the company as Creative Directors.

Today in more than 100 countries, over 100,000 Coaches and Instructors teach 18 programs to millions of people every week. And in truth, we're just getting started. We are on a mission to create a fitter planet. A global tribe of Coaches and Instructors inspiring others to move, helping those around them to fall in love with fitness. To take better care of themselves, and better care of our planet.

As part of our international family you'll learn more about our heritage. Many of our original rock stars shared the New Zealand Maori culture as they traveled and two customs, the Hongi and the Haka have become important to our gatherings and foster our sense of community, of shared ideas and beliefs.

We want you to join us on a journey to mastery. Our training programs and ongoing education are all designed to help you develop, to grow and to shine. You'll explore what it means to be a warrior against sedentary lifestyles. You'll discover how to overcome your personal limitations and step up to be a leader. Someone who inspires others to overcome.

**FITNESS IS OUR LIFE
FORCE.
WELCOME. KIA ORA.
AROHA.
WE ARE ONE TRIBE
CHANGING THE WORLD**

CONTRIBUTORS

MAUREEN BAKER

Training Director
Les Mills International Ltd

PHILLIP MILLS BA

CEO
Les Mills International Ltd

DR JACKIE MILLS B Phys Ed, MBCh B, Dip Obst

Chief Creative Officer and BODYBALANCE™/
BODYFLOW® Program Director
Les Mills International Ltd

BRYCE HASTINGS Adv Dip Phys, MNZSP Group

Fit Research and Operations Manager Les Mills
International Ltd

KYLIE GATES

Creative Director
Les Mills International Ltd

NAT VAN PEER LLB

Product Strategy Manager and LES MILLS GRIT
DVD Presenter Coach
Les Mills International Ltd

CLARE HORROBIN BA Hons, MProfStuds

Learning & Development Consultant
Les Mills International Ltd

IAN ARUNDEL

Education Operations Director
Les Mills International Ltd

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LES MILLS