

International Sailing Federation (ISAF)
Training ScholarshipCandidate Evaluation FormCourse Dates: 6th September 2010 – 29th October 2010

Candidate: Emrah Surmen

Country: Turkey

General Candidate Feedback:

Emrah Surmen completed all elements of the ISAF Training Scholarship and consistently demonstrated his abilities as an excellent candidate of choice by the Turkish Yachting Federation. He proved himself to be an incredibly motivated individual with excellent coaching abilities and personal competencies in sailing and powerboating.

During the ISAF Training Scholarship Emrah developed his understanding of 'Learn to Sail' training and consequently his ability to develop and manage a new Turkish national training programme. He is personally a very confident presenter and has the ability to convey his vision for the development of grassroots sailing within Turkey.

Emrah produced a comprehensive Sailing Development Plan during his time at Rockley Academy and with time there is no doubt that Emrah will be able to coordinate and drive a sailing development initiative that will have a long lasting legacy within Turkey.

It has been a pleasure having Emrah as a candidate on the ISAF Training Scholarship - he has been a very strong candidate.

	Excellent	Good	Satisfactory	Poor	Very Poor
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Motivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiasm	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailing Competence:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Windsurf Competence:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Powerboat Competence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching Abilities:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management Skills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentation Skills:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Course Hours:

Coach Training:	224
Management Training:	112
Industry Networking Visits	56
Total Hours Completed:	392

Course Specific Feedback:

Course Name: RYA Powerboat Level 2

	Excellent	Good	Satisfactory	Poor	Very Poor
Powerboat Driving Skills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Knowledge:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety Awareness:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Course Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General Comments from Trainer & Recommendations for improvement:

- Excellent powerboat driving skills.
- Promote the safety equipment (Life Jackets & Kill Cords) usage within Turkey.
- Continue to increase personal background knowledge of powerboating.

Course Name: Sailing Competency Assessment

	Excellent	Good	Satisfactory	Poor	Very Poor
General Sailing Skills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailing a Triangular Course:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Picking Up a Person Overboard:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coming Alongside a Moored Safetyboat:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailing a Tight Circle around a Safetyboat:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailing a Follow my Leader Course:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General Comments from Trainer & Recommendations for improvement:

- Excellent Sailing Skills – easily up to entering onto the RYA Dinghy Instructor course
- Continue to practice your sailing in both 1 person and 2 person boats gaining as much experience as possible in a variety of boat classes.

Course Name: RYA Dinghy Instructor Training Course

	Excellent	Good	Satisfactory	Poor	Very Poor
General Assessment:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Knowledge:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Competence:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching Ability:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication Skills:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiasm:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to relate to students:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to give feedback:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Course Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- Excellent Candidate – will make a very good Learn to Sail Instructor in Turkey
- Work on background “training” and “seamanship” knowledge. Poor at the beginning of the course however improved to a good standard at the conclusion of the course.
- General ability to relate to students and other instructors was very good.
- The feedback Emrah gave to students during the course was positive and constructive.
- Emrah has the ability to describe, demonstrate and teach all aspects of the RYA and ISAF Learn to Sail scheme to a very high standard.

Course Name: ISAF Multi Hull Training Course

	Excellent	Good	Satisfactory	Poor	Very Poor
Multi Hull Sailing Skills:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Knowledge:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General Comments from Trainer & Recommendations for improvement:

- At all opportunities increase sailing experience within Multi hulls
- You need to understand comprehensively the major differences between Multi Hulls and Mono Hull dinghies so that you can adapt your National ‘Learn to Sail’ schemes.

Course Name: ISAF Level 3 Race Coach

	Excellent	Good	Satisfactory	Poor	Very Poor
Setting Goals and Aims	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briefing and De-Briefing Sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Delivering Sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Race Tactics	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Learning Styles	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Video Analysis Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of basic Psychology	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of basic Physiology	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing a race team	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Powerboat Handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General Comments from Trainer & Recommendations for improvement:

- Overall hit the grade for ISAF Level 3 Coach
- Work on varying your deliver methods – Land Drills are a good way of practically demonstrating your key points
- Work on developing and managing a race team in terms of physiology and psychology

Course Name: ISAF Windsurf Instructor Course

	Excellent	Good	Satisfactory	Poor	Very Poor
Windsurfing Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety Awareness	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Communication Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentation Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- Work on developing personal windsurf ability
- Improve background windsurf knowledge
- Work with current windsurf coaches in Turkey to develop and accredit a national training centre programme

Course Name: RYA Powerboat Instructors Training Course

	Excellent	Good	Satisfactory	Poor	Very Poor
Powerboat Driving Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Powerboat Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Giving Presentations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- Work on developing background knowledge
- Practice delivering coach sessions in a variety of boats

Course Name: RYA Safetyboat Course

	Pass	Defer	Fail
Assessment Outcome:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- It is recommended that you develop a Turkish Safetyboat course to deliver alongside a Dinghy Instructor course. This will give instructors Safetyboat handling and recovery skills when amongst other water users.

Course Name: RYA First Aid

	Pass	Defer	Fail
Assessment Outcome:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- It is recommended that Emrah work with an Awarding Body within Turkey to deliver a 1 day First Aid course to all sailing, windsurf and powerboat trainee coaches.

Course Name: ISAF Level 2 Senior Sailing Instructor Trainers Course

	Excellent	Good	Satisfactory	Poor	Very Poor
Centre Management Knowledge	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fleet Control and Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching Assistant Instructors	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Session Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility in Approach to Session Delivery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briefing and De-Briefing Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Background Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Pass		Defer		Fail
Assessment Outcome:	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

General comments from Trainer & recommendations for improvement:

- Emrah though out the ISAL Level 2 Senior Instructor Trainers course constantly demonstrated his ability to train other instructor candidates.
- Emrah's general communication skills were excellent and he was flexible in his approach to on water training.
- His knowledge of running and managing sailing centres gave Emrah the knowledge and tools needed to give constructive input to all theory sessions.
- Emrah excels at stimulating debate amongst the students and has strong opinions that he effectively communicates to others.

Management Training Courses:

I = Didn't Understand any elements of the course
10 = Fully understood all aspects of the course

	1	2	3	4	5	6	7	8	9	10
National Sailing Training Scheme SWOT Analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Communication Techniques and Giving Presentations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Setting Targets and Managing Outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Principles of Planning and Developing Training Plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing a National Accreditation Programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing and Training Inspectors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CMI Level 4 Award in Management and Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other course elements completed (Non- Assessment):

Sailing Industry Networking Visits:	International Sailing Federation (ISAF)
	Royal Yachting Association (RYA)
	British Marine Federation (BMF)
	Royal National Lifeboat Institute (RNLI)
	Southampton International Boat Show
	Laser Performance Dinghies – Boat Manufacturer
	RS Sailing – Boat Manufacturer
	Topper International – Boat Manufacturer

General recommendations & comments for candidate improvement:

- Develop greater 'Training' background knowledge in sailing, windsurfing and powerboating.
- It is recommend that Emrah uses a PowerPoint presentation to sell his vision of the development of a 'Learn to Sail' programme at all times.
- Work with experienced ISAF Trainers to deliver Technical Courses for Coaches Internationally to develop personal coaching experience and abilities.
- It is recommended that Emrah develops the relationship between the Turkish Yachting Federation and the International Sailing Federation by hosting both a Level 1 and Level 2 Technical course for coaches in 2011. These courses can be used as a platform to initiate and promote the developments with the new Turkish 'Learn to Sail' programme. These courses will also ensure that the current sailing coaches with Turkey are trained to an International standard.
- Work on personal windsurf competence.
- It is important that Emrah, in conjunction with the Turkish Yachting Federation, develops national youth sailing pathway classes alongside its existing Race pathway classes. Without the correct training equipment developing a broad based grassroots sailing initiative will prove difficult.

More Information:

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