



# An Outside the Box Approach to Small Group Training

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## About the Speaker



### ANTHONY J. WALL, MS, CPT

- Director of International Business Development
- ACE Youth Fitness Specialist, ACE Sports Performance Specialist
- Medical Fitness Association Edu Committee Member
- ACE Spokesperson



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# Learning Objectives

- Explain the dynamics of a successful group
- Use group dynamics to cater to the needs and wants of a small group
- Design a small group training program using the 3 key pillars of success
- Understand how to apply the ACE Mover Method to a group

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*“A number of individuals assembled together, or having some unifying relationship”*

Merriam Webster Online

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# The Power of a Group

- Sports teams
- Military
- Social support groups
- Communities of practice
- Religious congregations
- Fraternities and sororities
- Recreational groups



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# Why Do We Join Groups?

- Sense of belonging
- Security
- Power/success
- Achieve a goal
- Status/social standing
- Self-esteem

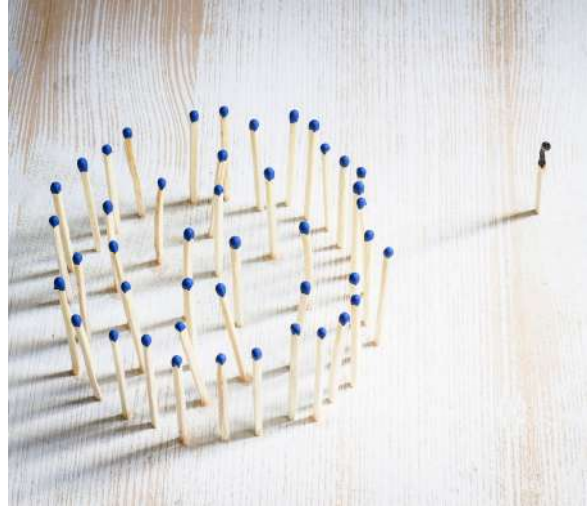


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# Why Do We Join Groups?

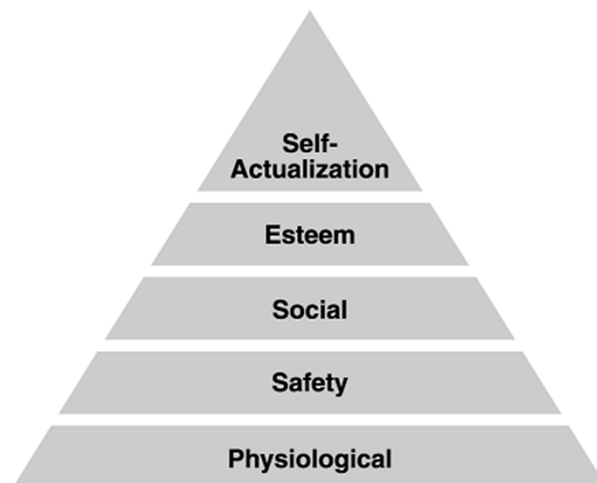
- How does being in a group contribute to the success of an experience?
  - Group dynamics
  - Ebb and flow
  - Personality of a group



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# A Basic Necessity



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# Group Cohesion

...the tendency for a group to be in unity while working towards a goal or to satisfy the emotional needs of its members

- Multidimensional
- Dynamic
- Instrumental
- Affective

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# Group Cohesion

- Task Cohesion
  - The degree to which members of a group work together to achieve success or a shared goal
- Social Cohesion
  - The degree to which members of a group form positive relationships

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## The 'Group' Exercise Experience

- “The initial bond is the shared experience.”
  - Lucy MacDonald
- “A relationship is not based on the length of time we’ve spent together but on the foundation we’ve built during that time.”
  - Anonymous

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# Designing Award-winning Experiences

- It's all in the formula
- It's all about the members in the group
- Leverage the power of the group



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# Building Rapport

ACE→ M<sup>?</sup>OVER™  
METH<sup>!</sup>D

ACE→ ABC APPROACH™

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## Structured Programming

- Key benefits to promote behavior change
- Positive experience based on positive interactions
- Help clients develop self-efficacy
- Manageable workloads and realistic expectations
- Improve structural foundation for more advanced workload to come

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## Example Session

- Introduction and session goals/objectives (5 mins)
- Dynamic warm-up – games/practice drills/new exercises (10 mins)
- Training session – exercise blocks (30 mins)
- Cool-down – review (5 mins)

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## Creating a Connection - You

- In the room – out of the room
- Energy Vampire ?
- Collaborate



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## Creating a Connection – The Group

- Games
- Partners
- Mental challenges
- Strong vs. intellectual



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## Creating a Connection – The Brand

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- The look
- The feel
- The status



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## 5 Steps to Success

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- Respect the client's state of ability
- Offer the best solution to attract the client
- Be different
- Create a 3-way connection
- Create a positive experience



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