



ON COURT LE BALLON A LA MAIN



HSBC 

# HSBC Penguin International Coaching Academy

Note: This publication is put together from, as far as possible, available web site details, photographs and original text. In some cases the text has been altered as the emphasis is on the coaching element and the good work put in by those representing the Penguin Coaching Academy. E &OE the publication sets out to give a snapshot of the worldwide help the Penguins give in promoting all facets of the great game of rugby football.

ACTIVITIES AROUND THE WORLD  
2010-2014

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**Contact:**

Stephanie Li,  
Sales and Marketing Director  
[stephanie.li@groveindustries.co.hk](mailto:stephanie.li@groveindustries.co.hk)



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# Introduction

## Craig Brown CEO

Youngsters develop by interaction with, and learning from, those around them. A key tenet of the HSBC Coaching Academy is to impart knowledge to the children and youth with whom we interact, and also to inspire their parents and coaches, so that they may continue their development of rugby knowledge, life skills, understanding, and the values of a sport we hold dear.

The Penguins would be nowhere without the dedicated support of the volunteer coaches, players, and administrators, who carry out this development work. A big thank you must go to them for their many hours of enthusiastic effort.

Finally thanks to John Sinclair for all his work as Editor-in-Chief, in producing this excellent insight into the world of the Penguins and to Abby Wills, for her diligent proof reading.

*Craig Brown – CEO Penguin IRFC, Auckland University, Waikato University, London Scottish, Watsonians, Glasgow High Kelvinside, Scottish Exiles, Waikato, and New Zealand Maori.*

## Fergus Slattery

The great pleasure of playing Rugby Union in the amateur days was made up of the game itself, and the fun before and after the games. The latter gave us all lifelong friendships, which will endure to the very end. I am happy to say that playing with the Penguins contributed enormously to both aspects. So, "long live the Penguins".

*Fergus Slattery – Blackrock College, Ireland, British and Irish Lions.*

## Peter Gallagher

Penguin grassroots coaching embodies the international rugby language of respect, discipline, commitment, teamwork, and, above all, FUN, delivered by experienced and knowledgeable coaches from all over the world, who bring with them a diversity of approach. This experience can be enjoyed by all sectors within communities, from youngsters in a camp in steaming hot Borneo, to an all girls' school in Dubai, or a group of adults in Mongolia. Current high profile players often willingly enhance this experience, and it all happens in the local environment, where coaches and participants, mindful of local culture, make a meaningful contribution to the wider community, and the development of life skills of the individual involved.

*Peter Gallagher – Watsonian RFC and Penguin Academy Coach.*

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*Penguins help raise phenomenal amount of money over 5 years to support the Christina Noble Children's Foundation*



*Indonesian Rugby endorses Penguin International Coaching Academy*

# Charity and Trust

A charity was formed in 1999 under the name - **Penguin International Rugby Football Trust** - as a member of the "**Penguin International Rugby Family**". The Trust is registered with the UK Charity Commission under Charity No 1081047.

The object of the Charity is educational, with particular reference to the provision, throughout the world, of coaching for young people in the skills of rugby football and, where appropriate, the provision of financial and other assistance for those youngsters.

The Trust supports the **Penguin International Coaching Academy**, which organises structured, rugby coaching programmes and coach-tutoring courses for youngsters in overseas countries where that expertise is not available locally. High-calibre, qualified coaches are involved and international referees at some sessions. It encourages participation in the game of rugby, and teaches youngsters about sportsmanship, teamwork, camaraderie and traditional sporting values for which the Penguins are renowned. The support is truly "international", with sessions being held in Malaysia, Hong Kong, Dubai, Philippines, Rwanda, Fiji, Scandinavia, and the home countries, to name but a few.

The **Alan Wright Rugby Scholarship** provides scholarships for young, overseas players with potential, but of limited means. A number have been awarded to date.

The volunteer Trustees and Hon. Secretary administer the activities, and funds are used exclusively for charitable and educational purposes in the field of rugby worldwide.

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**Penguin International RFC**

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# Penguin International Coaching Academy

The Club's remit is to grow and develop rugby around the world. In 2004, in partnership with HSBC as sponsor, Alan Wright and Craig Brown created the **HSBC Penguin International Coaching Academy**. While HSBC remains a supporter of the Club, the Bank's name in its titled ended in 2014

Since 2004, the Academy, made up of Penguins from all over the world, has travelled to many different destinations and introduced thousands of youngsters and adults to the sport. **The Penguin International Coaching Academy** is able to communicate with all ages and nationalities, and coach at all levels of skill and experience. It can also assist adults who have never coached, to become qualified coaches.

HSBC ambassadors, including former All Blacks John Kirwan and Jonah Lomu, have joined the Penguins in coaching children and helping to inspire young people of all ages.

Coach Education programmes are held for teachers and non-qualified coaches to increase the number of IRB-qualified coaches worldwide.

Kit donations are also a key part of the programme, as recently evidenced in the HSBC-sponsored British and Irish Lions Tour to South Africa in 2009.

The Coaching Academy has visited many rugby clubs, orphanages, inner-city schools, isolated villages and even prisons, throughout the world.

In partnership with ARFU (Asian Rugby Football Union), the Penguins Coaching Academy played a key role in the delivery of the HSBC ARFU Rugby Coaching Tour which began in 2010. In 2011 its role grew, not only supporting the host countries in the HSBC Asian 5 Nations tournament, but also the new HSBC Asian Sevens Series, while travelling to emerging rugby nations such as Mongolia and Macau.

**The Penguin International Coaching Academy** offers the following services from fully qualified coach educators and coaches:

- Coaching national teams
- Coaching representative teams
- Specialist 7s coaching
- Specialist 10s coaching
- Coaching clubs
- Coaching schools
- Coaching for all age groups
- Coaching beginners – game introduction
- Specialist coaching – tailored to suit
- Referee education – seminars/formal training
- Coach education (accredited to IRB courses)
- Manager and Administrator education

# Our Special Relationship with COBRA in Kuala Lumpur, Malaysia

By Craig Brown with input from Gary Henderson, David Townsend and Lynn Evans

It was 1993 and the RFU has been invited to send a team to Malaysia to the COBRA 10s. The secretary of the RFU rang Tony Mason and asked if the Penguins would like to represent England, and the rest, as they say, is history.

Tony selected 13 players and the day duly arrived for the squad to assemble at Heathrow for the Malaysia Airlines flight to Kuala Lumpur. Tony picked a team with a couple of old heads, some young faces, and some raw power. That first team was captained and coached by David Pickering (former Wales captain and current WRU Chairman). It was February and the team was heading to the tropics – forecast for fine weather and 35 deg C! Upon arrival the team was met by COBRA stalwart, and our liaison officer, Captain Din. Din gave us a briefing on Malaysian protocol and took us to the tournament hotel, The Crown Princess.

The next day was Friday and the team had one training run – it was hot! David Pickering put the team through its paces, although this was something of an unknown, as none had played 10s before, and we had all met for the first time at the airport on Wednesday night. Din later confessed that the tournament liaison officers did not fancy the Penguin Team's chances because we had not played together before, or played 10s at all. Anyway, the team went on to record a famous tournament victory, and the special relationship with the men and women from the COBRA Club began.

During the 1990s the Penguins played in the COBRA 10s on four occasions with 2 wins. Penguin, Craig Brown (who played in all four Penguin teams at the COBRA 10s during this time period), was invited as a guest player for COBRA in 1997.

## David Townsend recounts:

*My first experience of the COBRA 10s was in 1996. I had got to know the Penguins at the HK Sevens in 1987 and 1988 and on their tour of the Far East in 1992. In 1996 I was working in Singapore and my wife and I decided to go and support the team in KL. As part of that trip discussion took place about a new sponsor for the Penguins (HSBC as*

*it turned out). Hence, one of the reasons for our affection for the COBRA 10s - you could say it was the facilitator!*

*Post 1996, I had many happy return visits to the COBRA Club and the world famous COBRA 10s, admittedly with some lows. In 1996 we were beset with injuries and could not do ourselves justice. Then, some years later, there was the disappointment of losing in the semi-final to Ponsonby's infamous "penalty try". But such things pale into insignificance against the victories in 2006, and indeed, back-to-back victories in 2010 & 2011. Also there was the great backdrop of the warm welcome and long-term friendship of all the Senior Officials of Cobra Club, with a special mention from me for Tommy Pereira and KT. On a final note, there is nothing quite like taking the coach to the COBRA 10s stadium flanked by a Malaysian Police escort!*

As the Penguin – COBRA relationship developed, and lifelong friendships were established and strengthened, discussions turned to how the Penguins could partner with COBRA to help the development and sustainability of rugby in Malaysia. COBRA was in the process of setting up the COBRA Rugby Development Programme. IJM was the initial sponsor, starting in 2004, with CIMB assuming the title role sponsor in 2005 (thanks to Dato' Mohd Shukri for CIMB's long running support of the initiative).

Initial discussions with Charlie Wong and Tommy Pereira centred on the Penguins joining with the COBRA Rugby Development Programme to run coaching clinics in schools around Malaysia to up-skill the players. The Penguins had the vehicle to undertake this – the HSBC Penguin Coaching Academy. As the discussions gathered momentum it was decided the optimal approach would be to up-skill the coaching ability in Malaysia so that schools have qualified, skilled, and confident rugby coaches who can coach their players week-in-week-out.

## Recollections from Gary Henderson:

*Over the last 6 years, I have been fortunate to visit Malaysia with the Penguins to deliver coach education and coach development on a number of occasions. When we first started, we delivered a Penguin Level 1 and 2 course to coaches and school teachers. However, we were quickly able to establish a partnership with the International Rugby Board to deliver their qualifications and awards in Malaysia.*

*We have delivered courses in many varied places, stretching from Alor Starr in the North, to numerous venues in Kuala Lumpur (including the renowned COBRA club, and the*

*Royal Malaysian Air Force base), Sandakan in Borneo in the east, and Malacca in the South.*

*Well over eight hundred coaches and teachers have qualified through the support of Penguins in cooperation with COBRA, and this has led to ten times the number of players being introduced to the game.*

*The quality of the Penguin trainers and coach educators, and the enthusiasm of our COBRA partners in arranging all aspects of the courses, has led to a real shift in coaching style in Malaysia, that is, away from the more didactic, to one in which rugby is introduced in an enjoyable, game-sense manner, which remains safe to participants. This was evidenced by the fact that, despite soaring temperatures, the coaches and teachers still wished to continue playing the games they had recently learnt long after the day's educational activities had finished.*

*The people of COBRA are world class, and every rugby person should try to plan at least one trip to meet them at some stage in their lives. It is the drive of those like Charlie Wong, Tommy Pereira, and others, which has really helped develop the game in Malaysia, and with tangible results.*

A model for the Academy's contribution in Malaysia was agreed upon, and the first Academy trip to facilitate a week long Level 1 Coach Education course in Malaysia was planned February 2005. Over the next few years, the course was tailored to suit local conditions and content requirements, and eventually the Partnership agreed to progress to the IRB courses. Inter-mixed with the formal courses were a number of Continuous Professional Development tutorial courses, which lasted between 2 to 5 days. These proved very useful, providing a pathway with smaller steps as local coaches progressed from IRB Level 1 to Level 2.

Over the years, the Penguin coaches, with assistance from COBRA, have educated over 750 Malaysians to IRB level 1 or equivalent, the majority of whom have been school teachers, but also including many players and other rugby enthusiasts. Significant results have been witnessed since 2005, with a significant rise in the standard of school boy rugby. The COBRA Schools' tournament is one example, in which no overseas team has claimed victory, the top Malaysian schools being just too strong.

The Penguins have used over 30 coaches in their various trips to Malaysia, with John McKittrick, Tony Robinson, Craig Brown, Gary Henderson and Lynn Evans, the most frequent visitors.



## Fond memories from Lynn Evans:

*I am not certain of the number of visits I have made to COBRA, but it must be near double figures. COBRA is an amazing rugby club that almost runs like a national organisation for rugby. The most incredible man is Col Charlie Wong, who has become a real friend over the years. He has put a massive amount of time and energy into his multi-faceted role at the Club. He has been the driving force behind the coach education programme and has always been available to help and support the Penguin coaches in any way he can. I look on him as a true friend.*

*The challenge I found with COBRA was the ability to survive the nightly social programme and the never ending supply of jugs of ale. A man of my physical and chronological age found this a massive challenge! These sessions were conducted in the company of social leaders, namely A Robinson and G Henderson, both formidable socialites.*

*The coaching courses run by the Club help to promote rugby in the schools by encouraging teachers to spread the rugby message. My most memorable trip was to the east side of Malaysia, to Cherating, accompanied by our COBRA hosts, where, for the first time in my coaching career I worked on a Level 1 course on the most glorious white sandy beach. Clearing a monkey from the roof of my accommodation was also a first, but not before sampling a lager in the beachside swimming pool in the company of Craig Brown. COBRA has to be a world leader in the number of courses it has organised in an effort to spread the game of rugby, and to improve the quality of the rugby coaches, in Malaysia.*

## Penguin visits to Malaysia

XVs tour – 1993. COBRA 10s - 1993, 1994, 1995, 1996, 2000, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012 and 2013.

In summary, COBRA is the Penguin second home. It is the place the Penguins have visited outside the UK on more occasions than any other, and we hope this will continue.

# Singapore and Malaysia

## November 2010

*For the fourth consecutive year, the HSBC Penguin International Coaching Academy was back in Singapore and Malaysia.*

Coaches on this trip were Deano Herewini, Neil Graham (SRU), and Tony Penn from New Zealand. Courses were held at Kuching and Kuala Lumpur, and player development courses at Kota Tinggi, Pengerang, Mersing, Batu Pahat, and Muar.

## March 2011

### Coaching the Coaches

Doc McKelvey and Simon Jones held 2 IRB Level 1 courses. The first, with 22 candidates, mainly teachers, came from all over Malaysia. Most were able to take part in, and complete, the courses. Candidates were put into 4 groups, and challenged to work together to solve the various problems set. The winning group received Penguin gear and badges.

The same course was facilitated for the second group of 20 teachers. However, these candidates were IRB Level 2. With their enhanced technical knowledge, we were able to upgrade the content. Popular with the candidates, the courses ended with the presentation of certificates, signed by Doc and Simon, along with prizes.

During the four days, Usaia Biunaiwai, Fijian Coach Educator and appointed Cobra Club coach, needed to renew his IRB CE licence. On contacting Mark Harrington, a QA form on his work with the coaches was completed, and this should see him back to full IRB CE. This is a huge benefit to Cobra as Usaia will be able to sign off Level 2s as they complete their 12 practical coaching sessions in their schools. He will also be able to facilitate future Penguin courses at Cobra.



## November 2011

### Grassroots and Player Development

The Coaching Academy, after 2 previous coaching trips, and winning the SCC 7s, 2010, embarked with enthusiasm for Singapore. Ben Fisher and Sai Nawavu facilitate sessions with assistance from Deano Herewini.

The first session was at the NIE University where 35 keen trainee teachers, fresh from 3 months learning the game of rugby and how to coach, were given some new games and



ideas to help to introduce the game when they move into the schools next year. Lots of variations of touch games, an introduction to contact, and the roles at the breakdown were the main focuses.

Rugby Fit international was the next session. 40 enthusiastic boys engaged in passing, offloading, and midfield phase play options, finishing with a more technical session on roles at the breakdown.

Monfort Secondary school enjoyed two visits from the Penguins as a follow up to previous visits. Keen female teacher, Rashidah, assisted by the SRU development officer, Zaki, coach 25 boys aged between 14 and 16. Sai took the forwards for lineout variations, and Ben the backs for back line attack and re-alignment. Tackling and the breakdown were highlighted as development areas for the coaches.

Sessions were also facilitated at international schools. United World College benefited from work on attacking structures and strike moves, prior to their U18 semi-final. 45 youngsters, aged 9-13, from the Aussie International were treated to an afternoon of passing games, decision making practises, and ruck organisation.



### 500 teens attend HSBC rugby clinic

THE Singapore stop of the 14-leg HSBC Asian Rugby Football Union Rugby Coaching Tour ended yesterday, with some 500 youngsters benefiting from a week-long development programme.

They worked with rugby coaches and players including New Zealander Ben Fisher, former Fiji sevens star Sailosi Nawavu and former France sevens player Florent Rossignaux.

The biggest session of the week was the SCC festival, where 100 boys from a range of schools were invited to an afternoon of rucking, offloading and passing in the now muddy training area. Much fun was had by all.

The Barbarian Centre of Excellence was set up to provide additional opportunity and skill development for players outwith school or club sessions. 30 players aged from 10 – 14 enjoyed the passing, catching, running lines, and decision-making in attack.

The final session at Centaurs RFC was assisted by Penguin players Mat Luamanu and Josh Hohneck. ESPN star sports, an HSBC photographer and videographer, and local press attended to see what the Penguins were doing: tackling, offloading and breakdown skills, and a try scoring competition in the mud! Interviews were held with the youngsters to explore why they played rugby and what they enjoyed about it. Thanks to Zaki, and all of the local coaches, who assisted in a busy week of 9 sessions involving 500 young players and students

**Now to Malaysia, Mersing.** Flo Rossignaux joined Penguin coaches, Ben Fisher and Sai Nawavu, as part of a now 8-strong group, and was straight into action. 53 boys from SMK Sri Mersing and SMK Kebangsaan schools partook in passing and re-alignment practises, followed by back-line attack and line-outs.

**Session 2:** 64 boys from SMK Ungku Hussin, Endau, and SM Sains Sultan Iskander schools. Local coaches and players enjoyed coaching in passing, tackling, and roles at the contact area. The session concluded with the Penguin coaches demonstrating and coaching a 3 v 3 scrum.

**Pekan** was the next stop, and two boarding schools - SBPI Tun Abdul Razak Pekan and MSRM Tun Abdul Razak. The session's highlight was the schools' performance of the NZ Haka, and 55 players left having learned some Maori, Fijian, and French words, as well as some new rugby skills.

**Kuantan**, and 65 boys from 3 schools, SMK Sultanah Hajjah Kalsom, SMK Sultan HJ Ahmed Shah, and SBP

Integrasi, attended a session on attack and defence theory, followed by live application. Fairly advanced, the players developed well, using calls and making effective decisions.

In the afternoon, 45 beginners, aged 13-14, from MSRM Kuantan and SMK Sultan Abu Bakar schools, were introduced to the basics of rugby - running, passing, and tackle technique.

**Termoloh**, last stop, and 55 boys from SMK Seri Semantan, Termerloh, and SMK Kota Gelanggi 2, Jerantut, enjoyed an introduction to the game.

Back Cobra club, in KL, and time for the final, most anticipated, session. Agathian Shelter is local to Cobra Club with 40 boys staying there. The session saw 20 boys on the park to experience rugby, many for the first time. Each left with a Penguin t-shirt, badge, hat, some rugby balls and big smiles. Many of the boys seem excited by the game, and, it was very pleasing to think that the session could be the start of a new interest for some of these young men.

It was another successful trip to Malaysia for the HSBC Penguins covering a wide range of development activities. Introducing rugby for the first time to players, developing the initial work local coaches have done and really progressing with some schools that have been playing rugby for a few years. As well as the coaching, working to help educate teachers and local coaches, and hopefully inspiring young Malaysian rugby players to play the game of rugby

There are some very talented young players in Malaysia, and, with the right structures, they have the potential to develop into international players of the future. School rugby in Malaysia can develop if the local coaches are well supported and the necessary training aids and kit are made available.

Thanks to Ben Fisher, Sai Nawavu, and Flo Rossignaux, Penguin Coaches and to Hanafi and Zul, Charlie Wong, the Cobra club, and local teachers and coaches for their help.

# Singapore and Malaysia

October 2012

## 2 legs make one first class trip

HSBC Penguin Academy coaches for the first leg of the tour in Singapore were Tony 'TP' Penn (Taranaki), John 'McKitty' McKittrick (North Harbour), and Ian 'Chook' Fowler (Perth), along with Deano, Douglas and Izzy from the Asian Rugby Football Union (ARFU). Whilst unable to coach as many groups as hoped (school exams), they did reach approximately 500 players, coaches and teaching students, with an emphasis on basic skills, skill games, and fun.

Venues visited included a teaching university where Prof. Tom Browne's class was entertained by TP, Chook, Dougie, and Deano demonstrating rugby games used when they started teaching; the Pioneer School; an Australian International school; UWCSEA school, and the Centaurs Club. Motor and core skills were the order of the day with an emphasis on fun, and, when requested, specific unit skills. Towards the end of the week, the ARFU coaches were involved with the Academy coaches, and enjoyed a day with Tana Umaga, delivering coaching at the Padang to over 300 local players. Representatives from ARFU, Ponsonby, and Sunnybank (Brisbane), participated in the coaching.

For the second leg in Malaysia, Academy coaches TP and Chook were joined by Flo Rossigneux, and linked up with the COBRA rugby development programme through Mr. Charlie Wong. In the town of Kota Bharu and surrounding



neighbourhoods (north-east Malaysia), valuable assistance was provided by local coaches, Che Ahmad Zaini Bin Hussin, Ahmad Nasri Bin Salleh, and Muszalizi Bin Mustafa. This truly international coaching team (France, New Zealand, Australia, and Malaysia) delivered to over 250 pupils and their coaches from 5 different schools, focusing on 4 core skills: passing; tackling; rucking, and game sense play. Rugby is included as part of the physical education curriculum in most of the schools in the area visited. It is highly regarded by the local teaching professionals as a great pedagogic tool for the mental, physical, and social development of the young Malaysians. The HSBC Penguin Academy' visit, in conjunction with COBRA, aims to keep youngsters in the game when they leave school.

At the end of the week, a return to Kuala Lumpur saw the coaching team work with a regional school participating in the COBRA schools' coaching initiative (40 participants), and an eclectic group of orphans from the Agathians shelter (20 youngsters), which is supported by HSBC. A session of fun games and basic rugby skills, including running, passing, and the use of space, closed with a game of conditioned touch, with the loser performing the chicken dance!



October 2013

## Englishman, Irishman, Scotsman, Welshman, or What?

Coaching the Komodo Dragons U20s national, and U20s women's teams in Jakarta, marked the beginning of the tour. The sessions were well received by the players who loved the game-related content. There were interesting conversations with many of the ex-pat coaches who were looking forward to the IRB Level 1 course scheduled for the next day at the Jakarta International School.

Rob Drinkwater, Tony 'Robbo' Robinson, Lee Adamson, Ian 'Chook' Fowler, and Craig Brown were among the individuals involved at various times. On the course there was an eclectic mix of candidates, including young women from the Mama Sayan orphanage who displayed both enthusiasm, and talent, for coaching.

The visit to the orphanage, later on in the tour, was memorable. Steve and co-host, Pete Klestov (Australian Youth Ambassador), informed the coaches that there were 120 extremely excited youngsters waiting. Robbo was inspirational! Every game, practice, or otherwise he had ever learned in earlier incarnations (ARU Development Officer, RFU Talent Development Manager, PE teacher), were used

in the total entertainment of the children. Even "Horses and Jockeys", which, by his own admission, has no relevance to rugby whatsoever, became a staple for the rest of the trip!

Onwards to Penang, Colonel Charlie Wong, and his programme of 3 full days coaching. The participants had been well instructed in rugby basics by several teachers who had attended the Penguin Level 1 course facilitated in Penang in 2006. This completed, the Penguins headed back to their home in Malaysia - Petaling Jaya and the COBRA club. Following-on from some excellent entertainment, the coaches undertook their last assignment; the provincial squads of Charlie's National Schools Development Programme.

The last word must go to Lee who collated the data for the tour. The Academy coached: 20 schools; 2 school provincial teams; 1 club team across all ages; the Indonesia national 7s team, national men and women's 20s teams, and an orphanage. 841 players were coached, and 27 coaches achieved IRB level 1 status. That is a grand total of 868!

## October 2010

### Assistance at the Etihad Junior Rugby Festival

As part of their Regional Rugby Grassroots programme, HSBC sponsored the Etihad Junior Rugby Festival. Penguin Coaches, Rhodri Thomas and Keith Robertson, spent 5 days in Abu Dhabi to assist with the 2,200 school children aged between 5 and 18 years.

## November 2010

### Promoting 7s in Schools

The HSBC Penguin Coaching Academy was in Dubai in the week leading up to the first leg of the HSBC IRB 7s, to help promote the abbreviated game in schools, and to operate the 'TRY Rugby Zone' within the HSBC Premier Suite and stadium fan zone.

The Penguin coaches, Ben Fisher, Alex Edmonstone, and Neil Young, held sessions at local secondary schools. At Al Ahafee, they focused on fun, evasion-games, and using passing to beat defenders. Later, at Al Ahmadiyah school, where the players were more advanced, tackling was introduced at the request of the local Development Officer, Ghaith Jalajel.

At the next stop - a British secondary school, Al Khubairat, in Abu Dhabi, ex-England star, former Penguin player, and HSBC guest, Josh Lewsey, assisted in the coaching. Here, a rugby programme has been developed under the guidance of Lyn Jones, former Ospreys' professional coach. Following a Q&A session with Josh for the U9s and U11s, Penguin coaches held a session for each age group, focusing on fun, skill-related games, and game decision-making in attack, respectively. Rounding off the day, Josh spoke with the School 7s team, due to compete in the IRB Dubai 7s-linked schools' tournament.

Thursday saw the TRY Rugby Zone set up to focus on 3 areas: a TRY-throw, to knock 7 balls off their stands; a TRY-pass, where players passed balls through holes in the wall, and a zone for passing games. Prize packs and signing sessions with Josh Lewsey and Jonah Lomu proved very popular, and we estimate 1,500 players passed through.

## October 2011

### Youth Festival Assistance

At the British School in Abu Dhabi, Penguin coaches, Hugh Campbell and Neil Young, assisted by Jason Robinson and the School's Director of Rugby, Ed Lewsey (Josh Lewsey brother), facilitated a carousel of coaching drills for over 100 young people, including a local school of emirates. Passing, handling, tackling techniques, speed and agility, evasion, and scoring were the focus, as well as the new HSBC Skill Zone. Later, the Penguins helped shift the HSBC skills Zone to Zayed Sports City, where they envisaged a huge following. Hugh and Neil shared their expertise with many groups and within very tight time constraints.



## January 2012

### Skills Zone Proves a Winner

The HSBC Penguin coaches, Deano Herewini, Lynn Evans, and Chris Dewsnap, were tasked with assisting at the 7s Village in Dubai. The festival consisted of a number of matches between local teams, the Skills Zone, and individual team coaching sessions with HSBC Ambassadors and Penguin Academy coaches. The cornerstone of the Skills Zone was to introduce individual skills and fun. HSBC Ambassador, Jason Robinson's involvement was to display his skills to, and to inspire, the next generation. During the 2 days, 600 children (age 7 to 17) were put through their paces.

### Later in the year the Penguin Coaching team returned to Dubai

#### Coaching in the sun is fun



## November 2012

### Coaching Activities as Part of the Run Up to the Dubai 7s Week

Grant McKelvey and Neil Graham met up with Fasttrack and HSBC. A grassroots coaching clinic was held at New World Private School, Dubai, for 25 Emirati students (9 -11



years), with assistance from HSBC Ambassadors, Gavin Hastings and George Gregan. With excellent feedback from the teachers on how well their charges had engaged in the session, they wondered whether the Penguins would stay on - this time in the maths session!

Onto the British School, Al Khubairat, Abu Dhabi. The session started with a first class Q&A session with Gavin and George, and then the players were split into four groups, and were joined by players from the UAE Rugby Player Pathway Programme. Coaching rotation sessions, under the guidance of BSAK Head of Rugby, Ed Lewsey, were held. The Penguin Coaches were joined by UAE Rugby Development Officers, senior pupils, and volunteers from HSBC. This enthusiastically received session ended with the signing of everything by Gavin and George, and the seemingly endless taking photo opportunities.

Over the 7s weekend itself, the Penguin coaches' role changed, and they worked in support of the volunteers and local staff engaged in the HSBC World of Sport. There were three rugby-based activities within the event, with players measured on the "Bosh Test", as well as a more subtle, skill-based, passing test. The commitment shown by HSBC volunteers and the Penguin Coaching Academy within the UAE grassroots community was greatly appreciated.

## October 2013

### Coaching Academy supports HSBC Youth Rugby Series Final Day in Dubai

The HSBC Youth rugby series involved over 5000 young rugby players from Doha, Bahrain, Abu Dhabi and Dubai, with the winners of each division invited to the Series final day. The age groups contested were U9, U11, U15 and U17. Penguin coaches, Gary Townsend, Vicky Townsend, Richard Hicks, and Alan Moses, were tasked with supporting HSBC and the local community. Together with HSBC Ambassador, and former Scottish International, Rory Lawson, who lead the days' activities, age-appropriate, and well-structured session were planned. The children were attentive, positive, and quick to learn, as were their coaches. The trip was a great success.



# Hong Kong

March 2011

Coaching, HKU Sandy Bay RFC



Kids from the HKU Sandy Bay RFC going through drills



Penguin Coaches Graeme Inglis and Ben Breeze brief boys of Hong Kong RFU Mini Rugby

March 2012

*Penguins on the Fasttrack*

Penguin Academy coaches, Grant McKelvey, Duncan Harrison, and Deano Herewini, got off to a brisk start assisting Fasttrack at the HSBC Rugby Festival at King's Park. Skill stations were set up for players and fans alike, looking at the accuracy and speed of passing. Tour manager, Craig Brown, and Penguin Coach, Rod McIntosh, joined the party later in the day to look after the kicking aspect of things. The day drew to a close with the Penguins handing out prizes and giveaways.

The next session was with our friends from Rwanda. The Academy coaches focused on the contact area, tactical understanding, and building a basic structure for Rwandans to use during the Kowloon 10s.



HSBC Penguin Coaches Ben Breeze, Graeme Inglis, Ash Cole, Gordon Dickson, Phil and Dean Herewini with the players from the Soweto Schools Rugby Programme (SSRP) from South Africa



Boys and Girls of HKU Sandy Bay RFC with Coaches

Onto a grassroots session at Good Hope School with HSBC Ambassadors, Jason Robinson and George Gregan, where 20 girls were put through their paces with help from members of the Hong Kong Women's team. All the coaches were very impressed with the enthusiasm and ability of the players. A race between Jason Billy Whiz Robinson and all challengers closed proceedings.

The day concluded with a mass coaching session at Sandy Bay, with 100 young players of varying abilities, ages, and languages, including the Russian National U17 Girls' Squad, experiencing the Penguin way.

Day 2, session 2 with our Rwandan charges concentrated on their final preparations for the Kowloon 10s. The Academy coaches focused on the Rwandans' natural strengths: speed, agility and passing skills.



Next up, King George V School. The Rwandan players assisted in the game-focused session, and concluded proceedings with traditional songs and dance. All were drawn into their participation. The children will remember the day the Penguins and Rwandans came to town for a long time!

View the show at: <http://youtu.be/4Lv7MBNxikM>

Onto an all-girls school at Holy Family Canossian College: 20 very quiet and shy players; a basketball court; 2 coaches from the Hong Kong Rugby Union; a fantastically supportive head teacher; some crash mats, and 3 Penguin Academy coaches provided the ingredients for a lesson in application and skill acquisition. 2 hours later, we left what had been a shy bunch of girls now waving and cheering enthusiastically.

Off to Sandy Bay to meet the Penguin team which was conducting its annual, mass, coaching session. Skill stations were set up, giving the youngsters the opportunity to work with all the players in rotation.

The final day, and off to the Happy Valley complex with a varied day of coaching. First, youngsters from the French school, followed by a highly skilled, British Columbia Elite Youth 7s U18 squad, coached by past Penguin, Shane Thomson. With the practical coaching completed, onto a coach education session with our Rwandan charges focusing on game and performance analysis. The tired Rwandan squad coped well, and the curtain fell on a productive and educational trip.

March 2013

*Over 1000 coached*

In four days, over 1,100 players received coaching from Dean Herewini (current coach at Valley RFC, Hong Kong), Brendan Laney (ex-Scotland international), Ben Breeze (former Wales A), Toby Arnold (current New Zealand 7s Squad), and Steve Hill (Director of Rugby at Richmond FC, UK).

The boys and girls coached, ages 6 - 18, were from the Korean International school, the Chinese International school, Happy Valley Island School, and Clearwater Bay and Sandy Bay rugby clubs. In addition, some American and Canadian schoolboys received specialist 7s training. With a huge range of talent and experience, the youngsters impressed the Penguin coaches with their enthusiasm and energy.

March 2014

*HSBC Penguins GFI HKFC 10s and the Ladies' Long Lunch*

A crack coaching team of Sean Lineen (Scotland international, Scotland U20 Coach, and Penguin), Craig Degoldi (Auckland Bay of Plenty, New Zealand 7s, and Penguin), and HK fitness hard-man, Roddy Mac, were appointed to the helm of the Penguin 10s squad. Simon Amor's magic touch saw 3 players from England 7s released to augment the Penguins.

Four training runs completed, and the Penguin squad returned to Sandy Bay RC for their annual, Minis, coaching session. The squad also attended the HKFC's Mini rugby prize giving, and presented awards for the U7-U12 teams.

Following the HK10s, the Squad enjoyed the HK 7s, and attended the 2014 Ladies' Long Lunch as its 'official eye candy'. The event, run by the Christina Noble Charitable Foundation, attracts ladies from all over the world, and raises significant sums for children-in-need, in Mongolia and Vietnam. The Penguins have been a feature at this event since 2000. With Keith Wallace as compere, some of the players were models for a day, wearing Jack Wills gear. 260-plus ladies raised HK\$1.22m, with the Penguins certainly doing their bit in that success!

The infamous Grove party followed on from the Long Lunch, with the John Grove award for the Best and Fairest Player going to Johan Bardoul. Many thanks go to Thea and John for hosting such a magnificent function.



# Qatar and Rwanda



## March 2012

### Youth Festival first visit

As part of the HSBC youth festival circuit 2012, the Penguin Coaching Academy visited Doha, Qatar, for the first time. Coaches, Andy Douglas and Ross Peacock, supported the festival by running the HSBC Skill Zone to complement the last stage of the festival circuit.

The festival was hosted by Doha Rugby Club, where 700 children, ranging from 7 – 16 years, and from across the UAE and Qatar, played a mixture of tag and contact games, as well as participating in the Skills Zone challenge. The latter involved performing evasion, passing, and tackling skills through a timed assault course, the completion of which was rewarded with various HSBC rugby prizes. Given the large number of children, as well as the limited time between fixtures, the Skills Zone was the perfect coaching tool for this occasion. The Penguin coaches made themselves available to all teams, helping with all facets of the game, and coaching warm-ups, skills, and drills, as well as running the HSBC Skills Zone. The festival concluded with Qatar's Doha Rugby Club winning the U8 age category, and the UAE winning in the other three age groups: the Arabian Knights - U10s and U12s, and Dubai Exiles - U14.

The day concluded with a barbecue at the Club, while the children watched an exciting cup final match between Doha and the Dubai Hurricanes 1st XV teams. Doha won a very tight fixture and the team crowned champions. This was a great opportunity for the children to share rugby stories and interact with team members, as well as watching a high standard of senior rugby.



## King Penguins Tour Rwanda

### June 2014

#### King Penguins in Rwanda

Following their defeat of Rwanda in the 2011 Kowloon 10s, Hong Kong, the King Penguins fulfilled their pledge for a rematch with what turned out to be an outstanding tour of Rwanda in June 2014. As with all tours, the anticipation and expectation were huge, and yet were still exceeded on all fronts.

The tour began early on Monday morning with a wee sniffer at Edinburgh Airport for the advanced party - Keith Wallace and our mascot, KP, his third tour in his third continent. Over the next few days, in true Penguin tradition, others began arriving from as far afield as Scotland, England, Wales (Duncan, our closet Welshman from New Plymouth), New Zealand, and Australia. Additionally, flown in to provide much needed gas for the match, were five young Ugandans: Jamil Nyango; Pius Ogena; Gamma Faisal; Allan Okello, and Joel Kimuli.

The first yahoo was at a local hostelry, the Carwash, where the initial contingent quaffed ale in the company of their Rwandan hosts, and indulged in a bountiful BBQ, including a first encounter with two Rwandan staples - potatoes and BBQ'd goat. The former was superb; the latter, mostly good jaw training! After at least a gallon apiece of refreshing beverages (with Marty and Gings already ahead after a fun stop in Jo'burg), and some large bellies filled, the bill came to \$120, including tips, thus setting the tone for some welcome prices after the excesses of Australia last year.

The Captain's run on Thursday night was another fine affair, as the team assembled from around the Globe, fuelled by free food and beer from the hotel - an apology for a horrendous booking mix up. By the time the last King Penguin arrived - Coach McKitty at midnight, minus his luggage - the cat was truly out of the bag.

Friday morning saw the collation of all the kit we had brought for donation, which amounted to well in excess of 1500 items, including 150 coaching booklets/videos, 75 balls, 12 full sets of strips, 10 pumps (to prevent trips to garages!), and 8 first-aid kits. It was a fantastic effort by all concerned, making many people happy. The same morning, many of the tour party took the opportunity to visit the Genocide Memorial, which was an incredibly moving experience, and a timely reminder of the history of this magnificent country.

On Friday afternoon the King Penguins (KPs) split into two groups, the first going to the Rwandan Orphans' Project ([www.rwandanorphansproject.org](http://www.rwandanorphansproject.org)). Our host at the orphanage was Kamanda, one of the Friends of Rwandan Rugby, ([www.friendsofrwandanrugby.com](http://www.friendsofrwandanrugby.com)) coaches. The KPs were blown away by the happiness of the children, and by the devotion of Sean and his staff, all of whom had answered the call to run the orphanage. The yells of joy as we handed out a set of Harlequins jerseys, and the fun during a line-out lifting routine, will stay with us for ever. It was great to see the opportunity being provided there, and the hope, and to witness the children's love of the oval ball.

The second group went to St. John Don Bosco School in Kigali to coach around 200 youths aged from 8 to 18 years. Some of these youngsters were complete beginners, whilst others possessed no little ability. The U16 and U18 groups in particular, looked to have some very talented young players. Four groups were split up by age, with Coach Harris taking the 12 years and under group; Coach McKittrick the U14s; Coach Brown the U16s, and Coach Patel the U18s. The sessions proved a great success and lasted several hours despite the 30°C heat. Plenty of water breaks were the order of the day - especially for the coaches! It is said, that as a coach, one is constantly learning - a maxim to which Coach McKittrick will surely subscribe! Even he, with his vast experience of coaching the highest levels of the game, was confronted in Kigali with a new and perplexing situation; one not covered in any coaching manual.

Having exhausted his repertoire of drills with his U14s, Coach McKittrick moved the session to the "divide into two teams for a game of touch" routine. After a bit of jostling and organising he was confronted by two equal teams of mixed attire, with no obvious pattern or similarity. As he delved the depths of his experience, and having quickly scanned the kids in front of him to confirm that all were shaven-headed young men, he came up with the normal solution, which is for one team to play in skins. Compliant and happy to the last, the U14s duly whipped off their shirts thence to draw a gasp from McKitty. His composure now absent, our confused coach managed a spluttering and stuttering rearrangement of his charges by instructing the (now) topless, shaven-headed girl to hastily don her top and join the "shirted" team. Completely unfazed, although perhaps a little nonplussed, her attire was restored and the crisis averted! On this day, a new nickname was born for the remainder of the tour - Coach T. McKitty!

**Details of the match against the Rwandans can be read on the website.**

## The Fellowship of Rugby Football

Whilst great fun was had by all, on and off the field, the KPs, in addition to their donations, also found time to give more help by:

1. Funding studs for the national team; first aid kits; a bag to carry supplementary gear, and one year of essential injury cover for the national team.
2. Paying for the orphanage youngsters to have a day out supporting us at the National Stadium. A fantastic experience was shared by all, and resulted in a delightful note from Sean at the Orphanage.
3. Raising money for an injured national team player - funding his healthcare for three years. Also, T. McKitty pledged to discover whether his New Zealand contact might be able to arrange for the player's treatment in NZ. His flight to and from NZ will be funded by several King Penguins, if T. McKitty is successful. We hope any treatment will allow him to return to work, and support his family, eventually.

Keith Wallace also toured on behalf of the Penguins International Rugby Football Trust (PIRFT) the Friends of Rwandan Rugby and Inspire Worldwide (<http://inspire-worldwide.com>). Together, these fund a full-time CEO for Rwandan Rugby (for three years), and the construction of a clubhouse and pitch as a home for Rwandan Rugby. We are pleased to report excellent progress with the appointment as CEO of Djuma, Rwandan captain in Hong Kong, and one of our hosts on the tour. Meanwhile, the identification of an area of land with planning application is due shortly. We will be seeking eight teams in 2016 to visit Rwanda and help build the Clubhouse. All Penguins are welcome to come forward.

As King Penguins, it is fantastic to be at a stage of our lives when we can put something back into our great game. The pleasure, clearly, is in the giving.

# Brunei & Philippines

# Fiji

## Brunei

October 2014

### First visit to Brunei Darussalam

Penguin CEO, Craig Brown, made the trip to Brunei as part of the Club's tour to Singapore for the SCC 7s. His visit to Brunei was an introductory exercise; part of a new initiative being set up with HSBC and the IRB to develop the game around the world.

The Coaching Academy's first session was with the local Bandar Vixens ladies' team. Local rugby enthusiast, Ainol Razman Ghazaly, the current coach of the Vixens, organised everything. Ainol explained that the ladies' team is new to Brunei, and, as yet, have played few matches. Nevertheless, they are very keen to develop their game. The aim in Brunei is to set up more ladies' teams, with the goal of forming a league in the near future.

So it was on a slightly soggy field at the Royal Brunei Recreation Club that 14 Vixen players turned out for the 90 minute session. Their rugby experience ranged from a few years to a few months. The session concentrated on handling skills and creating space, and all were taken through the basics of the half back pass.

Craig Brown confirmed, post-session, that the enthusiasm levels were very high, and although work is required, their skills are good, particularly given the amount of time they have been playing.

The Penguins look forward to returning in the future.



## Philippines

March 2014

### A first for the Penguins

With the first visit to the Philippines, another milestone was achieved by the Penguin Coaching Academy. Our thanks to Nikki, Philippines RFU, for assisting in setting up the session. A seventy minute journey from Manila found the coaches in Alabang, where rugby is developing, and future rugby stars anticipated from the SOS & Alabang Eagles RFC. All involved showed how passionate the locals are for the sport is in this country.

Craig Brown & Deano Herewini greeted a vibrant and excited group of local Filipino children from the SOS charity. Their ages ranged from 9 to 17 years, with equal numbers of boys and girls. Most of the children were new to rugby. Indeed, many were only one month into their rugby careers, and still learning the basics, including in which direction to run. Following a variety of drills, skills, and games delivered by the Coaches, the children were enthusiastic for more and more.

The session concentrated on passing skills and defence and attacking alignments. After several drills the session ended with 2 games of touch (with line-outs).

A fantastic time was had by all, with the Penguin coaches noting some excellent running and evasion skills. There is room for all to improve, and the Penguin Academy looks forward to returning to assist the development in the future.

The Philippines' national men's 15s team plays in the Asian 5 Nations competition's top tier, and we are sure some of today's stars will become national players in years to come.

November 2012

### A trip of a lifetime according to Craig Brown

"A trip of a lifetime", according to Craig Brown. It turned out to be just that for Gary Henderson, Jan Sutherland, and Tony Robinson of the HSBC Penguin Coaching Academy, as the following 'Tour Diary' bears testimony.



Monday 5th, and arrival day in Nadi. A village tour and lunch were followed by a visit to Sailosi Nawavu's village in Nawaka, where the coaching team was greeted by his parents.

Day one, and the IRB Level 1 course was facilitated to 17 candidates in Sabeto village. In addition to this, the RFU Scrum Factory was delivered at the request of the candidates. We watched the local team train with the candidates and then delivered the scrummage course. Reciprocation saw the coaching team treated to a kava session presided over by Headmaster Seta, in whose home the coaches dined and were guests: a wonderful experience (Master Terani).

Day 2, and following an Ovaltine and egg breakfast in the Village, a coaching session for youngsters was delivered by 5 of the Level 1 candidates from the previous day's course. Torrential rain did not discourage a coaching session for youngsters at the Vaturu school in Nadogo village, again delivered by the Level 1 coaches, who

were improving by the minute. Following well-deserved refreshments with the Fijian coaching team or 'Crazy Gang' as we named them, we returned to Nadi and visited the sports club with Richard Broom.

Day 3, and the IRB Level 1 course in Nadi (at ISN) was delivered under a blue sky with some help from the local gazebo! The Scrum Factory and Line-out clinic were also delivered – now a consistent request. One of the candidates, and Crazy Gang member, Coroi, treated us to a Lovu: local delicacies of fish, chicken, and root vegetables, cooked on hot coals and buried under banana leaves and soil.

Day 5, and an early start for the village boat to Mamanucas and a coaching session for students of the district high school. Alas, and owing to the village boat being missing in action, the session had to be postponed. Now accustomed to the concept of 'Fiji Time', chagrin was cast aside, as a blue, fibreglass boat was sourced, and 7 coaches and 2 crew, cast off for Yanuya Island; a 10s tournament; a kava ceremony, and an impromptu coach education session with 7s coaches who crave a Level 1 on the islands. A boat trip to Mana Island with 2 metre swells for 40 minutes was worth it for a wonderful, resort experience.



May 2013

## Age no barrier to touring

Phase 2 of the Fiji programme took shape when Grant, Ben, Rachael, and baby Matthew met at Edinburgh airport with the mission of blagging an extra bag through to Nadi. This was a crucial task, as it contained the 23kgs of gifts, balls, and rugby equipment kindly donated by Scottish Rugby - many thanks to Scott Yardley (Scottish Rugby) for his help. With a starting fee of £200 for the bag, it was haggled down to £80.00, thence to £0.00, once concurrence was achieved with BA staff that baby Matthew did, indeed, need a bag that was 20 x his body weight!

The trip was as good as it could be, with a stopover in Seoul, and a mid-morning arrival in Nadi, where we were met by fellow Penguin; all round good guy, and "Our Man" in Fiji, Richard Breen. Richard's young daughter Saoise had also negotiated a morning off school to welcome us, and over the next week, along with Richard's house keeper - Va, we were to form a formidable Coach Education Unit. Richard's influence and assistance in this part of the world just cannot be described. Suffice to say we would not have operated without him.

After changing into Fiji attire, our initial task was to recon the venue for the first IRB Level 1 at Vitonga District School in the Lautoka Region. On arrival we were met by the Headmaster and the teachers, some of whom were attending the course the next day. The welcome we received set the tone of the trip, and right away we knew this was going to be 'something special'. The next morning we returned to the school to deliver a well-received IRB Level 1 course to an eager, welcoming, and appreciative group of 40 coaches from the school, local village and surroundings. We also met our own 'Miss Money Penny', Rachael Bainivalu, who was always on hand to help with registration and interpretation, and to generally ensure all was copacetic!

That evening we had the honour of being the guests in Master Tirani's family home in the village. After dinner we headed off to village training, where we took the night's practice. Grant focused on the scrum process, and Ben took the backs. The practice was completed with a line-out session under the stars. Our 'this is going to be special' thoughts found voice when a team prayer at the end of practice thanked the Lord for the Penguins coming to their village to facilitate the course and



Grant's Fijian Level 1 course in Kava began that night; the first of many sessions in which we were joined by the Region's Head of Education, and Bill from the village. As you will imagine, stories were shared and, eventually, two very tired Penguins sloped off to rest up for the next day of coaching.

Day 2 started with a grassroots coaching session at Vitonga District School. Some of the coaches, who had attended the Level 1 the previous day, came along to practise their coaching skills with the session's 40 children. In the afternoon we headed to Andra School in Lautoka with our new coaching colleagues for the second grassroots session of the day. This school was primarily a soccer school. However, with the Headmaster's permission, we delivered an hour's introduction to rugby to 50 participants. We were able to deliver the session to small groups of players, with assistance from the newly qualified Level 1 coaches. This greatly enhanced the enjoyment for all. The natural talent displayed in these two schools alone, gave cause for contemplation on the sheer quality and quantity of untapped potential in this wonderful country.

After session two we attended an afternoon coaches' meeting with Lautoka Region's Head Coach, Villi Satala. I do not know who was more in awe! Those of us of a certain vintage will remember Villi as a feared, skilled, and iconic player of the 90s. It was inspiring to see a player with Villi's background now involved in the regional structure in Fiji. Little time passed before Ben, Grant, and Villi were headlong into 'talking the ball game', and sharing coaching ideas, philosophies, and information.

Following a couple of hours rest, Ben and Grant joined Villi and his coaching team at that evening's regional session to prepare for their home game the following Saturday, against Naitasiri. We met Villi's backroom staff, assistant coaches, and manager, and intended to observe the session. However, it was not long before all the tools were out of the bag, with Grant focusing on attack and contact, and Ben on counteracting this with his defensive work. A more intense, physical, and demanding session I have yet to see from any team I have coached.

Day 3 took us to the International School in Nadi, which kindly provided the venue for our IRB level 2 course, and during which (2 days) we enjoyed the company of some excellent coaches (27 in total). With Rachael on hand to provide her invaluable assistance, we had the fantastic experience of adding the 'coaching process' and 'coaching mind-set' to the international class rugby knowledge in the group. With a spectrum of participants from village coaches aspiring to do the best for their team or region, to ex-representatives and players - a number of whom had travelled the world in the 7s or 15s games - we hope we managed to inspire, motivate, and up-skill these men to be able to impart their obvious rugby knowledge to the next generation of Fiji internationals. It was a pleasure

Saturday brought game day, and we spent time on the touchline with Villi and his team, analysing the opposition, idea-sharing for half-time, and, again, talking the 'coaches' talk with a fellow coach. Post-game Grant worked on scrum and throwing skills, while Ben discussed tactics with Villi and his team. The familiar kava session followed, with the

biggest kava bowl a Scotsman has ever seen! Ben and Grant retired at the end of the evening with ideas spinning in their heads on how to help coaches like Villi, Api, Bill, Kele, and Wise, with their coaching development.

Sunday, and phase 2 of the mission, under the guidance of Api Naevo and Codi, with a fifth member of the coaching group, Capt. Luca joining later. Destination Malolo District school for IRB Level 1, and its 17 coaches - an eclectic mix of village coaches, the village pastor, the village chief's advisor, and coaches from Solevo, Yaro and Castaway clubs.

We have never played rugby, coached rugby, or been to a more beautiful rugby park on the planet. With Codi and Api now in full coach mode, we had a very enjoyable day coaching rugby, as did arriving tourists who witnessed two white guys, and two of the biggest Fijians you have ever seen, coaching line-out lifting and scrum techniques yards from the Pacific Ocean

The following morning saw us back in the Village for the penultimate grassroots session of the tour, where 25 of the best players in the school took their opportunity to show us what they could do. We waved goodbye to Malolo, moving on to Mamanuca Village, where 40 youngsters were put through their paces by Grant and Ben.

The tour ended with a trip to meet the father and family of Fiji and Penguin legend, Si Nawavu, from the Nawaka village. To finally meet this man and his family was an honour. What he said will stay with us for a very long time: "Vinaka for coming. We don't have much, but everything we do have is in here", and he held a heavy and strong fist to his heart! I am not



# Gibraltar

# Sweden

# England

# HSBC Asian 5 Nations Support Coaching

## Gibraltar

September 2011

### *Penguins on the Rock*

Penguin coaches; Gary Henderson, Mark Harrington, Rob Clilverd, and Dave Southern, travelled to Gibraltar for a long weekend. Here they joined up with Gibraltar RU Secretary, Chad Thompson, and other rugby officials, for four days of official IRB courses and grassroots coaching, along, of course, with some general rugby banter.

Match Officials Level 1, part 1, 2, 3, were facilitated.

Grassroots coaching took place at St Anne's Junior School, Bayside and Westside secondary schools, Lorreto Convent, and Bishops RFC.



August 2014

### *Coach Educators at Work*

Penguin Coach Educators, Gary Henderson, Rob Clilverd and Lynn Evans, visited Gibraltar to deliver the IRB Level 1 Coaching course to 22 coaches from the local rugby community. These coaches' experience embraced a full range of age group - from coaching young children and teenagers, to adult teams from the Gibraltar Super 4 competition.

The course progressed from introducing how to coach effectively, through games and safely-led activities, to developing a deeper understanding of rugby techniques. The local coaches also completed their Rugby Ready and Laws assessments, as well as passing their IRB L1 course.

It is hoped that the Penguins will support the return of coach educators to deliver a Level 2 in the very near future.

## Sweden

July 2012

### *Penguins meet Pingvins*

Penguin Coaching Academy coaches, Neil Young and Hugh Campbell, linked up at Copenhagen Airport for the long bus journey to Trelleborg.

Neil Young represented the King Penguins on the Friday evening, and was well looked after by players and members of the Pingvins Rugby Club. This was followed the next day by a session for Pingvins' boys and girls, ages 10-15 years. News spread fast that the Penguins were in town, and the number of youngsters increased considerably, including some with no training in rugby at all. Neil and Hugh were able to deliver new ideas for game-related warm-ups, and introduced various drills, as requested by their hosts.

On Monday the coaches worked with a women's team, a mix of Pingvins and players from Malmo, in preparation for a 10s tournament. Neil worked on the line-out and Hugh on scrummaging, with players showing a fantastic understanding, and real progression.

The following day it was the turn of the juniors, with coaching in attack and defence, and a controlled, full-contact game. The junior coaches took notes to enhance their futures in coaching. Attention then turned to the Pingvins senior side, with an

emphasis on building phases and attack patterns.

Steve Hill took a full team run-through, with both sides running a number of attacks, then working on both attack and defence systems. Both sets of forwards and backs were then split and worked on unit skills, with an emphasis on the scrum by Hugh. The Penguin team assisted the coaching as the Pingvins' opposition, enabling them to work on their learning.

## England

March 2011

### *Rosslyn Park FC Schools' 7s tournament – Specialist coaching*

Penguin coach, Hugh Campbell, joined HSBC Ambassador Jason Robinson, and coaches from the HSBC RFC, to run a number of specialist coaching sessions for teams at the Tournament. Throughout the tournament boys' and girls' teams dropped by the designated coaching area for specific coaching, including special skills and drills sessions, to seek inspiration, and to help them advance in the completion. HSBC, with its long standing relationship with rugby union around the world, has a particular passion for grassroots development of the game.

The Rosslyn Park HSBC National Schools' 7s tournament has long attracted an enviable pool of young players, who travel the length and breadth of the country, and sometimes the world, to take part. As an event it fits well with the Bank's commitment to grow and develop rugby in future years.



## HSBC Asian 5 Nations Support Coaching

July 2011

### *Penguin Coaching Academy assists the HSBC Asian 5 Nations and Asian RFU*

During 2011, the HSBC Penguin International Coaching Academy assisted the HSBC Asian 5 Nations and the Asian Rugby Football Union grass roots development programme with numerous visits to countries in Asia.

#### **Undertaken sessions:**

- March/Hong Kong
- April/Colombo, Sri Lanka
- April/Hong Kong
- May/Bangkok, Thailand
- May/Dubai, UAE
- May/Hong Kong
- May/Colombo, Sri Lanka
- June/Incheon/ Seoul, Korea
- June/Jakarta, Indonesia.

#### **Coaches:**

- Frank Hadden in Sri Lanka
- Dean Herewini, Frank Hadden and John Kirwan in Hong Kong
- Dean Herewini joins John Kirwan and Frank Hadden in Bangkok, Thailand
- Dean Herewini to Dubai
- John Kirwan, Frank Hadden and Dean Herewini to Indonesia