



The Official Certification Body  
For Teachers In India

# Up To Par

## With the NGAI

"An Initiative of the Indian Golf Union"

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### From the Editor



The last few months have brought some good news for Indian golf. With Anirban leading the way and securing his card for the PGA Tour next year, youngsters Shubham Jaglan and Aditi Ashok winning International titles for the country and Ranveer Saini winning the Gold Medal at the World Special Olympics, Indian golf fans have had some reason to cheer. Aditi shall be playing the Sime Darby in Kuala Lumpur next month, an event on the LPGA tour. What is great to see is that all these players have coached with NGAI teaching professionals, and with the exception of Aditi, continue to do so.

September saw the last two courses for 2015 being held with the D Course at the NGAI and the West Zone Refresher Course at the beautiful Oxford Golf & Country Club in Pune. Once again, we saw very good participation in these courses with 26 attending the D Course and 36 at the Refresher. The D Course is the first course where an apprentice can pass an exam and earn his license to teach and at the end of a very educative week, the NGAI had 19 new D Class instructors.

The NGAI also had four professionals from Bangladesh attending the D Course and we do hope they took back some good memories along with a wealth of information. All four visiting professionals passed the exam and are now NGAI D Class instructors. Am sure the rise of a player like Siddikur from Dhaka has inspired many a youngster to take up the game and with the Bangladeshi teaching professionals being accredited to the NGAI, their future is in good hands.

In the newsletter this month, we feature my colleague from the DLF Golf Academy, Raju James Joseph who has recently become an A Class professional. Raju has done some excellent work with junior golfers and continues to contribute to the development of golf in India by introducing many a junior to the game. There are some interesting reads as Junior Golf with TPI telling us that golf is a 20 year sport for developing expertise and not a 10 year sport. Michael Hebron gives us an insight into how the human mind functions and how we can make errors our best learning tool.

Till next month, happy teaching!

**Anitya Chand**  
Editor, NGAI Newsletter  
Joint Director, NGAI

### Junior Golf with TPI

#### Time Required for Developing Expertise

One of the first questions most golf coaches will get asked from new students is; "How long is it going to take until I am proficient at this game?" That simple question has been the subject of many years of research from leading minds in the industry of motor skill development. Many experts believe that it takes a minimum of 10 years and at least 10,000 hours of training for an athlete to reach elite levels. Herbert A. Simon (Nobel Prize - 1976) was interested in the role of knowledge in expertise. He was the first to say to become an expert required about 10 years of experience. He and his colleagues estimated that expertise was the result of learning roughly 50,000 chunks of information.



Unfortunately, most data suggest that golf is a 20-year developmental sport, not 10 years. Research by the PGA of GB & I came up with an average of 21.5 years to become a winner on the PGA or European Tour. On the other hand, the 10,000-hour rule is still highly debatable in the research (some show 4,000 hours – some show 6,000 hours), but all studies suggest a significant investment in time is required. Much of the debate about how many hours is required is due to the lack of agreement between experts on what they consider practice. Let's talk about the different forms of practice versus play.

It is imperative for kids to practice if they want to get better. And by the sounds of the information presented above, they need to do a lot of it. The question is, "What type of practice is best?" Many experts in motor learning and skill acquisition have tried to answer this question. Ericsson, Krampe and Tesch-Römer (1993) did a comprehensive review of this topic and concluded that the most effective learning occurs through involvement in a highly structured activity defined as 'deliberate practice'. Ericsson defined deliberate practice as, "activities that have been specifically designed to improve the current level of performance. Deliberate practice requires effort and is not inherently enjoyable." In other words, it is hard work, has few immediate rewards and the motivation to perform deliberate practice is getting better - not having fun.

Côté and Hay (2002) emphasized the importance of 'deliberate play' (as opposed to deliberate practice) in the early years of elite athletes. This view is shared by many other researchers (Bloom 1985, Carlson, 1988). Deliberate play activities are those designed to maximize enjoyment. Deliberate play activities have simple rules (sporting rules) that are enforced by the children or adult involved in the activity.

So here is the question, "Is deliberate play also a form of practice?" We think the answer is a definite "YES".

Children love to play games. Through playing games they have an important means to express, explore and discover many aspects of life relative to themselves and others. Playing games can be a means of physically developing fundamental movement skills and simultaneously enabling children to learn about cooperation, competition, communication, relationships, equity and the meaning of success. Numerous motor skills are best learned through extensive repetition of proper form - deliberate practice. But drills can get boring. Kids don't want to practice. They want to play. Try to turn practice into play for the younger children.

So here is the deal. Kids need to get about 20 years of practice under their belt if they want to make it to the PGA Tour. The good news is, deliberate play and deliberate practice both count towards those hours. So if they play multiple sports when they are young, they are racking up valuable hours towards their 20-year goal. They should start to shift towards deliberate practice by their teenage years, but that is when golf becomes more fun to them anyway!



### Errors Are Useful

"A man of genius makes no mistakes; his errors are validation and are the portals of discovery." James Joyce. The brain-mind does many things well, but nothing perfectly. In their book, "Bozo Sapiens: Why to Err is Human," researchers Michael and Ellen Kaplan offer many valuable insights into the nature of assumptions; predictions; doubt; error; and learning.

What follows are some notes I made while reading their book with some of my own insights added. The Kaplans pointed out that to err is human. Over time, humans had to adapt by testing assumptions and making predictions through trial and error. This process had the brain taking in information from workable and unworkable, wanted and unwanted outcomes, thereby re-wiring brain cell connections as an ongoing process.

Assumptions and predictions are more than important thinking tools; they are how a healthy brain functions. Human beings assume and predict their way through their daily lives. We are always harvesting information from our non-conscious minds, which is the underlying source of our learning, developing, and survival skills.

We make assumptions all the time. We assume something will be good or bad. We assume and predict something will be interesting or not. We assume whether it is the right time to do something or not. We assume what will or will not work, etc. Predictions and assumptions are the prisms through which we see life's choices and they come with errors that will be encoded in brain cells from which learning will come.

A healthy brain is efficient. It is filled with general just in-the-ball-park, detail-free concepts that provide short cuts and support learning. Studies show we actually could not function if we consciously knew all that was going on – hoping to avoid error.

Many useful ideas and thoughts resonate without detailed explanation. For example: the simple act of reaching out to open a door or a desk drawer was put into motion by a thought to do so (not an explanation). Now, if you were to write down or have to explain everything that took place when the door was being opened it would take a significant number of words to detail what occurred with the body, arm, hand, fingers, etc.

There will always be more ways to err than to be valid, unwanted outcomes are more useful to learning than workable outcomes. So stay away from fixing them and using teaching aids that take away valuable acts of struggling found brain compatible approaches to learning.

Apply the above to learning and playing golf and you will see that a bad shot gives you instant feedback on what you did and how you could improve it in the next chance. This improvement will come without the complications of teaching theories and complex teaching aids and is a very strong form of learning.

### Michael Hebron

PGA of America Hall of Fame  
[www.nlglive.com](http://www.nlglive.com) / [www.twitter.com/NLGLive](https://www.twitter.com/NLGLive)

## From the Butch Harmon School of Golf

### Compress the ball & get explosive power

There's no question that the related concepts of ball compression and forward shaft lean at impact have been hot topics on the tour this year. Most professionals have a lot of shaft lean at impact allowing them to compress the ball but the reality for most amateur golfers is that finding a little more shaft lean as they impact the ball will help with better striking and a more explosive swing. Here's how.

#### The Compression Drill

Most of the players that we see are not dynamic enough through the ball. So as they come into impact, the club head is starting to outrace their hands, causing a big power leak. We spend a lot of time helping our players become more explosive, and this great drill has proved very effective in getting players to compress the ball better. The first step is to grip down the handle so that the little finger of your bottom hand is almost on the metal of the shaft. Set up to the ball with your normal stance and hover the club head three to four inches above the ball.



With the club still hovering over the ball, make your normal backswing, but I want you to try to initiate your downswing with an abdominal crunch, similar to the feeling you have when you do a sit-up. That move is going to lower your levels as you bring the club head back down into impact and will create a lot more handle lean, or club head lag as it's often referred to. You'll be able to get your left wrist ahead of the ball at impact and apply a lot more pressure to your shots.

In the last 10 years of teaching golf, I can only recall working with three players for whom I had to try to reduce their forward shaft lean at impact. Players with this tendency tend to hit the ball lower and often struggle for distance control with their short irons, producing a penetrating ball flight that often goes long. With the driver, shaft lean can produce erratic results as the player struggles to square the clubface. As you swing into impact, the goal is to try to line up the handle of the club and the club head together. That will produce a higher trajectory and make distance control with the short irons a lot easier.

Justin Parsons  
Director of Instruction  
Butch Harmon School of Golf, Dubai

## Building Mental & Emotional Muscle for Golf



### Building Your Confidence

This month, we will take a look at the most important part of confidence – Building it! It's important to continually build the foundation so that small, short-term failures will not penetrate your long-term foundation.

What can you do to work on your confidence and build it? Here are a few key ideas that you can use to build the foundation and create belief in your game:

1. Preparation – “build it and it will come” – it is a secure feeling on the first tee knowing you've put the work and effort in – in each part of your game – to deal with the shots you'll need on the course. Make your practice functional – related to the shots you'll need on the course or in competition. Have a plan. Keep it simple.

2. Be proactive and allow all the great experiences you've had in the game to be the foundation of your confidence. Decide that temporary low points in your game will pass quickly and will not have any impact on your “foundation”.

3. Understand your strengths, limitations and triggers very well. It's easier to believe in something you understand vs something you don't. Jordan Spieth believed in Jordan Spieth's ability to play Augusta – the results followed.

4. Get great coaching matched up to your values and needs. The greatest thing a coach can do for a player is believe in them and believe in their abilities bolstering their own confidence. A great coach's belief in you can matter.

5. Create a clear and defined goal plan. If you know where you are going and have the steps in place to get there – there is a sense of security that you are on the right track.

6. Create a positive, supportive internal voice. Your own voice should be the most supportive and create a positive internal environment. A negative voice can erode confidence in your abilities and create doubt in your capabilities.

7. Focus on your good shots, not the bad ones. Ben Hogan, the greatest ball-striker of all-time felt he only hit about 5/6 shots in a round that were great. Ben had many misses and so will you. Focus on your good shots and accept there will be many misses.

8. Focus on your development as a player and the process to reach the next level. Focusing on a very solid process will inevitably lead to great results.

Build your confidence is one of the key things you can do to be a better golfer. Working on your confidence is an investment in you as a golfer, but, this skillset is transferable to everything you do in life – business, career, relationships and any other “performance” activity you engage in. Consider it an investment in your future. Confidence may be the single greatest asset for you as a golfer.

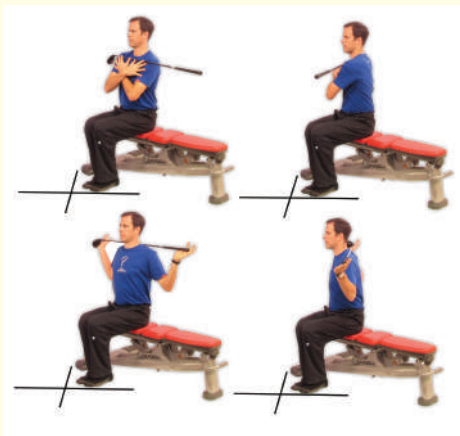
See you next month for more ideas to improve your game.

### John Haime

President - New Edge Performance

[www.johnhaime.com](http://www.johnhaime.com) / Twitter: @johnhaime

## TPJ Basics - Seated Trunk Rotation



### Test Objective for Seated Trunk Rotation Test

The Seated Trunk Rotation Test is designed to identify how much rotational mobility is present in the thoracic - lumbar spine. Good separation between the upper and lower body is important to help generate speed and maintain a stable posture during the golf swing.

Many golfers lack true thoracic spine rotation. The lack of rotation may cause them to create excessive lumbar spine rotational forces or over use the shoulder joint to compensate for limited thoracic spine mobility.

### How to Perform the Seated Trunk Rotation Test

Begin by asking the client to get into a seated position with knees and feet together, body in an upright and erect posture and arms extended out in the “W” position supporting a bar across the shoulders. Use two clubs or shafts on the ground to make two 45 degree angles to measure the player's rotation.

Ask the client to rotate the thorax both to the right and to the left as far as possible. See if the client can rotate past the 45 degree range on both sides. Many golfers rotate their shoulder blades back and forth and it looks like they are making a good shoulder turn, but they actual lack true thoracic spine rotation. This test assesses their true thoracic rotation with their shoulder blades locked to get a real picture of their spinal mobility.

Physical causes for limitations in the Seated Trunk Rotation test include any restriction in the thoracic spinal mobility, degenerative joint disease, rib cage restrictions and too much of a C Posture.

## Meet the NGAI Instructor - Raju James Joseph

Raju James Joseph started playing golf as a young boy at the Army Golf Club in New Delhi and discovered that he became good at the game very soon. Soon, he started playing tournaments on the professional tour and while still in his teens, got a job as a teaching pro at the Panther Golf Club, Amritsar in the year 1992. Raju worked in Amritsar for the next three years and in 1995, was appointed as golf instructor at the country's first indoor golf simulator facility at the Maurya Sheraton hotel in Delhi. Raju gained vital teaching experience here as he taught a lot of expats and hotel guests ranging from rank beginners to handicap golfers.

Raju joined the DLF Golf Academy with its opening in 1999 wherein he put his playing skills to good use by taking club members and juniors for course lessons and fine tuning their games. He was known to be a long driver of the golf ball and continued to balance his playing career with his teaching over the next few years.

With the establishment of the NGAI teaching system in 2004, Raju James attended his first course in 2005 and was given a Class C teaching certification. Learning the fundamentals to teach from NGAI courses and seminars, Raju started assisting Director of Instruction Karan Bindra and Head Professional Anitya Chand in the DLF Golf Academy's junior program. Learning with experience he continued to improve his skills and that started showing in his students doing well on the zonal and national level tournaments.

Raju is a regular attendee at all NGAI courses and earned his Class A certification in August of 2015. He is a TPI Level 1 Certified Fitness Instructor along with being a K – VEST Level 1 Certified Instructor. He believes in keeping his golf instruction simple and fundamentally strong and wants to make teaching fun as he believes that both juniors and adults learn better when they are enjoying the sessions more.



## News from NGAI

**The D Course** – The D Course was held at the NGAI, Chandigarh and was conducted by Teaching Staff Nonita Lall Qureshi and Indrajit Bhalotia. A total of 26 attendees including four from Bangladesh attended the course.



**Refresher Course for West Zone** – The Refresher Course for West Zone was held at the Oxford Golf & Country Club, Pune from 14 – 16 September 2015. It was conducted by Teaching Staff Karan Bindra and Assistant Teaching Staff Aditya Kanitkar. A total of 36 teaching professionals attended the course.



To get more details about the National Golf Academy of India, please visit [www.ngai.org.in](http://www.ngai.org.in) or email at [ngai@indiangolfunion.org](mailto:ngai@indiangolfunion.org)

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