



PUTTING THE *PERSONAL*
IN GROUP PERSONAL TRAINING

GROUP TRAINING MANIFESTO

Smart Group Training exists to help make it easier for trainers to increase the quality of their group training. We do the research, try things out and bring you what works. The Group Training Manifesto is a basic breakdown of some of the features that make Smart Group Training remarkable. With this cheat sheet, you will have an idea of what Smart Group Training is and a step-by-step plan on how you can incorporate some Smart Group Training principals into your group training program.

We will be covering:

- The importance of screening your group training clients.
- What Red Lighting is and how to incorporate it into your group training.
- Common red lights and corrective exercises for the FMS.
- A super easy-to-use alternate to the FMS with red lights and corrective exercises.
- How to include corrective exercise into your group training, with exercise examples.
- A done-for-you work out example.
- The complete format of how we run our group training sessions.
- How we over deliver to our group training clients to make their experience more like personal training.

SCREENING, RED LIGHTING, AND CORRECTIVE EXERCISE



It all begins with a screen. The screen is your first line of defense. It's where you find out the big stuff you need to know about your clients. Are they in pain? Is there major dysfunction? Are they too unfit to participate in large group activity without a little guidance first? Features such as a movement screen, a thorough health history and a review of goals are included on our intake screen.

If your client goes through screening with flying colors or minor movement dysfunction, then large group personal training may be the best option for them. If they have some items that cause concern, smaller group or 1-on-1 personal training may be best for that client.

Once the client has been screened and placed into large group training, it's time to make sure we are red lighting any compensatory movements. Red lighting certain exercise progressions and prescribing an exercise that corrects any compensation is a key element to Smart Group Training. Red lighting at its basic level is just making sure you don't cause further compensation or injury by loading a dysfunctional pattern or selecting an exercise progression that is too difficult. When a pattern is red lighted, you have the option to either pick an alternate to the movement or have the client try to remove the compensation with corrective exercise. The choice is yours, but we will show you both options.

Below you will learn about two different ways to quickly screen your clients for patterns that need to be red lighted, the Functional Movement Screen and the SGT General Movement Screen. Additionally, you will also learn how to incorporate corrective exercises for each compensatory movement into your large group personal training programming.

Functional Movement Screen:

We use the Functional Movement Screen in our studios because we feel it's the most comprehensive and easy to use screening system. It may not be as deep as other assessments; but, it's not an assessment, it's a screen. If someone has major red flags on a screen, the client may need a more detailed assessment, but the point of a screen is to find the big rocks first. The functional movement screen is the best tool we know of for screening large groups quickly, and the scoring system makes red lighting easy to understand. Although we can't teach the FMS screening process here, we can share how we use it to red light movements and assign corrective exercises for each pattern. If

you don't know the FMS, that's ok also. Keep reading for our SGT Large Group Training Screen you can use today, but we do recommend that you get FMS certified. You can either go to a workshop or at least take the Level 1 Online Certification at www.functionalmovement.com

It's easy to red light when using the FMS with our system. If someone has a 1 on a pattern on the screen, we assign him or her a colored bracelet for that pattern. This way the client and instructor both know to avoid certain color-coded exercises in the progression, instead they should do an alternate or corrective exercise.

A great example is the squat. If someone scored a 1 on the squat, we will not load the squat pattern or give him high level squat variations. We will instead give him a corrective exercise to pattern the squat or fix any mobility or stability issues that are causing the squat to be dysfunctional. We would give him a purple bracelet that indicates that he scored a 1 on the Overhead Deep Squat Screen. We would red light squatting in the workout for him and have him do RNT squats, wall squats, tall kneeling squats, or rock backs to build the squat pattern instead.

We have the squat progressions that need to be red lighted written on the wall in the color purple to make it easy for the client to understand. Worse case scenario, if clients don't understand or try to cheat, the instructor will see them doing front squats with a purple bracelet, stop them, and assign them a corrective exercise for the squat pattern instead.



Rotary Stability

Red Lights: Power and long distance running

Corrective Exercise Suggestions: rolling patterns, quadruped diagonals, crawling

Active Straight Leg Raise

Red Lights: Dead lifting and hip dominate exercises

Corrective Exercise Suggestions: Leg lowering, glute bridge, stick hip hinge patterning, cook hip lift

Shoulder Mobility

Red Lights: Overhead pressing and get ups

Corrective Exercise Suggestions: Reachbacks, open book, wall slides, dead bugs, breathing exercises

Torso Stability Push Up

Red Lights: Pushups and planks from the floor, use proper progressions

Corrective Exercise Suggestions: band assisted pushup, elevated pushup, slow mountain climber progressions, downward dog, inchworm, handwalks

In-Line Lunge

Red Lights: Lunge, ensure proper form on 90/90 split squats (may need assistance) or pain?

Corrective Exercise Suggestions: Band assisted split squat PNF Split Squat, ½ kneeling chops and lifts, hip flexor stretching, cook hip lift

Hurdle Step

Red Lights: Running and jumping

Corrective Exercise Suggestions: Pulsed hip flexor mobs, mt. climber progressions, stride stretch w/ rotation

Overhead Deep Squat

Red Lights: Resisted squatting and jumping

Corrective Exercise Suggestions: Heels up squat, wall squat, goblet squat, ball rock back, supine band hip flexion, ankle mobs, hip mobs, quad stretching

General SGT Movement Screen:

Although the FMS is great, we want you to have a screening system that you can start using today. I'll give you a quick screening process that will allow you to red light the major issues in people's movement patterns. Again, the FMS or a deeper assessment is best, but this will at least get you in the ballpark.

- * Bracelets would be best, but any way you can separate dysfunction from clean movement is great.
- * It's best to establish criteria to judge if someone should be red lighted or not. I will provide some criteria, but final judgment will depend on your coaching skills.
- * Pain is always a red light and should be referred to a clinician for assessment.
- * To perform a large group screen simply:
 - Line them up for each movement
 - Grab a handful of bracelets
 - Walk down the line and have each person perform the movement
 - Hand them a bracelet if the pattern doesn't meet criteria

Here is what we will be looking at:

Overhead Squat Screen

In the OSS, we will basically be looking at squat form. Have them raise their arms overhead, feet shoulder width apart, and deep squat. If they can't get past parallel, they bend forward, or it just plain looks like crap for any reason, red light the squatting pattern.



Red Lights = No weighted squats

Corrective Exercise Suggestion: Heels up squat, wall squat, goblet squat, ball rock back, supine band hip flexion, ankle mobs, hip mobs, quad stretching

Overhead Split Squat Screen

Once again, if it doesn't look right, red light it. Some criteria would include the clients not being able to get up from the bottom of the split squat, valgus, leaning forward, or major loss of balance



Red Lights = No split squats or lunges

Corrective Exercise Suggestion: Band assisted split squat PNF Split Squat, ½ kneeling chops and lifts, hip flexor stretching, cook hip lift

Toe Touch and Reaching Hip Hinge Screen

First have the client do a stiff legged toe touch. If they can't it's a fail. If they can, have the clients perform a bodyweight RDL while reaching arms overhead. Look for neutral spine, and butt behind the feet with weight on the heels.





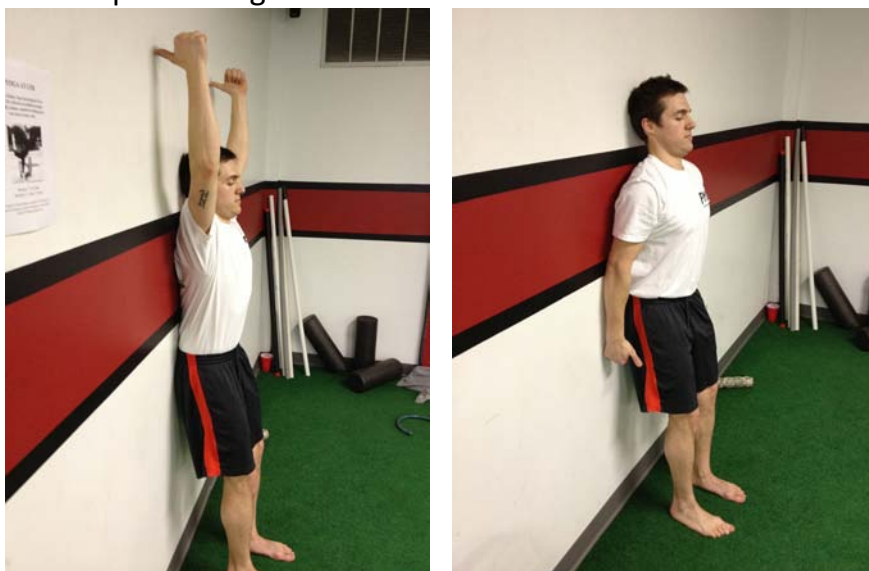
Red Lights = No deadlift or RDL pattern

Corrective Exercise Suggestion: Leg lowering, glute bridge, stick hip hinge patterning, cook hip lift

Overhead Press Screen or Shoulder Mobility Screen

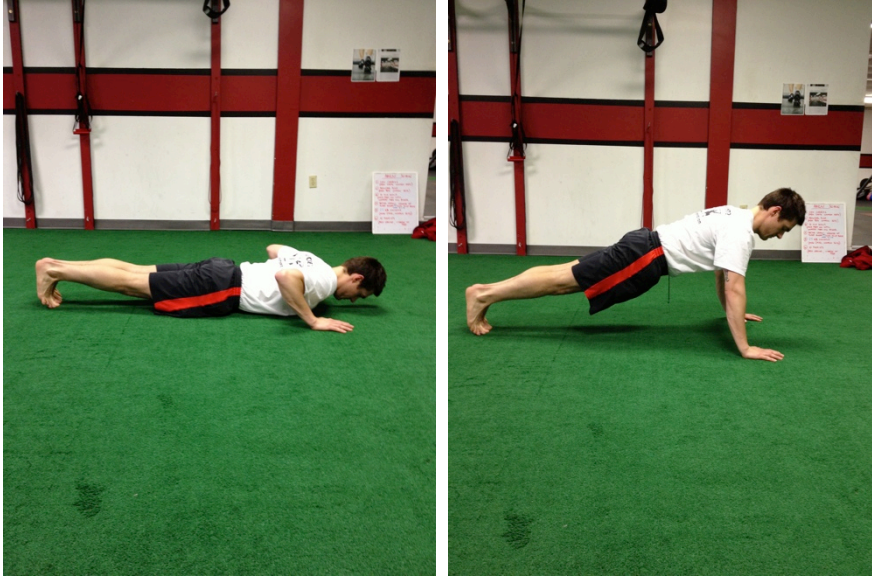
Have the clients stand against the wall in neutral posture. Have them exhale, drop the ribcage, and raise their arms overhead until posture is altered or thumbs hit the wall. They should be able to get their arm in line with their ears.

For the Shoulder Mobility Screen simply have the client make fists and put one hand over the top and one hand below and try to touch hand together. If they are over 12 inches apart red light and correct the movement.



Pushup Screen

The pushup screen is the easiest of all to administer and red light. Just have the clients start flat on the ground with hands at shoulder level. Have them push from the ground. If they can't get up or it looks horrible, red light it.



Red Lights = No push ups from floor or hard planks

Corrective Exercise Suggestion: Band assisted pushup, elevated pushup, slow mountain climber progressions, downward dog, inchworm, handwalks

It's easy to screen large groups with this method, especially with colored bracelets. We have tried many methods, and bracelets make red lighting a breeze. If you have bracelets, you can red light quickly.

LARGE GROUP TRAINING SESSION FORMAT

Now that you have your client screened, know the red lighted movements, and have a plan to correct the movements in time to train. Here is a quick rundown of what our sessions look like on a day-to-day basis:

- 5 Minutes of Soft Tissue Work — From the screen, we are able to find potential areas that may be locked up and need a lot of tissue and mobilization work. We show clients the areas of major concern and have them spend the majority of the time there during those 5 minutes. We do allow people to come in beforehand and get extra soft tissue work done.

- 5 Minutes of Corrective Exercise — This portion is really cool from a coaching perspective. It's neat to step back and watch 20 people working on specific trouble areas and corrective exercises ... all being done at the same time. Some people may require more soft tissue work for their anterior hip ... some may need the time for redeveloping a specific movement pattern ... some need the extra stability work. Whatever is needed for that person to fix a specific limitation, this is the time for using those strategies. If you are using the FMS as your screening method, this time is best used to focus on the weakest link in the FMS Hierarchy before moving into more generalized warm-up exercises.
- 5 Minutes of Dynamic Warm-Up — Our dynamic warm-up takes a general, shotgun approach. We have already focused on specific limitations with each individual, so now we want to properly prepare the rest of the body. We mobilize the ankles, hips, and T-spine. We run activation drills to get the sympathetic nervous system and muscles firing on all cylinders. Finally, we like to add a little jumping jack circuit, skipping, or any other metabolic form of exercise to increase heart rate to finish up the dynamic warm up.
- 3-5 Minutes of Explanation — The time here varies. We love to pound through this as quickly as possible if the class is filled with all returning members. However, when we know we have new people in the class, we will take a little more time here to really explain what we're about to do. The new members appreciate the explanation; so use your own judgment to decide how much you really need to explain each exercise and the format of the workout. If you spend too much time explaining things, you'll end up having all your participants practically cooled down before the workout begins.
- 20-25 Minutes of High Intensity Exercise — This is where you should get creative with your programming. We like to choose two or three workouts and block those workouts in over the course of the next 4-6 weeks. Our recommendation is changing tempo, recovery and formatting (ie.- supersets, tri-sets, straight sets, etc.) rather than always changing exercise selection. Research shows that the body gets accustomed to tempo and rep range well before exercise selection. So, we like to let our clients really get a good grasp of each exercise before we go and switch things up on them. We keep the workouts changing continuously by adding variety to time, format, etc ... However, exercise selection will stay fairly consistent. This is the portion of the workout that requires the most amount of red lighting and exercise progressions. Below is a very basic example of progressions ranging from correctives to basic strength exercises.

RED	YELLOW	GREEN
RNT Squat or Rockback	Goblet Squat with Pulse	Front Squat
½ Kneeling Chop	Assisted Split Squat or Split Squat	Reverse Lunge
Cook Hip Lift	Stick Hip Hinge	Kettlebell RDL
Reachback	Forearm Wall Slide	Band Push Press
Rolling Patterns	Handwalks	Side Plank
NA	Band Row	Suspended Row

- 5 Minutes of Conditioning or Core Work for Finisher — This is the time we want to leave them feeling tired and ramp up the metabolism a little more. We choose exercises that can be easily performed with limited restrictions. Something like jumping jacks or stationary sprints have regressions nearly everyone can do, but they can still work really hard with minimal decreases in form and performance. Choose these exercises wisely. You will have to toy around with a few good finishers that work well for your clients.
- 5 Minutes of Static Stretching or Diaphragmatic Breathing — Time to cool down. We want to really focus on getting our clients cooled down and kick on their parasympathetic nervous system before letting them out the door. This is often neglected, and a good cool down should be necessary for any training program.



OVER-DELIVER WITH MORE THAN JUST WORKOUTS

It's our goal to make group training as much like personal training as possible. Since you can't spend as much personal time with your clients in group training as you can with 1-on-1 training, it's imperative to over-deliver in other ways. Here are some of the things we do for our clients to make sure they are getting the best service and the best results.

- Nutrition coaching
- Goal setting sessions
- Client education (blogs, newsletters, etc.)
- Off day workouts
- Member websites
- Member perks
- Client events
- Check-in calls

We really hope the Group Training Manifesto has been a resource that can give you what you need to make some immediate improvements to your group training. Know that you can't do everything at once, but adding one small improvement to your business each week or month will add up to anywhere from 12-52 improvements by this time next year. Our best advice is to just make sure you are screening your clients first, and build your program based off those results.

As always, we love to help! If you have any questions for use please visit

<http://smartgrouptraining.com/>