



**GORDON INSTITUTE**  
FOR SPORTS PERFORMANCE

## **Undergraduate Strength and Conditioning Internship at Gordon Institute for Sports Performance**

**Robert Taylor, Jr., SCCC, CSCS\*D, CCS, PES, CES, CSES, NSCA-CPT\*D, NSPA-CPT**  
**Director of Sports Performance**  
**Internship Supervisor**



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/GIHPandGISP

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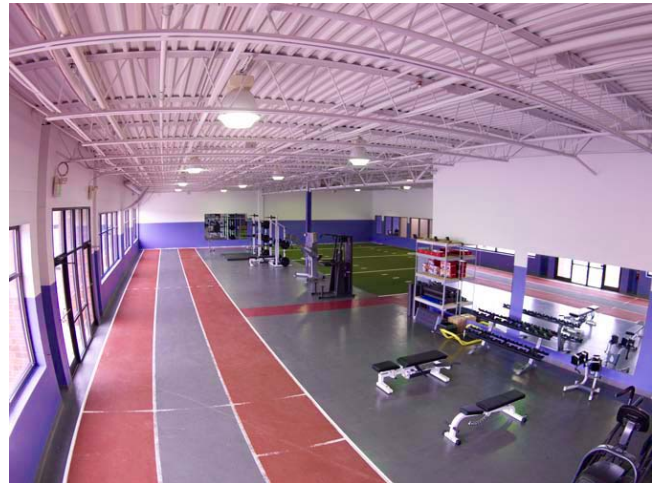
## Welcome to the Gordon Institute for Sports Performance



The Gordon Institute for Sports Performance is located in Mt. Washington, Maryland, only fifteen minutes from downtown Baltimore. The GISP staff will often take trips downtown together to support our hometown Baltimore Ravens and Orioles. Each person on the GISP staff has been handpicked for their outstanding track record within their respective field as well as their ability to stay motivated and promote a positive attitude towards athletics, exercise, and life in general. A GISP internship is a competitive and rewarding experience that exposes young professionals to a vast array of training techniques, clientele, and technology.

### The Gordon Institute for Sports Performance

A properly designed strength and conditioning program helps the athlete enhance his or her performance through a mix of aerobic and anaerobic activities that focus on the areas of strength, speed, agility, and stamina. Ours is a highly scientific, research-based approach designed to maximize individual potential and lessen the risk of injury through the expert, one-on-one attention of Gordon Institute's certified NSCA coaches.



## A message from Eric Gordon, CEO/President of the Gordon Institute

Hello!

The Gordon Institute was founded with the intent to deliver the highest quality of care to athletes, clients, and patients. We strive to be the benchmark in which all other physical therapy practices and sports performance facilities compare themselves too. Our philosophy is very hands-on at both the Gordon Institute for Human Performance (GIHP) and the Gordon Institute for Sports Performance (GISP). GIHP focuses on Manual Therapy in addition to a strong emphasis on therapeutic exercise. GISP emphasizes effort and intensity during each training session while integrating technology to monitor and provide feedback. Research directed towards evidence based outcomes and the development of innovative programs that are not currently offered in any other facilities is also one of our trademarks at the Gordon Institute.

The GISP internship program would allow an individual the opportunity to gain a valuable and unique experience while being exposed to the physical development of a wide demographic of clientele as well as the opportunity to see orthopedic physical therapy in a rehabilitative practice. Exposure to physical preparation and patient care at a high level would be an invaluable experience for someone aspiring to pursue a career in strength and conditioning, sports performance, physical therapy, or an allied health related field.

I am happy and excited to hear that you are interested in joining our team! I look forward to meeting you soon.

Eric M. Gordon, PT, CEO



CEO and President of the Gordon Institute, Eric M. Gordon, PT, is a 19-year licensed Physical Therapist, lecturer, author, and pioneer in the field of Oncology Rehabilitation. In founding Gordon Institute, Eric realized his vision of creating the premier facility for the development and restoration of maximum physical performance. Whether working with patients in need of Orthopaedic, Oncological or other physical therapies or in providing professional strength and conditioning for athletes, Eric Gordon is dedicated to delivering the highest quality care and service. The union of Sports Performance and Physical Therapy in one facility was a natural progression for Gordon, who believes that patients facing injury or illness should be treated the same as athletes training for competition.

## GISP Director of Sports Performance

In 2010, Robert Taylor was appointed as the Director of Sports Performance at the Gordon Institute. Coach Taylor oversees the overall Sports Performance program at the Baltimore based performance center. Prior to coming to GISP, Taylor was the Head Strength and Conditioning Coach at Loyola University Maryland for over seven years. Rob is a graduate of Lock Haven University, where he was a three year starter for the baseball team. He has worked with professional organizations such as the Anaheim Angels, Tampa Bay Buccaneers, Tampa Bay Mutiny, and San Antonio Silver Stars. Rob is also the founder and owner of SMARTER Team Training. STT has been developed to focus on athlete and team development, performance, and education.



Coach Taylor has also been the Head Strength and Conditioning Coach at UNC Greensboro. He left to pursue a graduate degree in Exercise Physiology from the University of Delaware, while working as an Assistant Strength and Conditioning Coach. Rob has also worked with the athletic department at Cincinnati, Princeton, and Villanova. At each of these institutions he has helped numerous athletes reach their dream of becoming professional athletes. Rob's athletes have gone on to be drafted by the NFL, MLB, NBA, MLS, MLL, and NLL. Rob was a strength and conditioning consultant for athletes on the Women's Lacrosse World Cup Champion's Team Australia in 2005, and was the Head Strength Coach for Team Australia's 2009 World Cup team which played in the world championship game also.

Taylor is certified through numerous national and international organizations. He is a Strength and Conditioning Certified Coach through the Collegiate Strength and Conditioning Coaches Association. Rob is recertified with distinction for both the Certified Strength and Conditioning Specialist and Certified Personal Trainer certifications through the National Strength and Conditioning Association. In both 2009 and 2010, Taylor was a finalist for the NSCA College Strength and Conditioning Professional of the Year award. He is also recognized by the National Strength Professionals Association as a Certified Conditioning Specialist and Certified Personal Trainer. Taylor is the Maryland/DC State Director for the National Association of Speed and Explosion and is a Certified Speed and Explosion Specialist. Rob has earned the Performance Enhancement Specialist and Corrective Exercise Specialist credentials through the National Academy of Sports Medicine. Currently, Rob is preparing for the Certified Sports Nutritionist certification from the International Society of Sports Nutrition.

Coach Taylor has presented various components of the program he has developed at the NSCA Sport-Specific Conference and National Conference, the National Soccer Coaches Association of America convention, numerous NSCA Regional conferences, Team Australia Women's Lacrosse Camps in Melbourne and Adelaide, Australia, England and Czech Republic, the Collegiate Strength and Conditioning Association's national conference, the NC State University Basketball Specific Strength and Conditioning Symposium, the National Coaching Educators' Conference, the PA Strength & Conditioning Clinic, plus the National Association of Speed and Explosion national conference, as well as many other locations. Rob also hosts Baltimore's annual Strength and Conditioning/Athletic Development Conference in July and regional events around the country. For more information, go to [www.SMARTERTeamTraining.com](http://www.SMARTERTeamTraining.com).

## GISP's Internship Objectives

The internship opportunity with the Gordon Institute for Sports Performance has been prepared for an intern to meet the following objectives. Interns have the opportunity to:

- ☑ Develop and monitor strength, conditioning and flexibility programs for a diverse demographic, including athletes and clients, in both an individual and group training setting.
- ☑ Assist in fitness testing, computation of results, and individual assessments.
- ☑ Teach proper lifting techniques and assist in spotting lifts.
- ☑ Anticipate potential risks of injury, take measures to remove them, and alert participants of them.
- ☑ Develop effective motivating procedures to assist trainees in achieving maximum potential in all areas of performance.
- ☑ Demonstrate a working knowledge of computer skills on Microsoft Office, and strength and conditioning software.
- ☑ Work and communicate with coaches, physical therapists, and medical staff.
- ☑ Assist in the maintenance and cleaning of the facility and its equipment.
- ☑ Establish a strength library by helping with manuals, e-books, and DVD productions.

## GISP Internship Program – Major Responsibilities

### Tracking, documentation, and training athletes and clients at all levels

A workout card is a record of what a trainee has accomplished during each training session. Progressions must be monitored. Identifying exercises where a plateau has been reached is crucial. The intern is required to record the date of each workout, the weight used during each exercise, the repetitions performed, the order in which the exercises were completed, and any necessary seat adjustments. The intern should also note the suggested repetition range and update the workout cards through the proper progressions.

Heart rate monitors are used consistently during our fitness sessions. The intern will distribute monitors, gather data, download data, and analyze data from training sessions as well as running, treadmill, agility, and bike sessions. Progression is monitored similarly to our strength program.

The intern is required to record the date of each workout, the exercise modality used during each exercise, the repetitions and distance performed, the time in which the exercises were completed, and any necessary adjustments made during the session. The intern should also note the recommended fitness expectations and update the workouts through the proper progressions.

The intern will have the opportunity to gain hands on experience by training Gordon Institute clients and athletes in an individual and group setting. They will gain valuable experience in proper lifting and spotting techniques, alternative lifts to achieve desired results and acquire a basic knowledge of rehabilitating exercise techniques.

Prior to the intern gaining this individualized, athlete and coach experience, the intern will have to initiate and maintain their own strength and conditioning program, similar to that of their athletes and/or clients. The intern will gain a greater appreciation of what the trainees are experiencing by experiencing it firsthand.

### **"Effort and Attitude" – The Art of Motivation of Athletes and Clients**

Motivation is one of the most difficult aspects for a Sports Performance Specialist to learn. For some trainees, encouragement and acknowledgement of their hard work is enough to motivate them. For trainees who are not identified as "hard workers", motivation may need to come from creative resources. It is important to remember that each trainee is an individual and different motivational techniques work for different people. Techniques include: variety within the workout (avoiding monotony), verbal cues, providing freedom within the workout, explain expectations, tell them what others (i.e. Opponents) are doing to benefit themselves or getting peers to help motivate them by using group sessions. Each technique can be used to varying degrees. The key is to understand each trainee and find out what will work with each individual.

Motivation is a true art form. Enthusiasm is contagious. Nobody wants to be around someone who acts tired, lethargic, listless, or apathetic. The best way to motivate other people is to be motivated yourself. You should approach every workout, practice, and meeting with enthusiasm. The surest way to gain the respect of this staff and the Gordon Institute's trainees is to provide the excitement and encouragement that others can feed off of.

### **"Get out from behind a desk" - Supervising the Facility**

The intern will demonstrate professional etiquette, consistent with the requirements of the Director of Sports Performance, including, but not limited to:

- Displaying a positive attitude towards all users of the facility.
- Displaying the willingness to assist participants in spotting, demonstration, instruction of technique, and explanation of exercise usefulness.
- Promoting a healthy body and mind to participants by presenting the advantages of a consistent strength and conditioning program for improved self-image, health and improved performance without the need of performance enhancing substances.
- Displaying a high level of attentiveness concerning proper instruction and supervision at all times while on duty.
- Maintaining confidentiality and willingness to monitor assigned training programs daily, make observations, and perform any other requirement with monitoring and record keeping.
- Demonstrating the willingness to perform specific and general supervision as well as other performance tasks requested by the Director of Sports Performance.

### **"Not your 3 sets of 10 bench press experience" – Internship Project**

Each intern is responsible for initiating, organizing, and following through with a project that adds to the Gordon Institute for Sports Performance program. The intern will propose a project to both the CEO/President and Director of Sports Performance and must receive approval prior to initiating this aspect of the Gordon Institute internship experience.

## GISP Internship Program – Collateral Responsibilities

### Sports Performance Software

The intern will be asked to analyze and evaluate game and workout data as it relates to strength and conditioning. Physical tendencies from fitness sessions will be tracked on a weekly basis. Heart rate data will be used in conjunction with the information gathered on each individual athlete to maintain our individualized, sport and position specific program.

### Maintaining Facility:

#### Restacking Benches, Plates and Dumbbells:

The weights are removed from all of the equipment and placed in the proper locations. This takes place at the end of each strength training session. At the end of the day, all equipment needs to be in an organized manner to allow the floor to be cleaned that evening.

#### Maintenance of Equipment and Machines:

The seats and handles must be disinfected by spraying and wiping down all pads on each piece of equipment. Equipment frames and all rods will be cleaned twice a week and lubricated as needed to ensure that the machines run smoothly.

#### Towels

The towels are to be picked up in the morning from the laundry room. Two to three times a day, the dirty towels must be collected and taken to the laundry room to be washed for later that day and the next.



## Sports Performance Internship with GISP




The intern will be joining Robert Taylor, Director of Sports Performance, and his staff in a program designed to ensure that the intern receives valuable experience by providing training and practical experience in:





1. Acquire the knowledge, in a "hands on" fashion, to prescribe and implement a strength and conditioning program for intercollegiate athletes.
2. Acquire the knowledge to prescribe and implement aerobic, anaerobic and metabolic conditioning; and flexibility programs for various levels of athletes and clients.
3. Acquire the knowledge of proper exercise techniques and the use of strength training equipment.
4. Acquire the basic knowledge of rehabilitating exercise techniques.
5. Acquire the knowledge of safety procedures and potential hazardous situations as they relate to the sports performance environment.
6. Develop working knowledge of computer skills in a variety of programs and applications.
7. Develop scientific research and writing skills.
8. Develop a coaching disposition in working with different individuals.

**Interns are accepted at any time throughout the year. Requirements include:**

- I. Rising seniors, individuals who have just completed their undergraduate degree, and graduate students interested in a career in the sports performance field preferred.
- II. A commitment of a minimum of 30 hours a week.
- III. Prior experience in a strength training and conditioning environment.
- IV. Currently certified in CPR and First Aid.
- V. Eligible to take the NSPA-CCS, NSCA-CSCS, or NASE examinations.

**Suggested course work and background in prior to internship:**

-  Anatomy, Physiology, and Exercise Physiology
-  Kinesiology and Biomechanics
-  Care and Prevention of Athletic Injury

-  CPR Training and Certification
-  Sports Nutrition
-  Statistics
-  Computer Science

**Application Procedure:**

Send resume, cover letter and three references complete with phone numbers to:

Robert Taylor, Jr., Director of Sports Performance  
Bare Hills Corporate Center  
1427 Clarkview Road, Suite 300  
Baltimore, Maryland 21209  
Phone: (410) 828-8218 Fax: (410) 828-8214

## GISP Intern Evaluation Process

### Mid-term and Final Evaluation Documents:

The evaluation documents are available upon request. These documents will be used to help determine the intern's grade. The mid-term evaluation will be completed when the intern has completed approximately half of the required hours. This will give the intern and the college supervisor an opportunity to know where the intern stands with fulfilling requirements. Prior to the intern completing the required hours, the final evaluation will be completed.

### Grade Recommendation:

The grade recommendation will reflect the work the intern has completed training athletes, effort put into their special project, scores on tests designed to prepare the intern for potential certifications, and the ratings received in the final evaluation. The grade recommendation will be submitted along with the final evaluation form at the conclusion of the internship.



## GISP Intern Mid-Term Evaluation

Name of student: \_\_\_\_\_

Attendance: \_\_\_\_\_ Regular \_\_\_\_\_ Irregular

Punctuality: \_\_\_\_\_ Regular \_\_\_\_\_ Irregular

### Relations with others:

- Exceptionally well accepted
- Works well with others
- Gets along satisfactorily
- Has some difficulty working with others
- Works very poorly with others

### Attitude - Application to work:

- Outstanding enthusiasm
- Very interested and industrious
- Average in diligence and interest
- Somewhat indifferent
- Definitely not interested

### Judgment:

- Exceptionally mature
- Above average in making decisions
- Usually makes the right decision
- Often uses poor judgment
- Consistently uses bad judgment

### Dependability:

- Completely dependable
- Above average in dependability
- Usually dependable
- Sometimes neglectful or careless
- Unreliable

### Ability to learn:

- Learns very quickly
- Learns readily
- Average in learning
- Rather slow to learn
- Very slow to learn

### Quality of work:

- Excellent
- Very good
- Average
- Below average
- Very poor

Is the student progressing satisfactorily in accordance with their overall job assignment?

Yes  No If no, \_\_\_\_\_

Has this student, in consultation with myself, developed a project as describe previously in the manual? \_\_\_\_\_  
Yes  No

Is this student progressing at a satisfactory rate on the project?  Yes  No

Overall evaluation of performance to date:

Excellent      Good      Average      Marginal      Poor

Director's Signature: \_\_\_\_\_

Intern's Signature: \_\_\_\_\_

## GISP Intern Final Evaluation

Name of student: \_\_\_\_\_  
Period covered by rating \_\_\_\_\_ to \_\_\_\_\_

### General directions to intern:

It is the intern's responsibility to initiate the evaluation process with the Director of Sports Performance. It is recommended that this be done as soon after the midpoint of the experience as possible. Frequent evaluation sessions will be more beneficial than one session at the conclusion of the experience.

The intern is expected to be familiar with the competencies. It is further expected that the intern will jointly plan opportunities with the Director of Sports Performance that will allow the intern to demonstrate their competency level.

The Director of Sports Performance is expected to mail the completed form to the university supervisor at the conclusion of the experience.

### Evaluation guidelines:

The following categories will be helpful in the summary of the student's evaluation/

<u>Outstanding</u>	Consistently exceptional in fulfilling requirements
<u>Commendable</u>	More than frequently meets and exceeds minimum requirements
<u>Good</u>	Regularly meets and occasionally exceeds minimum requirements
<u>Fair</u>	Does passable work but does not extend oneself
<u>Poor</u>	Fails to meet minimum requirements

### Intern's Comments:

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### Director of Sports Performance's Comments:

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Intern's Signature: \_\_\_\_\_ Director's Signature: \_\_\_\_\_



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FOR HUMAN | SPORTS PERFORMANCE

**Disclaimer:** *The exercise information presented in this manual is intended as an educational resource and is not intended as a substitute for medical advice. Consult your physician or health care professional before performing any of the exercises described in this manual or any exercise technique or regimen, particularly if you have chronic or recurring medical conditions. Discontinue any exercise that causes you pain or severe discomfort and consult a medical expert. The Gordon Institute makes no warranty of any kind with regard to the information presented and is not responsible for any injuries or damages arising out of the use or misuse of the information.*