



WHA In Season Development Programme

U15 & U13 Age Groups
2020 & Beyond

2020 Transition Year

- Hockey NZ had led some change back half of 2019
- Previous WHA campaigns were based on trials for two teams to attend National Tournaments - with the goal of winning (outcome focus)
- WHA planned what 2021 would look like based on what we identified we needed for all participants
- Covid-19 = no National Tournaments



How We Got There

- Started BiB leaning back in 2016
- WHA were part of a pilot programme with Alex Chiet from Sport NZ - led by Dane Lett
- Led to some clear direction around athlete loading/balance
- Started to implement philosophies into Capital rep campaigns and compromised loading (performance space)
- Engaged with Clubs around balance is better



What was our WHY?

- Better Player, Coach & Umpire outcomes required
- People at different points of their development journey
- We wanted it to be meaningful, rewarding and aspirational
- We wanted to be inclusive to all



Outcomes We Hope To See

- Understanding and valuing your own individual development journey - not comparing yourself to others
- Increase in ongoing engagement and participation in programmes and playing hockey through secondary years
- Development of coaches and umpires in supported/controlled environment



Some Challenges

- Hockey is a more technical sport than some others - various factors contribute as to why a player is more advanced in their journey
- How to extend players with already competent foundational skills and ones that require more focus in this area with volunteer coaches
- How to ensure the players who need the foundational skill development get appropriate quality coaching to support their development journey or fulfil their potential
- We felt we couldn't do it in just one programme
- How can we then lessen the impact of deselection



In Season Development Programme

- From these discussions we have landed on our In Season Development Programme for our U15 & U13 cohorts
- We open registrations - self nomination - to our In Season Development Programme
- We have two/three Development Days
- Everyone together, lead coaches delivering quality coaching for all
- We observe and from there filter players in to one of two programmes that they will be in for the remainder of term 3
- We want to see players in the right current environment for their development



CONNECT Programme

- This was launched in 2019 for players who missed out on U15 & U13 rep teams
- A quality programme that focused on foundational skills
- Noted within the programme there were mixed abilities (players who just missed out on reps - players who required investment of time)
- Our goal is this programme will provide players with the opportunity to grow confidence and develop the core fundamentals to support their development and ambition
- Players will join the internal festival during the campaign against Representative Programme players (U13) as a trial in 2020. Long term desire to have a festival with other associations from Lower North Island players who miss rep selection



Representative Programme

- Significant change in focus from team development to individual development
- Spread of current abilities across teams (not seeded teams)
- Aim to extend foundational skills and key identified competencies
- **No limit** on players to be selected into Programme
- We have an internal festival before a tournament/festival at end of campaign. There is a competition or competitive element to it but steered in the right way.
- Coaches are volunteers - focus on up skilling technical and tactical knowledge along with the coaching process



How Its A Staged Approach

- There have been significant changes in our competitions at both primary and secondary levels
- Almost all clubs and schools have agreed not to seed players/teams (U13s) but group on a mix of factors including schools, transport, friends and also mixing of abilities
- Our development work isn't just in isolation in the 'rep' space
- The volunteer coach focus is a key aspect - bring them in they go back
- We see this is the start of our journey - high level thinking and approach - detail to continue to evolve
- This is a long term approach - no quick fix



Results So Far

- We had a significant increase in girls registering for the In Season Development Programme in 2020
- Struggled to find coaches for Rep Programme
- Some of the returning experienced players have found it challenging coming to a non outcome focused environment
- The volunteer coaches are learning a great deal and taking it back to their environments
- Biggest is the amount of positive feedback from the majority of parents of how much their kids are learning - great not having seeded teams etc



Summing Up

- Has been a journey
- There has been a bit of work done prior to my arrival
- Used Covid as an opportunity
- More positives than the outspoken negatives
- Not in isolation - we have made significant changes to competitions to support this
- Be brave and have the athlete at the focus of what you do and the outcomes will be rewarding

