

integrity.

do the right thing for the right reasons.

community.

make a difference for all Albertans.

collaboration.

work together, win together.

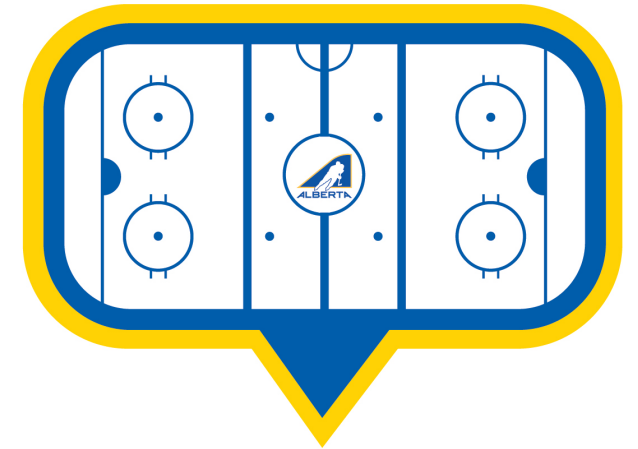
innovation.

be curious, courageous, creative.

passion.

fuels our why, drives our what.

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vision. hockey for life.

mission. to create positive opportunities & experiences for all
players through innovative leadership & exceptional service.

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WELCOME!

Welcome!

- Welcome to the Summit and thank you for spending the weekend with us, your attendance is greatly appreciated
- I'm excited to for this opportunity...my goal for the next 45 minutes is to touch on some thought provoking topics that will hopefully spark an ongoing dialogue about player development.
- I definitely don't have all the answers, I'm extremely passionate about this topic and have been fortunate enough to be immersed in a wide variety of player development initiatives and programs over the past 20 years and would like to share some common observations
- We have a very diverse audience in attendance so this presentation will be a mix of organizational and technical observations in hopes of keeping everyone engaged.
- The title for this presentation is Player Development Plan...unfortunately I'm not here to hand you a generic development plan and hope that you follow it, but we will use the next hour to discuss in detail some of the finer (yet important) points on creating a plan...The variables are different from organization to organization which makes it difficult to create a working document that can satisfy the masses
- Making a plan is not difficult, but executing it with excellence is...

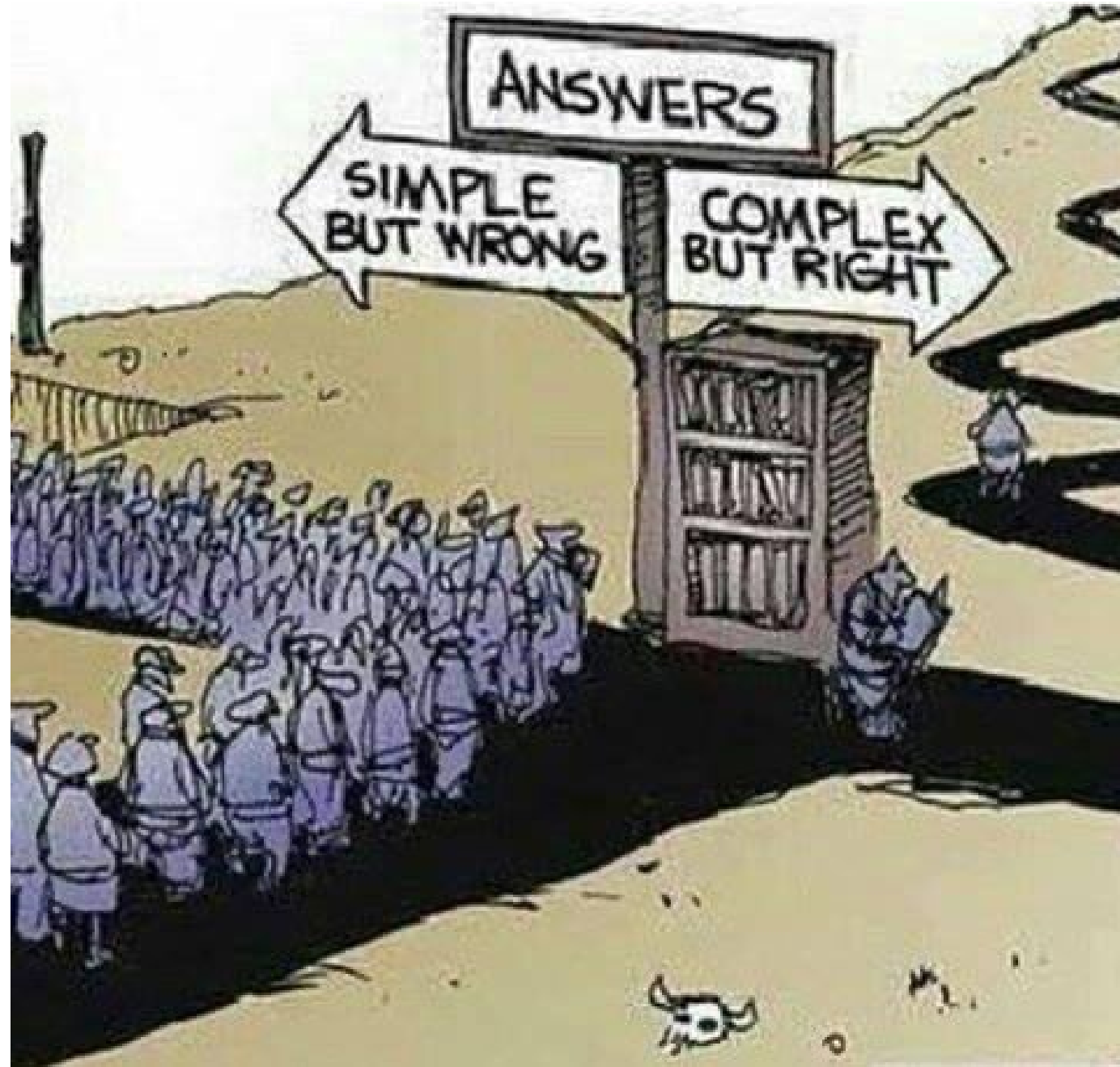


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CULTURE

Player Development

Before we can even talk about the players we need to address CULTURE...

“A strong *Organizational Culture* is a prerequisite for effective player development”

- Most of us have experienced at least one “culture change” process throughout our professional careers so you’ll understand its not easy ...
- Changing a pre existing culture is much harder than creating a new one, within our organizations there is probably a “way of doing things” that has a mix of good and bad



WHERE

DO YOU HAVE

TO START

CULTURE CHANGE?

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Player Development

What influences Organizational Culture?

- Community – 40 Associations
- Organization - Leadership
- Family
- Team

These 4 categories will have variances based on leadership...but all will all be interconnected based on where you reside, community culture is extremely powerful!!

Player Development

■ DISCUSSION - CULTURE

Ask yourself these 3 questions:

1. What is the best thing about your culture right now?
2. What's the one thing you'd change?
3. What's the barrier standing in the way of your group being the best it can be?

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PLAYER DEVELOPMENT STRUCTURE

Player Development

- Competition and choice is in everything now, its has truly forced us to take an honest look at our model (PGA, Super X)
- The need to continuously evolve our programs has never been greater
- Doing what we've always done is no longer acceptable
- The next few slides may be a bit difficult... but I truly believe this is an area we need to focus on
- If following questions resonate with you, let's make time for further discussion! We need to understand what's working and why

Player Development

■ DISCUSSION – SHOW OF HANDS

Who is responsible for your organization's Player Development?

1. Technical Director – Paid Position
2. Development Director - Volunteer
3. A Lead Coach
4. Individual Coaches (for their own team)
5. Development Committee
6. A mix of any of the above
7. Other



Player Development

Does the selected individual(s) possess?

1. Working knowledge and **EXPERIENCE** at each level they oversee
2. Trusted & Respected (by majority of the coaches)
3. An overarching plan that is tailored to each age/level
4. Time and ability to build relationships with all coaches they oversee
5. Collaborate with selected professional development providers

Size of organization creates many variables...

Player Development

Is there an “organization wide” Player Development Plan?

- Is there a detailed overarching vision of what success looks like?
- What specific training programs the players will require to accomplish the vision?
- Are coaches at all levels clear on the vision and do they feel a part of the process?

Not every player can be the same...but all teams can play a similar style (Puck Possession)

Player Development

▪ DISCUSSION

How are your development providers deployed?

- Do the development providers tailor the training sessions with the coach/director or are the sessions generic?
- Who decides on the session themes; Team Coach, Tech Director or Skill Provider?
- Do coaches view the sessions as collaboration opportunities or go shoot at the goalie in the other end/take the night off?
- Is it more effective to have one provider servicing all teams or a mix of providers? Why?



Player Development

How are your development providers deployed?

- This is very loose at the moment... the coach must be on the same page as the provider and transfer the teachings from video sessions and practice into the game through key teaching points and measurables
- Trust factor
- Big discrepancy between coaches in regards to collaboration with providers...and you'll understand why this is so important in the next section

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PLAYER DEVELOPMENT TECHNICAL

Player Development

Terminology on Skill Development

Technique vs Skill

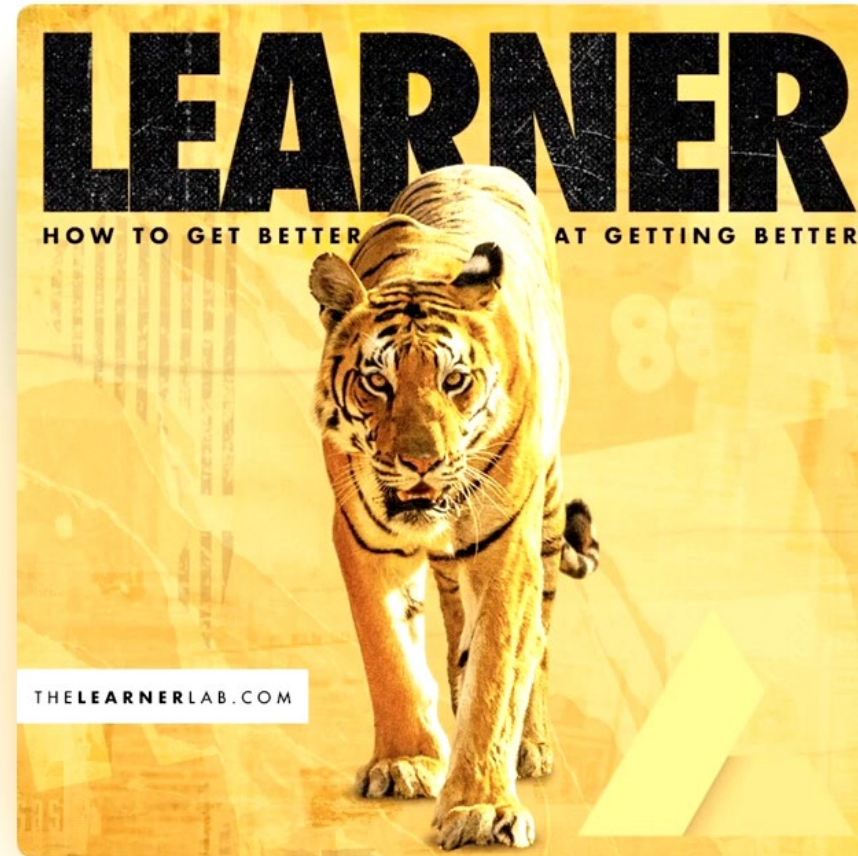
Technique

- The physical execution of a movement

Skill

- Coupling your perception (sight, feel, hear) with physical execution to solve a game play problem

Player Development



8:07

-19:40

1. Audiobook: Chapters 1-4 Jungle T
The Learner Lab — October 19, 2021



Player Development

**TO BE "SKILLFUL" THERE MUST
BE AN UNDERSTANDING OF
WHEN TO USE TECHNIQUES
APPROPRIATELY IN GAME
SITUATIONS**



Andrew D. Huberm...  5h

Statistical analyses of learning in different scenarios (physical or mental) indicate that setting the level of difficulty of what you're trying to learn to where ~15% of attempts are fails (& thus, ~85% are successful), is optimal. Remember: fails = increased focus.



Player Development

- Terminology of Skill Development

Technique vs Skill

- Based on this terminology, should we be providing our players with:
 - A. Technique training
 - B. Skill training

Player Development

- **DISCUSSION** – SHARE A COUPLE RESPONSES

Which is the most conducive environment for athletes to learn?

A. Pods (3-5 athletes)

B. Full Team sessions (15-20)

C. Individual training

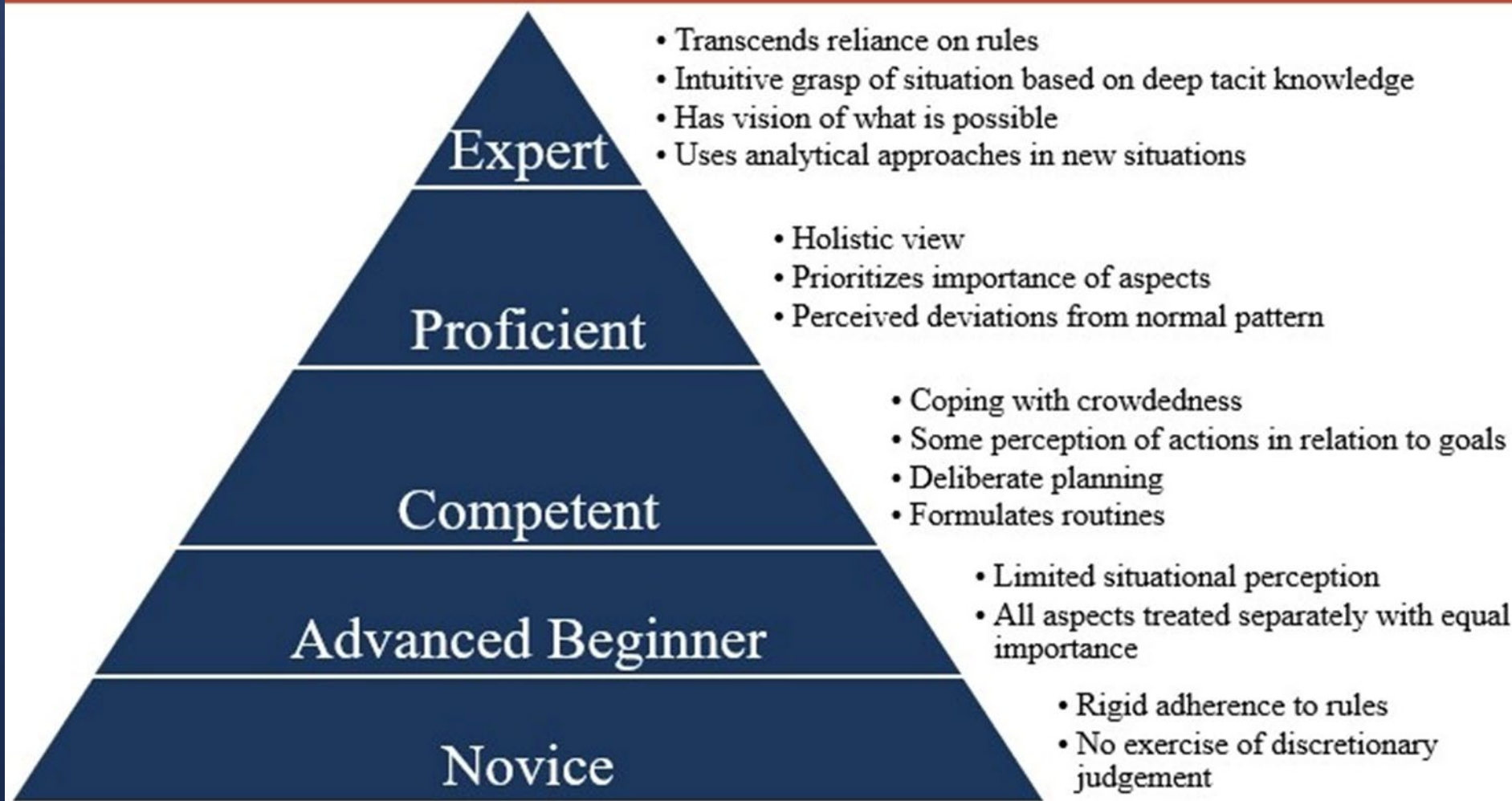




Dreyfus model of skill acquisition



Dreyfus Model



Player Development

▪ Dreyfus Model of Acquisition

- Rules – This is where the observed challenges lie
- Traditional Opposing Techniques View - there are two (or more) existing variations a skill can be performed, but only one variation is correct
- 7 years ago, shooting off “the wrong leg” was a hot button issue, so much so that we had to create resources around showing that top players are effectively scoring off both legs
- Next 4 slides are an example of why Opposing techniques model can be dangerous...and an action plan to correct



3RD 6:49  1  3







Player Development



The image shows a podcast player interface. At the top, there is a black album art cover with a pink hockey helmet. The text on the cover reads "SPITTIN' CHICLETS" in white, "PRESENTED BY PINK WHITNEY" in pink, and "BY NEW AMSTERDAM." in black. Below the cover is a progress bar with "56:26" on the left and "-42:22" on the right. Underneath the progress bar, the text reads "Episode 213: Featuring Duncan Keith" in black, "Spittin Chiclets — October 27, 2019" in purple, and "Sp" in purple. At the bottom, there are three circular icons: a refresh icon with "15", a pause icon, and a skip forward icon with "30".

SPITTIN' CHICLETS

PRESENTED BY PINK WHITNEY

BY NEW AMSTERDAM.

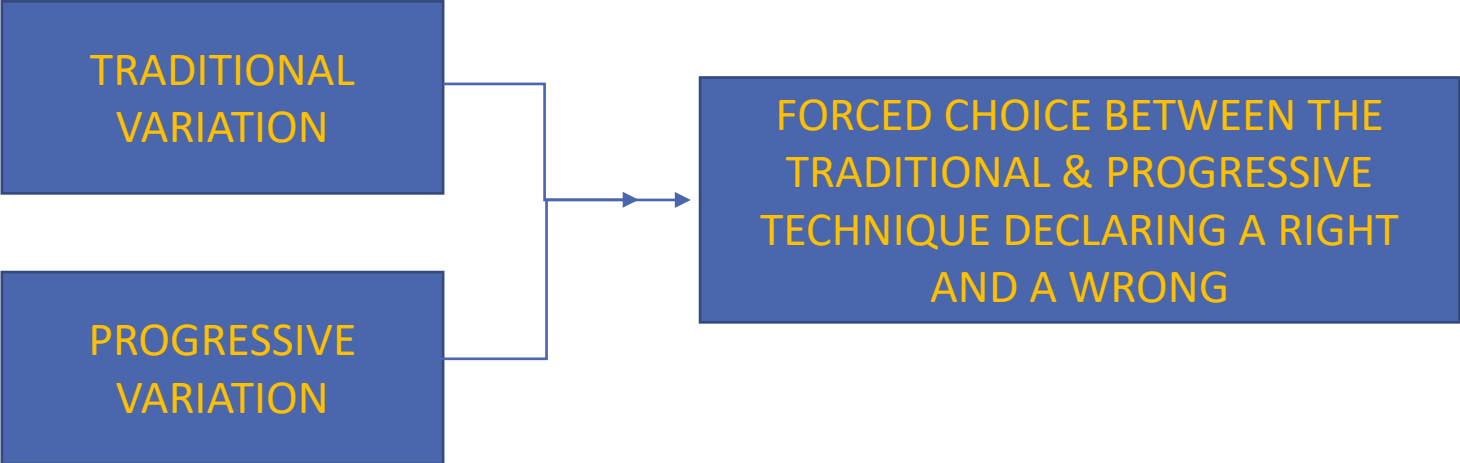
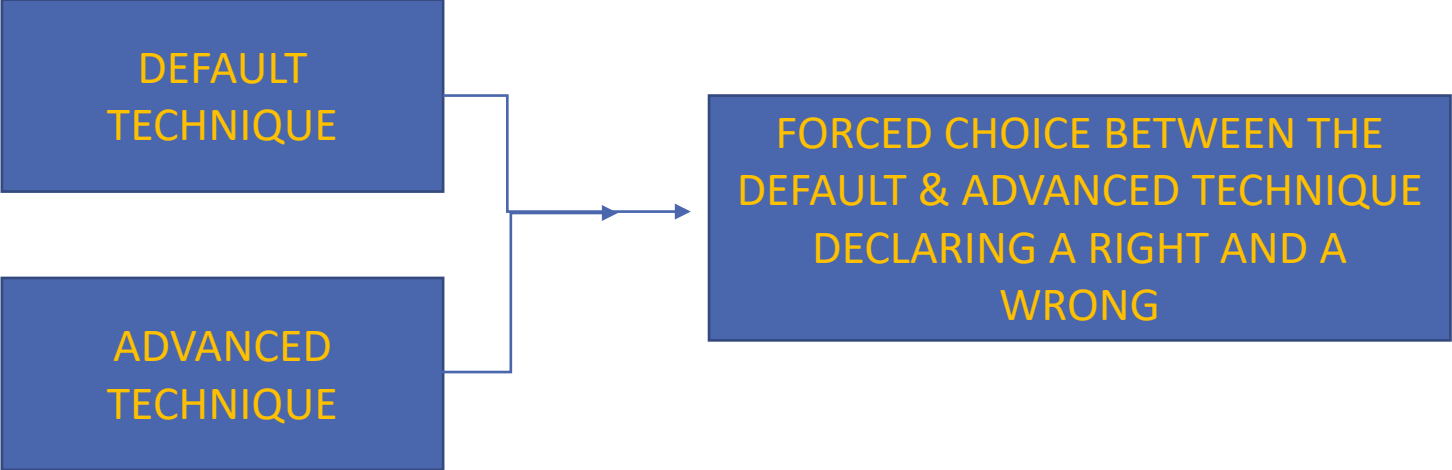
56:26 -42:22

Episode 213: Featuring Duncan Keith

Spittin Chiclets — October 27, 2019 Sp

15 || 30

OPPOSING TECHNIQUES MODEL



VARIABLE TECHNIQUE MODEL



Player Development

▪ Default vs Advanced Techniques

- Datsyuk story – Holtby Players Tribune article about most difficult shooters he’s faced and why. Datsyuk doesn’t often look at the net...
- Youth players/beginners start by not looking at the net, they do not yet have the experience and ability to confidently “feel” the puck, they need to be looking directly at it for success... this is the **DEFAULT** technique
- As players progress they will either organically (or through deliberate training) be able to shoot with their eyes on the target/environment rather than the puck, this is the **ADVANCED** technique
- After the DEFAULT and ADVANCED techniques have been acquired/mastered the athlete can now use the 2 variations to manipulate opponents

Player Development

■ Dreyfus Model of Acquisition

- Move our view of the RULES beyond opposing techniques to variable techniques
- Understand and introduce technique variations in the correct window (Wrist to snap U13)
- Creating and evolving progressive programs that target these identified techniques/skills (for example dry pad, deliberate shooting sessions)

Player Development

■ Opposing Technique Approach

The Examples are in everything we do...

- Skating – Arm Swing Front to Back or Side to Side
- Passing – Feet Moving or Gliding
- Checking – Absorb or Avoid
- Shooting – Follow through or not – Eyes up or down
- Puck Handling – Crossed hands



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SKATING

Arm Swing

Front to Back or Side to Side





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PASSING

In Stride or Gliding

&

Backhand Passing






MSG		
3RD	PHI	BUF
16:50	0	2










1:21:36 -32:16

aturing John Carlson  Episode 240: Spittin Chic
January 30, 2020

15    15

1x  

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CHECKING

Take or Avoid Contact

1st	9:37
BOS 0	PHI 0



ROUND TWO - EDM LEADS 2-1

SN

CGY 0

EDM 1

12:44

4 SHOTS 3

1ST









57:46

-15:23

2. Episode 2 - Brandon Naurato

18 The Hockey Think Tank Podcast —



1x



Jabra Elite Active 65t



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SHOOTING

Eyes up or Down

Wrist Shot to Snap Shot





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PUCK HANDLING

Crossed Hands











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CONCLUSION

- Recruit and retain passionate people who are genuinely interested in the process and all that goes with it
- We need to innovative and continue to push the boundaries in a hunt for REAL solutions
- When solutions are discovered we must collaborate and share for the health of our system
- This is only scratching the surface, PLEASE reach out to discuss these topics further!!

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THANK YOU!