**YOUTH TALENT PROGRAM**

**OVERVIEW**

# **INTRO**

This programme is a blueprint for the development of talented football players. This document will breakdown and describe the philosophy behind the programme and outline how it would be implemented at the Youth Talent Program.

The programme falls in line with the NZ Football Playing Style statement “A proactive, effective, controlled and incisive possession-based style of attacking play using individual and combination plays to create and score goals. Underpinned by a quick transition mentality and defending through aggressive, collective and intelligent pressing. The point of difference is our superior team culture and traditional Kiwi strengths combined with astute tactical cohesion.”

The programme is broken down into 4 key areas: culture, coaching, game style and outcomes. As depicted in the diagram below the foundation of the programme is the culture; the bulk of the programme is the coaching and game style with the outcomes being the end product.

The culture, coaching and game style are built on common themes and values that aim to provide continuity throughout the programme. When the culture, coaching and game style of the programme are implemented successfully the desired outcomes will be achieved.

Skilful

Players.

Intelligent

Decision makers.

Competitors.

Better people.

**OUTCOMES**

Positive possession.

Create overloads.

Finish cleverly.

Front Foot Defending.

**GAME STYLE**

Full time training. Progressive sessions.

Individual planning.

**COACHING**

High standards. Do extra.

Be honest – no excuses. Love the game.

**CULTURE**

# **CULTURE**

A strong culture is the foundation of any successful programme.  It is a set of core values that must be present in every aspect of the programme in order to develop and grow a culture.  These values shape the standards, work ethic and attitude that will achieve excellence within the programme.

The culture is a commitment that must be brought into and adhered to both players and coaches.  It serves as the foundation for the delivery of the programme.

The programme’s culture consists of the following four key values:

### High Standards

High standards is about making the programme a key focus of your day.  It involves being early, focused and organised in all aspects of the programme.  This attitude and mindset enables maximum learning and development to take place during sessions and games, it is ensuring that your habits for today are in line with your goals for tomorrow.  Maintaining high standards at all times demonstrates a commitment and respect to the players coaches and the programme.

Practical application of this value includes:

* Players having boots on and being ready to train 10 minutes before a session starts
* Always turning up with correct gear and equipment
* Players being at least 10 minutes early to any meeting or appointment
* Coaches having their sessions planned, set up and laid out 30 minutes before the session starts

### Do Extra and strive to improve

“Do extra” is about being hungry to improve and never standing still.  It involves developing a mind set that merely surviving in the programme is not enough.  Those who are not prepared to do extra get left behind, while those that are prepared to do extra thrive and succeed.  By doing extra, every day you become a better version of yourself.

Developing the “do extra” mindset will help create an environment of excellence where coaches and players are constantly inspiring and motivating each other.

Practical application of this value includes:

* Each player doing 10 minutes extra practice after every session (time permitting)
* Coaches doing 10 minutes extra practice with a player before or after every session (time permitting)
* Players engaging in extra development activities outside the program – analysing games reading, self practice
* Coaches engaging in some form of personal development everyday – analysing games, reading observing sessions

### Be honest – no excuses

Be honest is about taking responsibility for your own development.  It is about providing honest feedback for yourself and others on development, work ethic and attitude.

No excuses is holding yourself and others accountable to the high standards of the programme.  No excuses is about embracing the element of competition within the programme.  It empowers players to take control of their own development rather than relying on others.

Practical application of this value includes:

* A 5 minutes period of self reflection every day
* Regular and honest conversations and feedback between coaches and players
* Regular and honest conversations and feedback between players
* Innovative forms of competition within the programme

### Love the game

Love the game is about ensuring that the programme is delivered with enthusiasm and enjoyment.  With the heightened pressure involved in the modern game it is about not losing the passion and love for football.

Love the game is reminder to never take a training session or game for granted.  It is about creating an environment that players and coaches love to come in to every day.

Practical application of this value includes:

* Shaking every player or coaches hand when they enter the club
* Engaging with players before and after sessions
* Encouraging positive and respectful communication between players and coache

# **OUTCOMES**

The ultimate aim of the programme is to produce talented players. Our criteria for this type of player involves being highly skilled with outstanding game understanding and decision making, having an appetite for competition, and always displaying honesty and respect. The outcomes should serve as measuring stick for the effectiveness of the programme and should be constantly referred to by both coaches and players.

### Skilful Players

Players that play the game with a combination of high-level skill, cleverness, and awareness. All players, all over the pitch must be comfortable on the ball and be able to deal with limited time and space.

The programme aims to develop players that can demonstrate these abilities to innovatively solve problems in all areas of the pitch.

### Intelligent Decision Makers

Intelligent decision makers are players that can innovatively solve problems within the game. They must possess a detailed understanding of the game style and the ability to impose both themselves and the team on the opposition. The aim is to develop players that are tactically self-sufficient during a game, players with the understanding and characteristics of a coach.

### Competitors

Players that thrive on and embrace competition. It is vital that the players coming through the programme are prepared for the highly competitive environment of elite level football and are equipped to deal with the demands of this environment. It is important to note that developing ability to compete is not solely based around winning. Being a competitor encompasses much more than merely winning. It is an attitude and mindset that involves always giving maximal effort and striving to improve under and circumstances.

### Better People

Players must leave the programme as better people. While the football development is the overall focus, the program has an obligation to equip the players with the respect, work ethic and honesty that will serve them in all walks of life. These are qualities that will aid their football development while in the programme and contribute to their success outside of the programme. The programme should produce players with a clearly identifiable set of values and character traits.