

## **Director of Coaching / Development**

### **Overview of position**

It is with tremendous enthusiasm that I have accepted the position of Director of Development. There is a tremendous amount of work to do, however, it is work where we get to share, teach and help develop coaches knowledge base while learning from each other at the same time. The way I see it is, although each of us have our own teams to develop, we are all apart of the CMHA bubble and we can learn and develop from each other as we, as coaches, continue to work through our age groups regardless of level.

With that being said, I am looking at this developmental model in various stages of which I will briefly outline below;

#### **Stage 1:** Coach introduction.

This stage is ongoing. I will be reaching out to all coaches to introduce myself and get a feel of their approaches, teams, needs and wants. I will look to compare the work of coaches working within the same age group (MD, A, AAA) as well as the year down and year up. This will help establish a short term direction for the development of players.

#### **Stage 2:** Coach sharing / discussion

This stage works hand in hand with stage 1. Encourage coaches to share their developmental strategies within the year they coach. This will allow for important insight into other coaches thinking and developmental strategies that can be further modified upon to improve another coaches education and delivery, thereby improving the development of their players. The mandatory use of the drill and plan web based program CoachThem for all levels will help with that sharing model. Coaches will be able to learn from others just by clicking on the Association Tab to see what other coaches have posted that will only be seen by our Association coaches. Peer education tends to be the best form of education for coaches in my opinion. CoachThem will also allow for a specific file for each coaching level to save all of their work that can be shared and passed on to the next coach.

#### **Stage 3:** Enhanced Early Developmental Model

This stage will help develop the direction and talent of our youngest players. To focus on the implementation of the Hockey Canada early developmental model while keeping it fun for our newest players. This stage will be a very involved and structured one as the development of our youngest players will form the foundation of the CMHA program as players navigate through the age categories. As well, it needs to be exciting and fun to attract more young players into our game and into CMHA

#### **Stage 4:** Continued Support for All Age Groups

This stage will see continuous communications, aids and support to meet the needs of our age groups for all levels as coaches continue to develop which will lead to our players developing at a higher level. Here higher bars of achievements must be set individually and collectively in order to see levels of excellence achieved throughout our Association.

This is not an easy task and it requires a strong commitment from all coaches to 'buy in' and share as well as work with others within the CMHA. Herm Edwards – former NFL player and coach once said; "A goal without a plan is just a wish." Let's get planning folks!

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