



A PERFORMANCE BLUEPRINT FOR SCOTTISH HOCKEY





BRAVE – WINNING TEAMS AND PODIUM ATHLETES

The rationale for the development of the Scottish Hockey BRAVE Performance Blueprint is clear and simple; to support the development of successful Scotland hockey teams and GB athletes with medal winning potential. Through the blueprint we will build on the good work already being done across the country to support our hockey athletes - and create a performance system that brings consistent international success for Scotland.

We will strive to create a culture of continuous improvement that delivers success, while always putting the health and wellbeing of the athlete first. Our aim is to develop a system that delivers high performance and high integrity – and fulfils our duty of care to protect the welfare of hockey athletes at every stage of the pathway.

OUR LONG-TERM VISION AND MEASURES FOR CONSISTENT INTERNATIONAL SUCCESS

- Scotland teams playing in FIH World Cups.
- Scotland teams competing for medals at Commonwealth Games
- Scotland senior and junior teams regularly competing in EHF European A Division (Top 6 in Europe).
- A high representation of Scottish athletes in GB programmes (10% rising to 20%).

The BRAVE Blueprint is designed to clearly articulate a distinct Scottish playing philosophy and principles – and to establish a culture of excellence for hockey in Scotland that is based on our values and characteristics.



WHO WE ARE IS HOW WE PLAY



BRAVE – THE FOUR KEY ELEMENTS

In order to deliver consistent and sustainable success on the world stage, we have identified four elements that are key to the success of the blueprint. These relate directly to our

characteristics and culture as a nation, the style of hockey we wish to play, how we optimise athlete development, and our priorities for delivering quality coaching to support our best



WHO WE ARE



HOW WE DEVELOP



HOW WE PLAY



HOW WE COACH

WHO WE ARE



In order to achieve our vision, we aim to develop Scotland teams that display characteristics that maximise our chances of delivering consistent success on the world stage. Using BRAVE as a mnemonic, we have identified five key characteristics that we will help deliver consistent and sustainable success on the world stage.

These characteristics are by no means exhaustive, but do capture the essence of the players and teams we want to represent Scotland on the world stage. The BRAVE blueprint also recognises and respects the principles of the Great Britain Hockey “End in Mind” characteristics. While the BRAVE characteristics are articulated to recognise our priorities as a nation, they are inherently similar to the GB “End in Mind” characteristics. This allows Scotland to remain aligned with the GB Hockey performance system, while still producing athletes with distinctly Scottish characteristics.



BRAVE – CHARACTERISTICS

B

Bold

Athletes and teams with the skills and confidence to play positive, intelligent hockey under high pressure

R

Relentless

Athletes and teams who seek continuous improvement and are persistent in pursuit of their goals

A

Accountable

Athletes and teams who are able to make decisions, follow a course of action and accept responsibility for the outcome

V

Versatile

Athletes and teams that are multi-skilled, flexible and able to adapt to any situation at any given time

E

Excellent Decision Making

Athletes and teams who can consistently make outstanding choices to positively influence outcomes



SCOTLAND'S STYLE
A DYNAMIC ATTACKING STYLE BUILT ON
EFFICIENT DEFENCE AND EXCELLENT BASIC
SKILLS.



HOW WE PLAY

If how we play is to reflect who we are as a nation, then it is important to have a clear game development model. This will help us clearly understand the different phases of the game, our key principles, and the skills required to achieve our objectives.

As a result, Scotland's hockey teams will aim to use possession wisely, selecting the appropriate moments to control and build possession, create forward options and chances to score. We will recognise transition moments and react instinctively and intelligently - and will regain possession as efficiently as possible, while understanding the state of the game and real-time requirements of the game plan.

It is important to note that our ability to successfully execute our game development model is dependent on our players possessing both the BRAVE characteristics and the required technical, tactical, physical and psychological skills.





GAME PHILOSOPHY

We will aim to use our skills to control the game and select the right moment to create opportunities and achieve successful outcomes.

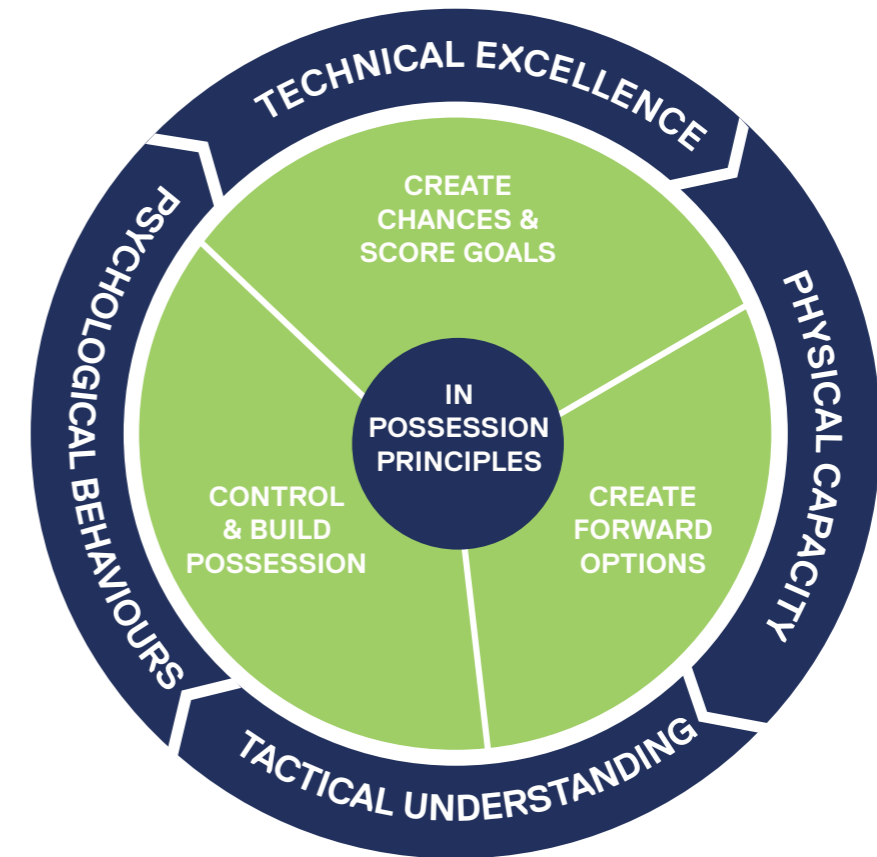


IN POSSESSION	OUT OF POSSESSION	DEFENSIVE TRANSITION	ATTACKING TRANSITION
Control the ball and create opportunities to progress and score	Control the opposition and create opportunities to win the ball back	Control opposition counter attacking opportunities	Create counter attacking opportunities



IN POSSESSION PHILOSOPHY

We will aim to use possession wisely, selecting the appropriate moments to control and build possession, create forward options and chances to score.



CONTROL & BUILD POSSESSION

- Circulate ball & adapt shape
- Scan, lead and connect
- 360 receiving
- Strong body position to protect ball
- Support the ball carrier

CREATE FORWARD OPTIONS

- Position on and off the ball to go forward
- Dictate the tempo
- Through, round or over
- Connected unit play

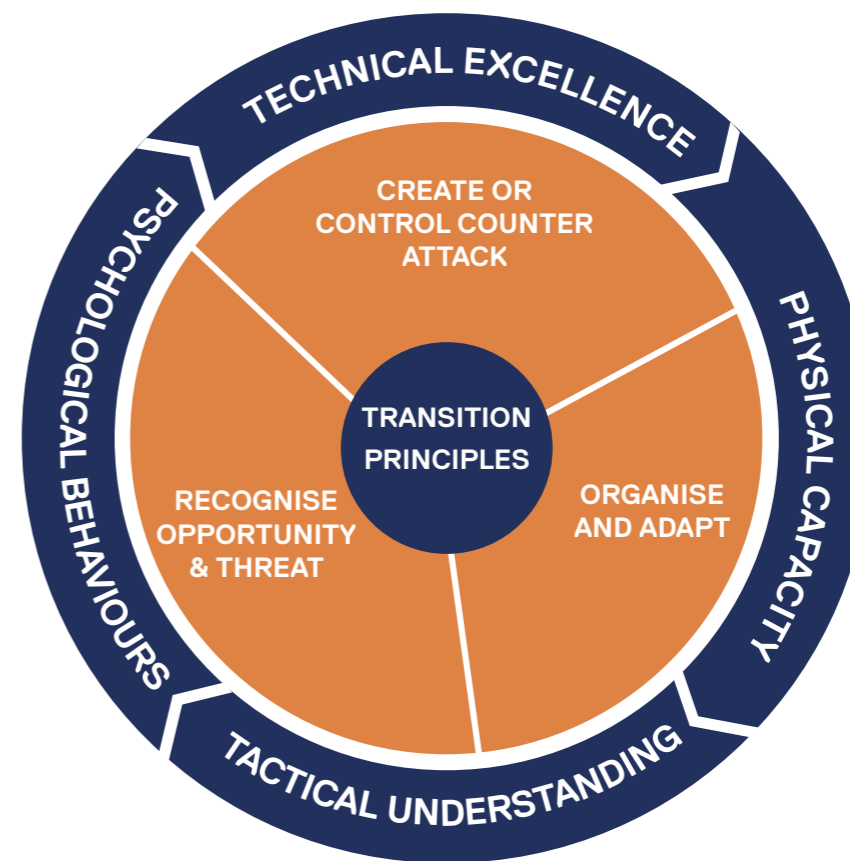
CREATE CHANCES & SCORE GOALS

- Multiple goal-scoring threats
- Positioning & receiving to score
- Ruthless and Brave in the D
- PCA



TRANSITION PHILOSOPHY

We will aim to use our skills to control the game and select the right moment to create opportunities to achieve successful outcomes.



ATTACKING TRANSITION

- Recognise the opportunity
- Organise and adapt
- Create the counter attack

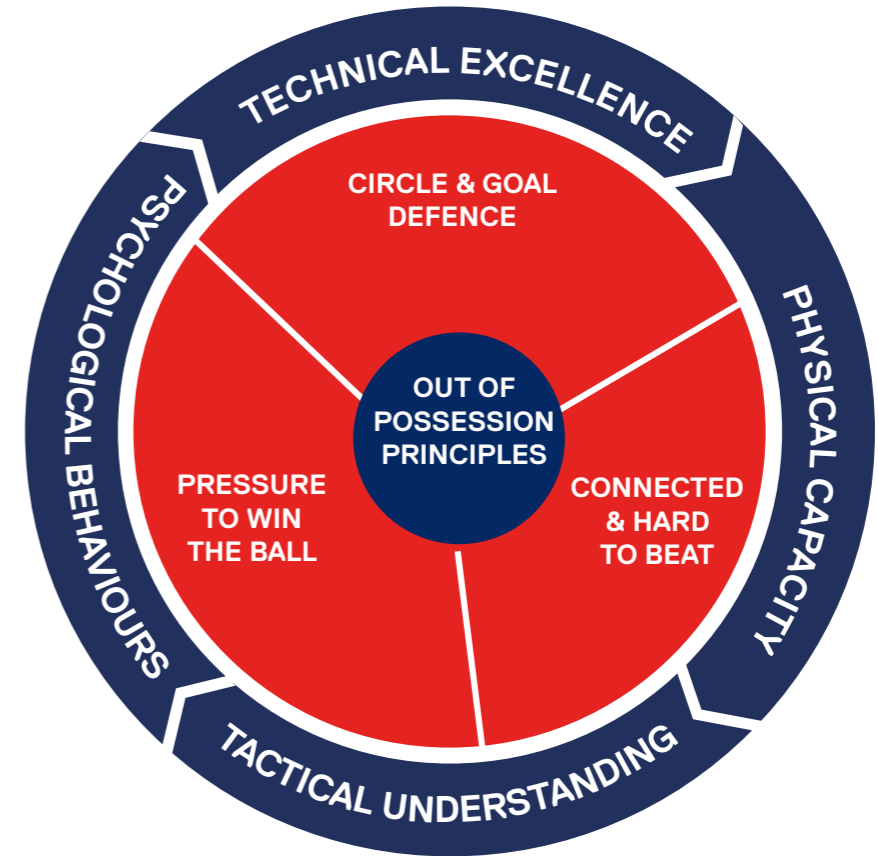
DEFENSIVE TRANSITION

- Recognise the threat
- Organise and adapt
- Control the counter attack



OUT OF POSSESSION

We will aim to regain possession as efficiently as possible, while understanding the state of the game and real time requirements



PRESSURE TO WIN THE BALL

- Limit time, space and vision
- Deny and disrupt options

CONNECTED & HARD TO BEAT

- Press with purpose and intensity
- Compact and organised
- Deny most dangerous line to goal

CIRCLE & GOAL DEFENCE

- Calm and connected
- Deny space and time
- Committed and brave goal defence
- PCD
- Goalkeeping



HOW WE DEVELOP

Maximising the development of the Scotland players of the future is crucial if we are to deliver successful Scotland teams and podium athletes. Our aim is to produce increasing numbers of high performing athletes, who display the BRAVE characteristics and a combination of the technical, tactical, physical and psychological skills required to be successful at the highest international level.

In order to achieve this we will take an integrated, holistic and systematic approach to delivering the best possible talent development environment at each stage of the performance pathway. The key features and requirements are as follows (Martindale et al., 2005).

- ♦ **A clear long-term vision** - a purpose, identity and methodology systematically planned, implemented and reinforced at all levels.
- ♦ **Coherent messages and support networks** - established at all levels, utilising all resources to align and maximise the development process.
- ♦ **Emphasis on appropriate stage development** - providing clear expectations, defining success and encouraging commitment, responsibility and autonomy throughout the player development journey.
- ♦ **Individualised approach to player development** - providing opportunities for as many players as possible, with flexible pathways to accommodate physical development variation, clear goal setting and review process.



PERFORMANCE ENVIRONMENTS & PATHWAYS

PERFORMANCE PLAYER PATHWAYS MODEL



BRAVE - THE 4 KEY PERFORMANCE AREAS



“

We will take an integrated, holistic and systematic approach to creating the best possible talent development environment at each stage of the performance pathway.

”





HOW WE DEVELOP: PRIORITY SKILLS WITHIN FOUR KEY PERFORMANCE AREAS

TECHNICAL EXCELLENCE	TACTICAL UNDERSTANDING	PHYSICAL CAPACITY	PSYCHOLOGICAL BEHAVIOURS
<ul style="list-style-type: none"> • Passing • Receiving • Carrying • Finishing • 1v1 Skills 	<ul style="list-style-type: none"> • Roles & Responsibilities • Teamwork • Shared Understanding 	<ul style="list-style-type: none"> • Repeated Sprint Ability (RSA) • Agility • Aerobic Endurance • Speed • Recovery 	<ul style="list-style-type: none"> • Bold • Relentless • Accountable • Versatile • Excellent Decision Maker

HOW WE DEVELOP: PRIORITY SKILLS WITHIN FOUR KEY PERFORMANCE AREAS

TECHNICAL EXCELLENCE	TACTICAL UNDERSTANDING	PHYSICAL CAPACITY	PSYCHOLOGICAL BEHAVIOURS
<ul style="list-style-type: none"> • Set Position / Stance • Goal Area Positioning & Movement • Save Selection & Decision Making • 2nd Phase & Recovery • PC Defence 	<ul style="list-style-type: none"> • Roles & Responsibilities • Teamwork • Shared Understanding 	<ul style="list-style-type: none"> • Flexibility • Agility • Aerobic Endurance • Speed • Recovery 	<ul style="list-style-type: none"> • Bold • Relentless • Accountable • Versatile • Excellent Decision Maker



HOW WE COACH

We recognise that coaching is a complex endeavour, with many dynamic and interacting factors that influence its effectiveness. We also recognise that high quality coaching is a fundamental cornerstone of building a successful and sustainable performance system. As a result, we will invest greater time and resources in developing our talent and performance coaching workforce, helping support them to further accelerate the development of our best and aspiring best athletes.

Our aim is to make best coaching practice common practice throughout Scottish Hockey's performance pathways. We will do this

by developing a clear set of shared priorities, which will help our coaches to work more efficiently together and maximise the effectiveness of the Scottish coaching system.

While the BRAVE Blueprint has been designed for Scotland, it is important to recognise our ongoing commitment to the Great Britain Coaching and Talent Development Frameworks. Our priorities are designed to complement the excellent coach development practise being delivered across the GB coaching community. How we coach will outline key principles and priorities within a Scottish context that are integral to, and consistent, with the Brave Blueprint. This will allow us to increasingly provide

clear and consistent messages and methods for our athletes – and to create environments which will support the development of skills and behaviours that will enable our athletes to excel at the highest level.



Our aim is to make best coaching practice common practice throughout Scottish Hockey's athlete pathway.



KEY COACHING DOMAINS AND BRAVE COACHING PRIORITIES

In order to make best practice common practice we will support coaches to develop their approach across hockey's four key coaching domains. This will help coaches build effective relationships; create positive environments; and continuously develop their hockey knowledge while understanding themselves and committing to their own development. We have also identified a number of coaching priorities that will maximise the development of the coaching system - and allow us to develop and support our athletes to excel on the world stage.

KEY COACHING DOMAINS



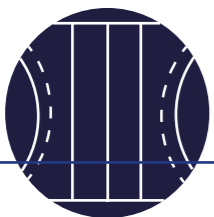
PLAYER

Coaches building effective and sustainable relationships with and around players to best support their needs in a supportive and ethical manner.



ENVIRONMENT

Coaches who are architects of challenging and supportive environments that optimise learning, where players feel valued and pro-actively participate in their own development.



GAME

Coaches who develop technical, tactical, physical and psychological knowledge and expertise and support players to take ownership of their game understanding and development.

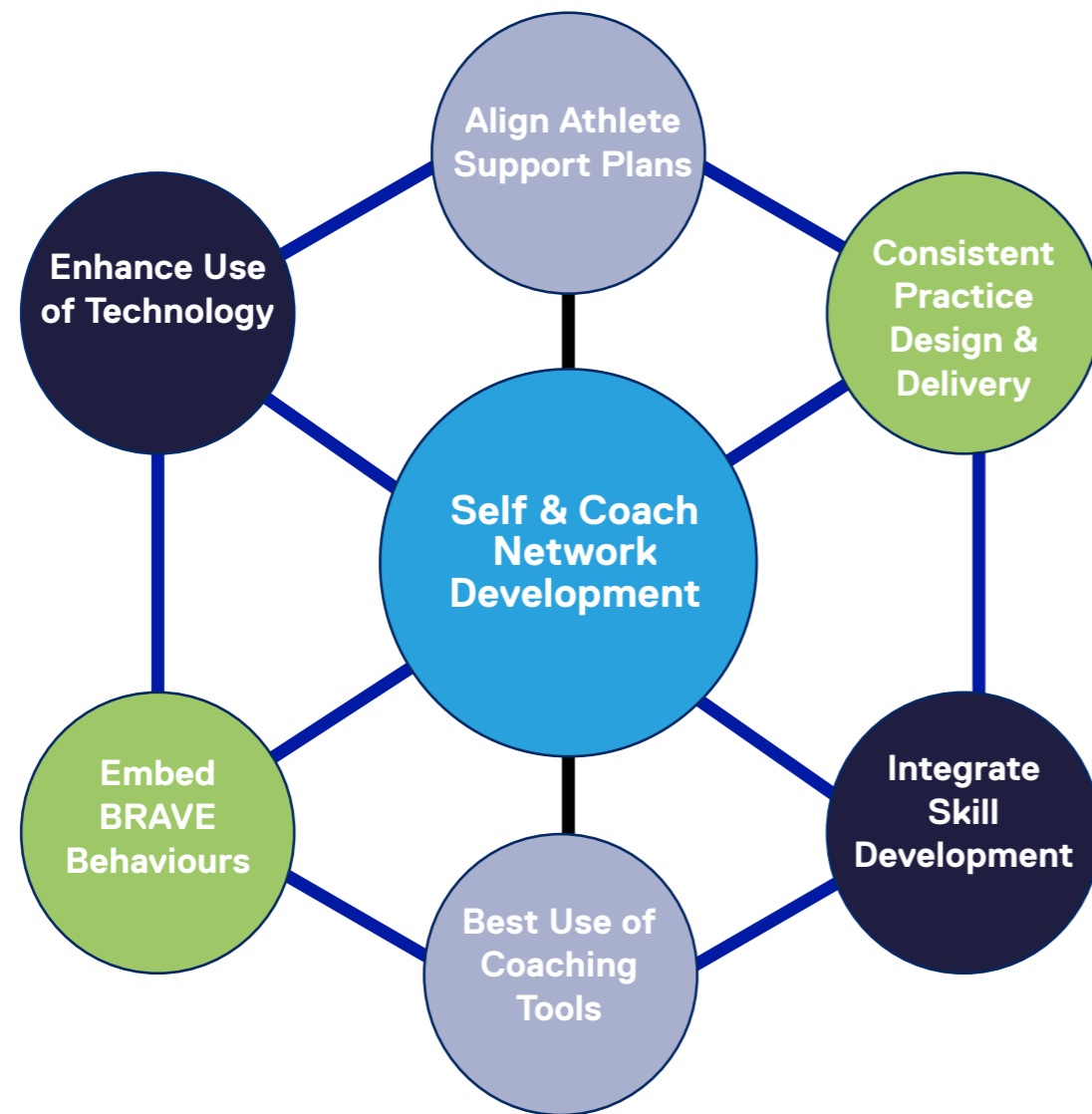






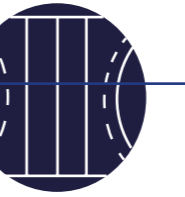
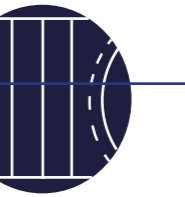

SELF

Coaches who are self aware, understand their motivation and are committed to their own development, while managing themselves effectively.



BRAVE COACHING PRIORITIES



						
<p>ALIGN ATHLETE SUPPORT PLANS</p>	<p>OPTIMISE USE OF COACHING TOOLS</p>	<p>CONSISTENT PRACTICE DESIGN & DELIVERY</p>	<p>EMBED BRAVE BEHAVIOURS</p>	<p>ENHANCE USE OF TECHNOLOGY</p>	<p>INTEGRATE SKILL DEVELOPMENT</p>	<p>DEVELOP SELF & COACH NETWORK</p>
<p>Empower athletes, align support and accelerate development through effective use of individualised plans</p>	<p>Use full range of coaching tools as appropriate to build effective relationships and maximise player development</p>	<p>Use a consistent practice design and delivery model to create environments that allow players to flourish</p>	<p>Use a consistent practice design and delivery model to create environments that allow players to flourish</p>	<p>Use technology to extend learning, accelerate development and maximise performance</p>	<p>Take an integrated approach to developing technical, tactical, physical and psychological skills</p>	<p>Commit to self development and contribute positively to a national network of coaches and community of practice that drives a culture of continuous improvement</p>



BRAVE - NEXT STEPS ON THE JOURNEY

The BRAVE Performance Blueprint has been designed to be a living document that supports how we as a country choose to develop our talented and high performing athletes. It will continue to evolve and develop over time as the game at international level requires – and we will endeavour to be proactive and anticipate changes before they happen and use our agility to adapt quickly to required changes in approach.

BRAVE presents a real opportunity for us to share our philosophy and principles, explore the thinking and research which underpins the creation

of the blueprint, and work together with coaches; managers; sports science practitioners; athletes and parents to align and maximise athlete development for the benefit of all. As was alluded to in the introduction, this is also underpinned by our strong national values, characteristics and collective beliefs.

It is our intention to bring the BRAVE blueprint to life in a number of ways and we look forward to engaging with all involved in athlete development, to help Scotland's hockey teams fulfil our potential on the international stage.



Brave