

2015 - 2016

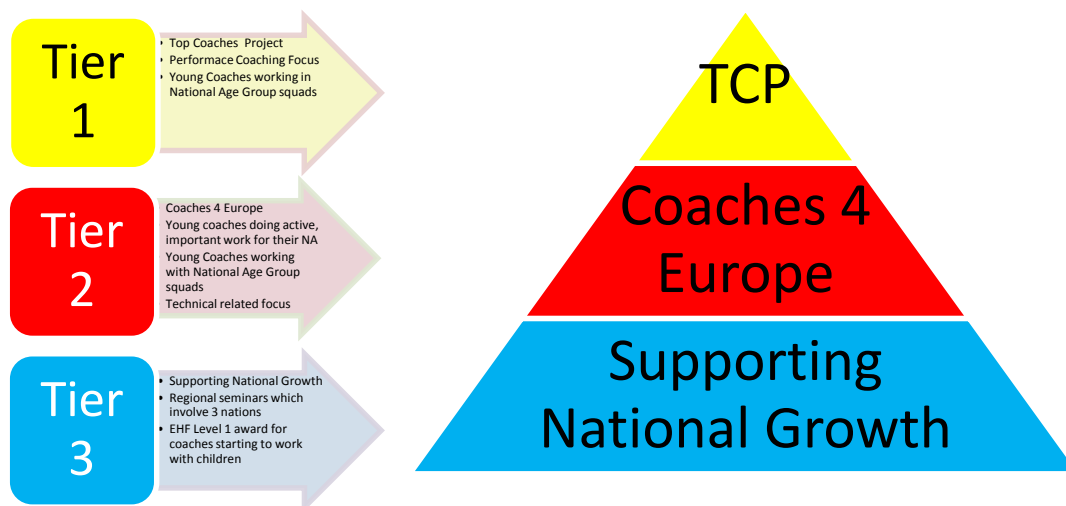
**EHF Coaches for Europe Programme – C4E
Information Pack**

EHF Education Committee
Coaches Working Group
2015 - 2016

COACHES FOR EUROPE PROGRAMME (C4E)

The European Hockey Federation (EHF) Coaches for Europe Programme (C4E) has been a successful pioneering initiative which has been running in Europe for two years.

The C4E is part of a three tier strategy for Coach Development in Europe:



The C4E targets talented young coaches from Europe and provides a programme of events running over a two year period. The programme is planned by the EHF Coaching group who organise workshops and webinars for the C4E group



C4E Group in Breda 2014



The C4E course is designed to encourage the coach to think about the philosophy of coaching young players. The content focus is on basic skills and how to use these technical skills. The production of a coaching year plan for young players will also feature. When you finish this course successfully you **may be** recommended for the EHF TCP programme.

EXPECTATIONS OF PARTICIPANTS

As a member of the EHF C4E the coaches are expected to comply with the following to make sure they are able to continue in the Programme:

- Be between the ages of 18 and 45
- Have a good level of English
- Be actively coaching within their National Association and be prepared to share the hockey knowledge with their local coaches.
- Commit to the programme fully over the 2 years.
- Create a Personal Development Plan updated every 6 months and send to mentor (make a portfolio)
- Communicate regularly with their mentor via email, telephone, Skype and any other means
- Use any extra resources at their disposal to improve and develop their coaching performance throughout the 2 year programme
- Use the feedback and advice from their mentor to develop and improve coaching performance
- Attend all Events organised for C4E Participants. If unable to attend this must be discussed and agreed with the mentors prior to the event.

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Joe Kodde – 2014 C4E Member



"C4E is a great opportunity to meet other young coaches from similar hockey backgrounds and to learn from top coaches in an elite hockey environment. Overall it's an amazing experience."

Joe Kodde – Portugal C4E 2014 Member

George Mitropoulos – 2014 C4E Member



"EHF C4E is a 2 year programme during which top coaches share their knowledge through workshops and webinars. It is a great way for young coaches in Europe to develop their knowledge and gain new ideas

The workshop at Breda Push HC in August each year is a challenging and fascinating experience."

George Mitropoulos – Greece C4E 2014 Member

EXPECTATIONS OF C4E MENTORS

C4E Mentors are expected to:

- **Act as conductor** at the main C4E seminar each year
- **Keep in touch** with your group and other mentors regularly
- **Support** your group throughout programme
- Offer **additional support** if a participant is struggling with any issue
- **Write a Feedback report** on each coach in your group every year and send to C4E Programme Leader. Report will be brief but contain information on.
 - Commitment
 - Communication
 - Behaviour
 - Performance
- Working with each coach in your group and **create a Personal Development Plan (PDP)** for each coach detailing their actions to improve and develop (portfolio)
- Provide **1-1 mentoring and feedback** during the main times the group meets
- **Agree with EHF Coaches group which coaches are ready for EHF TCP programme**

SELECTION & REMOVAL OF COACHES FROM THE C4E

SELECTION OF COACHES FOR TCP

1. The Education Committee Coaches Group will discuss and agree the successful participants for each year's programmes following the nomination process
2. The successful nominees will be invited to participate in the C4E Programme

REMOVAL OF COACH FROM C4E

Removal of a coach from the C4E will occur only after the following stages:

1. Mentor support and guidance to the coach
2. Mentor recommendation based on performance, behaviour, English language ability (or coming with a translator)
3. Mentor reports to Education Committee Coaches Group
4. Education Committee Coaches Group makes the decision to remove the coach from C4E
5. Letter to individual coach, NA, Chair of Education Committee, EHF Office, EHF Development and Education Manager



FINANCIAL ARRANGEMENTS FOR THE C4E

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- The National Association agrees to fund participation in the Programme to a maximum of €250 per coach per year **(this includes the costs of workshops, full board accommodation, etc.)**
- The EHF provides the additional finance necessary to run the programme
- The coach or his/her NA is responsible for booking their own flights/travel. This will be paid for by their National Association or the coach.
- *The EHF will NOT reimburse travel costs.*
- The EHF is responsible for full board for workshops are attended.

1) ANNUAL FEE

Each National Association (NA) agrees to pay an annual fee of € 250 for each single participant appointed to the C4E. This annual fee goes into the C4E budget which is partially funded by EHF and partially by the NAs participating in the project.

In order to minimize the administration an invoice for the annual C4E fee is sent to the NAs at the beginning of each single year.

3) ACCOMMODATION, MEALS, LOCAL TRANSPORT

CONDUCTOR WORKSHOPS/ OTHER EVENTS

It is the responsibility of each conductor and coach delegate to arrive at the venue of each C4E event. EHF cannot guarantee any pick from airports or stations although we will do all we can to help with this. All costs of meals and accommodation for the duration of each event are covered by EHF. Any extra hotel nights must be covered by the delegate. EHF will plan carefully to ensure no extra hotel nights are needed due to the early start or late finish of a seminar/event

GRADUATION/RECOMMENDATION TO EHF TCP LEVEL

Graduation is organised by the EHF Education Committee - Coaches Working Group – C4E Coordinator Norbert Nederlof and the EHF Office.

EHF Coaches Working Group will make final decisions about the development of C4E coaches to TCP Level

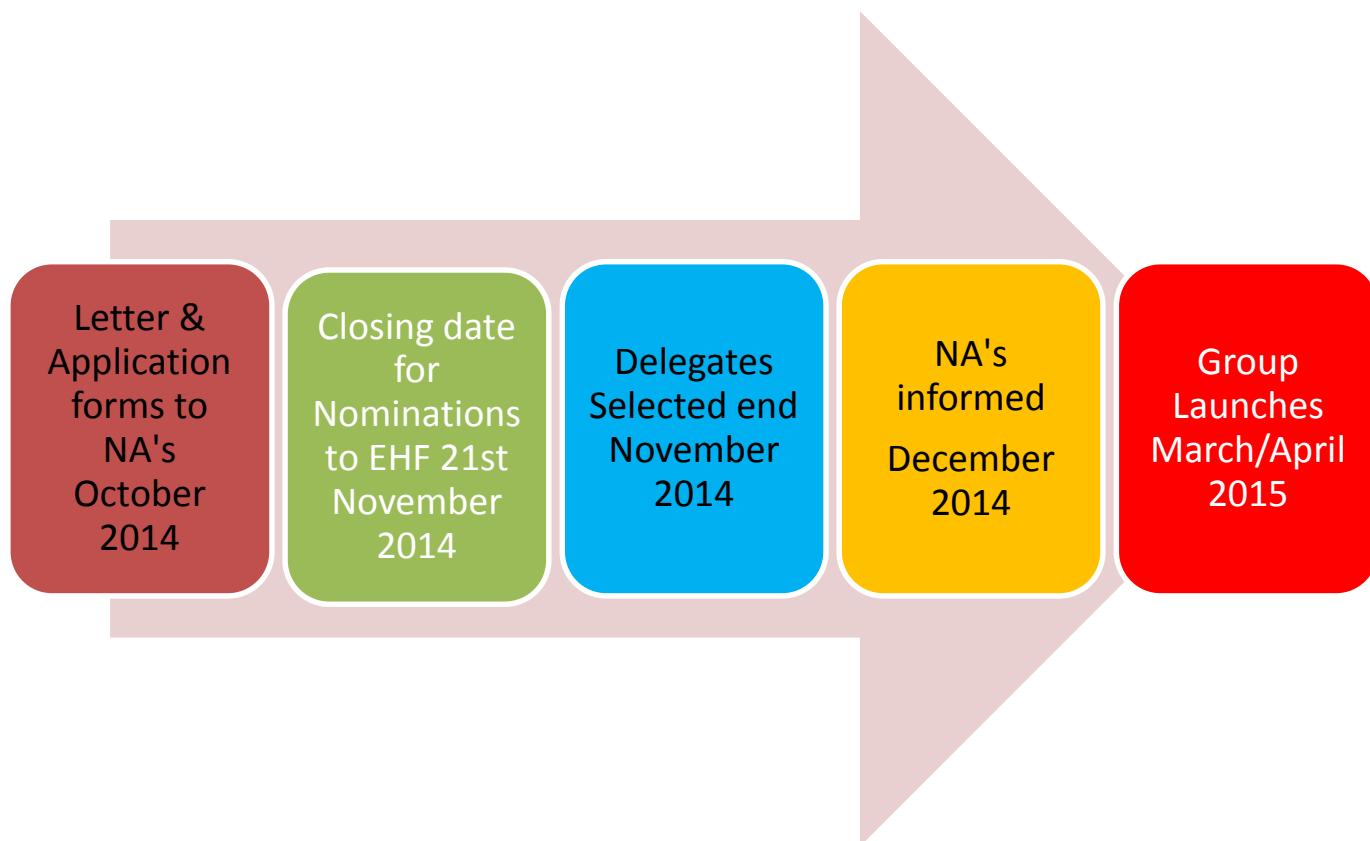
4) CLAIM FORMS (EHF CONDUCTORS/MENTORS)



All the claim forms must be sent to Yamila Conill in the EHF office (yamila@eurohockey.org) with a copy to Norman Hughes norman@eurohockey.org

Forms will be sent to Coaching Committee Chairman, Herman Kruis for approval before arranging payment.

This form will be sent to Conductors/Mentors in a separate email.



MENTORS 2015-16

Norbert Nederlof – Belgium Former international coach of Egypt and current Director of Coaching at Leuven HC and Coach Development Manager for RBHF.



Tomislav Jamicic – Former international player and senior coach of Croatia. Currently the Head of coach Education at MHCO and Assistant Coach District East Netherlands.



Alejandro Siri – Coach of Spain U-18 National Men's Team and current Head Coach of Real Sociedad de Tenis Club, Santander.



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THE PROGRAMME

The programme for each group will be developed on an annual basis by the EHF Coaches Group taking advantage of tournament opportunities within each year such as Breda Push U18/U16 tournament.

A typical year may include:



Breda Push workshop
U18/U16 in August



4 webinars on 3rd
Monday of
April/June/Sept/Nov

If you need further explanation or details of the EHF Coaches for Europe Programme before you send your nomination please contact our Education and Development Manager Norman Hughes on norman@eurohockey.org