



FairPlay Friendship Forever

## GUIDELINES FOR CREATING A NATIONAL HOCKEY DEVELOPMENT PLAN

### BACKGROUND INFO AND QUESTIONS

that might help you in your planning

#### HOCKEY – an Olympic Sport

Do people know that hockey has always been on the programme of the Olympic Games, for men since 1928 and for women since 1984? Do you know that since 2008 the number of women's teams in the Olympic Games have been raised from 10 to 12, as it has always been for the men?

Do you know that field Hockey for men and women is on the programme of the Commonwealth Games, the University World Games (Universiade) and almost all Continental Games?

#### HOCKEY – a Sport for Everybody

Do you know that:

\* apart from 11 a-side field hockey, 6 a-side indoor hockey is being played internationally by so many people and at such a level, that the FIH organises has organised an indoor World Championship for men and women since 2004, that indoor hockey is on the program of the World Games and that Indoor rules hockey is being played outdoors as well?

\* in many countries 6 a-side field hockey (with or without fully equipped goalkeeper) is being played, which is especially attractive if no full size hockey pitches are available, the number of players is limited (and goal keeper equipment is scarce)?

\* in developed and other hockey countries, hockey is being played by children from the age of six (in adapted playing forms) all the way up to veterans (who can be over 60 years of age)?

\* there are also forms of hockey for players with disabilities?

\*top international field hockey is played on synthetic turf, but that at national level hockey can be played on all kinds of surfaces (sand, clay, natural grass, synthetic turf, other synthetic, asphalt, concrete, wood etc.)

\* hockey has a very good reputation as clean and healthy sport, being played in a good sporting atmosphere, contributing to social integration and taking place under good guidance, which makes it attractive to parents and schools for their children and pupils.

\* hockey , in the international sports world, like in the IOC, has an excellent reputation, both as high performance sport and as "sport for all", for its administration, the solidarity between the FIH member Associations and the fairness in competitions. Do you know the FIH promotional DVD "Hockey, a Sport for Everybody"?

\* hockey is one of the few outdoor team sports played by male and female and that the number of men and women playing hockey is in balance?

### INFO & QUESTIONS PER ACTION PLANNING ITEM (SEE PART 2 – FUTURE PLANNING)

#### ADMINISTRATION DEVELOPMENT (organisation & staff)

Do you think that strengthening your administration and organisation is an important condition for undertaking the implementation of a NHDP?

Do you know the FIH Manual for Club Development, and that this is also applicable for NA development?

Do you have or foresee the appointment of a co-ordinating National Development Officer in your NA?

Do you have or foresee the appointment of a Youth Hockey Promotion Officer, a Coaching Officer, an Umpiring Officer and a Competitions Officer in your NA? And what about a person responsible for Marketing and Media?

If you have a considerable number of former hockey players, do you realise that they may be interested in playing veterans hockey? Veterans are not only useful on but also off the field - in many countries they take up voluntary jobs in the NA, in

clubs and they also form an interesting group in the area of sponsorship.

The same effect may come from actively involving the parents of youth players. Do you organize parents meetings to explain what hockey is all about? Do you know that some countries organize special "parents hockey" for parents without a hockey background? These parents hockey groups prove to be ideal (similar to the veterans) for recruiting your volunteers and business networking.

What would you like to do to give your administrators, leaders and officials better tools for their hockey jobs?

Can you help each other in "training on the job"? Would you like to receive external expertise? Is there a National Body which offers such expertise or training for Sports Associations?

## **CLUB DEVELOPMENT**

Do you encourage clubs and schools to make a hockey development plan for their organisation, or are you going to do that as part of your NHDP( e.g. by bringing them together in workshops?

Do you take measures to make sure that school hockey players after having left their school, can continue to play hockey in clubs?

Do you know that you can order the club development manual at the FIH office and that you can download the different chapters on the FIH website? The chapters "creating a club", "club management", "club event management" and "junior development" provide useful information for clubs and associations. Also included are a range of practical templates.

## **COACH DEVELOPMENT**

How would you like to improve the level of coaching? What do you think you need for that?

Do you or will you have a Coaching Officer / Performance Manager in you NA?

Would you consider international courses for your top coaches, who may also be capable to transfer their know how to other coaches at home? Would you consider asking for FIH or Olympic Solidarity sponsorship to have a national coaching course, conducted by an FIH Coach? Do you discriminate between development coaches for young and inexperienced players and high performance coaches? Would you consider the introduction of a national coaches education and accreditation system? The FIH has published Recommendations for that on DVD, which can be ordered at the FIH office and downloaded from the FIH website. What can be your targets and how/when could you achieve these?

## **COMPETITIONS**

Would you like to extend or enhance your system of local, regional and national competitions and leagues for various players categories and levels (from children up to veterans)? What will your targets be and how/when could you reach them? Do you consider the various forms of hockey? Do you have to consider travel distances?

Do you or will you have a Competitions Manager in your NA?

## **FACILITIES & EQUIPMENT**

Is affordable equipment a problem? How can this situation be improved? By central purchase and import by you NA or other methods? Have you asked your Continental Development Officer if there are collective ways to obtain affordable equipment?

How can you improve the situation if you have either a shortage of suitable pitches or even no suitable pitches?

## **HOCKEY FOR EVERYBODY**

Do you intend to make hockey a real sport for all? Have you seen and used the promotional DVD titled "Hockey, a Sport for Everybody"? Which target groups are not well represented within your hockey family? Boys, girls, men, women, U10s, veterans? Are you planning on organizing hockey for people with a disability?

## **MARKETING & MEDIA**

How can you organise promotion, publicity and media attention for hockey?

Is there somebody within your organisation that has contacts with journalists, editors, TV broadcasters or producers?

If not, who could you approach to provide these contacts?

What exposure towards interest groups and other benefits can you offer to sponsors and potential sponsors, both now and hopefully in the future? What actions can lead to more support from your governments and/or NOC?

## **MEMBERSHIP GROWTH**

Would you like to reach growth in the numbers of hockey players? Where do you see the potential for increase: men or women, children, adolescents or adults, in clubs or at schools, colleges and universities or in public services and companies? What would be more realistic in your present situation: growth in existing geographic hockey centres/areas or to introduce hockey in new centres/areas?

Will you be able to find the people who can provide organisational and hockey technical leadership in existing as well as in new hockey centres? Could you get funding from local, regional or national bodies?

When you think of growing membership through clubs, do you think of existing hockey clubs or of establishing new clubs; , or do you think of utilizing the existing infrastructure of a multi-sports clubs to introduce hockey? How can you convince and help those hockey clubs and multi-sports clubs? Will they have to strengthen their organisation and administration and know how?

When you think of schools, colleges and universities, where do you want to start, with children or adolescents or young adults? How can you convince and help those educational institutes to start hockey or to be more active in hockey? What role in this can superintendents/headmasters and physical education teachers play? Would they need and like to receive promotional material on hockey and input of hockey know how ? Would you have to provide hockey equipment for a start? What kinds of hockey ( 11 a-side field hockey, 6 a-side field hockey, indoor hockey or other formats ) offer the best opportunities for growing the number of hockey players and organisation of competitions?

## **NATIONAL TEAMS DEVELOPMENT**

Would you like to improve the level of play for all and to come to an elite level, which would enable you to participate successfully in regional, international, continental or global competitions (field hockey and/or indoor hockey; men and/or women; junior and/or senior)? What do you think you need for this?

Do you have coaches/developers that can provide the training content from juniors up to seniors (or the other way round)?

## **FUNDING**

Do schools, colleges and universities have budgets for sports, which can also be used for hockey?

What actions can lead to more support from your governments and/or NOC? Have you read the info on the development section of the FIH website about Olympic Solidarity funding and NA funding (through CFs)?

What exposure towards interest groups and other benefits can you offer to sponsors and potential sponsors, now and hopefully in the future?

## **UMPIRING DEVELOPMENT**

How would you like to improve the level of umpiring? What do you think you need for this?

Do you or will you have an Umpiring Officer in you NA?

Would you consider international courses for your top umpires, who may also be capable to transfer their know how to other umpires or candidate umpires at home? Would you consider asking for FIH or Olympic Solidarity sponsorship to have a national umpiring course, conducted by an FIH Umpires Coach? Would you consider to introduce a national coaches education and accreditation system ( the FIH has published Recommendations for this in 2004 in the Handbook in the FIH Umpiring Boost Handbook, which is also available in Spanish). What are your targets and how/when could you achieve these?

Have you looked at the umpiring section at the FIH website where you can find useful tools to develop your umpires and umpiring system?

## **YOUTH DEVELOPMENT**

Is hockey part of the school or post-school curriculum? If not, can you influence the structures? Do you have clubs or youth departments in a mixed junior/senior club?

At which age can children start to play hockey? In some countries they start at the age of 5/6?

Do you have age group competitions, so that children play with and against the same age group?  
Do you organize inter school or inter club competitions, through which you can select the talented players?  
Do you participate in the annual FIH Youth Challenge?

## COOPERATION

In a competitive sport like the different institutions like clubs, schools, universities, companies are competitors, but they also have collective interests. Enhancement of the position of hockey in your country is such a collective interest.  
Do you think that clubs, schools etc. will be prepared to co-operate in hockey development and exchanges of experiences, on a platform offered by the NA? This may very well be a condition for successful hockey development in a country!

## RELATIONSHIP WITH THE CF AND FIH

Do you actively keep yourself informed about the activities, information and services of your CF and the FIH?  
Do you participate in activities of your CF and the FIH?  
What support and advice would you like to receive from your CF and the FIH?

## USEFUL ADDRESSES

FIH Development Manager: Ms. Gabrielle van Doorn, [gabrielle.van.doorn@fih.ch](mailto:gabrielle.van.doorn@fih.ch), tel. +31-638-3191-01

FIH Coaching Manager: Mr. Tayyab Ikram, [tayyab.ikram@fih.ch](mailto:tayyab.ikram@fih.ch), tel. + 853-685-0015

FIH Umpiring Development Manager: Mr. Richard Wilson, [richard.wilson@fih.ch](mailto:richard.wilson@fih.ch), tel. +41-21-641-0632

Addresses CDOs:

### AFRICA:

#### **Richard Akpokavie**

Tel: +233-303-204-085

Mobile: +233-244-265-046

E-mail: [rakpoks@yahoo.com](mailto:rakpoks@yahoo.com)

### ASIA:

#### **Tayyab Ikram**

Tel: +853-719-711

Mobile: +853-685-0015

Fax: +853-719-367

E-mail: [tayyab@macau.ctm.net](mailto:tayyab@macau.ctm.net)

### EUROPE:

#### **Norman Hughes**

Tel: +44-1924-451-081 (h)

Tel/fax: +44-1924-278-053 (o)

Mobile: +44-777-591-5883

E-mail: [norman@eurohockey.org](mailto:norman@eurohockey.org)

### OCEANIA:

#### **Gill Gemming**

Tel: +64-7-544-1313 (h)/9-629-2932 (o)

Mobile: +64-27-29-33-321

Fax: +64-9-629-2934 (office)

Email : [gill.oceaniahockey@eol.co.nz](mailto:gill.oceaniahockey@eol.co.nz)

### PAN AMERICA:

#### **Jorge Querejeta**

Tel/fax: 54 11 4797 7997

E-mail: [jcquerejeta@yahoo.com.ar](mailto:jcquerejeta@yahoo.com.ar)

