



The road to success...
« The Vision of development »



Czech Republic Football Association

Coaching congres





Coach education: the best tool for player development



*Kris Van Der Haegen
Coach education Director*

Royal Belgian Football Association



Kris Van Der Haegen (° 1964)

- **Director of Belgian Coach Education School** (since september 2012)
- Master in the Roman Philology (University of Leuven)
- Technical coordinator Coach Education Department of the Flemish Football Association (2008-2012)
- Holder of the UEFA-Pro licence (2012)
- Lead tutor UEFA PRO license course (since 2013)
 - Grassroots youth coach (U12 – U19) : 15 years experience
 - Adult coach: 10 years of experience at top of amateur level (4th and 3rd division)
 - 1 season U19 coach Zulte Waregem (1st League) (2007-2008)
 - National team coach U15 – U17 (2008-2011)
 - 1 season head coach senior team at the 2nd division : Standaard Wetteren (2010-2011)
 - Head coach Women National team Belgium U19 (since 05/2013)
 - Member of the UEFA JIRA Panel (since June 2015)





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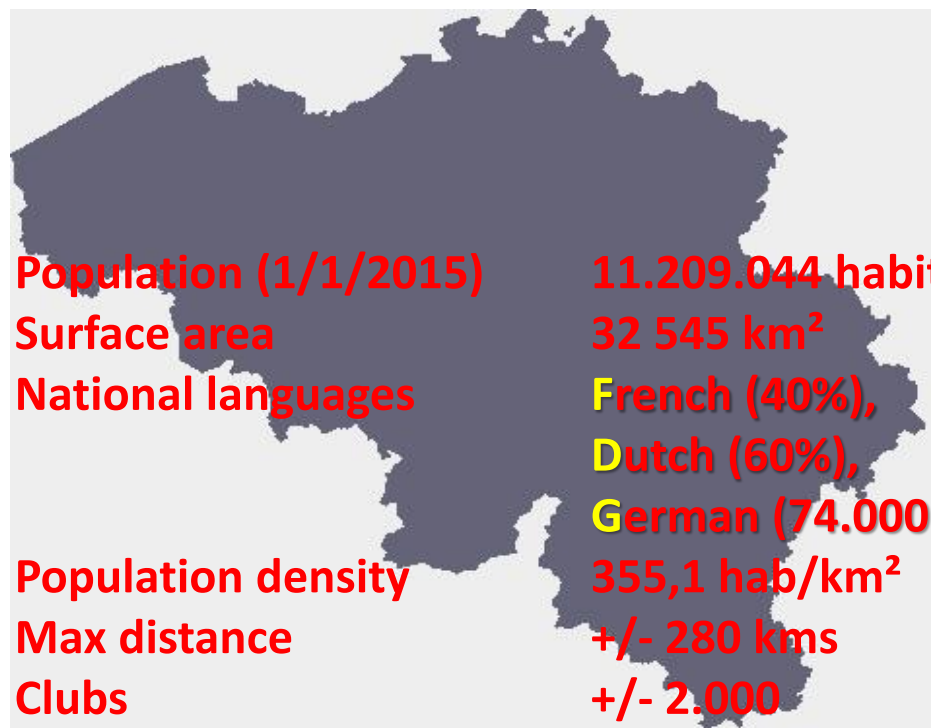


The road to success...

The beginning of the story



This is ... BELGIUM



Population (1/1/2015)	11.209.044 habitants
Surface area	32 545 km ²
National languages	French (40%), Dutch (60%), German (74.000)
Population density	355,1 hab/km ²
Max distance	+/- 280 kms
Clubs	+/- 2.000
Registrated players	♂ 435.000
	♀ 25.686
Teams	17902



1 plan, 1 vision, 1 mission

- ‘We made a brochure’: the Belgian vision of youth development

The architect was Michel Sablon
(former technical director)



1 plan, 1 vision, 1 mission

- ‘We had a whole group of people around a table in the technical department and we decided to make a plan for **three target groups**.
 - ‘First of all was **the clubs**,
 - secondly **the national youth teams**
 - and third **the coaches** of our “elite football” schools.

MAKE FLORISH THE TALENT!



1 plan, 1 vision, 1 mission

- ‘So we adopted **the same vision for all three groups**. We went to the clubs and asked them to play a certain way below Under-18 levels.
- ‘We asked them to play **4-3-3 with wingers and three midfielders and a flat back four**. In the old days, it was always a flat back three, so this was brand new to them.



1 plan, 1 vision, 1 mission

- ‘It took more than five or six years before everyone could bring themselves to accept it. Because for most of the coaches and the clubs, all they cared about was **winning the game. Nothing else.**
- ‘But that was absolutely wrong **for the development of all the players. Totally wrong.**



1 plan, 1 vision, 1 mission

- ‘It wasn’t easy. In the beginning it was terrible. They needed a coaching SWITCH:

stop thinking about **your team** and the results

start thinking about **THE INDIVIDUAL PLAYER!**

- But eventually they began to see it. They went with us because they saw that what we told them worked. **It made players better.**



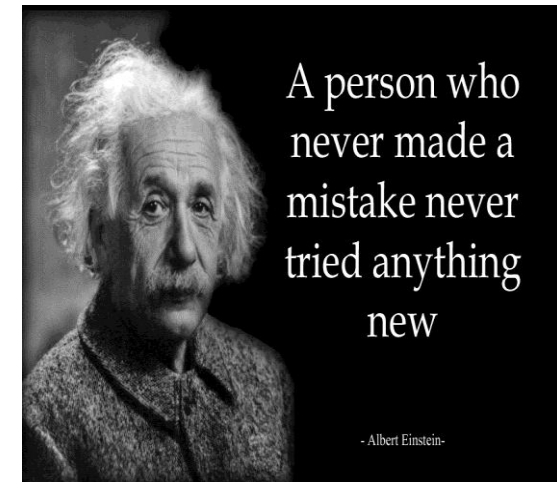
1 plan, 1 vision, 1
mission

Football education = learning...

INDIVIDUAL development > results in youth tournaments

TO PROGRESS >>>>> to win

(at youth level)



1 plan, 1 vision, 1 mission

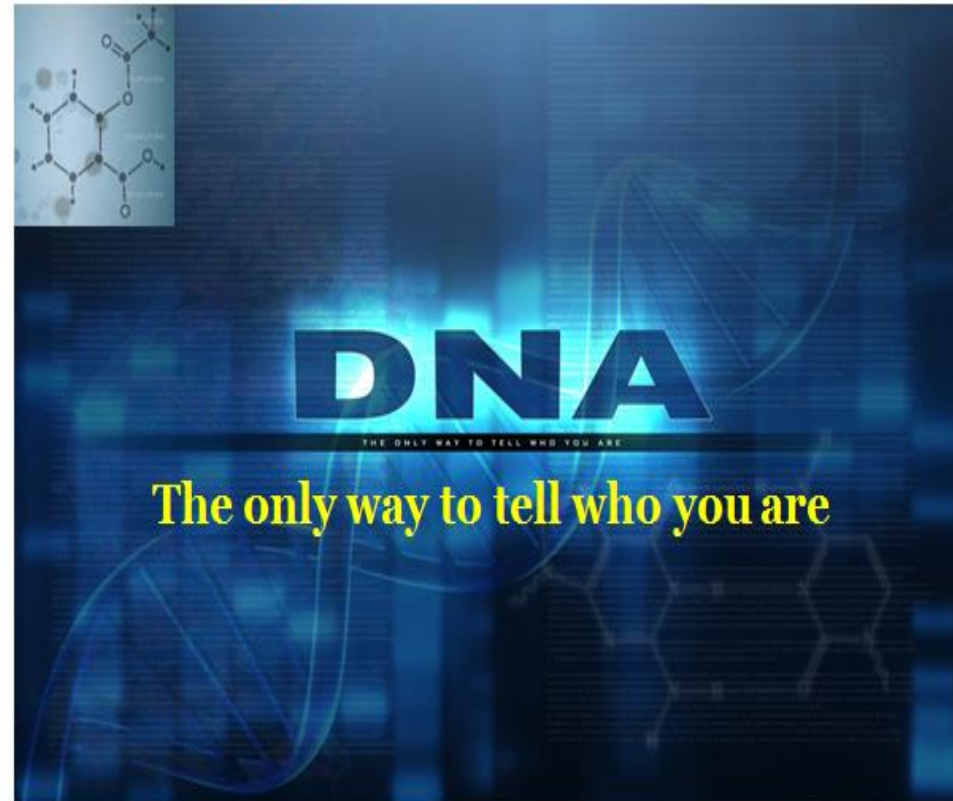
- How to make better players?

Focus on 3 aims:

- ✓ 433
- ✓ Profiles of players
- ✓ Creativity

Coach education is THE KEY for the development of your football!

Belgian football DNA



Belgian football DNA

Who are we?

How we play? → playing philosophy

How we identify and develop talent? → talent development philosophy
→ talent identification philosophy
→ player of the future

How we coach? → coaching philosophy

How we support our players?

(before, during, after the game) → physical and psychological support

CONSISTENCY: game, behavior, coaching and values!



Belgian style of play



The only thing that changes is the size of the shirt!



Belgian football DNA

Player's pathway
national teams:



from U15 till the A team (seniors) we spread 1
consistent message all over the pathway
(consistency along the journey
=1 common language!)

The only thing that changes is the size of the shirt!



Belgium: MASTER PLAN

Better functioning of the Belgian Coach Education School

Better (grassroots + elite youth) coaches in the clubs – better functioning of youth academies

Better development of youth players

⇒ MORE quality
(= coaches and training session)

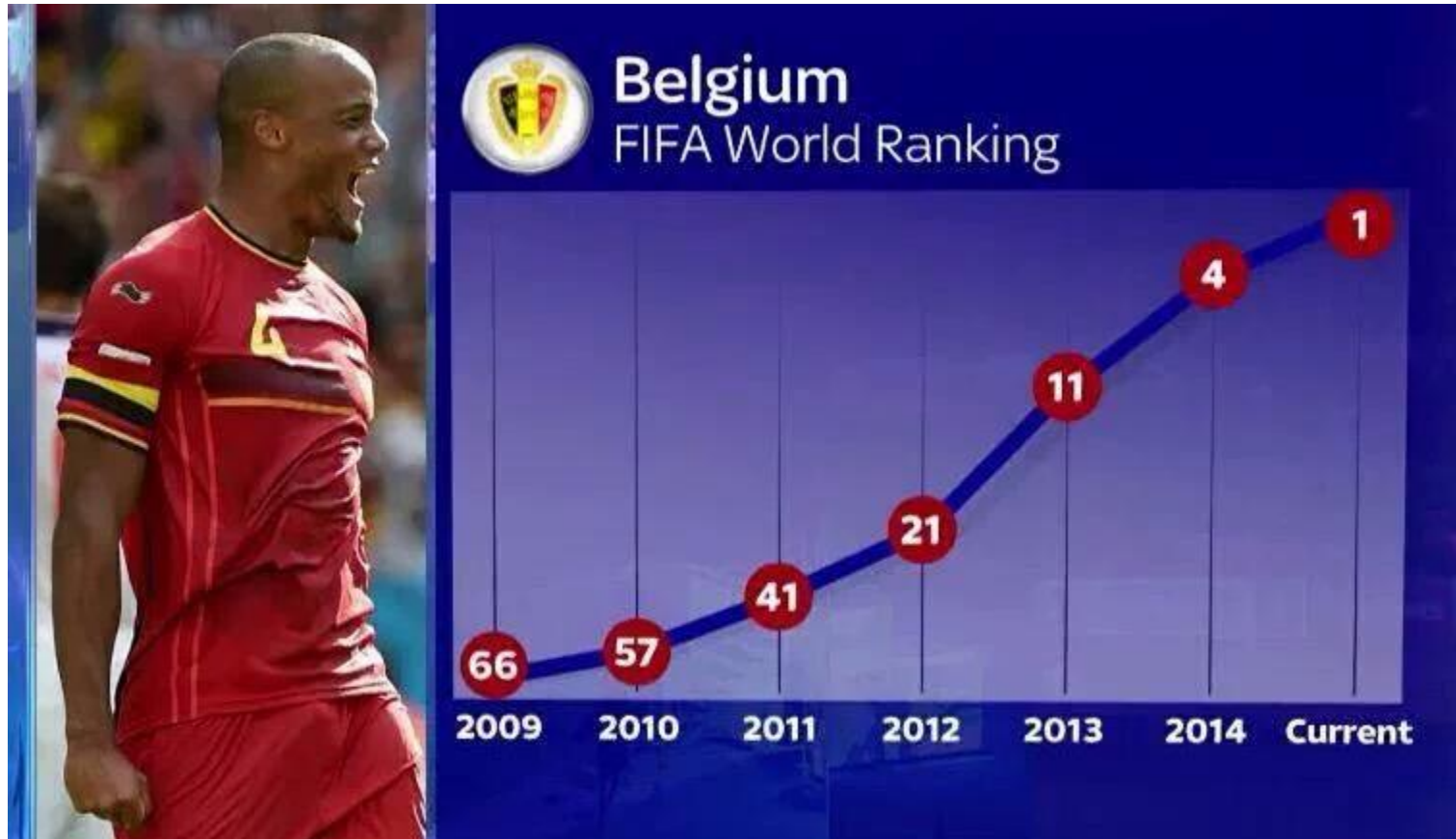
It all started with 1 plan and 1 VISION: a vision of development!

Better youth players
Better senior teams
Better national A-team
(FIFA-ranking HISTORIC MOMENT 1st place!! Versus 4th place in 2014, 11th place in 2013 and 21st place in 2012 and 41st place in 2011)

Better functioning of the National Youth Teams



HISTORIC MOMENT



Historic moment U17 WC Chili



Belgium - Korea



Historic moment U17 WC Chile



Belgium - Korea



Historic moment WCUI7: 3rd place Belgium - Mexico



Historic moment WCU17: 3rd place Belgium - Mexico



The Belgian way

The philosophy of youth development of the Belgian FA



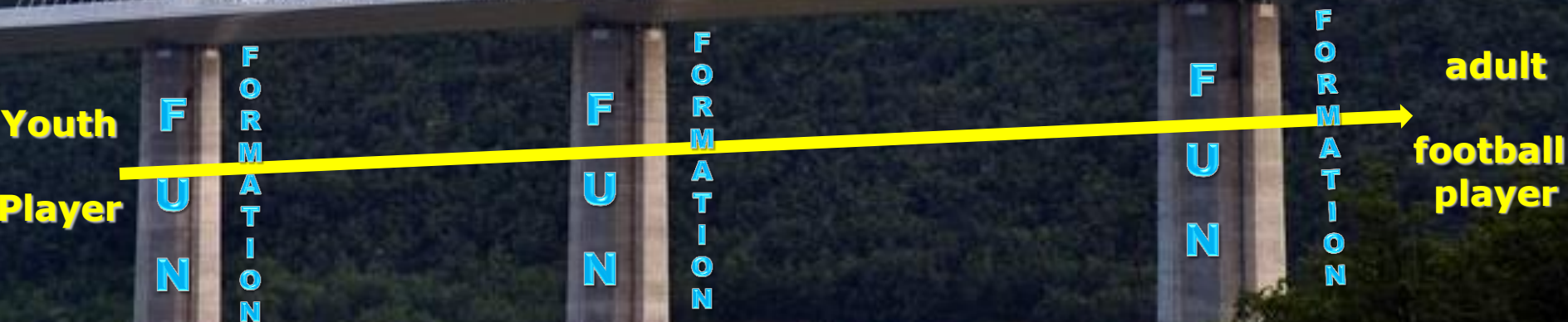
Vision of Development of the Belgian FA

4. Actor = PLAYER

3. Method = GAME and intermediate forms

2. Programme = LEARNING PLAN

1. Philosophy = ZONE



The Belgian way

The philosophy of youth development of the Belgian FA

1. The FUN-aspect



FUN = learning while playing !

- As a tribute to the once so popular street football
- To offer many 'fun' moments of learning during the education
- From playing pleasure to training pleasure and competition pleasure

The pleasure to play and the pleasure to learn
= to play football!



FUN = learning while playing !

EACH PLAYER

➤ plays football almost all the time

➤ touches the ball frequently

➤ gets many scoring occasions

➤ can play freely

➤ is encouraged by his coach

➤ is supported by the parents



The Belgian way

The philosophy of youth development of the Belgian FA

2. The EDUCATION aspect



EDUCATION = learning step by step

MULTIMOVE SCHOOL OF MOVEMENT GETTING USED TO THE BALL	➔	U4-U5	
EXPLORATION PHASE	➔	U6	
INDIVIDUAL DEVELOPMENT Basics Teamtactics	➔ ➔	U7-U17	 
PREPARING FOR AND INTEGRATION IN ADULT FOOTBALL individualized approach		U18-U21	



Who is in front of you...



...and what are they able to do?

...and what are they able to learn?

MULTIMOVE: The start for general motor development





The Belgian way

The philosophy of youth development of the Belgian FA

3. ZONE PHILOSOPHY



ZONE PHILOSOPHY: WHY ?

To improve

- ☞ the reading of game situations
- ☞ the process of “decision making”
- ☞ the courage to take initiatives
- ☞ the collective game (defense and attack)
- ☞ the ability to communicate
- ☞ the ability to concentrate

ZONE WITH YOUTH FOOTBALL PLAYERS

=

Putting brains in the muscles !



The Belgian way

The philosophy of youth development of the Belgian FA

4. THE LEARNING PLAN



THE MODEL OF DEVELOPMENT IN FOOTBALL

The model of development in football:

- ✓ based upon the development model in « ball sports »
- ✓ 4 phases of development : fluent transition of one phase into the other
- ✓ **the football age is the clue**: big individual differences are possible in each development area (f.e. physical inferiority in relation to mental lead, taking into account the biological age)
- ✓ The youth instructor chooses learning objectives and contents based upon the level in the model of development = **COACHING ADAPTED TO THE CHILDREN!!!**

TAILOR-MADE COACHING !!!!!!



RBFA development plan



Wide Basic
Locomotor
formation

3 - 5 year olds



Me and the
ball
(exploration)

U6 – U7



Collective
game
“short range”
U7 – U10



Collective
game
“mid-long”
U10 – U13



Collective
game
“long range”
> U14

Multimove

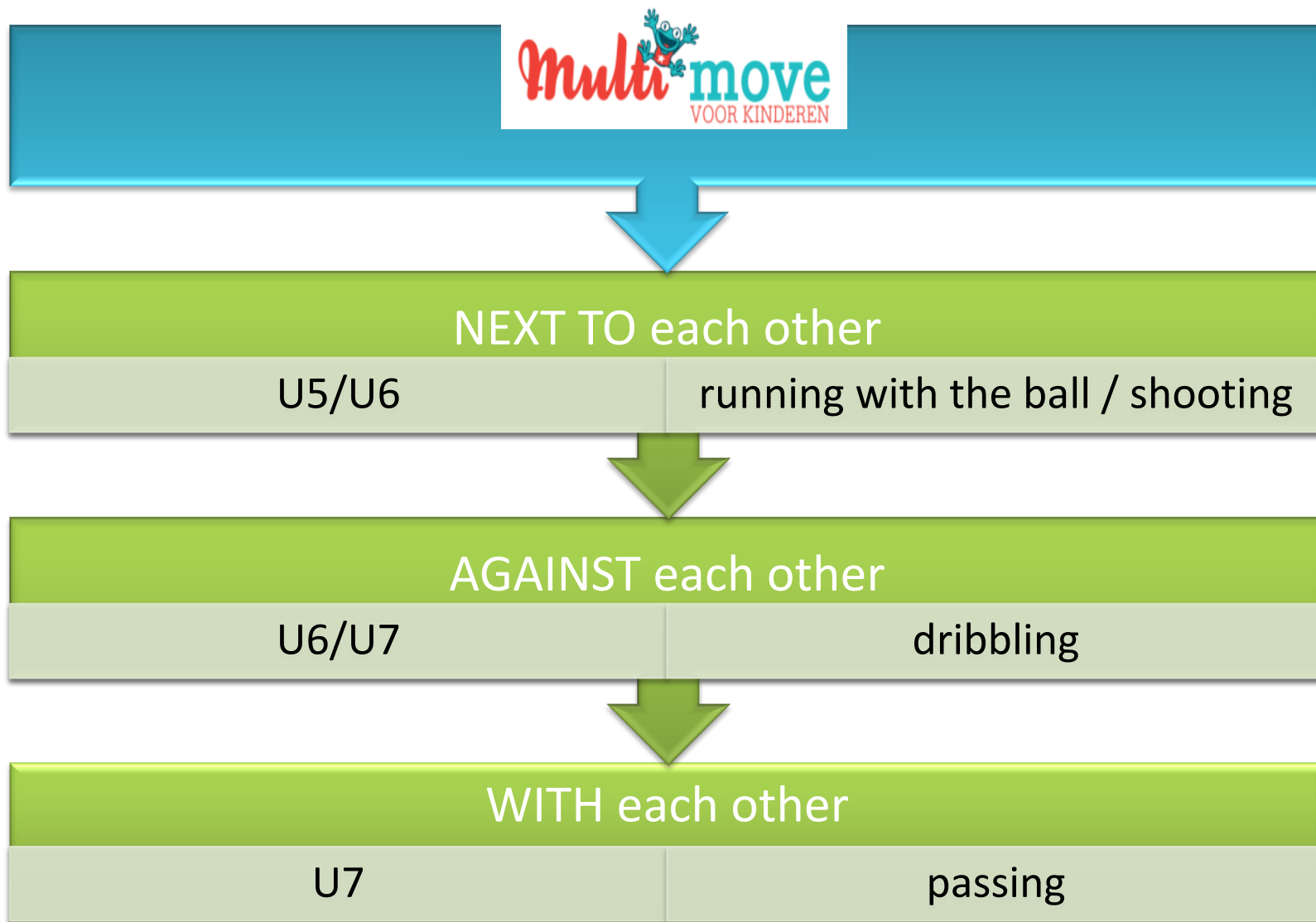
2v2

5v5

8v8

11v11

RBFA development plan :



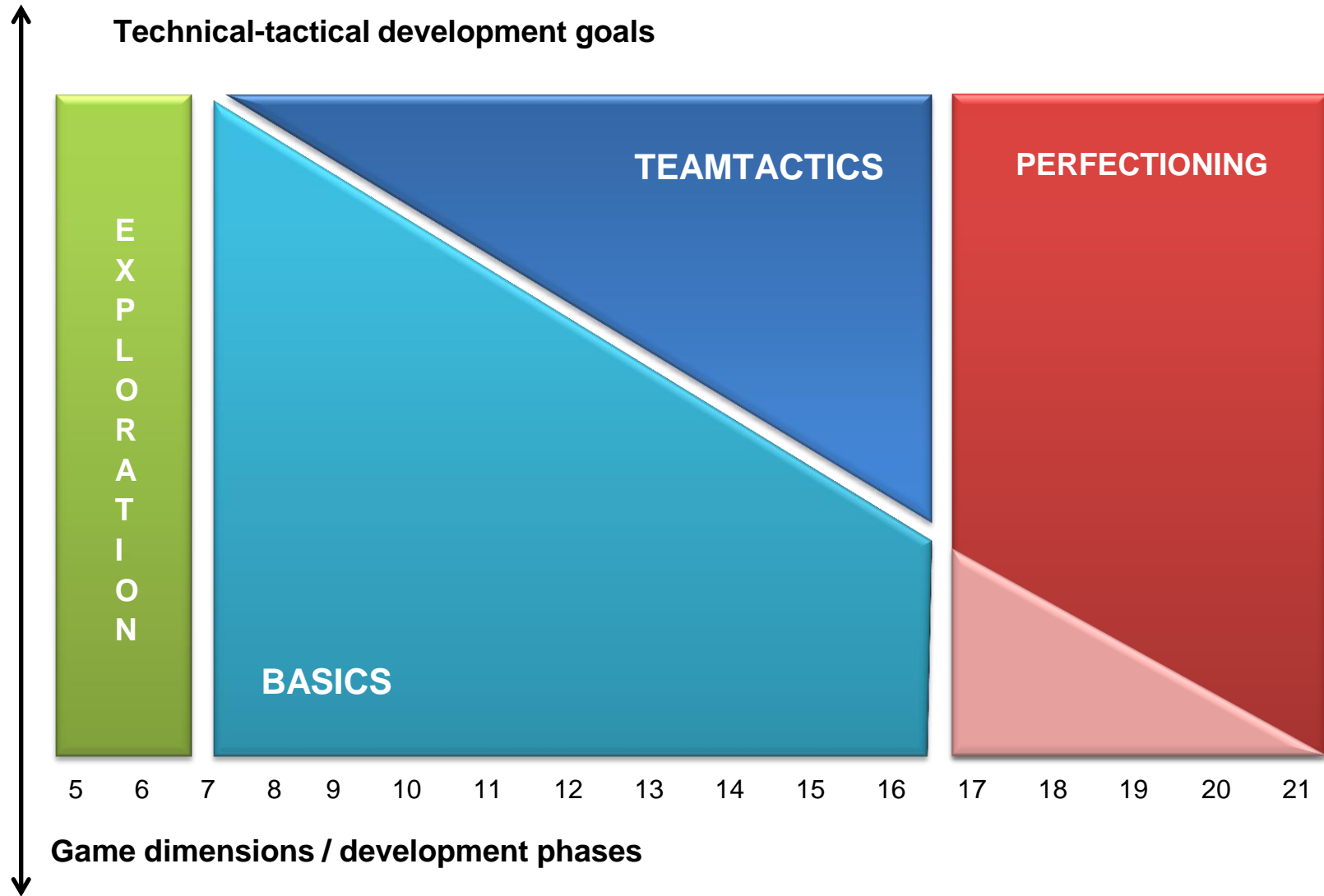
Development plan : situating U5-U6

Football is more than kicking a ball



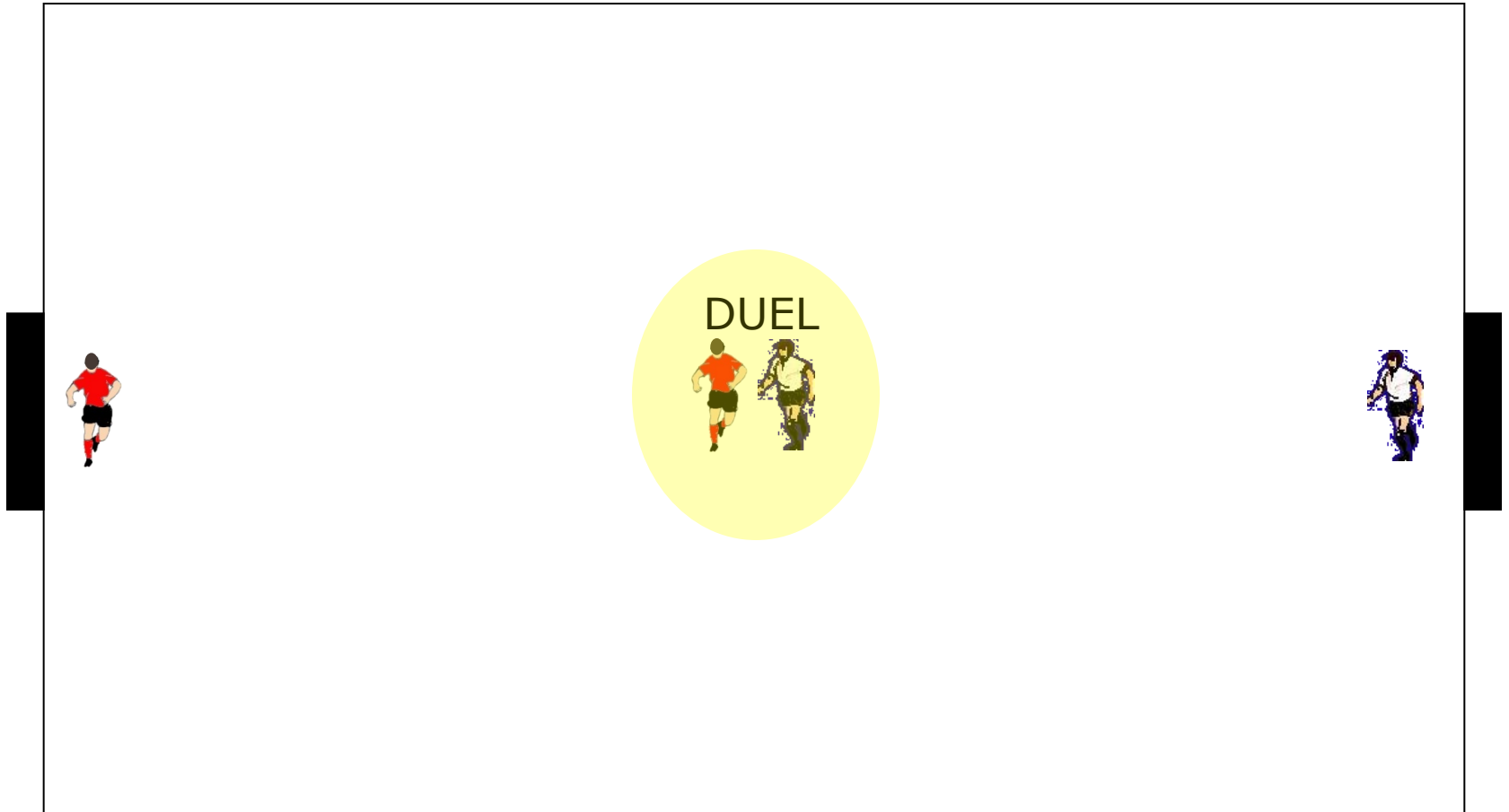
1. Dribbling
2. Gliding
3. Lifting and carrying
4. Climbing
5. Rotating
6. Beating
7. Jumping and landing
8. Kicking
9. Pulling and pushing
10. Catching and throwing
11. Walking and running
12. Swinging

RBFA development plan



THE MODEL OF DEVELOPMENT IN FOOTBALL

2 v 2 : duel (20m to 12m)





THE MODEL OF DEVELOPMENT IN FOOTBALL

2 v 2 : duel (20m to 12m)



Is this the ideal environment for a 5/6 year old?

“You have to do that control with your outside foot Sam”

“Play wide!”

“Mark their deepest player
Kevin!”

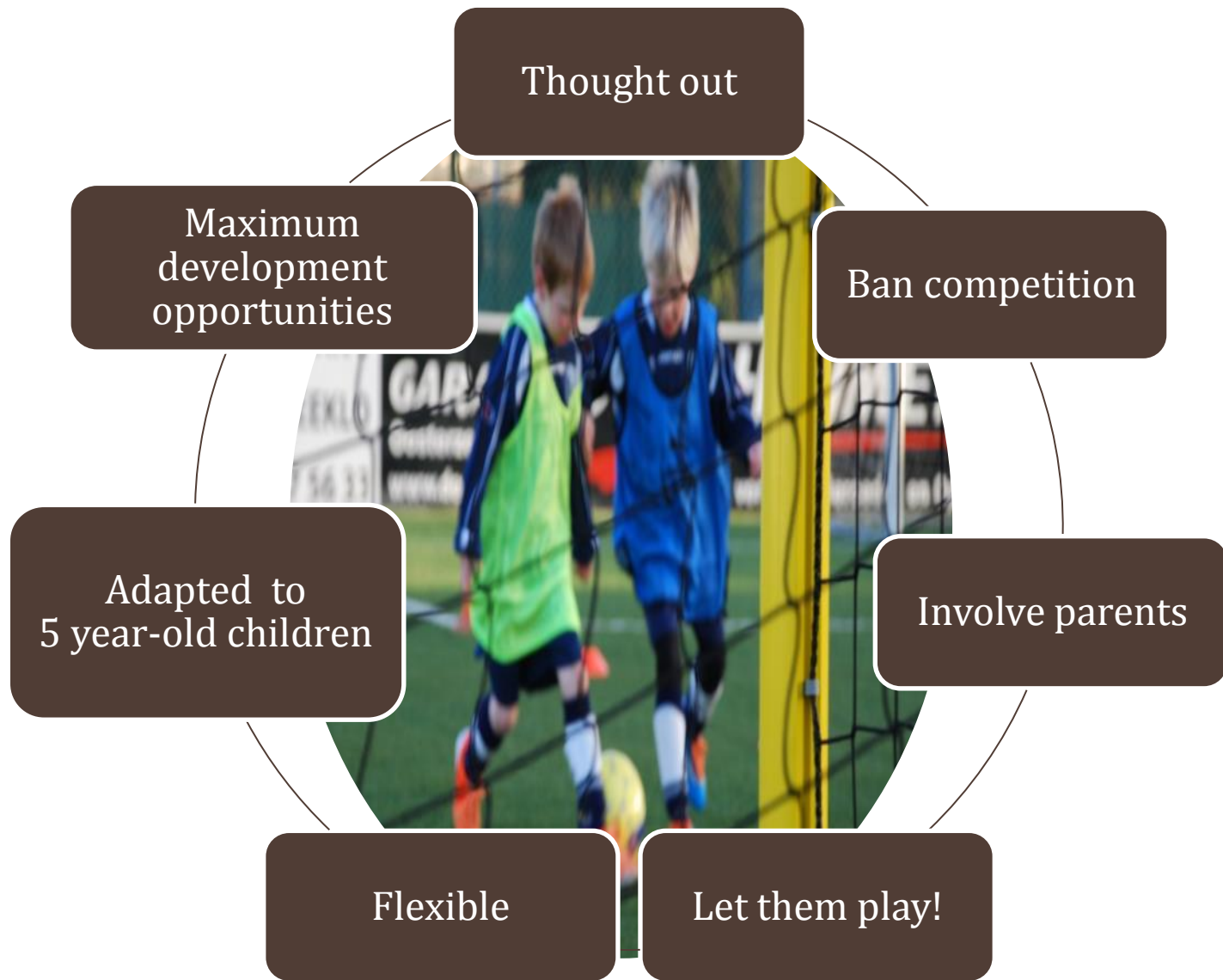
“Pass the ball quicker
Milan”

“Good boys, and
now!”

“... and shoot, shoot
now!”



Creating an ideal learning environment



The ideal learning environment

The game as a tool and not as a goal!

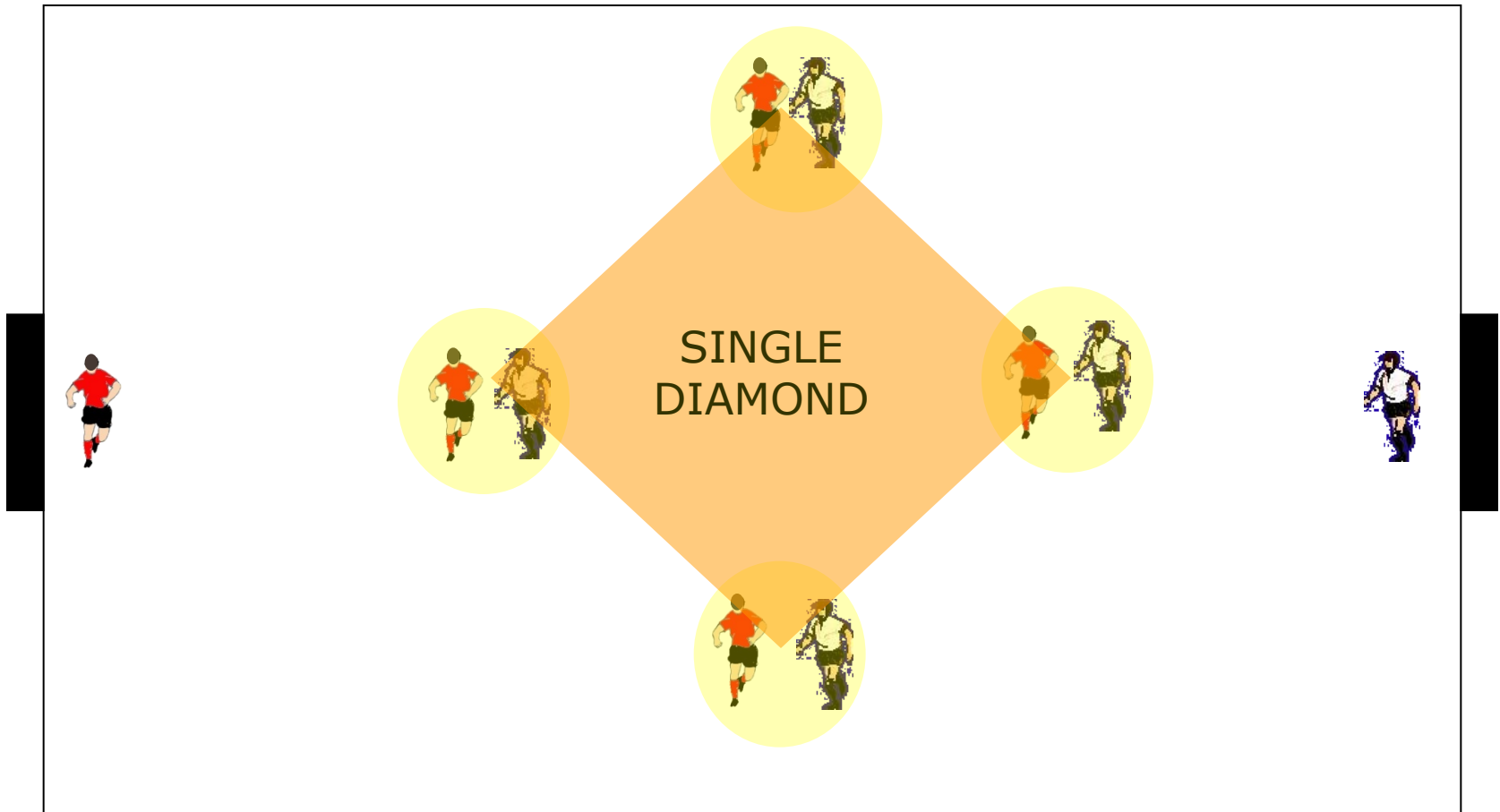
It's not about winning but about learning!

We never lose: or we win , or we learn!



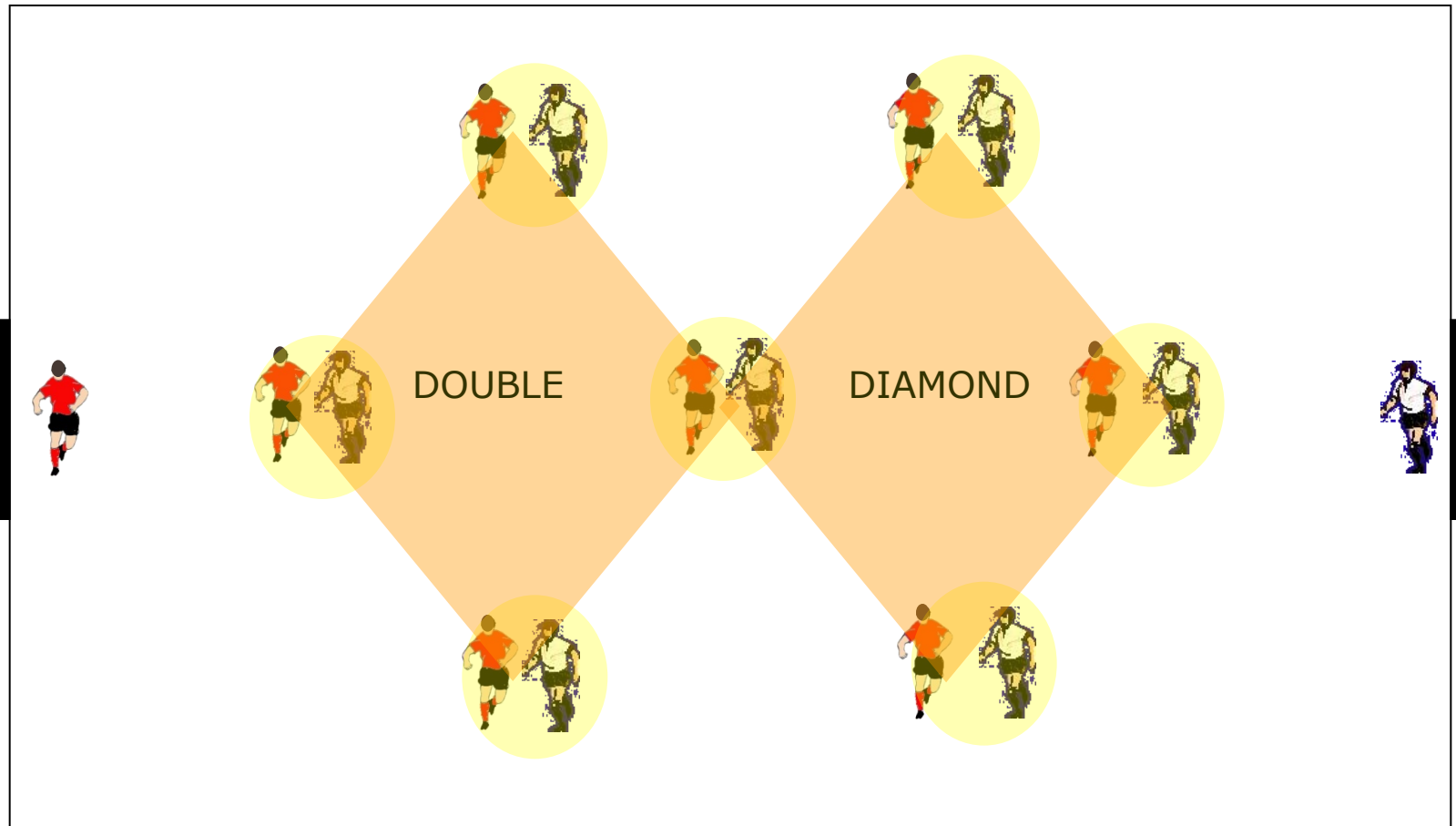
THE MODEL OF DEVELOPMENT IN FOOTBALL

5 v 5 : single diamond (35m to 25m)

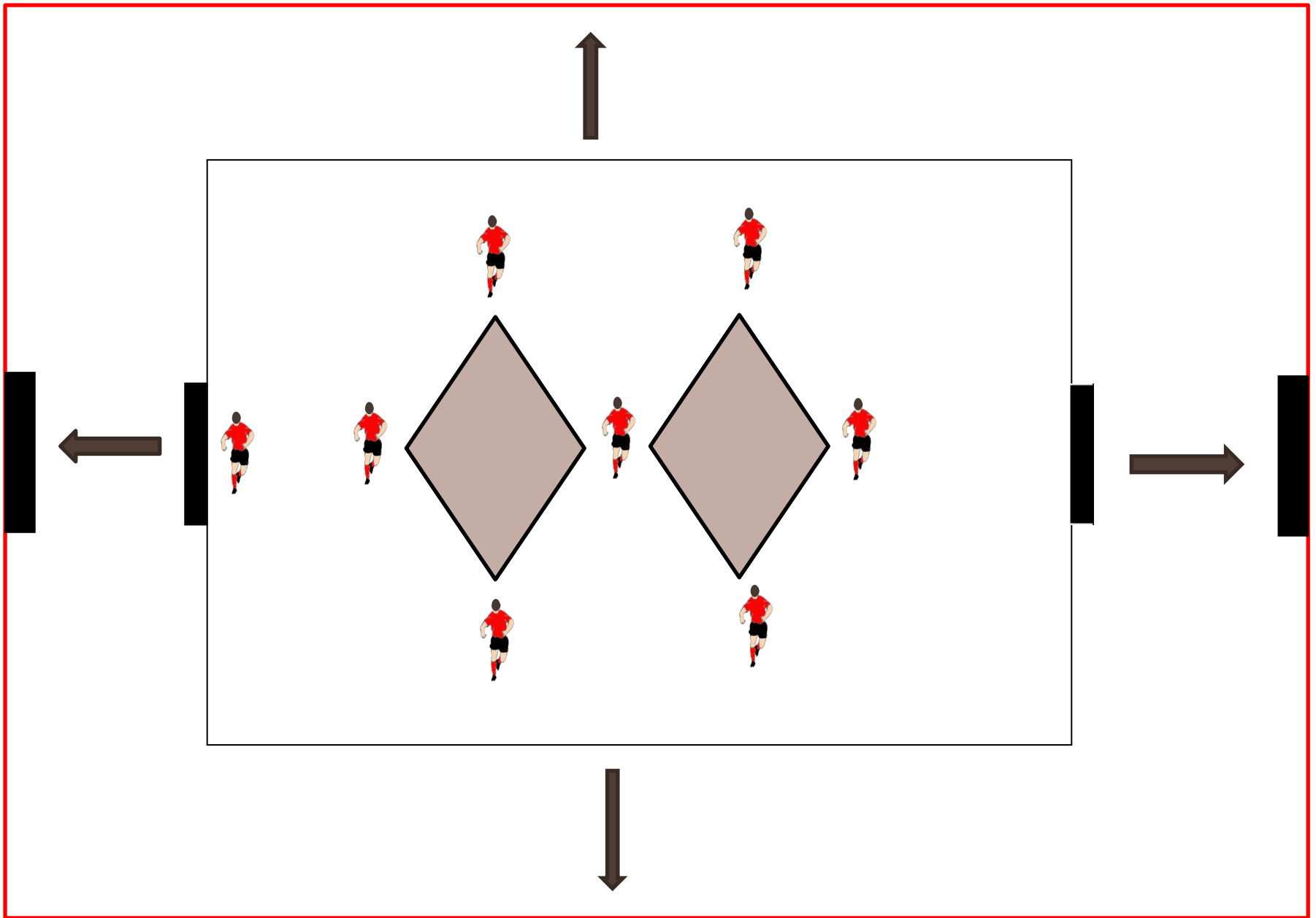


THE MODEL OF DEVELOPMENT IN FOOTBALL

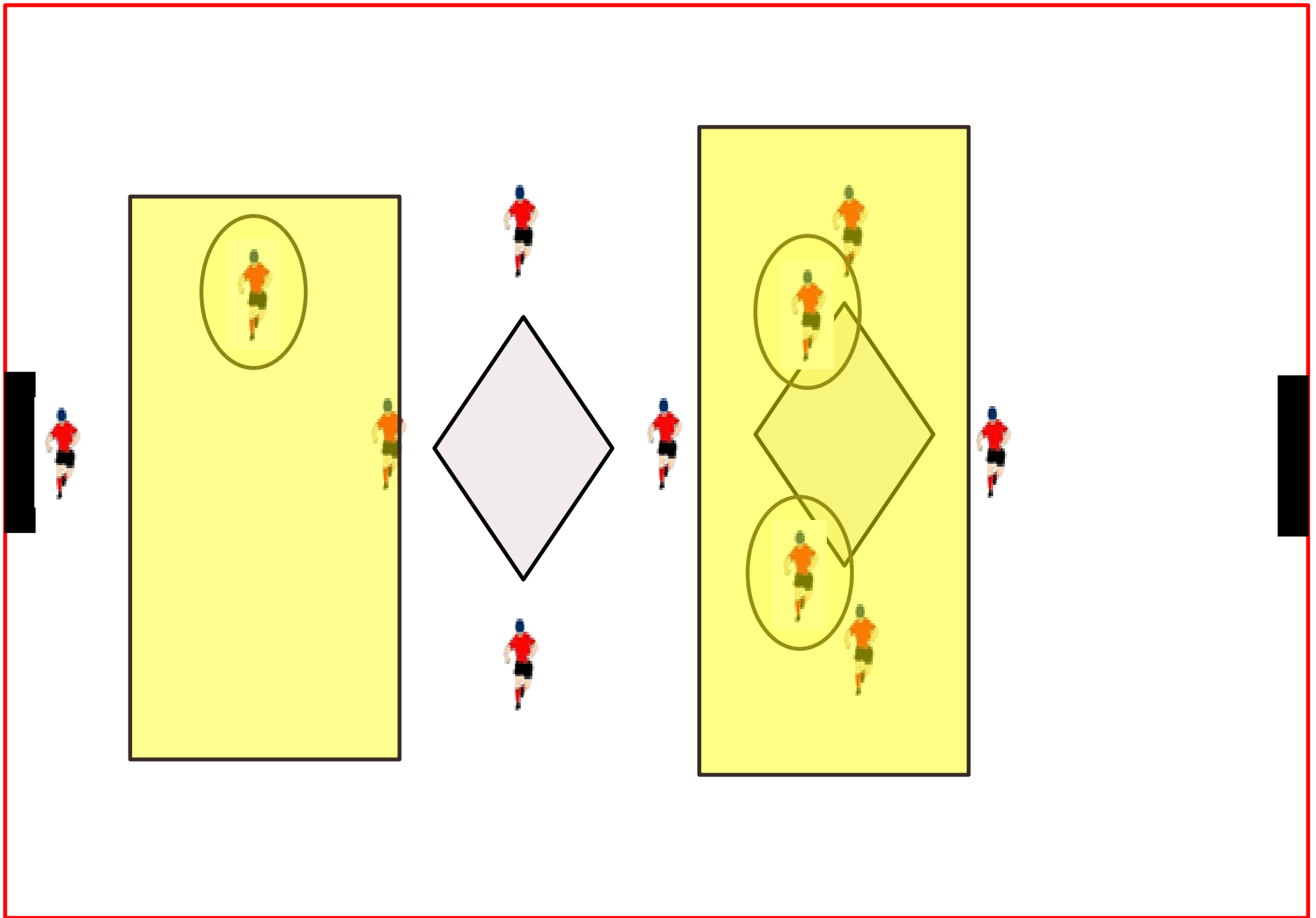
8 v 8 : double diamond (60m to 40m)



From 60m to 40m into 100m to 60 m

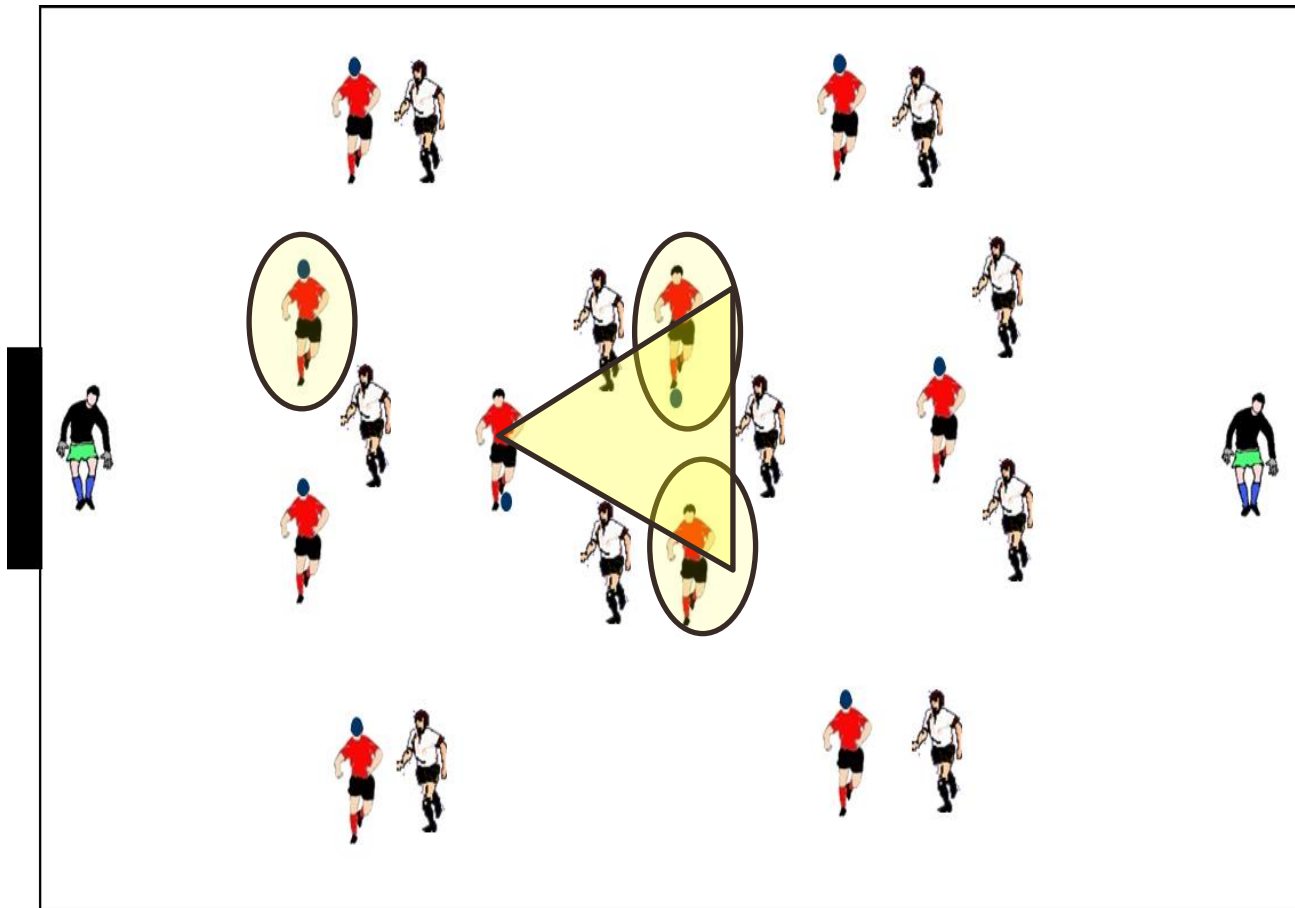


11 v 11: 100m to 60 m



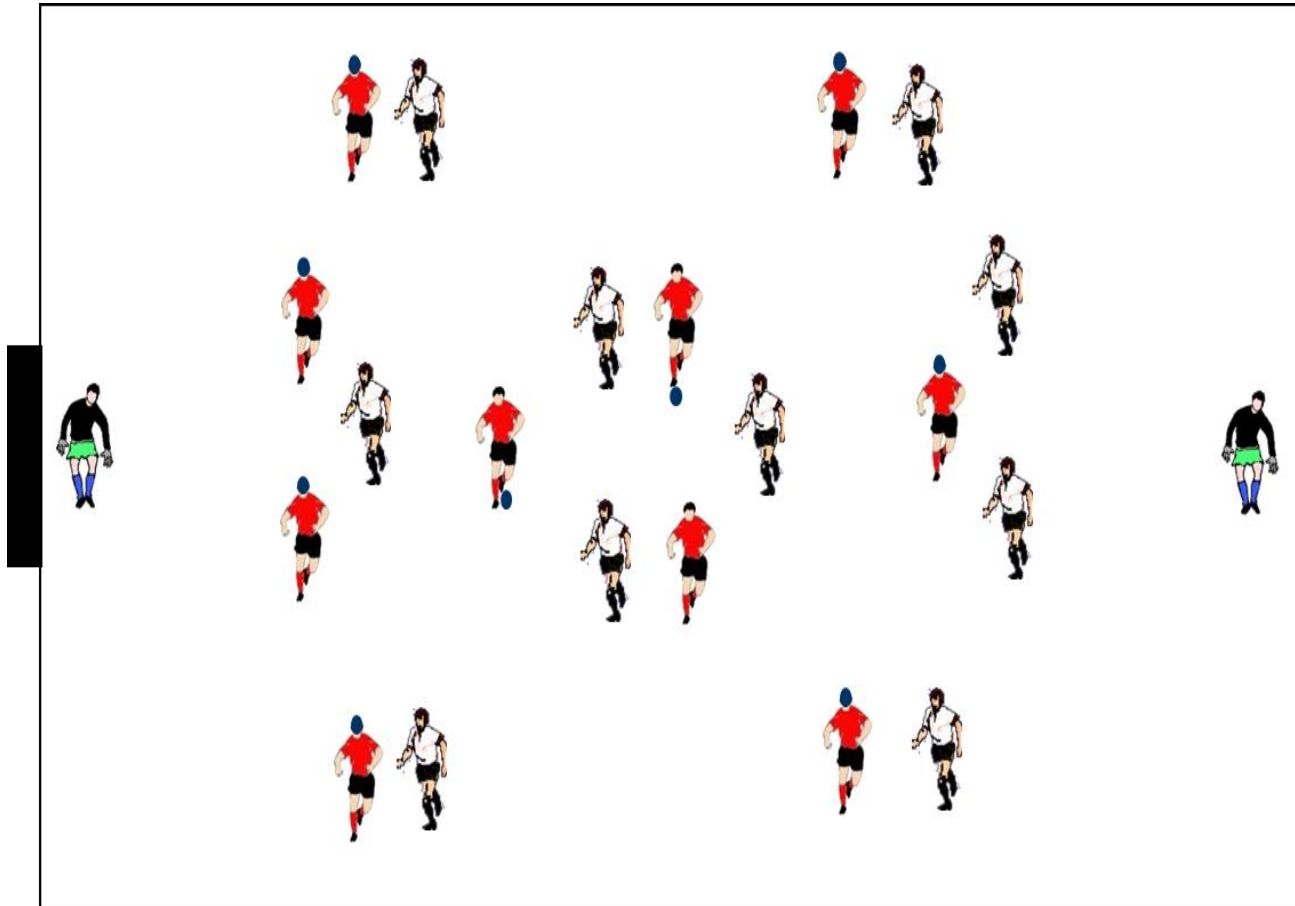
THE MODEL OF DEVELOPMENT IN FOOTBALL

11 v 11 : 1-4-3-3 (100m to 60m)



THE MODEL OF DEVELOPMENT IN FOOTBALL

11 v 11 : 1-4-3-3 (100m to 60m)



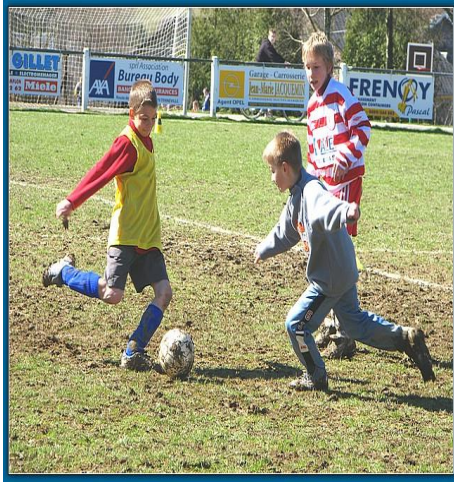
The Belgian way

The philosophy of youth development of the Belgian FA

5. MATCH forms and INTERMEDIATE forms



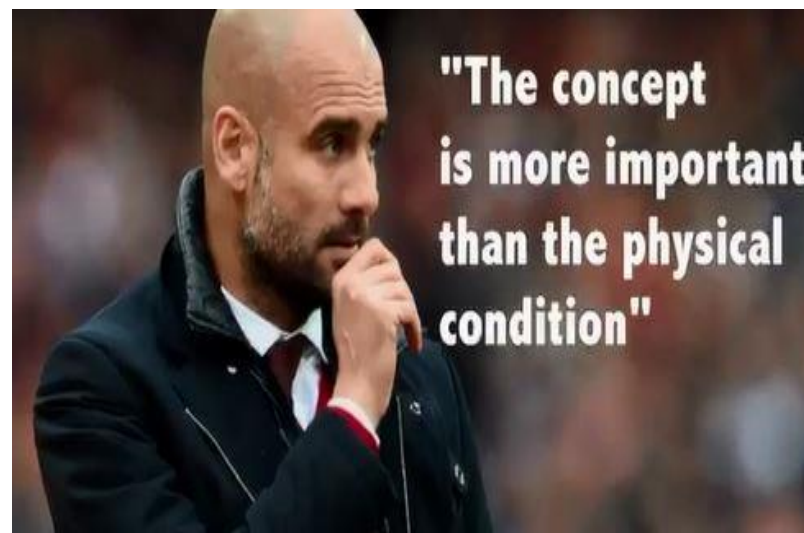
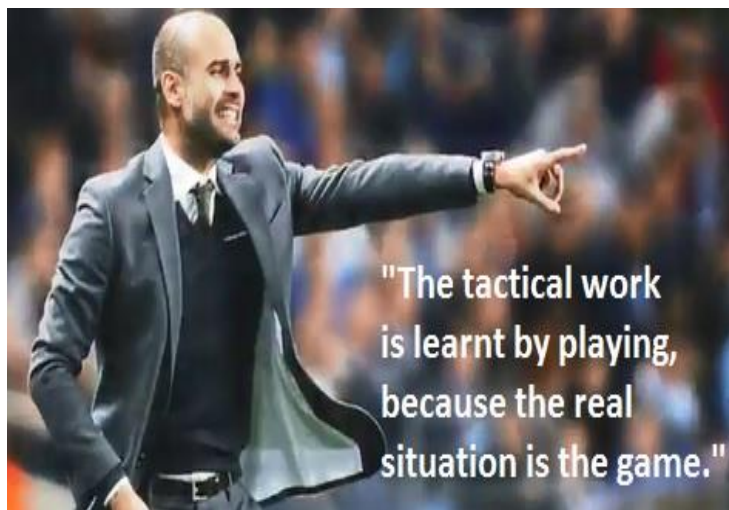
THE LAW OF THE TRANSFER



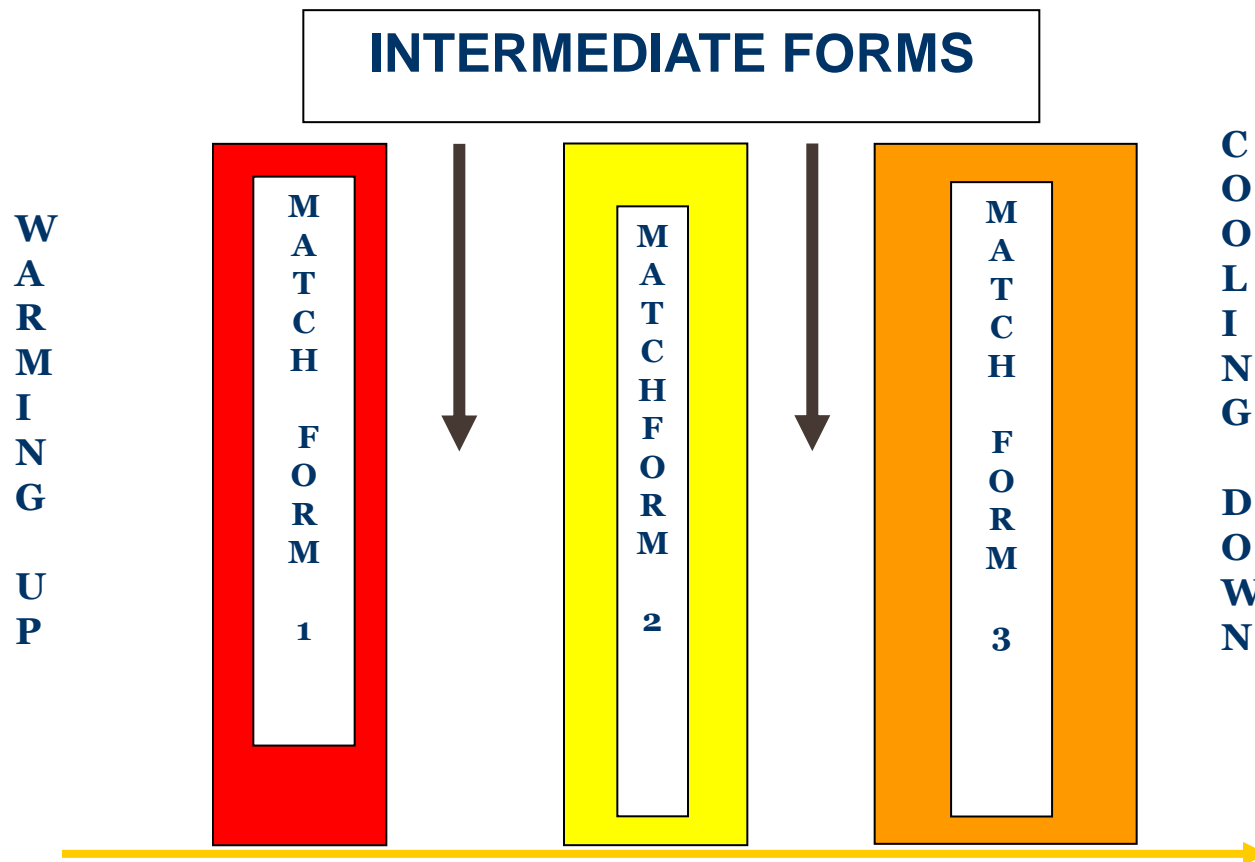
“An acquired skill in the application of certain activities **(training session)** can only be transferred into a new condition **(the match)** when there exists a maximum of resemblances between the two situations”



Reality based training...



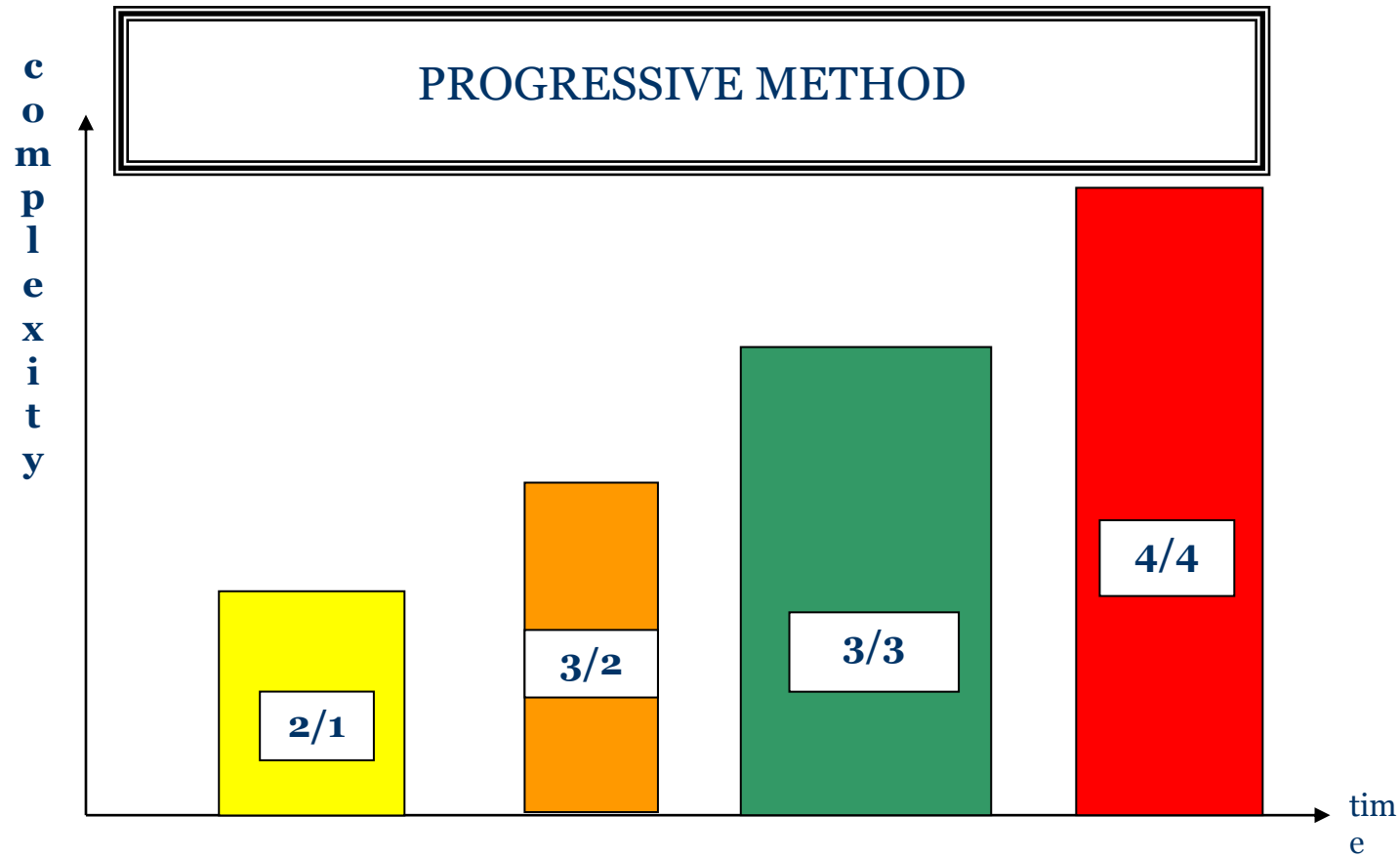
BUILT-UP OF THE LEARNING PROCESS IN TRAINING SESSIONS



Variation of match forms and intermediate forms
1 training topic can include different training units



METHODICS



In the beginning: most simple match form (e.g. 2 against 1), afterwards evolution to more complex forms and ending with the most complex match form (e.g. 4 against 4).



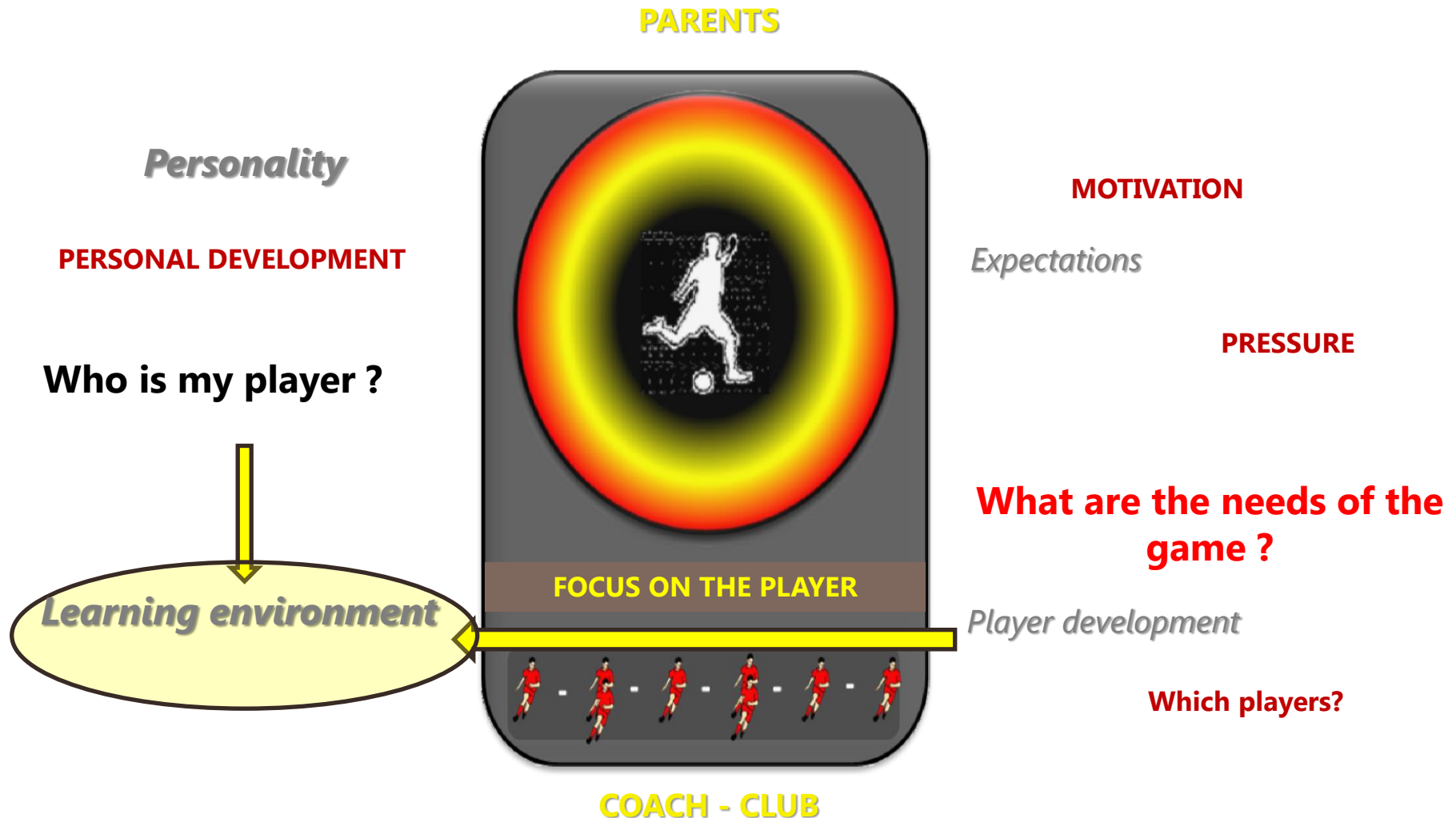
The Belgian way

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6. FOCUS ON THE PLAYER



Focus on the player ... and the development process

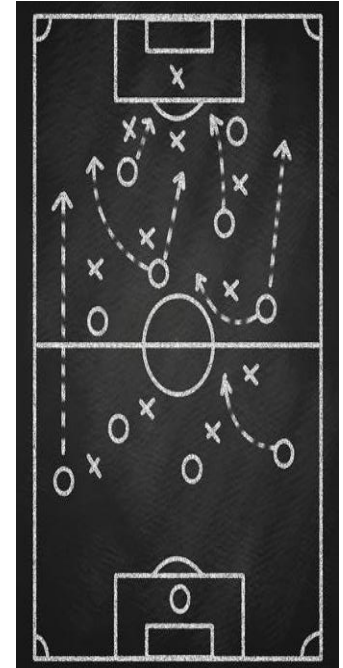


OBJECTIVES: Maximizing the potential of the player



Efficiency in coaching/learning

- “Too many coaches think that football performance is all about X’s and O’s, but it’s much more than that.”
- Many coaches think that coaching is an **X’s and O’s business**, but in reality it is **a relationship business**. The secret to great coaching (and a successful performance) isn’t simply technique, or tactics, or fitness.
- **Without relationship , there is no learning (development) possible...**



Efficiency in coaching/learning

- **Trust** is the secret ingredient of great coaching: It is foundation of all great teams and all great relationships. Players cannot consistently perform their best if they do not trust their coaches, their parents and their teammates, and in-turn feel they are trusted.
- **Challenge for the coaches: be connected with every individual player !**

