



## **GUIDELINES FOR TRIALS AND THE SELECTION OF WAIRARAPA AGE-GROUP REPRESENTATIVE HOCKEY TEAMS**

The following material has been prepared by the Regional Development Officer (RDO) to support our representative coaches with team selection. The information should be regarded as a guide rather than a strict set of rules, as you will naturally put your personal 'stamp' on the process. However, it is important that you are very clear in what you are doing, as making errors in selection will compromise the whole campaign resulting in your team falling short of its potential.

### **CONTENTS**

1. TRIALS
2. SELECTORS
3. SELECTION CRITERIA
4. THE FINAL SQUAD
5. COMMUNICATION
6. SUMMARY

## **1. TRIALS**

The rep trial dates for 2009 have been set by the Hockey Wairarapa committee. You will be notified of these shortly. The trials are set to give you approximately 6-12 weeks preparation.

Player nomination forms will be sent out to all schools and colleges and can also be downloaded off the website or picked up from the Hockey Wairarapa office. All players must fill out and return a nomination form a week before the trial date.

The RDO and/or Head coach will organise trial teams before the trial date after looking at all the nomination forms.

The U11 trial will be a one day selection trial. (Times and date T.B.C)

The U13 trials will be a one day selection trial. (Times and date T.B.C)

The U-16 trials are to be held on Sunday the 8<sup>th</sup> of March, Boys pm and Girls am.

The U18 trials are to be held on the 9<sup>th</sup> of March, boys 5-6.30pm and Girls 7-8.30pm.

The Capital U-21 trials are being held in Wellington in February, all enquiries to the RDO on 027 425 8784 or [chicano1310@hotmail.com](mailto:chicano1310@hotmail.com).

Men's and Women's trials will be a one day selection trial (times and date T.B.C)

## **2. SELECTORS**

### **'A' Teams**

The head and assistant coaches should try their best to watch as many games that the perspective players are playing in as possible.....(reword).

The RDO will endeavor to watch many games of Hockey at all levels within the region and identify potential Representative players.

There will be a 'selectors panel' that must include the coach, the RDO and at least one independent selector to be chosen by the RDO.

Having a selection panel will protect the coach from calls of bias from parents and will ensure the right players are picked for each team.

Any issues regarding team selection should be passed onto the RDO and will be dealt with accordingly.

The 'B' coach of the age-group you are coaching should be involved from the outset, as when the 'A' squad is named, the players who miss out must be accommodated immediately in order to avoid any attrition.

likely candidates for the 'independent selector' position are: a committee member, the previous year's 'A' and/or 'B' coach; the current 'A' coach from the age-group below; an independent observer with experience in selection and up-to-date hockey knowledge.

If your own child is trialing, it is recommended that your fellow selectors 'make the call'.

### **'B' and Development Teams**

Your squad is sometimes in effect 'selected' for you because of the lack of depth of players in some age-groups. If you don't have a full squad, source more players. As first port of call, ask the incumbents, as they will often know what talent might be available among their peers. However, if numbers do allow, run full trials based on the guidelines in the previous section.

**NB:** the players selected should ideally be our 'A' players of the future, which may mean considering and including younger players with this potential.

### **3. SELECTION CRITERIA/OBJECTIVES**

Hockey Wairarapa has a target of having all its representative teams finish their national tournament in the top eight places. To achieve this objective, selectors are required to select teams on the following basis:

- The A team should be the 14-16 best players available in the age group, with reference to team formation and player position requirements.
- The Development team should comprise at least 50% (8 players) of the team who are eligible to represent Wellington in the same age group, in the following season. (This does not apply to Under 11 selections, being the first age group for representative selection.)
- Selectors are encouraged to look at ***all trialists*** with “fresh eyes”. As players grow and develop, their skill, speed, and physical characteristics change, and from season to season a player’s form may improve or decline.

You should have clear ideas about what you are looking for in players. Consider these as a guide (not necessarily in order):

- Speed
- Athleticism
- Technical skill
- Temperament/Personality
- Hockey ‘intelligence’
- ‘Coachability’

If there are any players that wish to be considered but can not make the trials the head coach should consult with his assistant coach, the RDO, his/her previous representative coach and his or her club coach to gain an insight into the athletes ability. It is expected that the coach will have some knowledge of the player after watching him or her play at club level.

#### **4. THE FINAL SQUAD**

If, after the trials, there are still some ‘grey’ players who need further observation, carry a few extras before the final squad is named. Inform the players and parents if present about this. If it is an ‘A’ team, tell the ‘B’ coach also, and naturally when these players are ‘trimmed’, they will automatically be in the ‘B’ squad. You may also name 3 as non-traveling reserves, in case of withdrawals or injuries. If draft players are needed, see the RDO early in the process. Hockey Wairarapa has a policy where by players can only play for the representative team above his/her age group if there are exceptional

circumstances. Each case will be reviewed by Hockey Wairarapa on a case by case basis.

### **Key Points:**

- It is recommended to name a full squad of 16 players
- Make sure you have a balance of strikers, defenders and midfielders
- Consider specialist skills also e.g. Overheads, PC striking, Drag Flicks etc
- Also look at players versatility, especially with substitutes
- It is a good idea to carry more than one goalie in the squad, but think carefully before taking two to tournament
- Don't forget that 50% of the development team needs to be eligible to play in the same age group the following season.

## **5. COMMUNICATION**

At all stages of the selection process, keep communication lines open, provide feedback, give handouts when necessary and stick to the letter of your word. It is vital that the players and the hockey public perceive that all trialists have had an equal opportunity and that the process has been fair and transparent.

Naming a team almost always involves angst. At the earlier trials, with larger numbers of players present, the easiest method of reducing the squad is to read out names at the conclusion of a session. If it is an 'A' team, the 'B' coach can then be introduced and the 'B' trials announced. The 'B' coach should then meet with the players concerned.

For the naming of the final squad, it is recommended that players are first contacted by phone, then a list be posted at the turf. The team should then be put onto the WHA website and a tournament registration form completed.

## **6. SUMMARY**

Selecting teams is a learning curve and is seldom straightforward. You will make mistakes, even after intense observation and research of players, but unless there are exceptional circumstances, you should stand by your initial selections. Remember your RDO is there to help and is happy to assist with any part of the trial and selection process; do not hesitate in giving him a call.

Good Luck!