

Kinsale A.F.C

Kinsale AFC

Philosophy and Coaching Programme

July 2019

Introduction

This document sets out the Kinsale AFC philosophy for playing, coaching and development. It is not exhaustive, or prescriptive, and is an evolving framework with involvement from all the club.

We believe in long term player development principles. The programme will be broken down into four age group bands, under 6 to under 11 years (fun phase), under 12 to under 15 years (training phase), under 16 to under 18 years (learning to win phase) and adults (competition phase).

Codes of Conduct

All coaches will sign a Coaches Code of Conduct, unique to Kinsale AFC, at the start of the season, or when they start coaching at the club. It sets out the minimum standards for what we expect of all our coaches, what you should expect of yourself and fellow coaches, and shows players and parents that we have these standards

Football Coaching Sub-Committee

The club has an appointed Head of Coaching & Coach Education, and Coach Education Co-ordinator, who works closely within a sub-group of the main club committee ensuring and supporting, the implementation of the club philosophy and coaching programme.

Playing Philosophy

The playing philosophy throughout all the age groups is based on effort and encouragement to play an attacking, possession-based style of play with the aim of playing quickly and positively through the thirds to create opportunities to penetrate the opposition, whilst maintaining a secure and balanced defensive shape. This then is broken down to coaching and playing formats on the four phases. There must be a golden thread throughout the whole club from 5-year olds to adults. The key elements of how we want to play will be based around a common framework on functions of the game, focussing on playing out from back, possession, rotation, high press, balance, adaptability, 1v1 domination and high effort levels. We want our players, and teams, to express themselves, and become independent decision makers. Developing social skills, a winning mentality and growth mindset.

Key points of the club philosophy are:

- Develop the person first and the player second
- The club's needs are before the individual team
- Player-centered wholistic development based on five corner model (technical, tactical, physical, psychological and social)
- A will to win always, but not a win at all cost's mentality – a growth mindset
- The balance between performance versus results

Pathways

Kinsale AFC is committed to a player pathway for players from u6's right through to the first team in both male and female sections of the club. There is a natural progression to the older age group every season, and we want all of our players, at whatever age group they start to stay and develop at our club and aspire to become adult players. We also support progression to the next level, which would be professional. However, we don't view any amateur club in Cork as progression, as we aspire for all of our teams, in particular our adult teams to be competing at the highest possible amateur level.

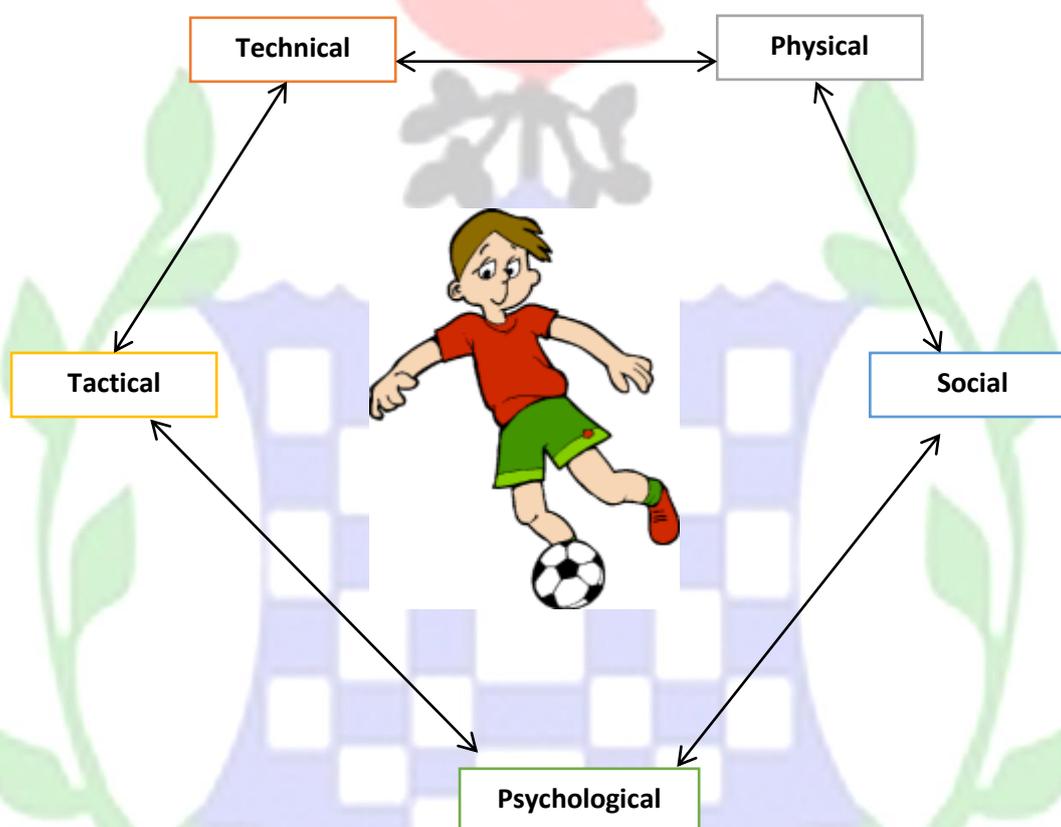
Kinsale AFC also is committed to a coaching pathway. However, this isn't the same as players, in that an older age groups are the natural pathway. A coaches' pathway can go between any teams, and even from one phase to another. Every coach will be different here and have different aspirations, and we will fully support all of them. We will support this through in-house CPD training, individual

support from our Head of Coaching & Coach Education and other coaches within the club, and through formal coaching qualifications, amongst other development and support tools.

Coaching Philosophy

The coaching philosophy at Kinsale AFC is underpinned by the players having a love for the game, enjoying their football, all within an open and learning environment. Our sessions are well planned, fit within an overall club structure, and are based on predominantly being high tempo. It is very important that the players, particularly in fun and training phases, are getting lots of touches of the ball (ball mastery) while learning and developing football skills and good technique. In particular, we want our players to become comfortable and dominating in 1v1's, both in an attacking and defending sense. We want our players, and teams, to express themselves, and become independent decision makers. Our coaches and sessions will help develop social skills, a winning mentality and a growth mindset.

The 5 Corner Model – Technical, Tactical, Physical, Social, Psychological



The **Technical** corner covers technical performance of the player in opposed and unopposed situations with the ball. The **Tactical** corner covers game understanding and awareness, and positional play, with and without the ball. The **Physical** corner covers agility, balance, co-ordination, speed, strength and movement patterns. The **Social** corner covers how the player interacts with his team mates, coaches, opponents and others, communication skills, willingness to learn and improve, and issues outside of football. The **Psychological** corner covers communication, concentration, confidence, control, and commitment (the 5c's) as well as positive attitude and work ethic.

Coaching Methods & Styles

The relationship between the coach and the player is of significant importance. The ability of a coach to establish a rapport with the players will accelerate the learning process. We want our coaches to

be adaptable and flexible in their coaching methods, changing according to the needs of the individual player, and adapting to whether in training or in a game.

When planning a coaching session the coaches should consider the most appropriate coaching method for the group of players they are working with. Below is a table showing the five Coaching Methods from which coaches use when working with their players.

Coaching Methodology	Command / Directive	Question & Answer	Observation & Feedback	Guided Discovery	Trial & Error
Player/coach Interventions	Coach tells & shows required solution	Coach leads with question to gain response from players	Coach & players observe	Coach asks a question or issues a challenge	Players &/or coach decide on challenge
Example	"I want you to..!"	"Can you tell me what you can do here?"	"Let's watch this!"	"Can you show me..?"	"Try for yourself..!"
Description	Coach determines the chosen outcomes in practice	Coach poses question & players offer verbal solution to challenge	Players & coach observe & discuss feedback	Coach prompts & players offer visual demonstration of their personal solution	Players are encouraged to find solutions with minimal support from coach

Our coaches will use a variety of all coaching methods and styles, as described above. However, they will use some methods more than others, dependent on the age group and phase. For example, the Fun Phase will predominantly use guided discovery, trial and error, and question and answer, and nearly never use command. As the players are older, the coach will use less trial and error and guided discovery, and more question and answer and command.

Developing The Environment

We want our coaches at Kinsale AFC to create a positive and open learning environment. Key ways:

- Don't stop the practice/game too often
- Create the FUN element and with players having a LOVE for the game
- Praise efforts, and focus on positive behaviour
- Allow players the opportunity to explore and problem solve during practices, under the direction, supervision and overall guidance of the coach
- Present information visually (seeing), verbally (hearing) and kinaesthetically (doing)
- Have breaks for social interaction, giving the players opportunities to discuss strategies and tactics for solving game related problems
- Give frequent praise for good play and especially **effort**, relating praise to specific actions
- Positive parent behaviour and inter-action (this is covered in more detail in parent's code of conduct and guidelines)

Under 6 to Under 11 Years – Fun Phase

- **Key Considerations: learning environment, space and time, creativity, learning through games, fundamental movements, technical development**

Players in these age groups learn by doing and experimenting, and the environment we create is an open and learning one allowing the freedom to express and make their own decisions. Training and playing is more unstructured and 'playground' like than older phases. The playing style encourages the players to look for opportunities to be bright, aware and to play football to their teammate's feet. Players will start to learn and play in 1v1 domination situations, in both attacking and defending. We view the players as football players, and not position specific, and thus they will be played in many positions. An understanding of balance, not positions is the tactical focus here. Technical repetition, through fun, is to be instilled in these youngest age groups, and players encouraged to take risks, by giving them the confidence to try new things, and make mistakes – this phase is the 'golden ages' for learning. Training should be delivered through games and activities that engage the young players and meet their need for fun and enjoyment when exercising.

Under 12 to Under 15 Years – Training Phase

- **Key Considerations: Growth and development, external influences, transition from small-sided football, practice and challenge**

Players and teams will start to become more tactical, as they move to 11-a-side, and bigger pitches. While players will start to perform better in certain positions and start to have preferences, they will be encouraged, through selection too, to rotate position. Training and coaching will become more structured, while still an emphasis on technical qualities, continuation of 1v1 domination, and a better understanding of individual and team tactics. Physically this is where players will go through the most change, and there must be an understanding here, as their bodies change, and they begin to develop aerobic systems. Starting to work as a team becomes more important in this phase.

Under 16 to Under 18 Years – Learning to Win Phase

- **Key Considerations: Athletic systems, support and patience, external influences, technical refinement, transition to adult football**

Technical refinement is continued, and a strong desire and mentality to win always. Players will become more position specific now. Players are still developing physically here, and some will be late developers. Managing and monitoring the physical training and playing load is a key consideration. Game time and enjoyment are still key here, to continue training and playing into the next phase, where there is generally the largest drop off. Channelling emotional control and commitment are key psychological challenges here.

Adults – Competition Phase

- **Key Considerations: Transition to adult football, winning mindset, teamwork, technical and tactical excellence**

Coming through the underage teams to be playing in the adult leagues is the ultimate goal for the playing pathway at the club. The focus here is now more so on results, however the philosophy of the process and club playing style remains the same. Players will never stop developing, but their role in the team is can be very defined. Physical attributes of the game are more important now, with more training emphasis here. They will become much more tactically aware, and able to adapt within playing systems, and a very good understanding of their position role and responsibility.

Systems of Play:

The club's system of play for 11-a-side, in line with the playing philosophy, are, in order of preference (we want our players to be adaptable across different systems of play):

- 1-4-3-3
- 1-3-5-2
- 1-3-4-3

When playing smaller formats of the game, whilst formations aren't as key, and even more fluid, the preferred set up for formation is as follows:

- 5-a-side: 1-1-2-1
- 6-a-side: 1-2-1-2
- 7-a-side: 1-2-3-1
- 8-a-side: 1-2-3-2
- 9-a-side: 1-2-3-1-2

Game Time & Team Grading – Club Policies

We work off a club policy of the FAI Player Development Plan recommendations as follows:

Age Group	Team Size	Match Duration	Referees	Playing Time
U6	4v4 (no GK)	4x10 mins	No	75%
U7	4v4 (no GK)	4x10 mins	No	75%
U8	5v5	4x12 mins	No	75%
U9	5v5	4x12 mins	No	75%
U10	7v7	2x25 mins	Yes	50%
U11	7v7	2x25 mins	Yes	50%
U12	9v9	2x30 mins	Yes	25% - 50%
U13	11v11	2x30 mins	Yes	25% - 50%
U14	11v11	2x35 mins	Yes	25% - 50%
U15	11v11	2x35 mins	Yes	25% - 50%
U16	11v11	2x40 mins	Yes	25% - 50%
U18	11v11	2x45 mins	Yes	25% - 50%
Adult	11v11	2x45 mins	Yes	25%

It is key for both a players' development, love of the game and committing to the club, to gain adequate playing time – there is no compromise in this recommendation. However, there can still be flexibility in other areas i.e. numbers dependent and to ensure adequate game time, you might play 6v6 at u9. Players will also be actively encouraged, and selected, to rotate positions, within games and from game to game. Considerations here are for the age group, the younger the more rotation, and the balance between the efforts to win and player development.

Players will have their age group and team graded within that age group settled at the start of the season i.e. A / B / C. Once squads are selected, there needs to be adequate coaching and players numbers before this is agreed. However, player movement between teams in each age group, and even movement from one age group to another, will be encouraged by the club, and all coaches and players. This will be reviewed throughout the season, with coaches in regular communication. This also is dependent on league registration rules, and league transfer window time periods.

Remembering too, while there is a balance within the whole club and the number of teams, that the player and the club will come before a team.

Functions of Football:

- Attacking – in possession
- Defending – out of possession
- Transition to Attack – going from out of possession to in possession
- Transition to Defend – going from in possession to out of possession
- Set Pieces – corner kicks, free kicks, goal kicks, throw ins

Core Club Training Techniques:

There will be certain training techniques, and language, which will be used across all teams in the club and help strengthen the golden thread and overall philosophy. These will evolve over time:

- *Skills Programme (100's, 200's, Core Turns, Skills)*

Within the Skills Programme, there will be what we call '**200s**'. With a ball each, the players will perform 25 touches with inside of right and left, with the sole of the foot going forward, with sole of the foot across the body and with the outside of their feet.

We also have our '**100s**'. With a partner, or against the wall, make 25 passes with inside of right foot, inside of left foot, inside of right foot after a touch across with inside of left foot (and the opposite way), and lastly inside of the right after a touch across with outside of right foot (and the opposite).

We have four core turns, which are: inside hook, outside hook, Cruyff turn and drag back. There are various skills as part of the skills programme, these are: stepover, 360, step turn, L turn, rollover, cut, chop, tic tac and flip flap.

- *Passing Square*

This is a simple passing square, with 4 stations, and passing on the outside of the square from corner to corner. There are various progressions, which are laid out in the session best practice handbook.

- *Rondos*

A rondo is where one group of players has the ball with overload advantage (e.g. 3v1, 4v2, 5v2, 6v3) over another group of players. The basic objective of the group with overload advantage is to keep possession of the ball while the objective of the group with fewer players is to win the ball back.

Best Practice Sessions

In a separate handbook are the club best practice sessions, with up to five sessions per phase.

Session Format

Below is a sample session schedule based on a 60 minute session. It will vary from phases and age groups, but this is a guideline for a standard session to help you deliver your session plan:

Discipline	Duration	Objective	Description i.e.
Warm up	0-5 minutes	Prepare for workout	Dynamic warm-up with or without the ball (no static stretching)
Technical	5-20 minutes	Core Club Training Techniques	Skills Programme Passing Square Rondos
Session topic (one of 5 functions of football)	20-40 minutes	Attacking Defending Transition to Attack Transition to Defend Set Pieces	Club Best Practice Session Own session design
Games	40-60 minutes	Small-sided games Functions of Play	Follow on from session topic Games with conditions and free play also
Cool Down	End		Collect equipment, static stretching, debrief