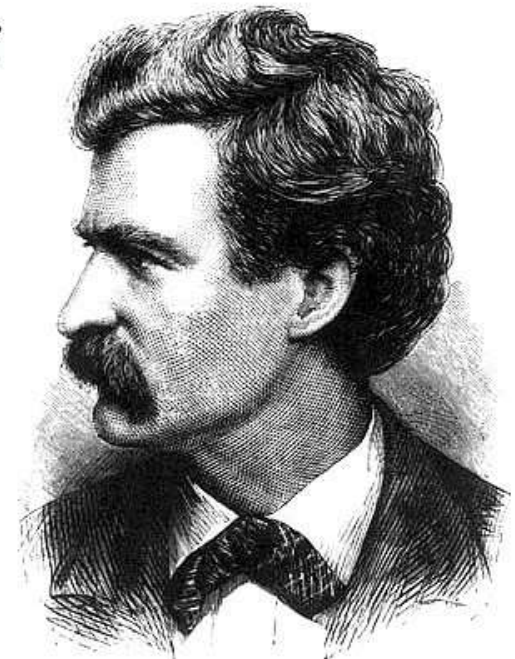


## Mark Twain

Whenever you find  
yourself on the side of  
the majority, it is time  
to pause and reflect.

Mark Twain




CHOICEandTRUTH

## Ability to play

How to provide  
optimal learning  
environments  
to facilitate  
creativity





# Czech Youngsters

- ▶ What do Czech Juniors do well?
- ▶ What are they lacking most and where is obvious room for improvement?
- ▶ Where do you see the biggest difference compared to German Youngsters?



# Czech Coaches

- ▶ What does a typical youth practice look like?
- ▶ What kind of leadership style is typical for Czech youth Coaches?



# Characteristics of German Youth Practices

- ▶ Well planed and organized
- ▶ Structured
- ▶ Designed by methodical and systematical principles
  - ▶ easy to difficult, simple to complex, known to unknown
- ▶ Led by Coaches



# Characteristics of German Youth Practices

- ▶ Lots of drills
- ▶ Lots of interruptions and corrections
- ▶ Less player communication
- ▶ Lacking careless trying
- ▶ Lacking game intensity



# Characteristics of German Youth Games

- Atmosphere created thru parents often not supporting
- Too much impact of referees
- Less creativity
- Lacking playful joy



# Characteristics of German Youth Games

- ▶ Lots of coaches instructions
- ▶ A lot of structure
- ▶ Mediocre game speed
- ▶ Not enough transition



Guess where I experienced this









## Tournament Castelfells - Catalonia

- Parents singing
- Referees less impact
- Rules and ball size adjusted to age
- Supporting coaches
- Nearly all players can play the game
- All players take shots without hesitation and fear
- I got goose bumps while watching

**The game is celebrated as a festival**

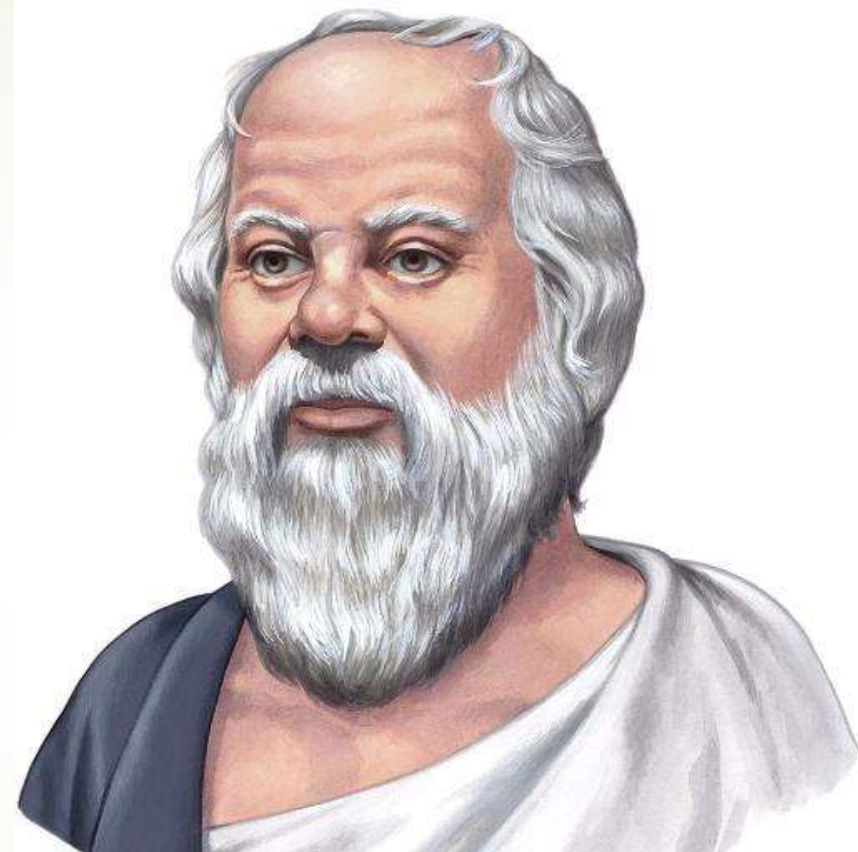


## Save the Game

How do I design my practice  
to make the development  
of playing ability possible and  
encourage creativity and  
game intelligence?



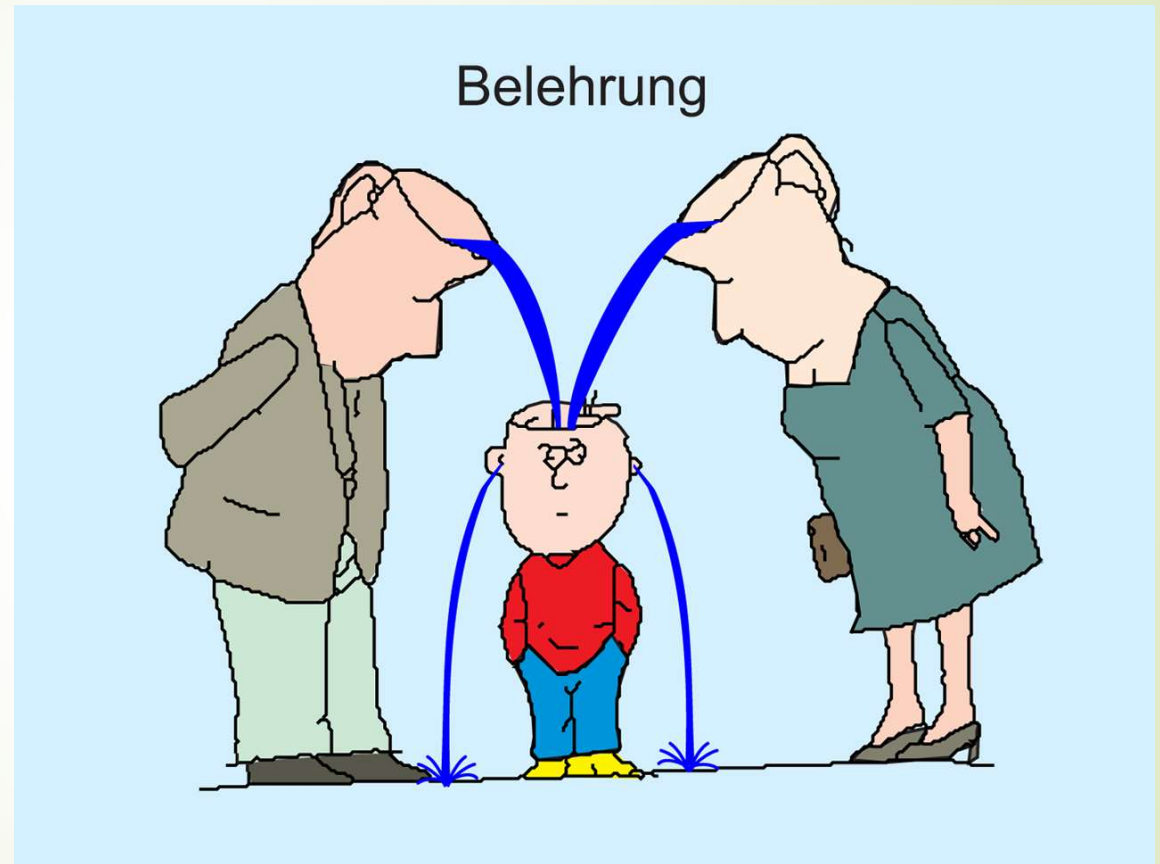
«Youngsters today  
like luxury  
they have bad manners  
and despise authority.  
They contradict  
their parents  
cross their legs  
and tyrannize  
their teachers. »



Sokrates (\*469 v. Chr., †399 v. Chr.)

# The Nuremberg Funnel

Instruction vs  
Facilitating



# JÜRGEN KLINSMANN

We are going  
to build  
an energy field  
which players  
will enjoy







# Paradigm Shift

- ▶ Game centered approach – play first then drill
- ▶ Player centered – start with players perspective
- ▶ Change attitude and approach of how to coach practice
- ▶ Teach what do to first and then how to do it



# Principles

➤ **SPACING**

➤ **TIMING**

➤ **PACE**

➤ **POISE**

➤ **RISC**



# How I run Practice

- ▶ Start with fun games, tag games, different sports
- ▶ Use small sided games with transition
- ▶ Start drills game like
- ▶ Let all players perform before you interrupt
- ▶ Start with an open question  
don't expect the answer you have in mind



# How I run Practice

- ▶ Ask players what they need now
- ▶ Provide drills that fit the situation
- ▶ Go back to variations of the small sided game
- ▶ Reflect again with your players
- ▶ If necessary use film



# Basic Practice Guidelines

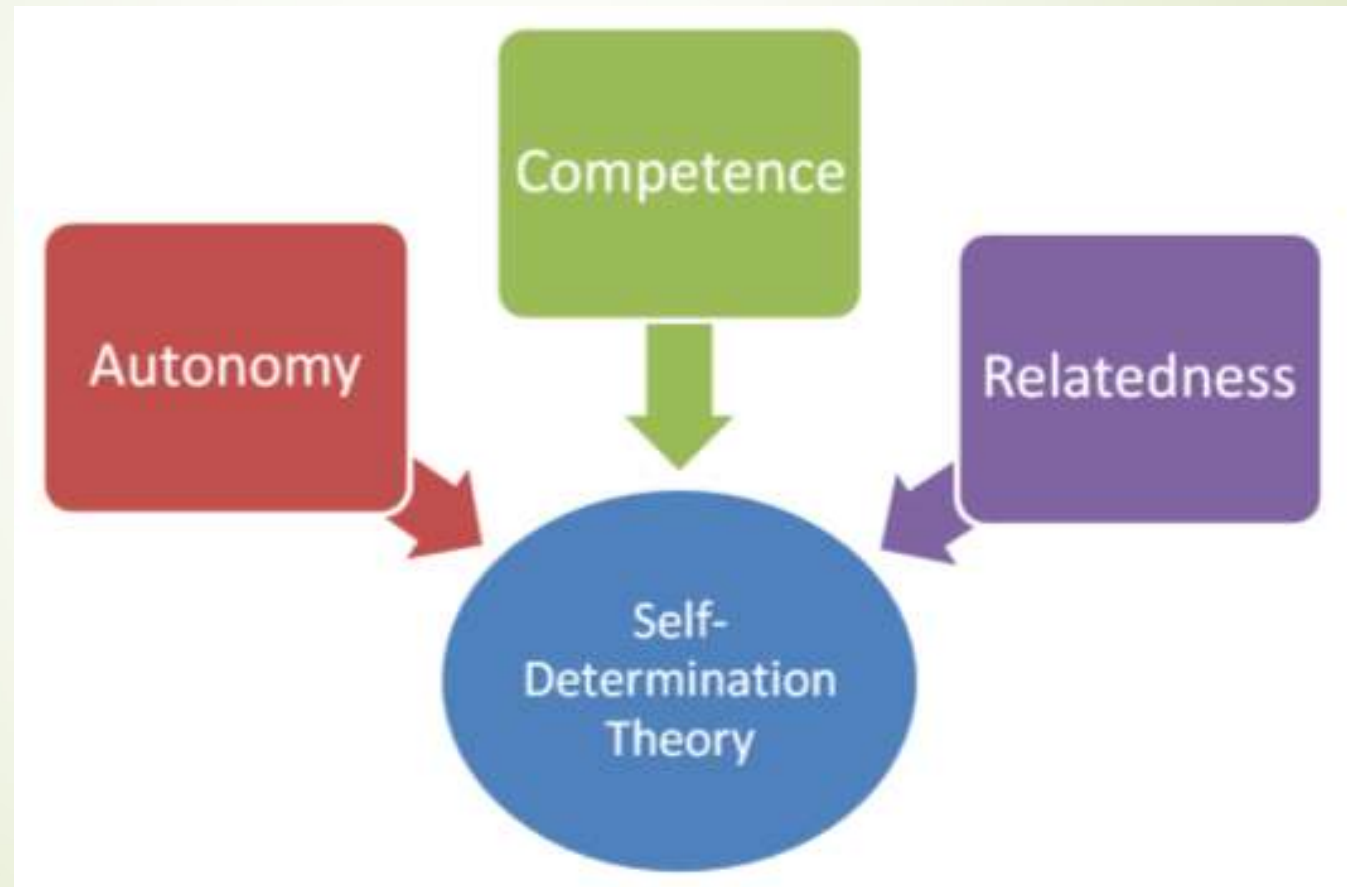
- ▶ The player is the protagonist – player centered practice
- ▶ Build relationship and have confidence
- ▶ Hold knowledge back



# Basic Practice Guidelines

- ▶ Ask questions of very high standard
- ▶ Ask for solutions
- ▶ Help them increase their ability to self-reflect and to take on responsibility
- ▶ Utilize feedback from teammates, coaches, Video

## Ryan & Deci – Basic Needs





Let them experience their competences and growth

- ▶ Let them feel capable
- ▶ Let them enjoy their performance
- ▶ Inform them on progress
- ▶ Take individual requirements into account
- ▶ Look for optimal challenge points





## Sense of Autonomy – Freedom – Free Choice

- Inform instead of manipulate
- Moderate instead of instruct
- Facilitate self organisation
- Provide options
- Consider personal interests and needs



## Relatedness

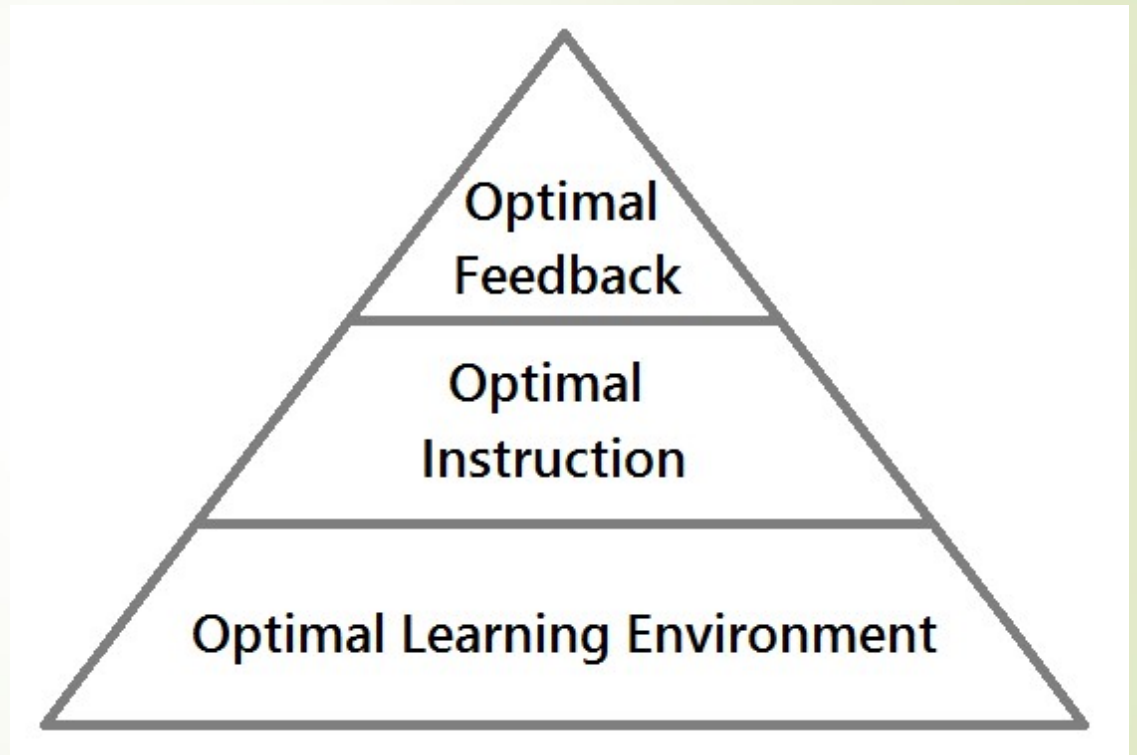
- Successful relationships
- Respectful emphatic contact
- Support
- Professional role model
- „Peer“ Feedback (I am valuable for others)
- Give reasons for what you do
- Use diversity



# The modern Youth Coach

is an emphatic humanist  
who is curious about his own development and  
interested in developing young people  
creating respectful and dignified  
learning environments,  
to unlock, develop and unfold potential.

# Nick Winkelman





## **“Let the drill do the talking and the athlete do the walking”**

- ▶ Limit unnecessary information (“Over-Coaching”)
- ▶ Instruction should guide not prescribe
- ▶ Start and finish instruction with what you want versus what you don’t want
- ▶ Say the most with the least



## **“Let the drill do the talking and the athlete do the walking”**

- ▶ Ask a question before you provide an answer
- ▶ Drills should create affordance, which allows optimized technical changes to emerge
- ▶ Drills should be self-limiting, which allows errors to become variable to change

# Jürgen Klopp

## Let them play

<https://www.youtube.com/watch?v=4jWZVtkJdC0>

<https://www.youtube.com/watch?v=H24b8ypFAtA>

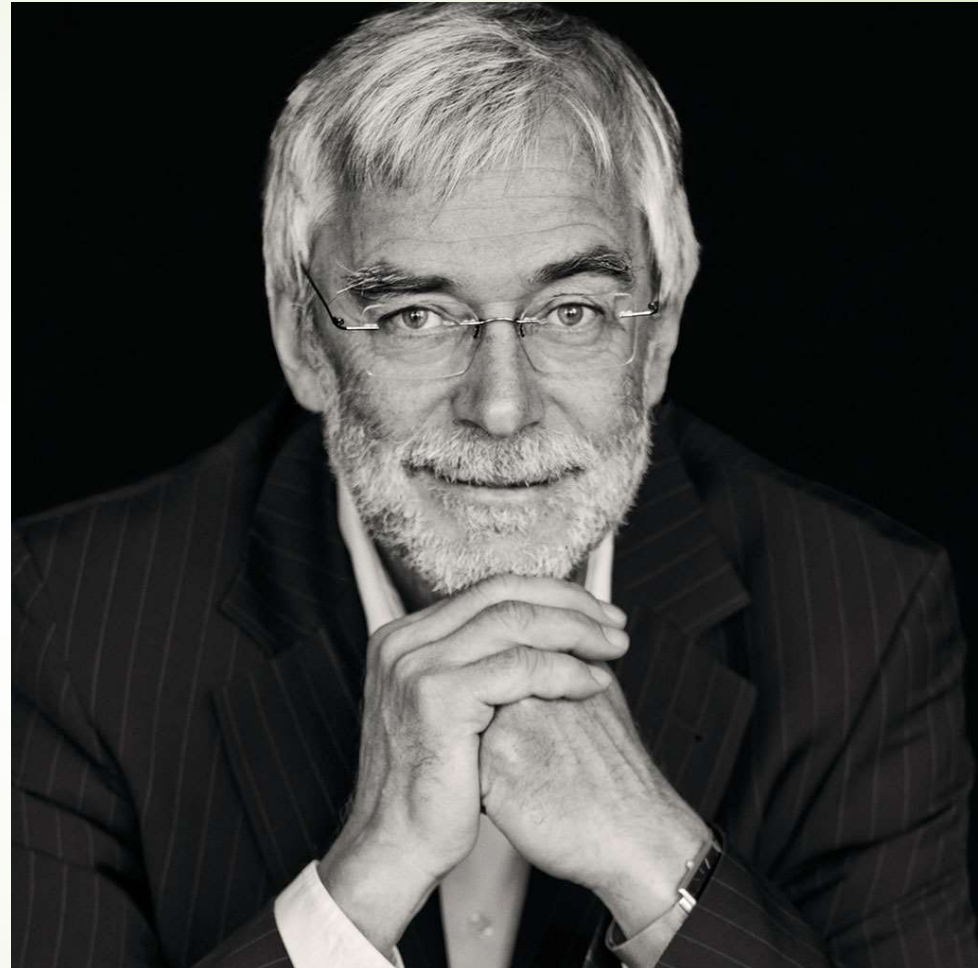


- Retain knowledge
- Be an energetic reserve tank
- Be confident
- Be a role model
- Let others grow next to you
- Be emphatic
- Support your staff
- Look for capable people

# Gerald Hüther

Neurobiologist

„We need corporations  
where members invite,  
encourage and inspire  
each other  
to surpass oneself.“





# Nils Giffey

SZ 18.12.2019

## Comparison of systems in a parallel universe

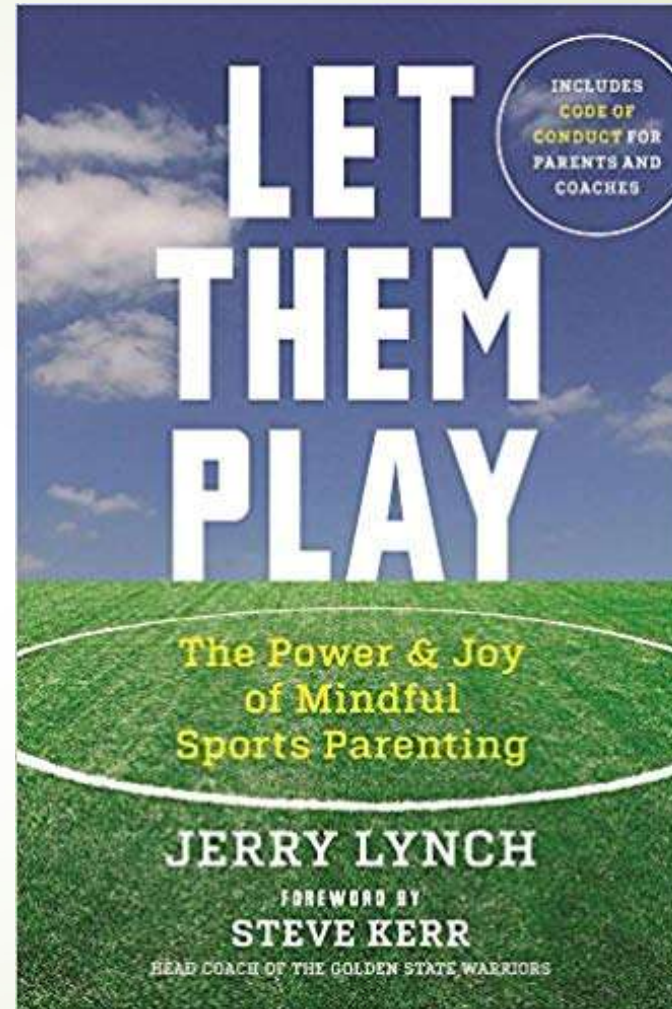
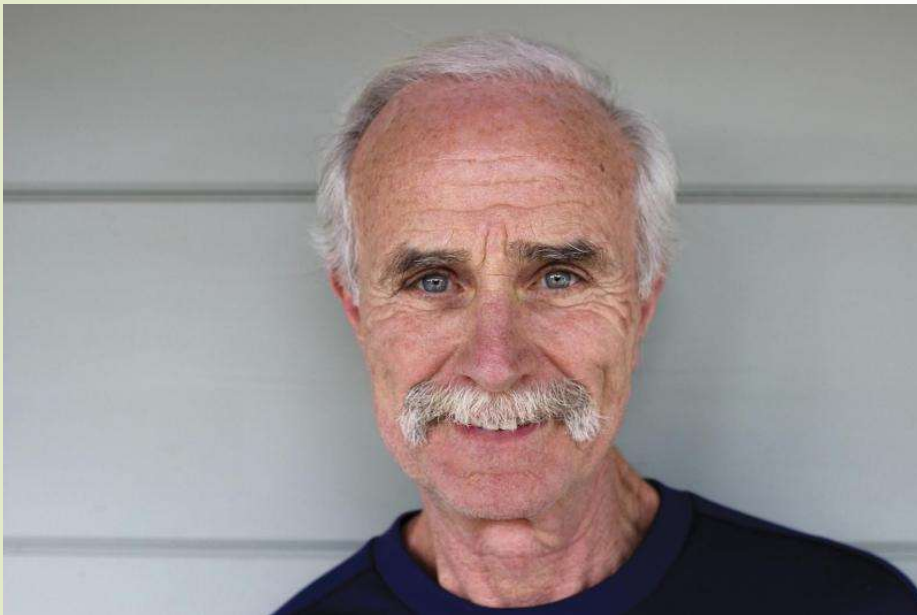
- ▶ College Connecticut
- ▶ Alba Sasa Obradovic
- ▶ Alba Aito

“Aito is a Professor  
in the fashion of  
how he teaches.

It’s kind of enjoyable pressure.  
You see how players develop.”



# Dr. Jerry Lynch



## Phil Jackson & Kobe Bryant

“The most we can hope for is to create the best possible conditions for success, then let go of the outcome.”





**JUST PLAY. HAVE  
FUN. ENJOY THE  
GAME.**



**Michael Jordan**

*Basketball Player*

(Born 1963)

*QuoteHD.com*



# Self image of Coaches

➤ Steve Kerr (1:18min)

<https://www.youtube.com/watch?v=MyvcteKlcJI>

➤ Sandy Brondello (9:15min)

<https://www.youtube.com/watch?v=zUMztCENtGI>

# Dennis Rodman

## Break Patterns

- Balance between theory and practice
- Try with courage







(Noah Graham/NBAE via Getty Images)



# Simon Schnetzer

Study „Young Germans“ – GenZ (1995 – 2010)

- Always **online**
- Difficulty in making **decisions**
- Tremendous **pressure** to perform (social media)
- Maximal without **commitment**
- Rely on **protection** of their family





## GenZ - most important values

- Health
- Freedom
- Friendship
- Justice, fairness
- Family

Involve your athletes!  
Get them to understand their needs and  
design attractive framework conditions together.



# What GenZ expects of Leaders

- Expect personal qualification
- Develop their personality traits
- Have the coach as partner and friend  
(Coaching, Mentoring, Networking)



# How to behave competent as a Coach

- React appropriately in complex situations
- Handle unforeseen demands flexibly
- Support athletes in a positive manner
- Support athletes to stay active
- Support potential to unfold
- Support strong character development



# Recommondations for Action

- ▶ Adjust communication  
Use current technologies and social media, film practice
- ▶ Lead as a „friend“  
Be a mentor instead of the boss, like bodies on equal footing  
individually, open minded, trustworthy, cooperative
- ▶ Be curious about GenZ, get them to know  
Be interested, ask questions
- ▶ Enable a sense of achievement and reward  
Create a suitable feel-good ambience