



KGHA DIRECTOR OF HOCKEY CRITICAL PLAN

Implement and executing a strategy for the KGHA to build a culture and an all-encompassing experience for its members, leveraging a Director of Hockey Operations knowledge and experience to achieve these objectives.

This progressive strategy is to set KGHA apart from other organizations. To achieve an ideal outcome, the end result is the combination of multiple efforts, guided by a unified **purpose and plan** with the priority on athletes and families.

PEOPLE • PROCESS • PRODUCT



PEOPLE

We **attract** the right people by

- be known as an upbeat, inclusive, innovative organization that offers a full development experience through the game of hockey
- provide clear opportunities for development, teamwork and advancement along with innovation for both our players and coaches
- invest our athletes success and helping them reach their goals

We **select** the right people by

- clearly understanding our current and future needs
- find people with aligned values, beliefs and goals
- utilize clear selection standards for selection and advancement
- align our people selection priorities with the KGHA values/mission

We **develop** the right people by

- welcoming them to our organization in a supportive manner, ensuring positive outcomes
- provide clear, honest and genuine performance expectations
- give fair, honest appraisal and follow up
- provide formal evaluations that motivate our coaches & players to do the right things
- provide coaching for ongoing development opportunities
- utilize a training structure for skill, technical, functional and team development

We **engage** the right people by

- communicate clearly and consistently with all
- lead within a framework of values, goals and desired outcomes
- treat players, parents and community leaders with respect and humility
- provide coaches and team members with the opportunities, resources and tools they need to perform at their best
- reward coaches who exemplify the right attitude, ability and hustle with challenging opportunities and advancement through the coaching levels

We **advance** the right people

- seek to understand their capabilities
- identify their goals as a coach and helping them to reach for those
- paying it forward by turning our champion coaches into our future mentors



PROCESS

All efforts can be made to create a plan for success, however without a stringent process in place to guide these efforts, even the best thought out plans will have shortfalls. By establishing clear and concise process for all operational aspects of the KGHA will give a platform to follow but also a structure to look back on and grow from year over year. The processes and procedures required to set this new standard for operations would in its own scale, emulate that of a large corporations Team or Operations Manual. **From a high level some of those elements are below:**

MISSION, VALUES & VISION

Confirmation of the KGHA's priorities to guide all updates and to be the foundation for all initiatives going forward.



COACH IDENTIFICATION, RECRUITING & SELECTION PROCESS

This process is multi-layered as outlined in our people strategy.



TRYOUT PROCEDURES & STANDARDS

Creating a clearly defined and transparent tryout process that eliminates subjectivity. Empower our coaches with detailed tryout parameters and packages to guide their selection process.

SEASONAL PLANNING EXPECTATIONS & CONTRACTS

Clearly defined expectations of what it means to be a KGHA coach and the tools necessary to follow through.



COACH DEVELOPMENT SEMINARS

Coaching round tables and seminars created to give our coaches confidence and knowledge to pass on to the members Annual planning, team building, practice planning, teaching compete, & communication just to name a few.



RESOURCES & COMMUNICATION CHANNELS

Generating of specific resources pertinent to each individual age/skill level that KGHA offers. Drill packs, sample plans, 1 to 1 or group meetings just to scratch the surface.



PERFORMANCE COACHING & MENTORSHIP

The Coach Mentorship Program is designed for your coaches to receive additional **growth** opportunities, **face-to-face** mentoring, and to provide **guidance** in areas that have been identified as critical to player development.

INDIVIDUAL PLAYER DEVELOPMENT



Each players or families motivations may be different for looking to improve a players skills and confidence. Whatever that motivation may be, there most certainly is a healthy appetite for individual player development both in season and through out the spring season. This formula would be a mix of 'pay to play' clinics as well as KGHA driven initiatives.

- 70+ Individual Team On Ice Development Sessions
- 35 Team Treadmill Training Sessions
- KGHA Sponsored as well as 'Pay as you go' clinics



PRODUCT

The PEOPLE strategy & subsequent implementation of the supporting PROCESS will lead to the high quality of PRODUCT all stakeholders wish to achieve.

Through the efforts above the product that the KGHA members receive will be a second to none learning experience. This will not only inspire them to reach further then they believed they could, but will also make their KGHA experience positive.