






Talent Coach Development Conference 2016

Craig Hogan – National Academy Manager  
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### Outline

- Development of CI talent systems
- Shapoorji Pallonji Cricket Ireland Academy
- Challenges post U/19 World Cup- Bangladesh
- Impact on our Coach development



### Talent System

- Pre 2013
- Why the need for change?



### Aims

- To create an environment that provides a holistic, player centred programme allowing the next generation of players in Ireland with the ability, desire, attitude and athleticism to learn, be challenged and where becoming the best they can be is inevitable
- To retain a natural allegiance of Ireland's best players within Ireland and ensure a flow of Academy graduates to National Senior squads
- Provide a pathway for a potential professional career with Cricket Ireland



### Talent Identification Process

- Brief- Select the best young players in Ireland (14-21)
- Selection policy/criteria and player profiles developed
- Nominations from Club, Inter Provincial, National Coaches and discussion meetings (National scouts)
- Final selection, player contracts
- Player/family information evenings
- Initial player sessions/performance plans developed
- Regular evaluation; communication; exit strategies



### World Class




### Integrated Bespoke Individual Programme

- Cricket Specific-technical and tactical development



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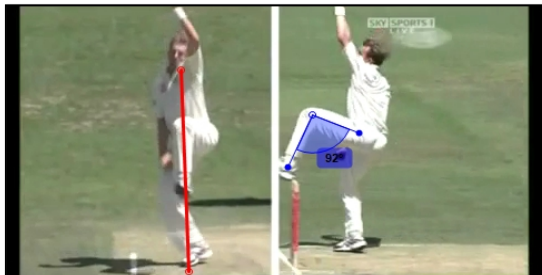
### "DIFFERENTIATORS" TO WORLD CLASS



- Physical:**
  - screening & testing
  - benchmarking
  - nutrition
- Performance Analysis**
- Mental:**
  - 4 fundamental keys
  - visualisation
  - peak confidence charts / goal setting / roles
  - mindset
- Performance Lifestyle Management:**
  - finance
  - presentation skills
  - media training

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### BIOMECHANICS



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### PERSONAL DEVELOPMENT – MBTI; MINDSET; EI

EI Competency	PG	EF	DM	BS	AK	Average
Self-Awareness	90	106	121	98	102	103.4
Self-Confidence	73	119	115	112	119	107.6
Self-Reliance	90	118	102	106	110	105.2
Achievement Drive	70	107	116	71	98	92.4
Competitiveness	82	122	130	95	100	105.8
Resilience	80	105	113	105	117	104
Focus	73	109	117	101	101	100.2
Self-Control	86	116	97	101	124	104.8
Flexibility	97	129	118	97	86	87.8
Optimism	92	125	113	92	113	107

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### Challenges

**U/19 World Cup- Bangladesh, February 2016**

1 West Indies*	9 Afghanistan
2 India*	10 Zimbabwe*
3 Bangladesh*	11 South Africa*
4 Sri Lanka*	12 New Zealand*
5 Pakistan*	13 Ireland
6 England*	14 Scotland
7 Namibia	15 Canada
8 Nepal	16 Fiji

Australia \*

**CRICKET IRELAND**

### Challenges



### Challenges

On Monday, the 25-year-old Mumbai cricketer [Kaustubh Pawar](#) had alleged that Rijal was overage, claiming on social media that he had played with Rijal - then named Raju Sharma - in an Under-15 tournament. "We played together in under 15 for Mumbai and now he is captain of Nepal under 19 team and we others are 24-25 age respectively," Pawar's post had said. "In Mumbai Raju Sharma, In Nepal Raju Rijal." ESPN Sports Cricinfo, Feb 2 2016



### Challenges

The ICC has said it is "satisfied" that Nepal Under-19 captain [Raju Rijal](#) is eligible to play in the ongoing World Cup in Bangladesh. The ICC stated it "looked into the matter" and reviewed Rijal's documents, which had been submitted by the Cricket Association of Nepal before the tournament, and concluded there was no evidence to suggest that his date of birth - September 26, 1996 - was incorrect.



### Challenges

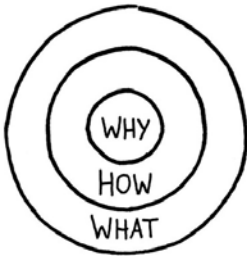


### Challenges

- Team
- Screening/strength and conditioning
- Talent Pool- the advantage
- Competition- tactical/mental
- Facilities
- Winter Programme- technical
- Playing experience – Australia/Asia



### Cricket Ireland's Coaching Circle



**Why do we do what we do?**


- Player centred
- Player's needs
- Player's ambitions

**How do we do what we do?**

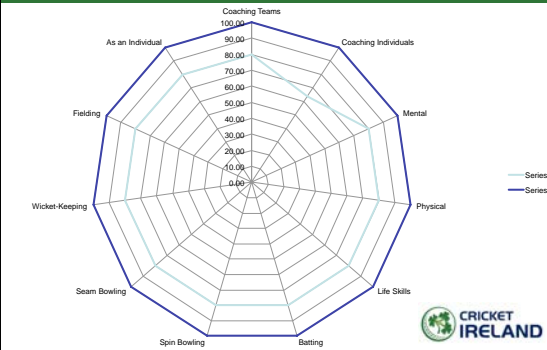

- Clear goals
- Right people
- Analyse, evaluate, recognise, reset

**What the hell do we do?**


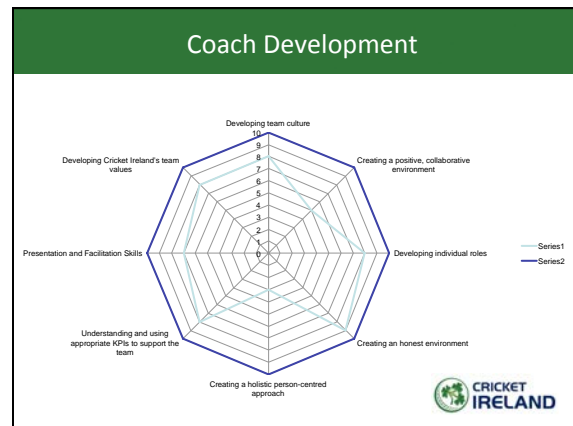
- Coach Development
- Player Development Model to Coach Development Model



### Coach Development

Coach Development				
Coaching Teams				
Coaching Competencies	/10		How do I demonstrate this?	How can I improve this area?
Developing team culture	8	10		
Creating a positive, collaborative environment	5	10		
Developing individual roles	8	10		
Creating an honest environment	9	10		
Creating a holistic person-centred approach	3	10		
Understanding and using appropriate KPIs to support the team	8	10		
Presentation and Facilitation Skills	7	10		
Developing Cricket Ireland's team values	8	10		

## Test Cricket by 2020...

**The Coaches**

- 👉 "Better is Better"
- 👉 Professional... by nature
- 👉 Diverse
- 👉 Supported
- 👉 Listened to and communicated with
- 👉 Recognised and rewarded
- 👉 Striving to improve

**CICA**

- 👉 Union Coaches Associations
- 👉 Regionally specific – Nationally led

**Coach Development**

- 👉 Clear and relevant qualification pathway
- 👉 Meets the needs of the workforce
- 👉 Specific to the coach
- 👉 Looking for best practice and... .. setting the standard

**Cricket Ireland Strategy**

- 👉 Planning
- 👉 SMART Goal-setting
- 👉 KPIs, resetting targets
- 👉 Vision and values for a cricket coach in Ireland



## THANK YOU - QUESTIONS



**Shapoorji Pallonji**  
CRICKET IRELAND ACADEMY

