

**Ottawa Jr. 67's
AAA
Hockey Club**



Coaches Selection Team

Section I – Coach Selection Committee - TBA

Section II – Coach Profile as established by the Jr. 67's Coach Selection Committee

In order to conduct the Jr. 67's AAA coach interviews, our committee established an ideal coach profile that lists a number of key competencies that we felt that every coach should possess and which provide the coach with the basic capabilities with which to run an effective program. This list is not exhaustive of all the competencies required, however it does provide a sense for what key capabilities the committee is targeting.

Consequently, these competencies formed the basis of our interview guide (i.e., what questions were asked) and our final selection decisions.

An ideal AAA coach should be able to demonstrate ability to:

- Communicate effectively and in a positive manner (written and oral) with both adolescents and parents
- Adapt his/her program and/or approach to the developmental needs of the age group (e.g., adjust training / practices to the age and calibre he/she is interested in coaching versus simply constructing a miniaturized version of major junior or pro)
- Design and implement a year-long plan which includes all key elements of athlete preparation for elite hockey (AAA) competition (e.g., integrate both mental and physical training techniques throughout the year i.e., off-season, pre-season, in-season)
- Link age/level-appropriate skills with the game tactics and strategies
- Refine players' individual skills through advanced skill analysis strategies
- Be innovative and open to using or experimenting with different approaches
- Effectively manage the competition environment through expert handling of: pre-game, between periods, and post-game meetings and adjusting game tactics and strategies during game and/or tournament
- Deal with emotionally-charged situations in a professional manner
- Make effective use of assistant coaches, trainers, training specialists
- Establish a program that is in philosophical alignment with organization values and goals
- Solve problems using a fair and thoughtful process
- Provide appropriate guidance to players/parents re. typical social (e.g., school) and emotional issues facing adolescents
- Deal with club and/or branch political issues, structures, policies, etc

In addition to the competencies listed above, it is very important that the coach has demonstrated the ability to:

- Consistently lead/coach successful teams/programs at the level sought – success defined in terms of: win/losses; tournament and/or league

championships; player all-around development; assistant coach development/mentoring; and building a sense of pride and commitment to the team and / or organization.