

# Technical & Talent Sub Group Meeting

**Date:** 10<sup>th</sup> June 2018

**Time:** 10am

**Venue:** GoTo meeting online

**Present:** Jefferson Williams, Alex Bialakoz, Janet Inman, Sam Jamieson, Gillian Harrison

**Apologies:** Steve Matthews, Simon Loftus, Carol Gordon

Meeting notes and actions:

## Volleyball Futures:

GH gave an overview of progress of the Volleyball Futures programme and how we start to work alongside regions to develop the programme and recruit support.

GH reported that discussion at the inter-regional competition with regional coaches and representatives had been positive and a presentation delivered to regional chairs was well received.

Currently under development, the programme aims to have impact on three key areas:

- Athlete development model/curriculum (being athlete centred)
- Coach development
- Competition development

The group agreed that the development of this programme will be an evolutionary process working with a small number of regions and/clubs initially before expanding to a larger number. While the preference is to work directly with regions, we agreed that we should not limit the involvement of clubs within regions that do not engage. The programme development could create the opportunity for some standardisation of provision where appropriate and using online communications will ease the dissemination of progress and key information.

SJ noted that alongside this development we have the offer of our Diploma in Sporting Excellence (DiSE) for 16-18 year olds in junior academies and at delivery sites and Talent Athlete Scholarship Scheme (TASS) for 18+ year olds for athletes in senior academies. As the Volleyball Futures programme develops we can align athletes with potential to be supported via these dual career opportunities as appropriate.

We must take this opportunity to embed the Volleyball Values into the programme from the outset.

## Actions:

Over the next two weeks GH will focus on the athlete development model/curriculum and will recruit the support of experts to develop this curriculum. The aim for the programme is to have a framework criterion to engage with regions by September 2018.

Areas to be address are; technical, tactical, physical and psychological.

GH to consult the pool of experts and review existing information available and collate an early version and update the sub group by 25<sup>th</sup> June 2018.

There is an opportunity to hold a coach development event at the NEVZA 2018 competition in Kettering at the end of October.

## National Team Staff Recruitment

The group discussed the current tenure of coaching positions and highlighted that most have expired or are due to expire shortly. It was agreed that due to capacity and to allow for consistency, we should take a phased approach to recruitment of coaching positions. We must communicate these processes clearly and well in advance, first to those involved and then to the wider core market.

GH suggested that we engage Richard Doubell to support the process of recruitment. There is a bank of information available from previous recruitment processes and the process document passed to the board in May should be applied. We agreed that the Volleyball Values should be embedded and applied throughout the recruitment process and beyond.

Particular areas for development focus were noted as; communication between coaches at various levels, use of team managers/staying in defined roles, general leadership/organisation. All agreed that the recruitment and induction process will be vital in addressing these existing issues.

Query the appointment process of assistant coaches as a focus – should this be influenced by the head coach or open process as per head coaches? GH to engage RD.

We agreed that the tenure for coaches being appointed in the new process should be 4 years.

### **Volleyball:**

The women's/girls coaching positions should be re-recruited over the coming months as per the timeline below.

The men's/boys coaching positions will be extended for 1 year until July 2019 reflecting the same timeline as the women's process (pending any necessary adjustment).

### **Beach Volleyball:**

Both men's and women's programmes to be recruited in the early new year to be discussed at the next sub group meeting in August.

### **Sitting Volleyball:**

Further discussion is required to understand the position of both the men's and women's GB squads.

### **Women's Volleyball Recruitment plan:**

**Senior women's** coaching role will be addressed first as there is no programmed plan beyond July 2018. Aim is to have this person in post by the time cadet girl's trials take place 21<sup>st</sup> October.

*Advertise the roles in July 2018*

*Shortlist in August 2018*

*Appoint in September 2018*

*Active by mid October 2018 for Cadet girl's trials*

**Junior and Cadet women's** coaching roles to be recruited post NEVZA 2018. Cancel November camp activity.

*Advertise the roles in October 2018*

*Shortlist in November 2018*

*Appoint in late November 2018*

*Active at December camp activity 2018*

**Actions:**

GH to complete the build of this project in Asana and invite the whole group

GH to write to men's team coaches on behalf of JW offering extension for 1 year stating an end date of July 2019.

GH to engage Richard Doubell regarding supporting the process.

GH to cancel November women/girls camp activity during recruitment process

AB to notify Dave Goodchild of the women's recruitment process asap

GH to arrange GoTo meeting with Ian Legrand

All Senior, Junior and Cadet men's/boys coaching roles to follow the same timeline in 2019

SJ to engage Mike Hallam to support communications process throughout.

## Selection Policies

The group discussed the lack of clarity around selection throughout England squads and for events and major games across all disciplines. In line with the duty of care paper produced last year we agreed that there should be a clear selection policy for each level of the Volleyball England pathway from Volleyball Futures through to England seniors. In time this should reflect the athlete development model across all disciplines.

The group discussed the complexity of selection for events that require athlete's financial contributions. It was agreed that there may need to be an adjusted/adapted version for events where the financial contribution is high or the focus is on development outcomes rather than performance outcomes.

The group agreed that it makes sense to prioritise the women's programme first alongside the staff recruitment and that having a policy for entry into the cadet's programme by October would fall in line with the next round of trials.

**Actions:**

SJ to build project in Asana and invite members to contribute

SJ to engage Clare Francis to gain legal perspective on the process.

SJ to review existing policies and revise as appropriate.

JW to advise on MOU for senior players ahead of the next meeting in August

## National Camps and Competitions

GH gave an overview of national camps and competitions as per the calendar for 2018/19

Noted that we must have more advanced planning for the beach camps in 2019.

AOB

None

Date of next meeting

Suggested, morning of August 5<sup>th</sup> 2018 to be circulated to the group for agreement

SJ to arrange.

Meet close at 12:50pm