



Policy and Principles for the organizational structure of team leadership and role outlines.

Updated 22nd August 2021

We want the experience of working and playing in Avoca Hockey Club to be as enjoyable as possible and to ensure that all teams are supported in a like for like fashion and as suitable to the needs of that team. Each team is of equal importance to the club and must feel an equivalence of support and value.

Surety in expectations and a standard organizational model across the senior club supports clear communication and as part of our overall club development plan will help bed in expected cultural and behavioural norms. This is about leadership behaviours and not about the game itself.

Leadership Principles:

Applies to all senior teams that compete in provincial and/or national level.

- 1) The ambition is that all teams are to have a Coach, Manager and Captain**
- 2) These 3 roles form a 'Leader Group' for each squad, but have unique responsibilities and the Coach is the Primary.**
- 3) The Leader Group function in a collegiate, inclusive and honest manner – in Avoca 'Ego' is left at the door**
- 4) Team communications are to be clear, open and honest**
- 5) While it is recognised that the dimensions and influence of each role may differ slightly across the squads, the roles are based on the needs of the club and the players**
- 6) The Leader Group, as a unit, have a responsibility for the welfare, retention and attraction of players.**

Manager Role: Organization, Communications & Administration

- -Deals with player registrations
- -Ensures all players have paid their club subs
- -Organises fixtures, training times with club administrator/secretary
- -Organises home/away match logistics
- -Ensures adequate first aid is present at all training sessions
- Communicates with Plater Panel re: availability, injuries, absences and any welfare needs
- Manages Match Day Covid Compliance
- Is ideally not a player – but can be in non-elite teams
- Conduit for club communications and organises support for club initiatives e.g. fundraising, club growth (Dads & Lads, Giver Hockey a Go etc.) (Captain can also do this)
- Manager is not involved in selection, trials or balancing of squads
- All team administration with the Club Administrator and match reporting to LHA/Hi etc.
- Has line responsibility to the Vice President



Coach: Coaching, Development, Performance, Selection, People leadership, Communications

- Designs and delivers coaching appropriate to panel and league
- Develops and implements game strategy as per profile as designed by the Director of Hockey (particularly for remunerated roles)
- Accountable for selection/team balancing in consultation with other coaches, club captains and Director of Hockey as required. Only coaches can move player between teams.
- Line responsibility to the Director of Hockey. (Coaches and Asst. Coaches)
- Runs the line/bench on match day if non playing – otherwise manager or other suitable nominee
- Coach MUST have a detailed knowledge of the Rules of Hockey and be either a highly experienced coach or be on a formal development pathway
- Designs training sessions and runs them.....Adjust as needed based on what has been seen on match days + what needs to be worked on. In line with Technical Hockey Plan
- Chooses the captain for the team
- Ensures all players present on match day get sufficient playing time (provided they have been turning up to training). No player is to be left sitting on the bench for the majority of matches because they may not be as skilful as others etc. Youth or new player development aside please release players to the next team if you are not using them (e.g. 2s to 3s)
- Consistently liaise with club captains, club vice captains + Directory of hockey to ensure everything is running in line with the Strategic Plan and the Hockey Development Plan
- Thinks about long term development and success – should monitor and seek suitable talent across the teams.

Captain: Communications, Welfare, Social, Match leader, Club Values

- Leads team on match day - Is the main voice on the pitch during matches
- Agrees selection with Coach (as consulted by Coach)
- Communicates with panel to maximise participation and performance
- Represents team within Club and with Men's Captain – line responsibility to Club Captain.
- Captain: (Must have a good knowledge of the rules of hockey)
- Runs match day warm up + Cool down
- In conjunction with the team manager looks after player welfare and works to ensure good team morale for training + matches
- Organises team socials + brings team together for a fun enjoyable experience for all.
- Traditionally arranges umpires for match days + collects payment for the umpire from the team when necessary. (Can also be done by manager)