



## Overview and Itinerary for World Class Coaching/Dutch Touch Coaches Tour to Holland March 2012

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## Introduction:

In March, *World Class Coaching* in conjunction with Terry Michler’s *Dutch Touch* sponsored a 9-day coaches tour of Holland and Germany. Coaches from Europe, the US and the Caribbean were treated to an outstanding overview of soccer in the Netherlands, with an emphasis on player development and coach education. As well as a full program of observing pro, youth and top amateur teams playing and training; seminars and the opportunity to question and interact with top coaches, we enjoyed excellent hospitality, food and friendship as well as unseasonably sunny weather with a little bit of tourism thrown in for good measure. In addition to crisscrossing the small country of Holland, we ventured into Germany for a tour of Schalke ‘04’s impressive Veltins Arena and training complex as well as a pleasant stroll along the splendid Rhine promenade in old town Dusseldorf.

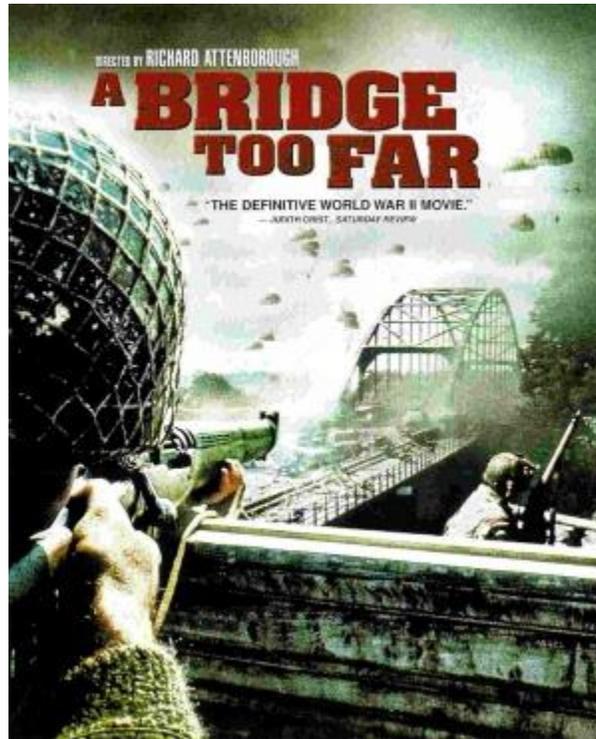
Our tour group, made up of club, college, school and youth national team coaches was based at the comfortable Hotel De Oude Molen (“Old Mill”) in the picturesque town of **Groesbeek**, Gelderland, 15 km from **Nijmegen** and 2 km from the German border. Though a small town, Groesbeek is home to two of the region’s top third division teams, De Treffers and Achilles FC. Though technically described as amateur teams, in reality they are high-level semi-pro clubs more similar to AAA baseball farm teams in the US or to high level Conference football teams in the UK. Each own modest stadiums; full training facilities, clubhouses with bars, restaurants, executive lounges and fanshops; as well as large youth and amateur divisions.

## Gelderland

Gelderland is the largest province of the Netherlands, located in the eastern part of the country. While the cities of Nijmegen - the oldest city in the Netherlands – and Arnhem and their famous Rhine bridges are perhaps best known to many Brits and Americans as ground zero for WWII’s Operation Market Garden, (“A Bridge Too Far”), soccer-wise they are home to Eredivisie clubs Vitesse Arnhem, NEC Nijmegen and to De Graafschap based in nearby Doetinchem.

Our tour was organized by **Jan Pruijn**, currently the Head of Technical Affairs at Ajax Cape Town. Pruijn has served as the head of the Ajax International Youth Development where he was responsible for the establishment of the “Ajax-way” program for Ajax branches in South Africa, Ghana, and Belgium. He has also served as the head coach of NEC Nijmegen and Helmond Sport as well as working for the KNVB, the Lebanese F.A., A.F.C Amsterdam and De Treffers FC.

Additionally, we were hosted by former KNVB instructors Harry Jensen and Theo Dirks, former NEC youth coach Remco Ten Hoopen, Trekvogels coach Joost Van Eldon and coach and author Terry Michler. The Coaches Tour was held in conjunction with a game and training tour for a selection of U14 CBC Dutch Touch players and parents from the St Louis area as well as a tour of the women's soccer team from Central College in Pella, Iowa.



#### Journal Glossary:

- **KNVB** (Koninklijke Nederlandse Voetbal Bond) or the Royal Netherlands Football Association; the equivalent of the English FA or the USSF headquartered in Zeist.
- **“Point forward”** or **“point back”**: Refers to the arrangement of the three midfield players in the 4-3-3 formation. “Point back” is with 1 defensive and 2 attacking midfield players and “point forward” is with 2 defensive and 1 attacking midfield players
- **Eredivisie** (Honor Division), Dutch 1<sup>st</sup> division or highest level of professional play in the Netherlands
- **Eerste Divisie** (First Division), second tier of professional play in the Netherlands and often referred to the Jupiler League after its sponsor; not to be confused with the same name for the Belgian first division.
- **Topklasse**, semi-professional play. The third tier of Dutch soccer.
- **Hoofdklasse**, the highest level of amateur play, and the fourth tier of Dutch soccer.

#### Observations on Soccer in the Netherlands:

Much has been made and written of the “Dutch Secret” for or the Dutch Vision for producing players, teams and coaches far outside of their population. While there is plenty of room for debate about the success of the Dutch national team in major tournaments, its more physical style of play in the last World Cup, or the current level of play in the Eredivisie, there is little doubt that for a country of 16 million, the Dutch punch well “above their weight” in the hierarchy of world soccer. All of the Dutch

coaches we met were extremely proud of this and generally attributed their country's success due to a.) the level of coach education and development and b.) the focus on the development of players as individuals as well as members of team. The Netherlands has the highest per capita ratio of licensed coaches of any country in the world.

The overwhelmingly popular formation in the Netherlands is 4-3-3 with primary variations being the arrangements of the 3 midfield players. The conventional 4-4-2 is unusual though 4-4-2 with a diamond shaped midfield or 4-2-3-1 were seen.

### **Other Notable Observations:**

The KNVB exerts robust centralized control over all aspects of both youth and senior soccer in the country, including coach and player development through its 6 Regional Centers as well as the KNVB Academy headquartered at Zeist. This translates into a strong and clear vision of training methodology, coach education and even club organizational structure. In my opinion, this - while seemingly paradoxical - furthers the development of individually creative players by providing a clear structure in which to develop inventiveness and spontaneity.

### **Thanks:**

Special thanks to coaches and fellow tour participants Gerry Montague, Rob Dorey, Dylan Lienart, Jacek Pobiedzinski and Terry Michler for a sharing pictures, videos and information for this journal; Joost van Elden for help with translations; Katia Paroczi for video editing; and Astrid Pruijn for her patience and organizational skill with the tour.

### **Additional Information:**

Additional information and material on soccer in Holland can be found in World Class Coaching's on-line "*Dutch Sessions*" issue which includes material from Jan Pruijn, Terry Michler and Remco Ten Hoopen as well as Dave Clarke's extended PSV Journal. Michael Sokolove provides an excellent view of Ajax's Academy in the *New York Times Magazine* entitled "How a Soccer Star is Made." Other excellent books on soccer in the Netherlands are available at [worldclasscoaching.com](http://worldclasscoaching.com).

### **Author Biography:**

Dave Brown is the Director of Coaching for the WFC Rangers premier youth club in Bellingham, WA. In addition to being a former high school, college and ODP coach, he has coached at the top youth level for over 20 years and was Washington State's co-winningest coach for five years, winning several state championships. His former players have gone on to play professionally in the MLS and WUSA as well as earning U17, U20 and full US National team honors. He holds the USSF "B" National Coaching license and the Director of Coaching certificate from the NSCAA.

## **HOLLAND/GERMANY COACHES TOUR ITINERARY HIGHLIGHTS**

March 15 - 25, 2012

### **Thursday March 15 ESA Arnhem**

- Welcome and Orientation presentation by Harry Jansen and Remco Ten Hoopen
- Visit with top amateur youth club **Arnhem ESA** Rijkerswoerd, hosted by Flip Witjes, ESA Director of Football and former Vitesse Arnhem player
- Tour ESA facilities and observe the U14 Dutch Touch team select from St. Louis against ESA U14 team and the Central College women's team of Pella, Iowa versus ESA women's U19 team

### **Friday March 16 Schalke '04**

- Departure for Gelsenkirchen (Germany) and Stadium Tour of **Schalke '04's** Veltins Arena
- Lunch at Schalke '04 restaurant and beer garden
- Tourist visit to Dusseldorf Old Town
- Departure for GelreDome Stadium, Arnhem for an 8 pm match between Vitesse Arnhem and Heracles Almelo

### **Saturday March 17 Ajax Amsterdam**

- Departure for Amsterdam
- Watching **Ajax** youth team games and tour of the Ajax training complex De Toekomst ("The Future")
- Visit the Ajax Fan Shop
- Visit downtown Amsterdam for a canal and walking tour

### **Sunday March 18 Harry Jensen; De Treffers FC**

- Depart to **DVSG De Treffers** ground to observe Training Session with coaches Harry Jensen and Theo Dirks training CBC Dutch Touch select youth team

- Home game between 3rd Division teams De Treffers vs. VVSB. Post-game meeting and match analysis with De Treffers trainer Camiel Jager
- Traditional Dutch dinner in local restaurant

### **Monday March 19 Ajax Amsterdam**

- Walk to the training ground of Achilles FC; observe training session with Joost Van Elden of Trekvogels FC, Nijmegen and CBC Dutch Touch youth team
- Depart for Amsterdam to observe **Ajax** youth teams training at De Toekomst
- Watching Jong (“Young”) Ajax (Ajax reserves) vs. Jong Heerenveen

### **Tuesday March 20 PSV Eindhoven**

- Depart for “De Herdgang”; the training complex of **PSV Eindhoven**
- Observe PSV U16 and U19 youth teams training
- Presentation on Youth Development at PSV with PSV Director of Youth Development, Jelle Goes,
- Presentation and Q&A with Gert-Jan van Dijk, Head Fitness Coach for PSV Youth Academy
- Lunch in PSV Canteen followed by optional tour of PSV Stadium and visit to fanshop
- Observe U13 and U15 PSV youth teams training
- Observe PSV U12 team training
- Match, **Jong PSV (PSV reserves) vs. Jong NEC Nijmegen**
- Dinner at Pizzeria La Stella, near Groesbeek

### **Wednesday March 21 NEC Nijmegen**

- Tour of **NEC Nijmegen** Goffert-Stadium and Training Complex
- Observe NEC First Team training
- Lunch at NEC Youth Training Complex canteen

- Observe NEC U14 youth team
- Observe NEC U13 & U15 youth teams
- Departure for Stadion De Vijverberg, Doetinchem, for game between De Graafschap vs. FC Twente

### **Thursday March 22 Feyenoord Rotterdam; RKTVC Tiel**

- Departure for Rotterdam and **Feyenoord's** Varkenoord Training Complex
- Observe Feyenoord U12 to U15 youth teams training
- Observe Feyenoord First Team training
- Visit Feyenoord Fanshop and lunch in stadium restaurant "Het Kuipje"
- Observe Feyenoord Training U16 and U17 youth teams training
- Visit and presentation at top youth club RKTVC Tiel, at Sportscomplex "Ridderweide" with **RKTVC Tiel** Director Erik van Verseveld

### **Friday March 23 Vitesse Arnhem;**

- Departure for **Vitesse Arnhem** Training Complex at Papendal National Sports Center
- Welcome by Gerry Hamstra, Head of Vitesse Youth Academy
- Observe Vitesse Arnhem First Team training
- Catered lunch and presentation on Youth Development at Vitesse Youth Complex
- Watching Vitesse Youth Teams Training at Sportpark Valkenhuizen
- Wrap-up with Gerry Hamstra

### **Saturday March 24 REST DAY**

- Watching NEC U13 vs. Heerenveen U13 at NEC complex
- Free time options included shopping and lunch in downtown Groesbeek or Nijmegen or visiting nearby WWII Liberation Museum

- Dinner in Old Mill Hotel, Groesbeek.
- Third Division game between FC Achilles of Groesbeek and WKE Emmen FC

## **Sunday March 25**

- Bus to Schiphol Airport Amsterdam and Departure

Thursday March 15

## Opening Presentation with Harry Jensen, KNVB Instructor

Our opening presentation was by Harry Jensen, for many years an instructor to ex-pro players from the Netherlands obtaining their KNVB (Dutch Football Association) licenses. Harry has since taught coaches and players in Asia, Europe, America and Africa. The presentation was also prepared by Theo Derks, also a UEFA "A" Licensed coach and is a fully qualified instructor through the KNVB.

The highlights of Harry's presentation, which focused on match analysis as the basis for development, included:

**The Dutch Vision on Soccer Begins with Observation:** This means watching the game through the spectacles of the coach; not watching as a spectator or or a "newspaperman, paying attention only to the outcomes and result. A coach pays attention to the *causes*!! What led to a goal being conceded or scored? What led to victory or defeat?"

**How to Watch a Game:** The game is broken down into four stages or "moments" and therefore match analysis should reflect this and ask the following questions:

1. **When our team has possession:** Why didn't we score? Why are we losing the ball so soon ?
2. **When our opponents have possession?** Why can't we win the ball? Why are our opponents scoring so easily?
3. **In transition after losing the ball:** Why are our opponents so dangerous when we lose the ball?
4. **In transition after gaining the ball:** Why aren't we able to capitalize on turnovers?

Learning how to watch soccer involves analyzing soccer problems. Typical observations one could make include:

- "The cooperation between the goalkeeper and the defenders is not good resulting in early loss of possession."
- "Defenders do not use the entire playing area and the position play without the ball is very poor."
- "This is what creates poor service to our strikers."

**There are 5 key elements in how to analyze and describe the soccer problem.**

1. **Which moment is the main moment of concern?**
  - When we are in possession.
  - When our opponent is in possession
  - Moments of transitions
2. **Who are the main players and groups involved?**
  - Goalkeeper

- Goalkeeper +Defenders
- Defenders + Midfielders
- Midfielders
- Midfielders + Attackers
- Attackers

3. **Where** does it happen?

- Which part of the field.

4. **What** is going wrong in relation to the objective?

- technique, poor long passes, poor connection, poor finishing, etc
- insight, poor positional play, poor marking, etc.
- communication, relation between giver and receiver, etc.

5. **Specific elements** such as the importance of the game, weather conditions, the condition of the field.

**The process of Team-Tactical training starts with:**

1. Observing and then analyzing the game
2. Describing soccer-problems
3. Making choices, priorities
4. Drawing up a plan; day-, week-, month-year plan
5. Preparing the training
6. Implementing the training
7. Evaluating the training

**Coaching in the team-tactical training can be broken down into 3 stages in a training session:**

**One: The Orientation or Experience period**

- Organization and logistics of the training session
- The formation a team uses in 11 v 11 will effect the roles and positions player fill during training
- Always focus on the players that are key to the session's objective
- Simplify (reduce numbers as needed) from 11 v 11 or 8 v 8 to make main coaching points

**Two: The Learning Period**

- Coach to the specific objectives as well as applying and reinforcing good football general principles
- Focusing on 4 or 5 specific moments in relation to the coaching objective.

**Three: The Game Period**

- Use 6 to 10 build-ups/sequences taking 3 to 10 minutes
- Keep the game competitive recognizing the game winner.

**Training through Small-Sided Games:** At this point Harry discussed a number of possible simple small-sided games that could be applied to teach players the concepts of width, depth, compactness and support in defense and the importance of penetration. Once basic concepts were introduced, play can expand to 7 v 7, 8 v 8 to 11 v 11.

## Notes from Visit to ESA Arnhem Rijkerswoerd Youth Club

Following our opening presentation we visited ESA Arnhem, a top amateur youth and senior club located on the outskirts of Arnhem to observe matches between a CBC Dutch Touch U14 selection and the Central College women's teams versus their ESA counterparts. While the teams were warming up, we were hosted for coffee and a tour of the club's facilities by ESA Director of Football and former Vitesse Arnhem player, Flip Witjes.

He shared the following information with us:

**History and Membership:** ESA is comprised of 1,500 members playing in 91 teams. Teams range from senior teams for men and women to 5 and 6 year olds who play mini-soccer in a jamboree style "Champions League" on Saturday mornings, wearing the jerseys of Barcelona, Chelsea, etc. Training for most teams takes place twice per week with games on weekends. The club's facilities are currently maxed out with a waiting list.

**Facilities:** ESA was founded in 1954 and was originally based at the Valkenhuizen sports complex before moving in 1994 to its current site in Rijkerswoerd, a new and growing suburb of Arnhem. The club now has 6 full-sized natural grass fields, 1 artificial turf pitch, a sports hall including a large gym, changing and storage rooms and a clubhouse with a bar and small cafe. In addition to running an indoor soccer program; basketball, volleyball and team handball clubs rent space in the multi-use gym area.

Additionally, ESA contracts with the *BallControl* Soccer School to provide individual training based on the methods of Wiel Coerver for boys and girls from 5 to 16 years old. Training is focused on ball mastery, one-on-one situations, changes in direction, passing and beating an opponent. This training is at an additional cost to families.

**Finances:** The cost to play at ESA is 1,200 Euros per year, currently about \$1,500 US. ESA rents its facilities from the local municipality at the cost of €1,400 euros per month. Sponsorship and income from the club's café and bar help to supplement costs as well as "development" fees received if an affiliated player is signed by a professional club. Coaches are compensated with those coaching at the first team level at 8,000 Euros ranging down to 2000 per season.

**Management & Organization:** A management team of four report to the ESA Board and oversee nearly 300 volunteers weekly. The management team positions are:

1. Director of Facilities, Logistics & Hospitality
2. Director of External Relations, including PR, sponsorship and special events
3. Director of Finance & Business
4. Technical Director for Select and Recreational Soccer

### **Additional Notes:**

- The club has a written code of standards and regulations that players and parents must adhere to. Red cards require an appearance before the club's board.
- ESA is starting to appoint more women as coaches for both of its younger boys and girls teams as the club finds that their empathy and ability to nurture players makes them particularly effective at these ages.

- ESA plays a traditional 10-month weekly game season from late August to May in a rainy Northern European climate similar to Seattle's or Manchester's. During the year, they average only 4 game cancellation days due to snow or rainy weather, yet their natural grass fields were in excellent condition – flat, green and smooth. Several of us on the tour concluded that field maintenance in Holland was at a higher level than many of our home clubs or that Dutch cows were very special!

Friday March 16

## Schalke '04 Stadium and Training Complex Tour



Our first full day began with a visit east to visit Gelsenkirchen in the industrial heartland of Germany's Ruhr Valley. The city's historical ties to coal and steel, current high unemployment rate and its legendarily passionate fans draw comparisons to Newcastle or Pittsburgh. Derby matches with Borussia Dortmund (35 km east) are one of the game's great spectacles.

Though we visited on the day after Schalke's victory over FC Twente in the Europa League and training was light, we were treated to a tour of the magnificent Veltins Arena (cap. 61,673) and the chance to tour the rest of the complex. An isolated location, hundreds of visitors on an "off" day, multiple fields and facilities, a restaurant and beer garden overlooking the training pitch make a visit to Schalke seem like a soccer pilgrimage for a true fan.

After a tour of historic Dusseldorf, we departed for a dinner of typical Dutch stadium fare at the GelreDome Stadium, Arnhem before an 8 pm match between Vitesse Arnhem and Heracles Almelo



## Saturday March 17

Saturday was dedicated to a day in Amsterdam, touring Ajax's famous training complex De Toekomst and observing several youth games. A visit to the Ajax Fan Shop was followed by a short trip to downtown Amsterdam for a canal and walking tour.

### Ajax Amsterdam Background

Founded in 1900, AFC Ajax *is*, to many, Dutch soccer. The introduction of the Bosman rule and the rise of La Liga and the English Premiership have combined to make Ajax and the Dutch league less influential on the European stage, but Ajax continue to be synonymous with attacking, flowing football and home to arguably the world's best youth development system. Their status as Holland's top club and their continued participation in the Champions League were assured this spring when Ajax again finished as Eredivisie champions under the guidance of Manager Frank De Boer. Even without the luster of their two greatest periods when they ruled Europe with mostly home-grown players, Ajax still draw the headlines, scouts from clubs with deep pockets and inquisitive coaches like few others.

In 1995, the last year Ajax won the Champions League, the Dutch national team was almost entirely composed of Ajax players and the names of van der Sar, Blind, Rijkaard, de Boer, Seedorf, Davids, Litmanen, Overmars and Kluivert are as indelibly identified with Ajax as those of the all-conquering Ajax team of the early '70's that included Rep, Krol, Neeskans and of course, Ajax and Dutch demi-God Johan Cruyff.

Even under the current economic limitations, Ajax players continue to be sought after and recent Academy graduates shining in other leagues include Wesley Sneijder, Rafael van der Vaart, Nigel de Jong, Maarten Stekelenburg, Thomas Vermaelen and Urby Emanuelson. Central defenders Jan Vertonghen and Toby Alderweireld look set to join right back Gregory van der Wiel in heading to richer pastures soon.

Manager Frank de Boer and his assistant Dennis Bergkamp keep the ties to the club's glorious past and when we visited the club's academy and training complex, De Toekomst ("The Future"), both strolled by us on the way to training as well as did former international players Rob Witsche, Brian Roy, Wim Jonk and Michel Kreek, all currently on the coaching staff.

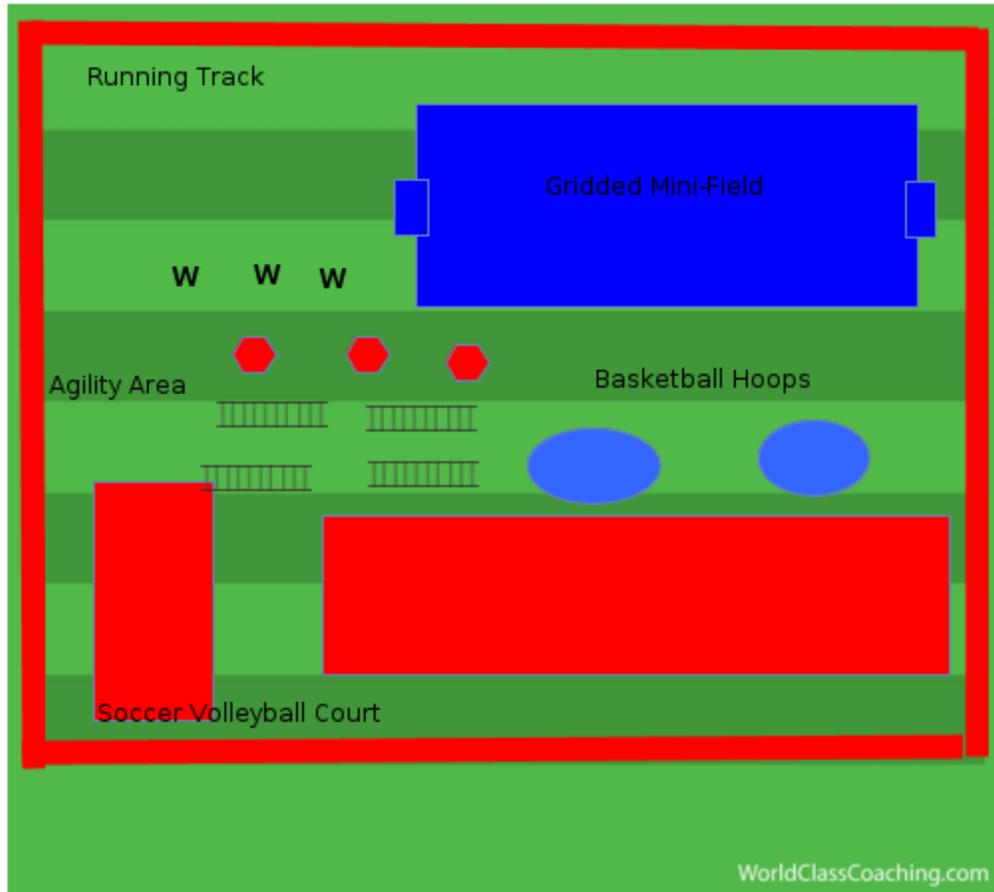
A visit to a reserve game gives a hint to importance placed on young players. Seated within proximity of us were former Ajax legends Piet Kiezer, former captain Danny Blind, Gerri Muhren, Orlando Trustfull, Ronald Koeman's father Martin and numerous scouts and agents.

De Toekomst is located a block from Ajax's modernistic stadium, the Amsterdam ArenA (cap. 52,000) and includes multiple natural and synthetic fields, an indoor "airdome" field, a comfortable café with view of the fields, locker-room facilities and the new adidas miCoach Performance Centre.

# The Ajax Soccer Academy: From Boys to Pros

2 of 8





**Fitness Training Field:**

Another new addition to the complex is a small field dedicated to speed, agility and alternate training methods. A 300 meter running track surrounds an incline running hill equipped with both smooth track and stair steps for sprint training, courts for soccer volleyball, basketball hoops and a gridded 42 x 24 yard mini-soccer court. Beyond a group of players playing casual games of soccer volleyball and header basketball, we did not see the field in action.



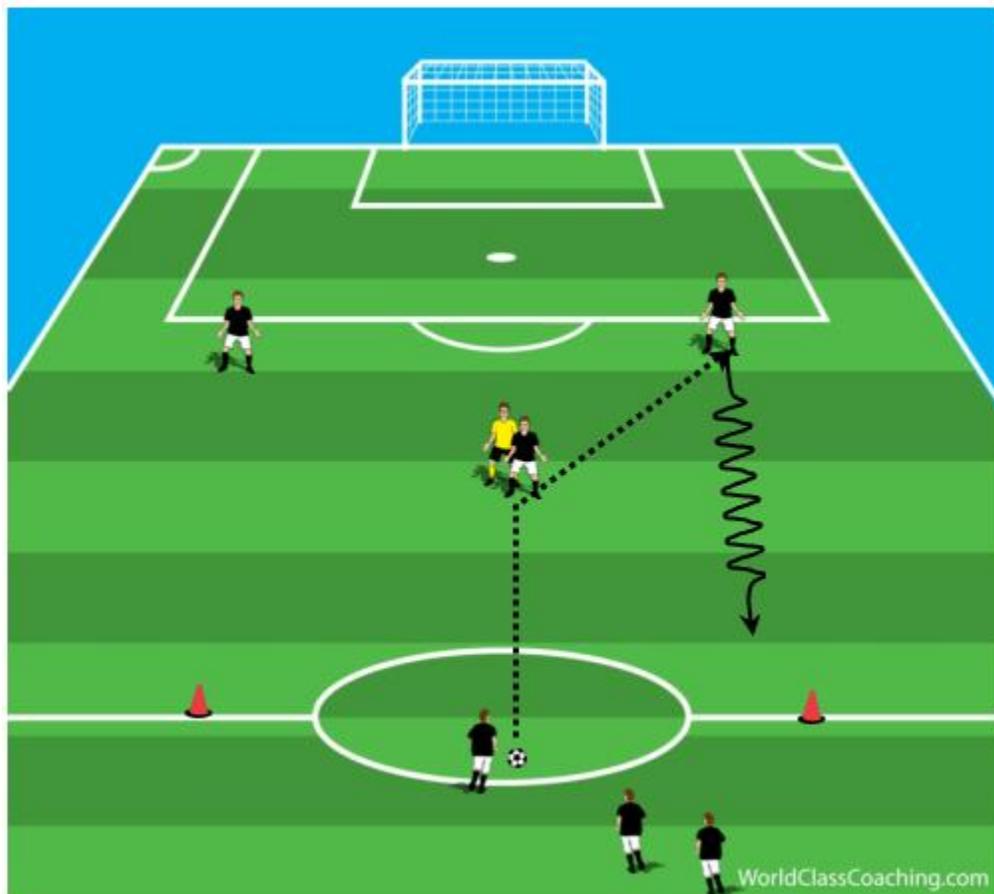


Sunday March 18

## Training Session with Harry Jensen, former KNVB Coaching Instructor

Training Session held at De Treffers FC, Groesbeek

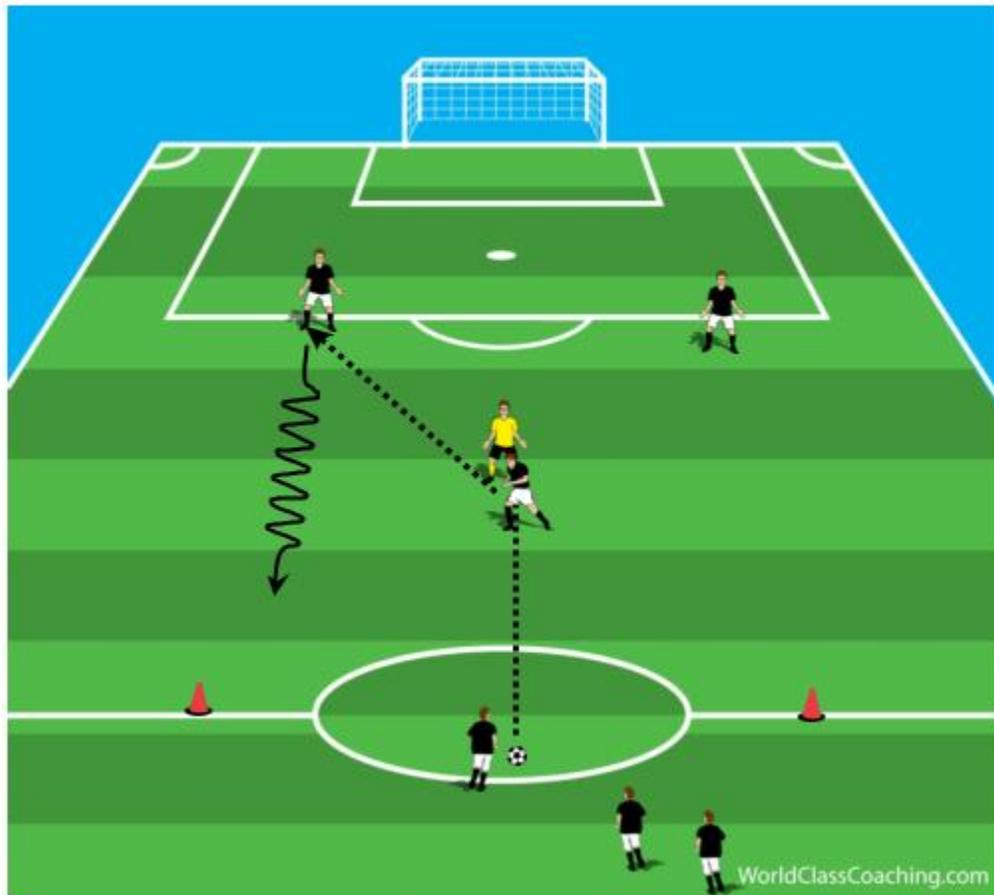
The focus of the session was on attacking play with an emphasis on timing and quality of movement to the ball.



**“Y Drill”:** This typical Dutch drill focuses on timing and movement to receive forward passes.

- A line of players with balls start at the center circle prepares to pass to a forward positioned near the top of the penalty area.
- A central defender is marking the forward from behind, though not trying to intercept the ball at this point.
- The first player passes to the forward who receives the ball and turns with in one touch while keeping it shielded. With his second touch he passes the ball to one of the outside forwards to his right or his left.
- Upon receiving the ball the outside forward dribbles toward the halfway line before passing to one of the resting players before he rejoins them at the back of the line.

- Player rotate forward after each sequence.



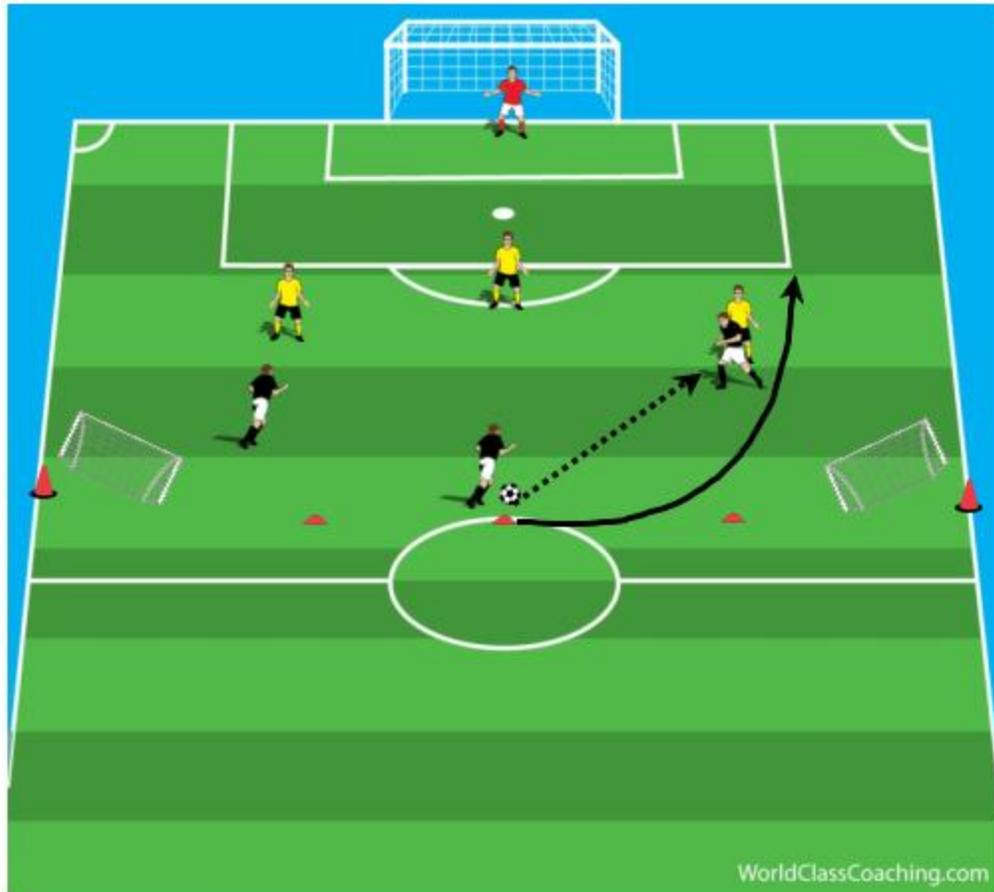
**Progression:** In the next series, the forward is coached to move away from his marker before the ball arrives and receive the ball facing his opponent. He again has the option to pass to either teammate who receives the ball and returns to the halfway line. The defender is still not trying to intercept the ball but may now block one of the passing lanes, forcing the forward to pass to one receiver or the other.

**Coaching Points:**

- ✓ Good starting position; near to defender, good body shape (bent slightly forward and a little loose to be able to absorb a blow from a marker).
- ✓ “Be active and light on your feet, don’t be a goalpost!”
- ✓ Forward should be aware (by use of his trailing arm or a quick check over shoulder) of where his opponent is.

**3 v 1.** Three attackers now develop an attack on one defender plus a goalkeeper and try to score a goal.

- Defenders now have their own mini-goals to attack.
- Goals scored by defenders or directly from a backpass by the goalkeepers count for 2 points with goals from the attacking team counting the normal 1 point.



**Progression:** A defender was added every five minutes or so to bring the game up to 3 v 3.

**Coaching Points:**

- ✓ Attacking players were coached to start play by means of an overlap and the players were coached to always keep the ball central except immediately before a cross.
- ✓ Attackers were encouraged to switch the ball from one wing to another when time, space and technique would allow.
- ✓ Defenders were encouraged to either counter-attack quickly upon winning the ball or to make a good early back-pass to the keeper, allowing for a good pass or to make a direct attempt on goal.

Following the training session with Harry Jensen we were treated to lunch in the Executive Lounge prior to the home game between 3rd Division teams De Treffers vs. VVSB. Despite losing the game, De Treffers head coach Camiel Jager took time to provide a short analysis of the game for us. This was followed by a traditional Dutch dinner in local restaurant

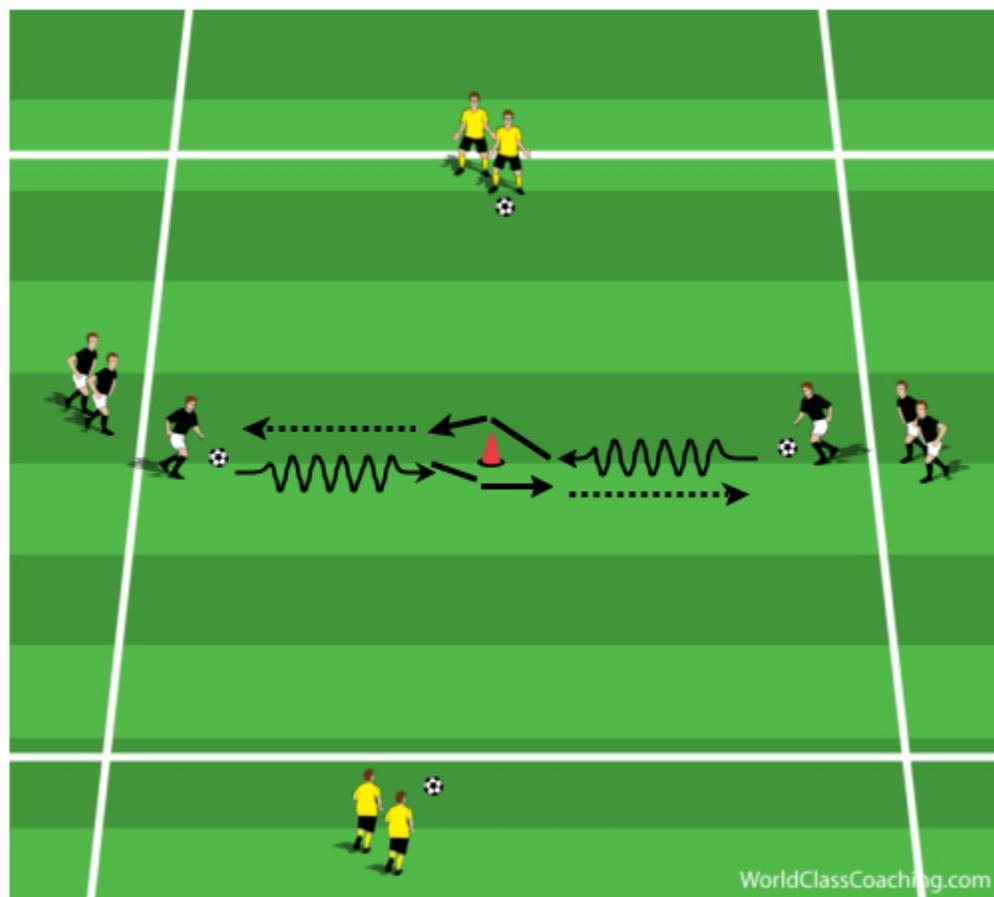
**Monday March 19 Morning**

## **Training Session with Joost van Elden, Trekvogels FC**

**10:00 am:** Joost van Elden is a coach with Trekvogels FC, a youth club located in Nijmegen. We observed him training a U14 youth team from St Louis at the Training Ground of Achilles '29 FC in Groesbeck.

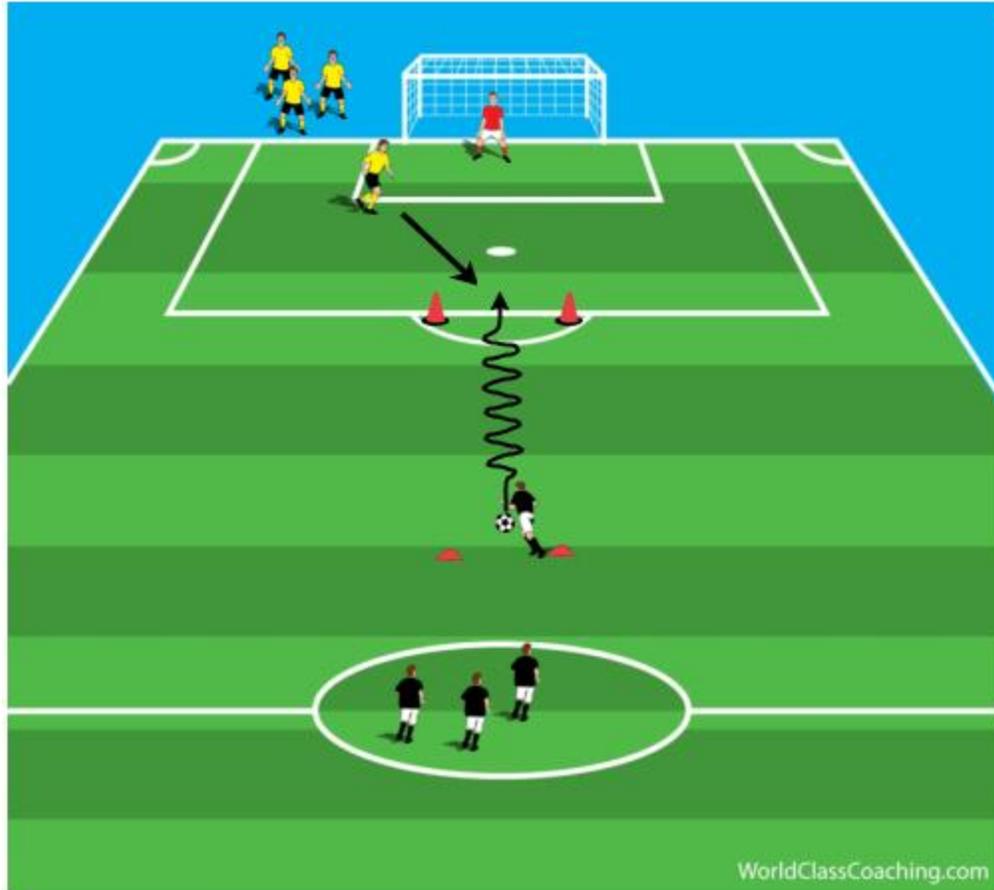
### **Training Session Focus on 1 v 1 Dribbling**

**Warm-Up:** Following a short jog, the players practiced moved freely with the ball in a 15 x 15 yd. area, practicing changes of pace, direction and moving the ball with different parts of their feet. During short breaks the players juggled and stretched.



**Coerver Drills:** The players now were arranged in four lines facing each other with a cone in the middle of the work area. Two players at a time practiced dribbling toward the cone, feinting to go one direction and carrying the ball the opposite direction around the cone. The players practiced a step-over move, a change of direction using the sole of their foot and a scissors move.





**1 v 1 on Full Size Goal:** Attacking players start near the center circle with ball. As soon as they begin to dribble toward the goal, an opponent leaves his position to defend an 8-yard wide gate at the top of the penalty area. Attacking player attempts to dribble through the gate to score on a full-size goal and goalkeeper.

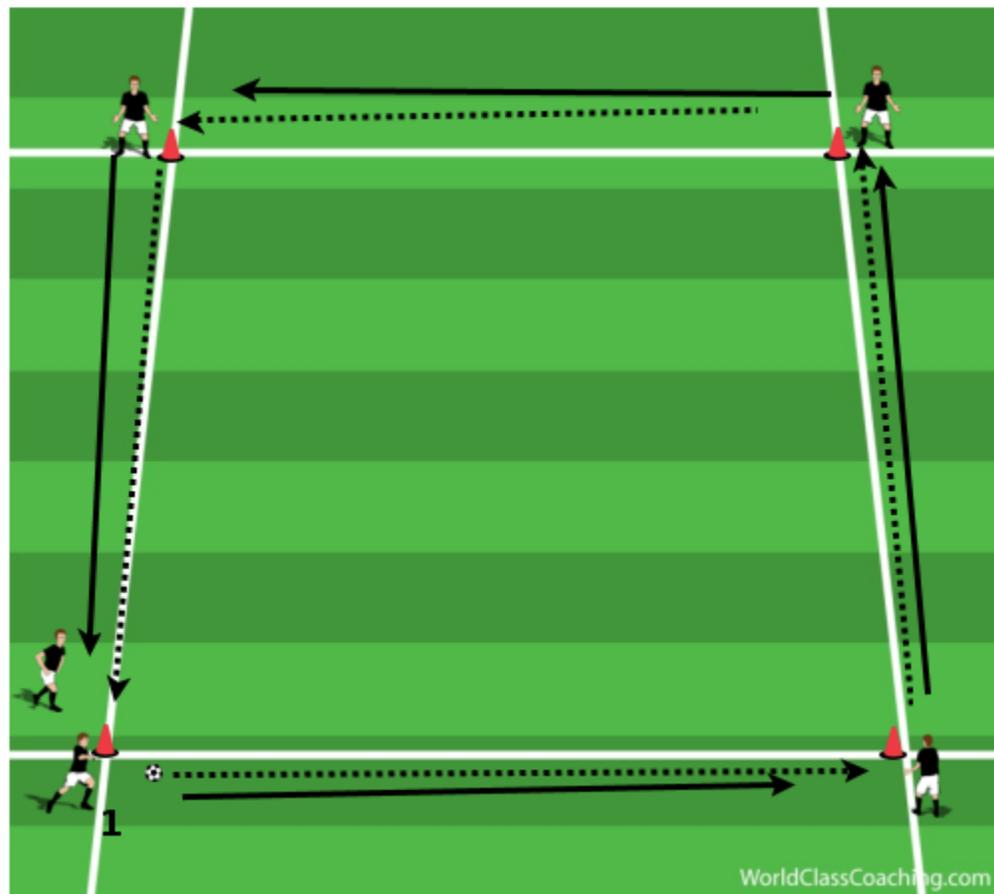
**5 v 5 Small Sided Game:** Two teams of 5 v 5, organized in a diamond shape with goalkeepers playing as “sweeper keepers” played in an area 40 yds long x 20 yards wide with mini-goals 6 yards wide and 7 feet high. Emphasis is on recognizing 1 v 1 situations and using a move or dribbling skills to create a goal.

Monday March 19 Afternoon

## Ajax Youth Team Sessions

**Ajax Youth Teams:** Though the first team's training session was closed to the public, a number of youth teams were training concurrently. Following are some of the more interesting activities we observed:

**\*\* Video Ajax Diamond Drill U15\*\***



### 1 DIAGRAM DIAMOND DRILL

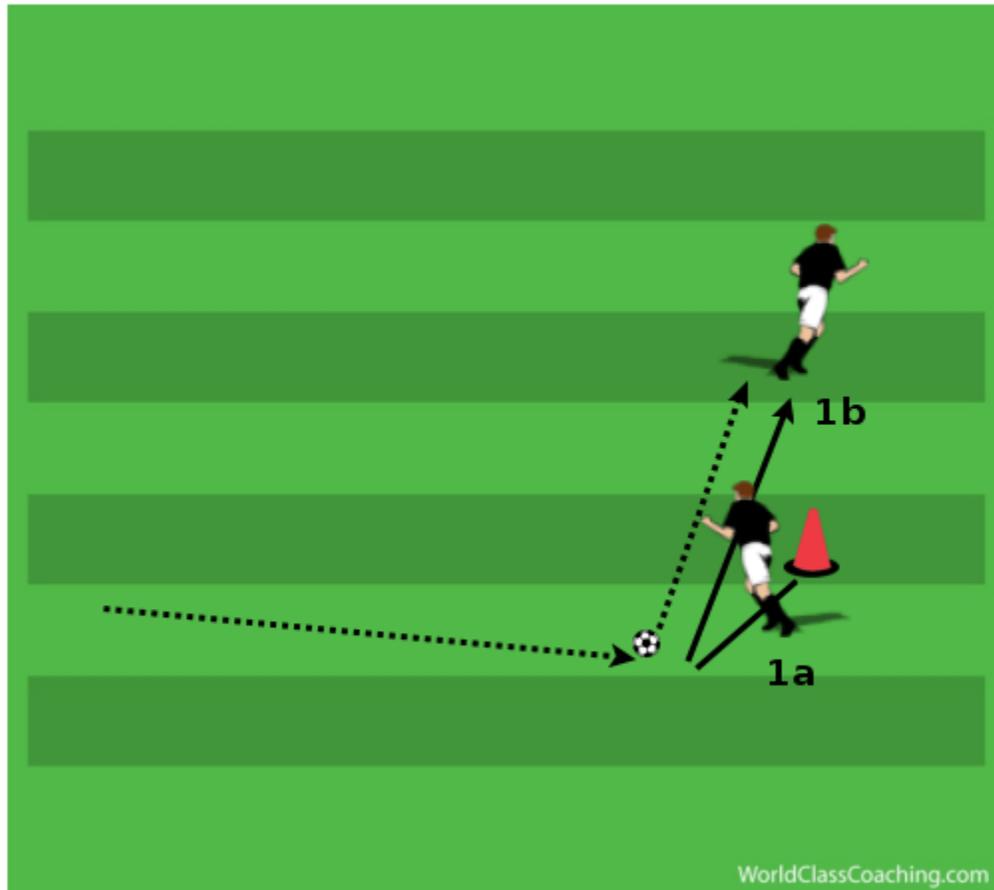
#### Ajax Diamond Drill:

During our time at Ajax we saw this well-known drill performed many times; always with pace and energy.

- Player 1 passes the ball to his right to his teammate who, sideways on to the passer, prepares to control the ball around the cone into space toward the player to his right.
- The second player passes the ball to the player to his right and the sequence is continued.
- Each player follows his own pass and takes up his predecessor's former position.

Coaching Point: In each case the players made a movement away from his “defender” (cone) to create room for himself to receive the ball and pass.

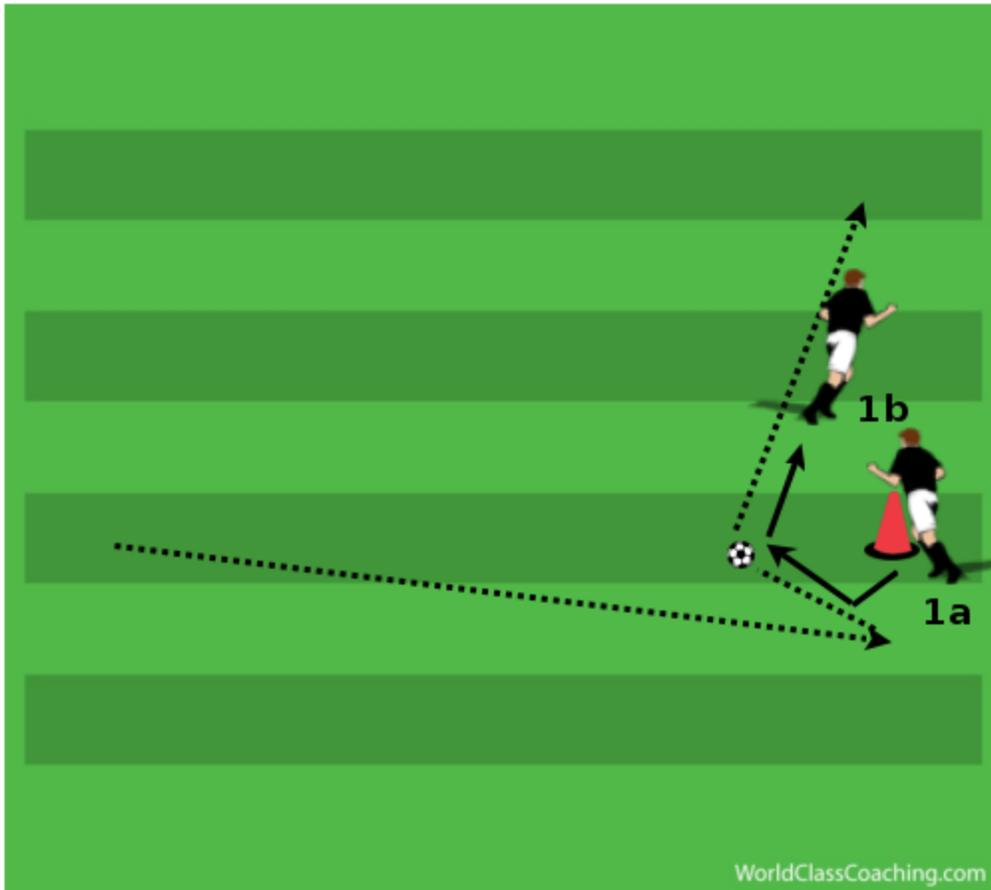
We also observed a number of interesting variations on the drill, all using the same basic set-up. They are illustrated here with one player as to make the individual movement of the player easier to see.



## 2 DIAGRAM DIAMOND DRILL

### Ajax Diamond Drill “Scoop” Variation:

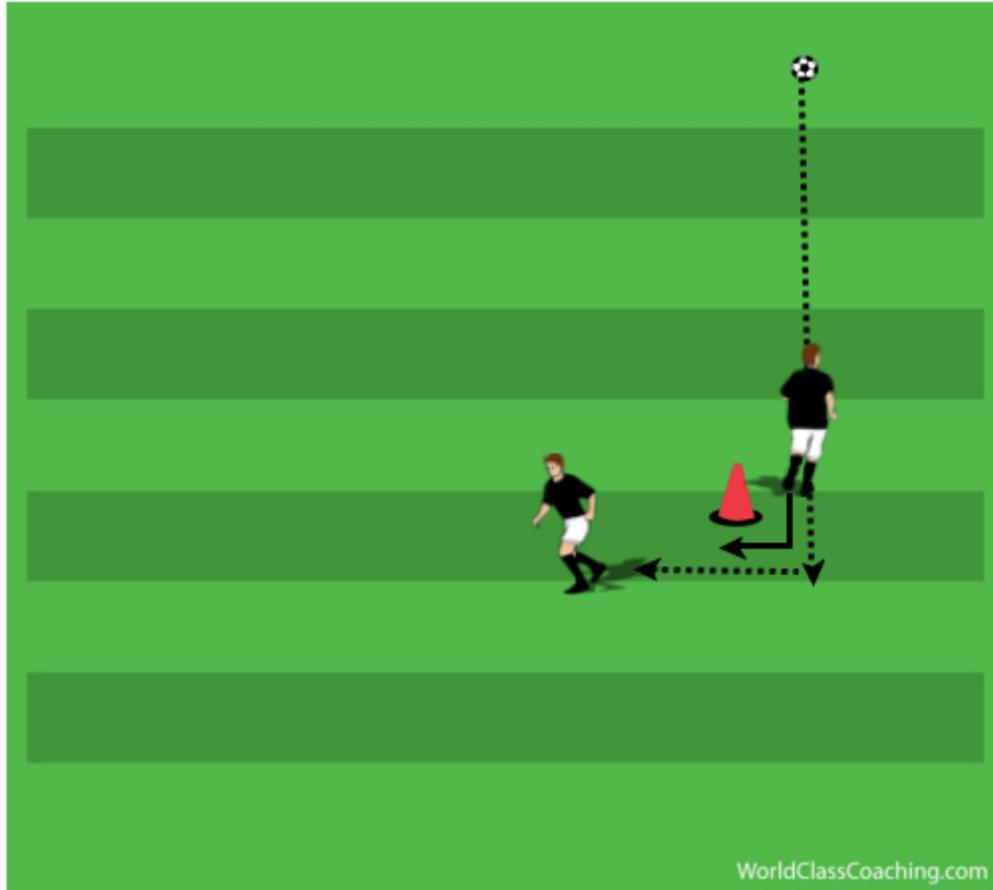
This variation involved a pass intentionally made “behind” the receiving player, requiring him to come back to meet the ball with his back foot (in this case his **left**) and “scoop” the ball forward and on to his front or **right** foot with one motion before passing it to the next player.



### 3 DIAGRAM DIAMOND DRILL

#### **Ajax Diamond Drill “Cut” Variation:**

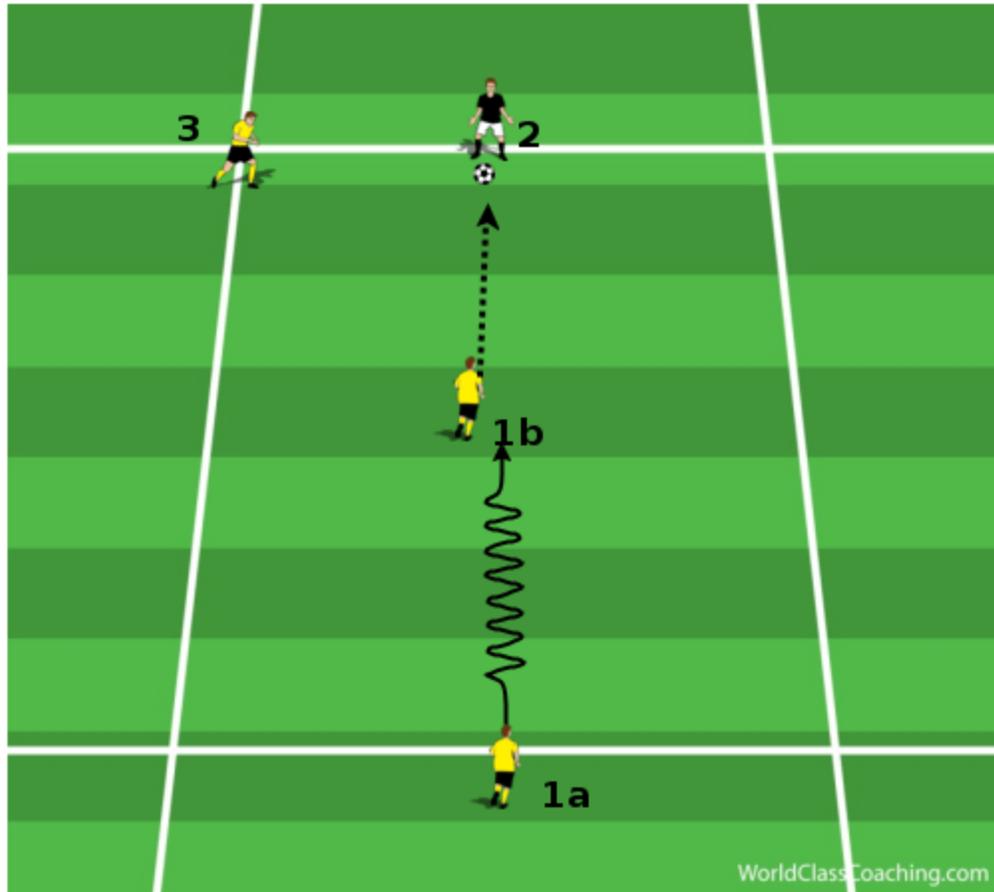
This time the ball is allowed by the receiver to run past the outside of the cone. Using his right foot, he – with one motion – quickly “cuts” the ball across the cone and back toward the middle of the square before passing with his left foot. This recreates the situation in a game, for example where a player receives a square pass in front of goal confronted by an opponent. To wrong-foot his opponent, he pretends to let the ball run across his body before cutting it back across the defender and shooting with his other foot.



#### 4 DIAGRAM DIAMOND DRILL

##### **Ajax Diamond Drill “Cruyff Turn” Variation:**

In this example, the active player prepares to receive a pass from a teammate positioned at the top of the grid. He lets the ball run through his legs before cutting it to the right at a 90 degree angle with his trailing right foot with an action similar to a Cruyff Turn. He immediately turns to pursue the ball and pass to the next player.

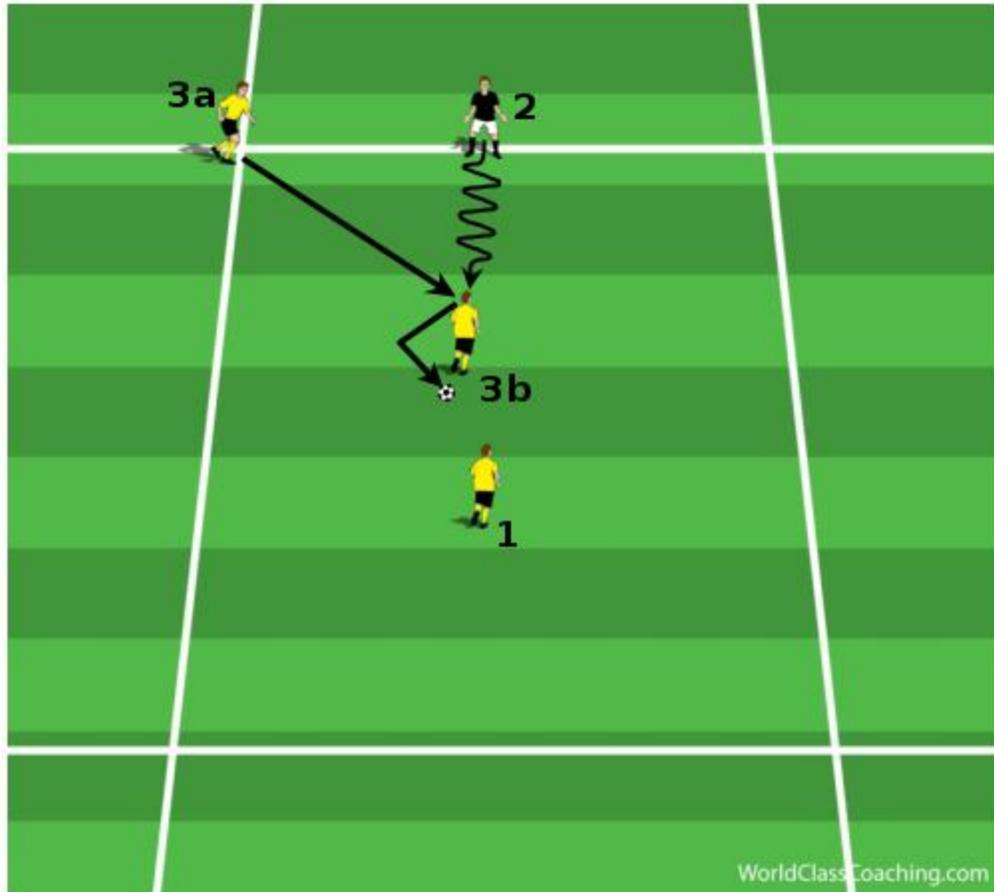


**\*\*Ajax U10 2 v 1 Video \*\***

**5 DIAGRAM AJAX 2v1 ONE Set-up**

### **2 v 1 Dribbling Drill:**

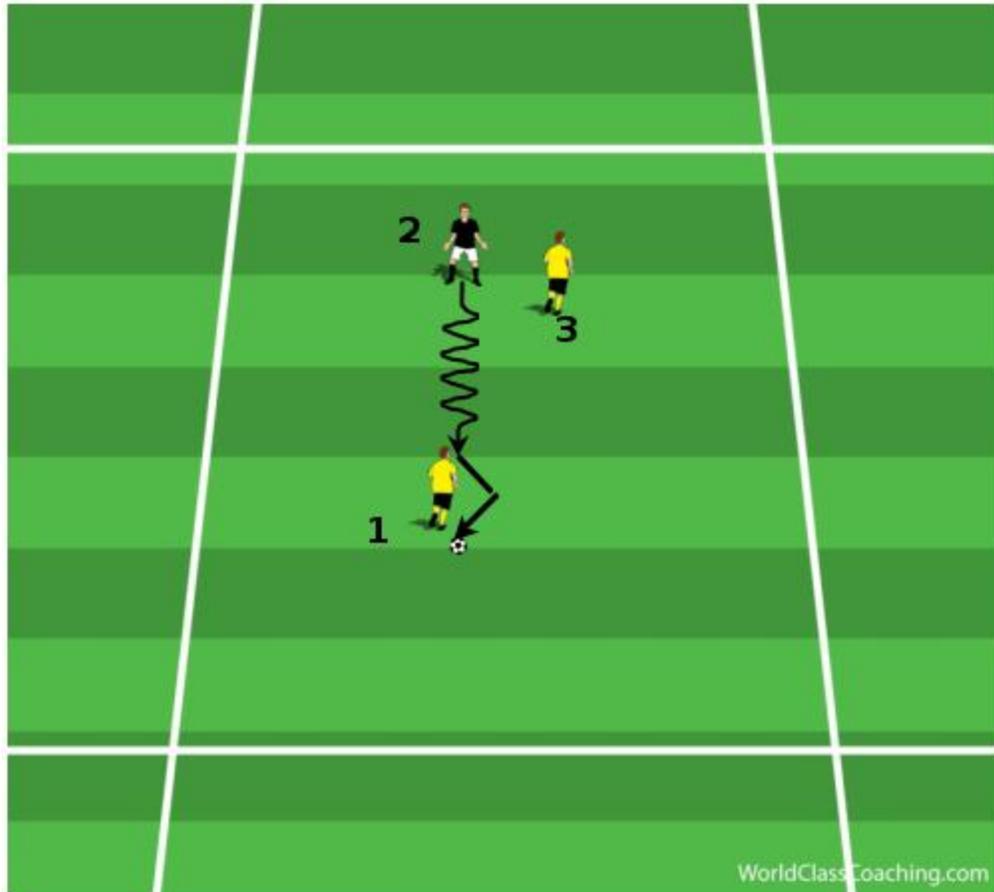
The following drill introduced young (U10 to U12) players to defensive pressure from the side in the form of a recovering defender as well as a second defender confronting the dribbler from the front.



### 6 DIAGRAM AJAX 2v1 TWO

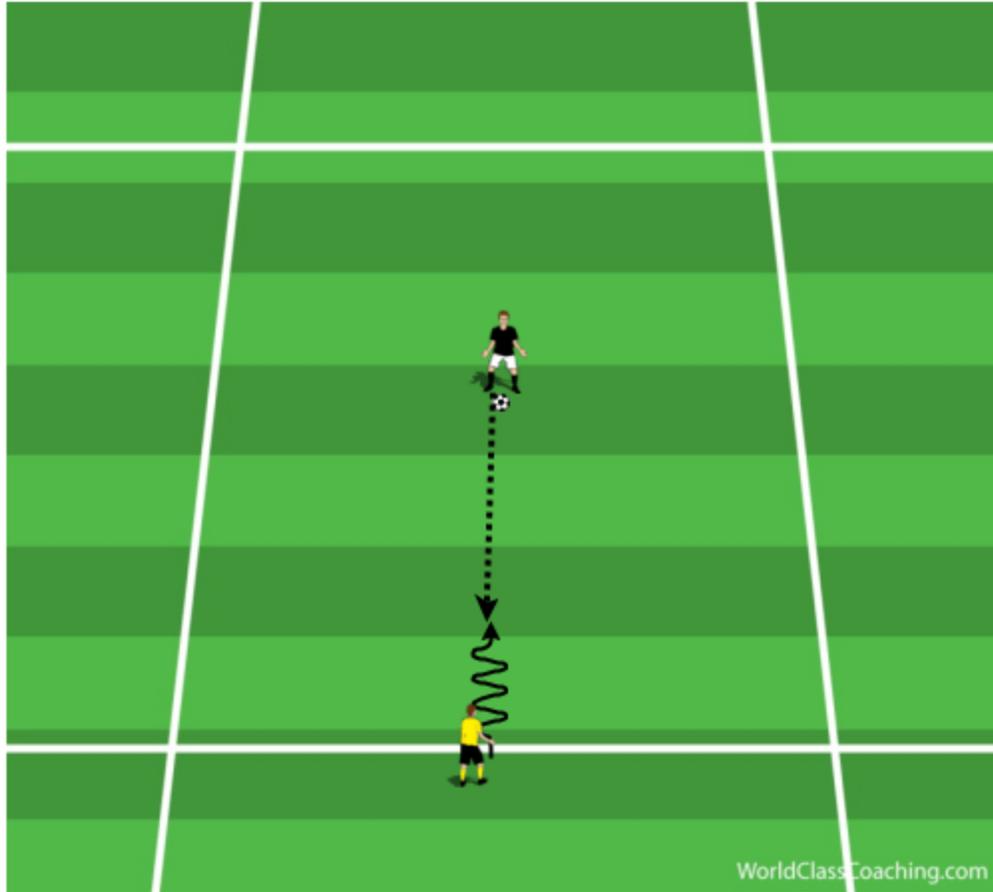
Play begins with Player 1 dribbling forward to the middle of the working area and passing to Player 2. At this point, a recovering defender (Player 3) runs to challenge the dribble at about 50% resistance in the form of “confronting” the player without tackling the ball.

Player 2 must dribble past him, typically making a move to his own right to take advantage of the recovering defender’s momentum.



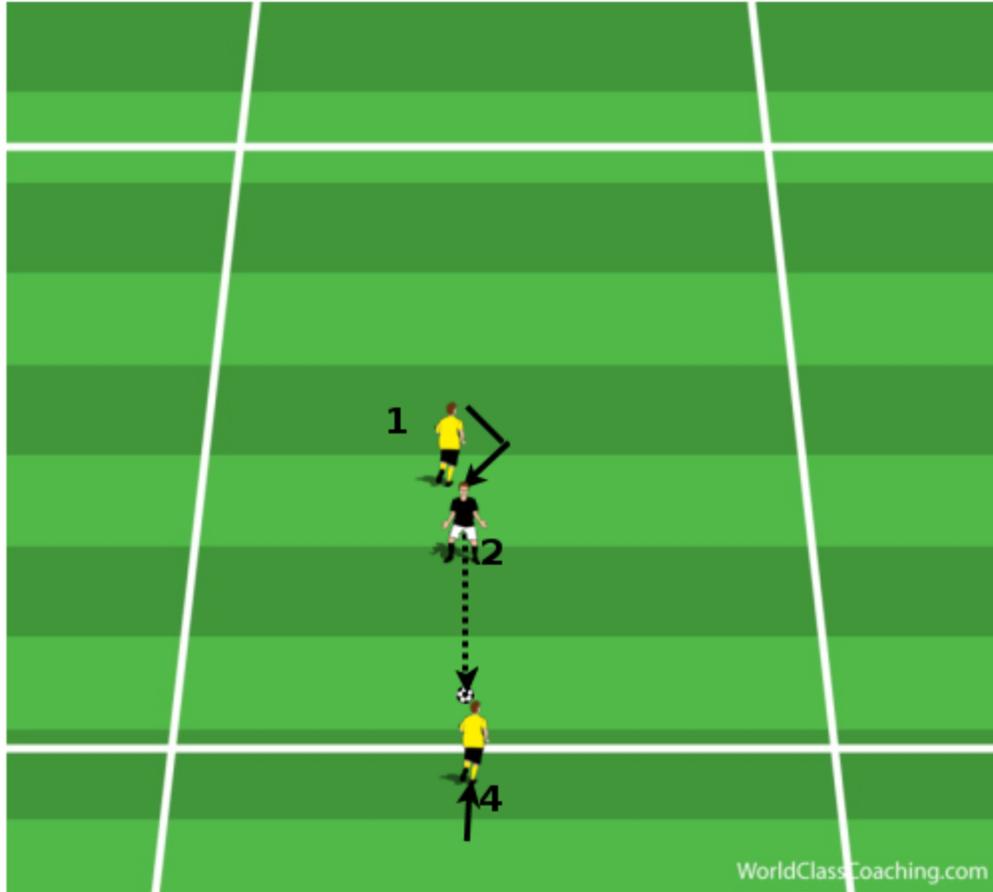
**7 DIAGRAM AJAX 2v1 THREE**

After beating Player 3, Player 2 prepares to dribble toward and beat Player 1 who has now stepped forward to challenge him.



**8 DIAGRAM AJAX 2v1 FOUR**

After successfully dribbling around Player 1, Player 2 passes to Player number 4 and then goes to close him down defensively.



**9 DIAGRAM AJAX 2v1 FIVE**

Player 4 dribbles past 2 and passes to the next player at the top of the grid; beginning the sequence again.

## Ajax U13 Goalkeeper Training



This session was coached by Ajax Academy head goalkeeping trainer René Stam, an assistant and 2 goalkeepers. It included work on dealing with backpasses, kicking and shot-stopping.

**Warm-up:** The players started with passing 8 balls from the top of the penalty area into a 1 yard goal made of cones positioned inside a full sized goal. Results were counted and the coach took time to correct the player, coaching him to lock his ankle and kick through the middle of the ball. This was followed by some simple one-touch passing back and forth with the coach about 5 yards away. The coach used this exercise to emphasize the need for the player return to his starting position after each pass, stay light on his feet as to get his body behind each ball.



### 10 DIAGRAM AJAX U13 GKING ONE

**Controlling Backpasses:** Two coaches both positioned 12 yards out from goal, practiced simple backpasses to the goalkeeper. He would control the ball across his body with his near foot in the direction of the other coach and then make an accurate and firm pass to him with his opposite foot.



### 11 DIAGRAM AJAX U13 GKING TWO

#### Pass Followed by Shot:

- The goalkeeper now began with “bowling” the ball to the coach to his right.
- The coach passed the ball back to him at a medium speed for the goalkeeper to make a first-time pass with his foot to the other coach, now positioned at the 12 yard spot. The player was coached to narrow the angle by advancing slightly and to set himself immediately before the coach could shoot.
- The coach shoots first time medium high balls to the middle of the goal where the goalkeeper could make comfortable saves.
- After making the save, goalkeeper passes the ball to the goalkeeper to his right and the sequence begins again.
- The drill was later repeated from the opposite side of the field.



### 12 DIAGRAM AJAX U13 GKING THREE

**Footwork and Shot-stopping:** The second goalkeeper now joins the drill to create another option to the left of the goal.

Play is the same as the previous drill, but now when the coach near the 12 yard spot and receives the ball he has several options:

1. He can place his shot again at an easier height and force for the keeper to save
2. He can drive a low hard shot to the far or near post forcing a diving save from the keeper
3. He can play the ball into space for the 2<sup>nd</sup> goalkeeper to run on to and shoot first time
4. He can play the ball to the feet of the 2<sup>nd</sup> goalkeeper for him to try and dribble past the goalkeeper or to shoot from close range

Throughout, the head coach encouraged the working goalkeeper to constantly adjust his footwork to be ready for any of the options, to come out and narrow the angle when at all possible and to be ready to come out to confront a breakaway.

The session was lively and competitive while constantly reinforcing good footwork, angles and good decision making. The players cooled down with some a fun juggling game.

## Monday March 19 Evening



### **Ajax Reserve Game & Attacking Tendencies**

Jong Ajax (Ajax reserves) play their games at the Ajax training ground stadium on Monday nights in the Beloften Eredivisie, the highest reserve teams competition organized by the KNVB. Players must be aged 23 or below with 3 over-age “dispensation” players allowed on each team. The game we observed was a 3-1 victory over ADO Den Haag earned despite Ajax having a player sent off early in the second half for tussling with an opponent after a hard tackle.

Notable players playing for the reserves included Mats Rits, an 18 year old Belgian U23 national team player marked for stardom, former PSV and Blackburn Rovers centerback André Ooijer aged 37, and striker Mounir El Hamdaoui, 27, who - though born in Rotterdam - has elected to play internationally for Morocco through parentage. El Hamdaoui previously scored 50 goals in 80 appearances for AZ Alkmaar before scoring 13 times in 26 appearances for Ajax in 2010. He is considered to be “exiled” to the reserve team after falling out with manager Frank De Boer.

Ajax youth teams famously play the same system as the senior team and in the case of the reserve term, this is a 4-3-3 with “point back” meaning that the three midfield players are deployed in a triangle with two attacking midfield players and one defensive midfield player.



#### DIAGRAM AJAX RESERVES STARTING FORMATION 1

Playing against Den Haag's 4-4-2 formation, Ajax's #6 worked effectively to find space between the Den Haag back and midfield lines to create play through a range of short and long passes. Having two midfield players (8 and 10) in close support of the Ajax #9 meant that there was always an easy lay-off option for target passes and plenty of options via the system's abundance of diamonds and triangles.

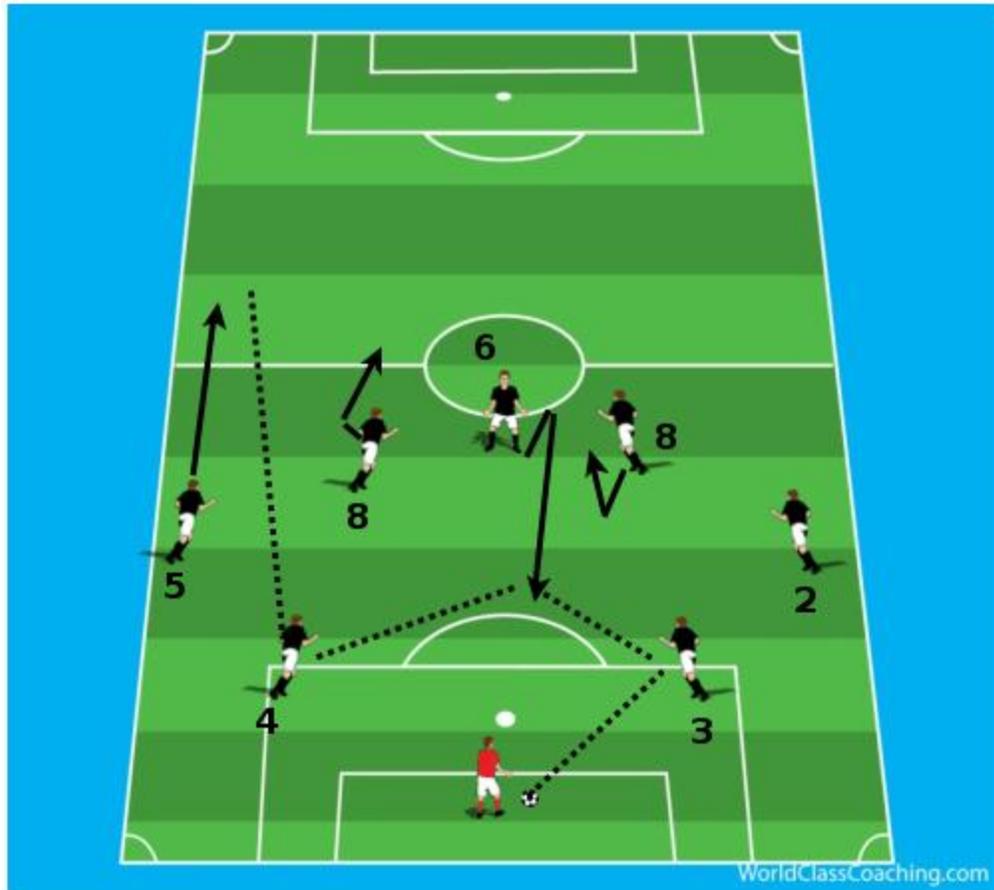
A few notable aspects of Ajax's attacking play were:



DIAGRAM AJAX RESERVES DIAGRAM 2 OBPushHigh

### **Build Up from the Back**

In addition to long throws from the goalkeeper to outside backs, then quickly supported by the midfield players and centerbacks for lay-offs, both centerbacks were comfortable stepping into midfield and supporting play as needed. More often they would both open play wide with the outside backs pushing very high to create room for the #6 to drop back and pick up the ball to begin play.



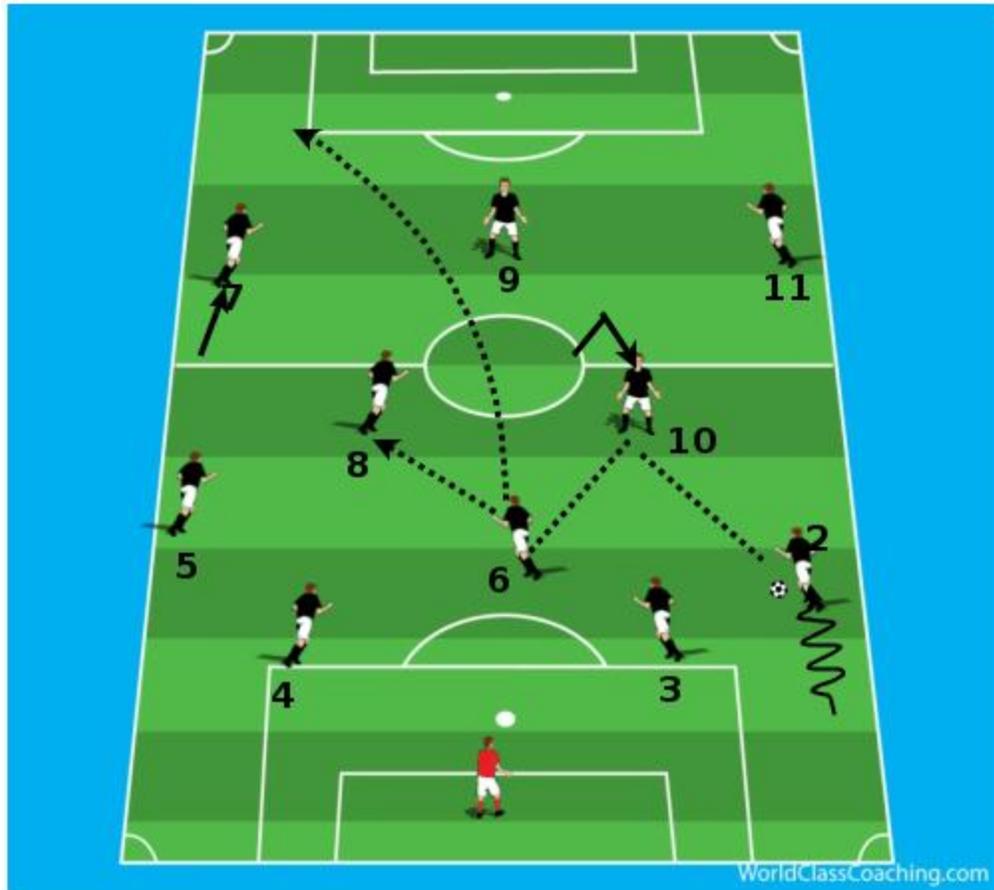
### AJAX RESERVES DIAGRAM 3 Midfield Rotation

On the occasions when Den Haag would press tightly, the three center midfield players opted for a rotation and movement pattern intended to free up one of them to get in a position to receive the ball from a back player and allow for a measured build up.



#### AJAX RESERVES 4 RAKING PASS

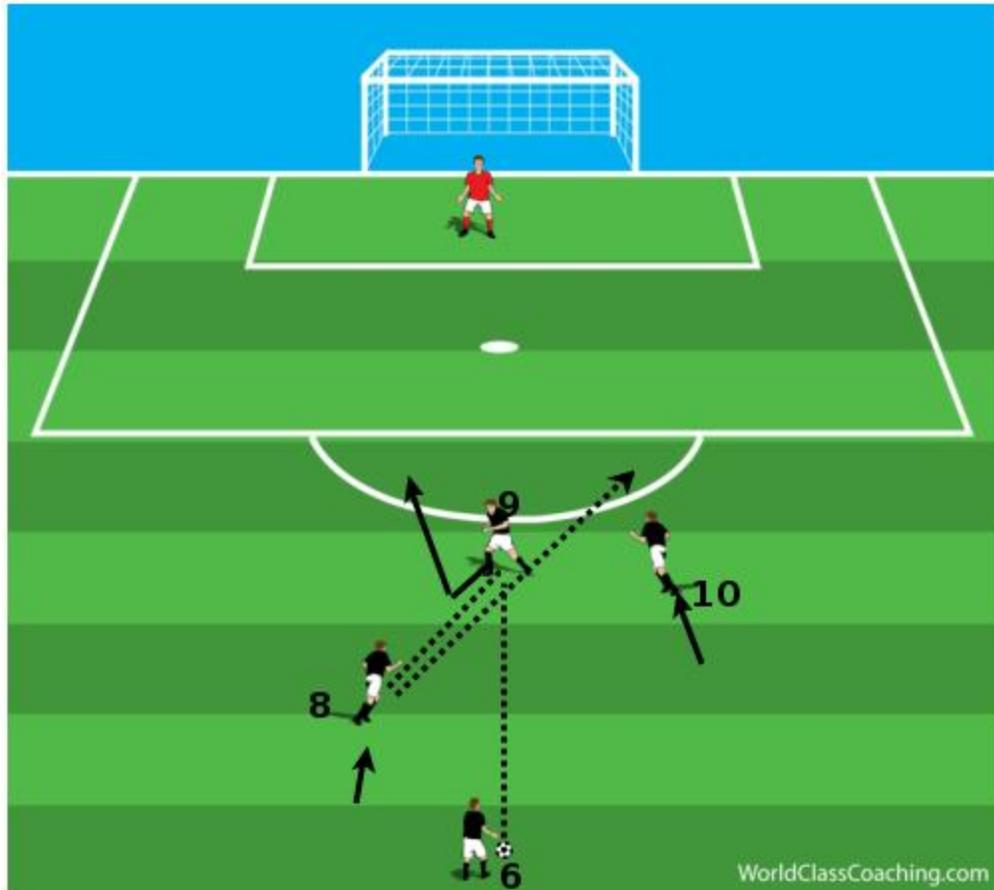
Centerbacks were not reticent to play long cross field balls into space for wingers (7 and 11) to move into space behind the defence or to “run” his defender forward before checking back into space to receive and turn to dribble or to lay off the ball to supporting midfield players.



### 5 AJAX RESERVES Midfield Combination One

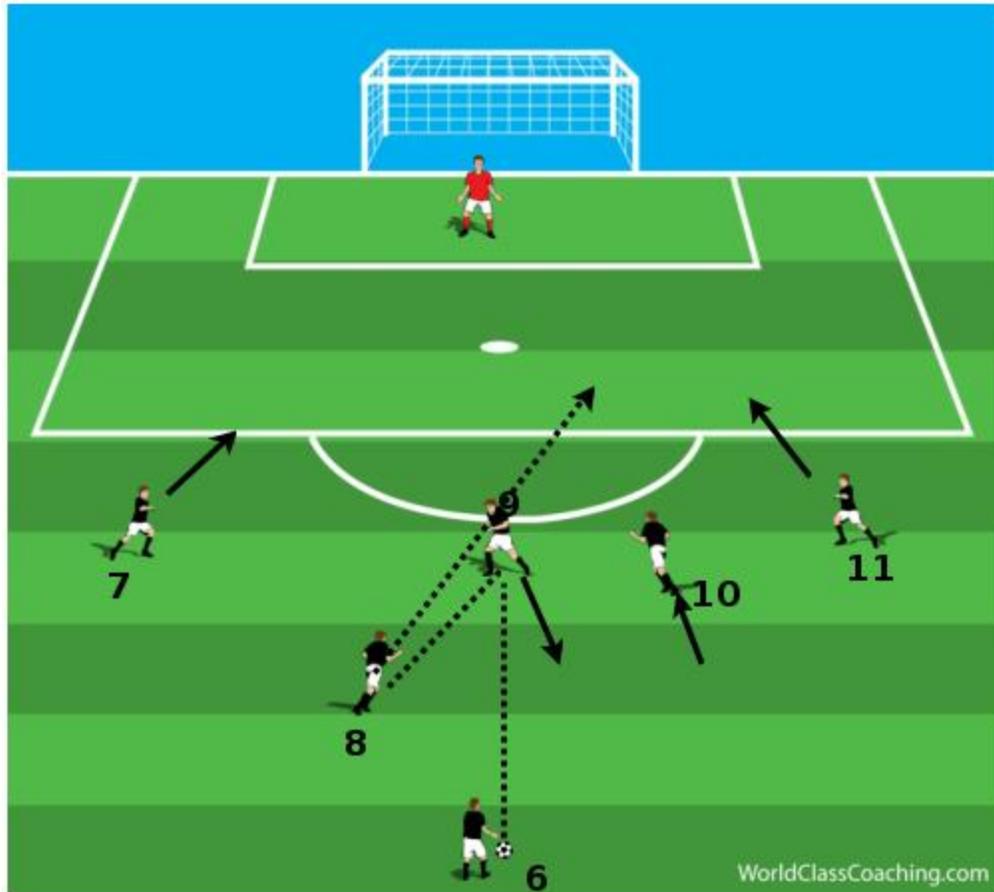
#### Midfield Build-Up

Long passes, including those from the goalkeeper's feet or hands were always followed by close support. In the situation as shown, #2 advancing with the ball is able to pass to #10 in a congested midfield with confidence due to #10's movement and the team's ability to play one-touch in tight spaces. #6 is able to receive the ball in a position with time and space to play a short pass to #8 or for a longer flighted pass for the left winger to run on to.



### 6 AJAX RESERVES Midfield CombinationTwo

The proximity of the attacking midfield players 8 and 10 to the centerforward means that lay-offs and 3<sup>rd</sup> man combinations such as the two illustrated here were always possible.



7 AJAX RESERVES Midfield Combination Three

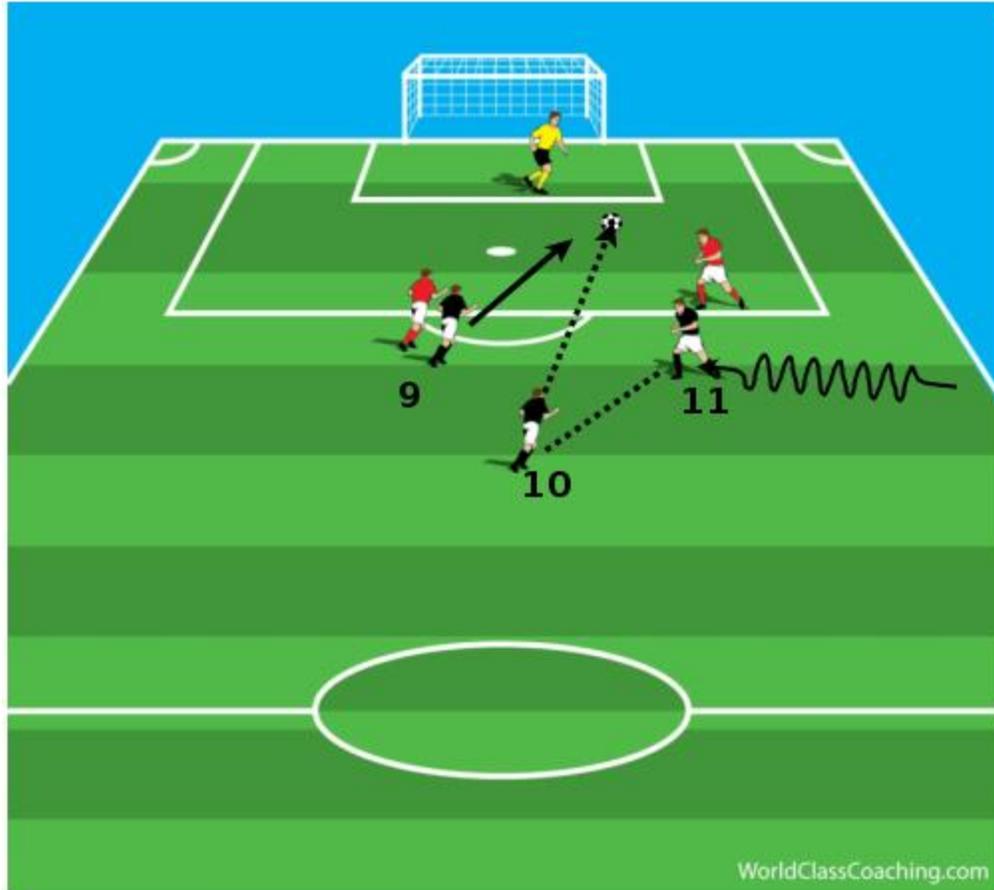
## Attacking Third Play

As one would expect, both of the Ajax wingers were quick and decisive and not afraid to dribble and take opponents on. Starting in a wide position, they would cut in from the touchline at 45 degree angle at pace before driving to the endline and crossing, or alternately, cut in and drive across the face of the defence before playing a reverse pass to the #9 or an attacking midfield player making a carefully timed diagonal run into the box.



### 8 AJAX RESERVES FINAL THIRD 1

A variation on this was a dribble across the face of the defence by #11 before making a quick short pass to supporting #10 who himself then makes a first time weighted pass into the path of the #9 making a darting diagonal run into the penalty area.



9 AJAX RESERVES FINAL THIRD 2



**Tuesday March 20**

## **PSV Eindhoven Background & Training Sessions**

PSV Eindhoven or officially, Philips Sport Vereniging (Philips Sports Union), are one of the Netherlands' "big three" clubs and their youth academy is considered on par with Ajax and Feyenoord's, despite being located in a smaller and less populous region. Founded in 1913, their name still reflects their origin as the "works" team of the Phillips Electronics Company, founded in Eindhoven and now one of the largest electronics companies in the world. Support from Phillips and a progressive youth training system have always helped PSV compete with the best in Europe, though recent cutbacks have increased the pressure on PSV to sell its best players earlier than they might have in the past.

A virtual player factory, stopping-off point and finishing school for top players; Arjen Robben, Ruud Gullit, Romario, Ronaldo, Klaas-Jan Huntelaar, Jaap Stam, Philip Cocu, Park Ji-Sung, Ruud van Nistelrooy and current Barcelona starlet Ibrahim Afellay are just a handful of the many top players to have graced the Philips Stadion as well as top coaches Gus Hiddink, Bobby Robson and Huub Stevens.

Visiting De Herdgang, PSV's training complex, is a coach's treat due to the outstanding facilities and a quiet, woodsy ambience that creates a "100% soccer" atmosphere. The ground consists of ten pitches, a fitness center, a canteen and bar and a small stadium where the Jong PSV (reserves) play, all located within a few minutes of each other. While we were at PSV, we were also able to watch KNVB coaching license candidates taking their practical examinations coaching PSV youth team players. One of the candidates was Marieke Van Tienhoven, a Dutch native and long-time player with the New Jersey Wildcats of the USL Women's League.

We arrived at 10 AM, in time to see the U16 team composed of 16 field players and 2 goalkeepers training under the direction of coaches Kristof Aelbrecht and Claudio Ferreira Braga.

### **PSV U16 Finishing Session**

**Warm-Up:** Consisted of easy running, dynamic stretching as a group and rondo in a 4 yd. x 4 yd. area.

#### **Finishing Diamond Drills:**

The players were organized in a diamond shape with the additional players in the server or Player 1 position. Every sequence began with good eye contact between the server and receiver and a checking away and back movement by the receiver. The drill was continuous with each player moving forward one position each sequence. Shooting players retrieved their balls and returned to the back of the line at the starting position. The drill alternated to start from both the left and the right.

**\*\* Video PSV Finishing Diamond \*\***

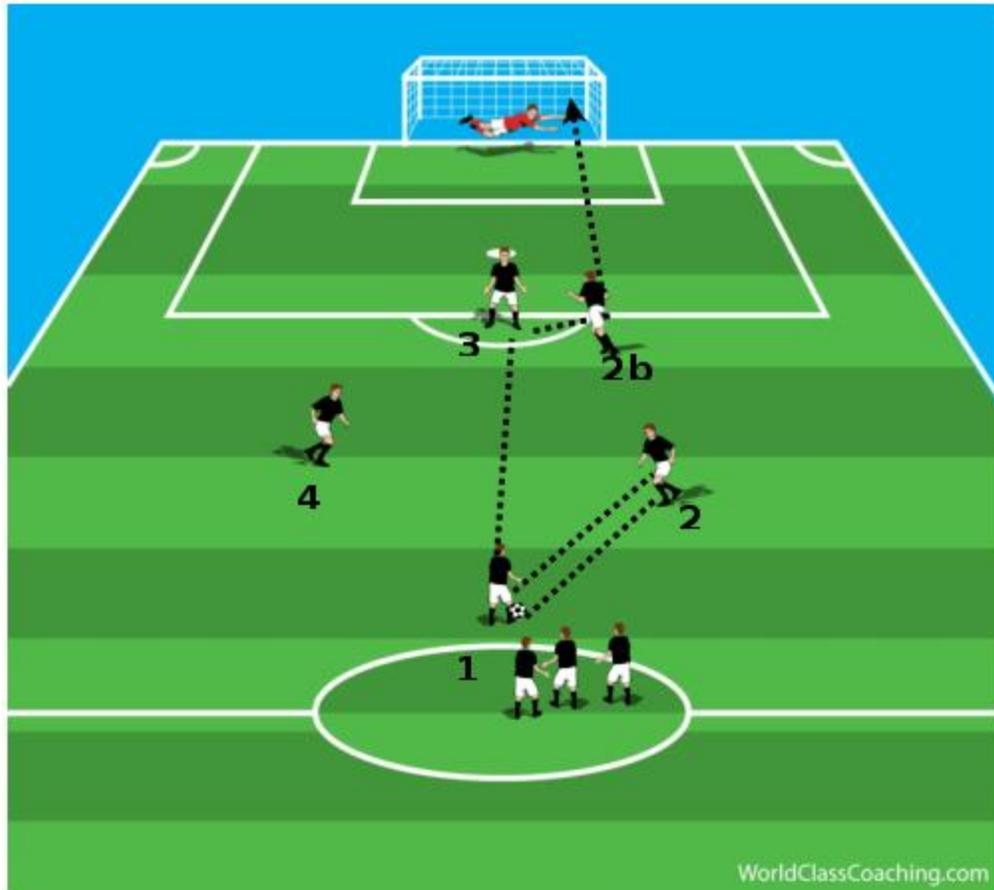


**PSV U16 FINISHING DIAMOND 1**  
**\*\* Video PSV Finishing Diamond \*\***

**Finishing Exercise One:**

- Player 1 passes to player 2 who passes with two touches to Player 3.
- Player 3 receives and turns the ball in one motion before shooting on goal.

*Variation:* Player 3, instead of receiving and turning to shoot, positions himself to make a forward run to receive a through-ball that he can finish with a first-time shot. The edge of the penalty area is used as an offside line.

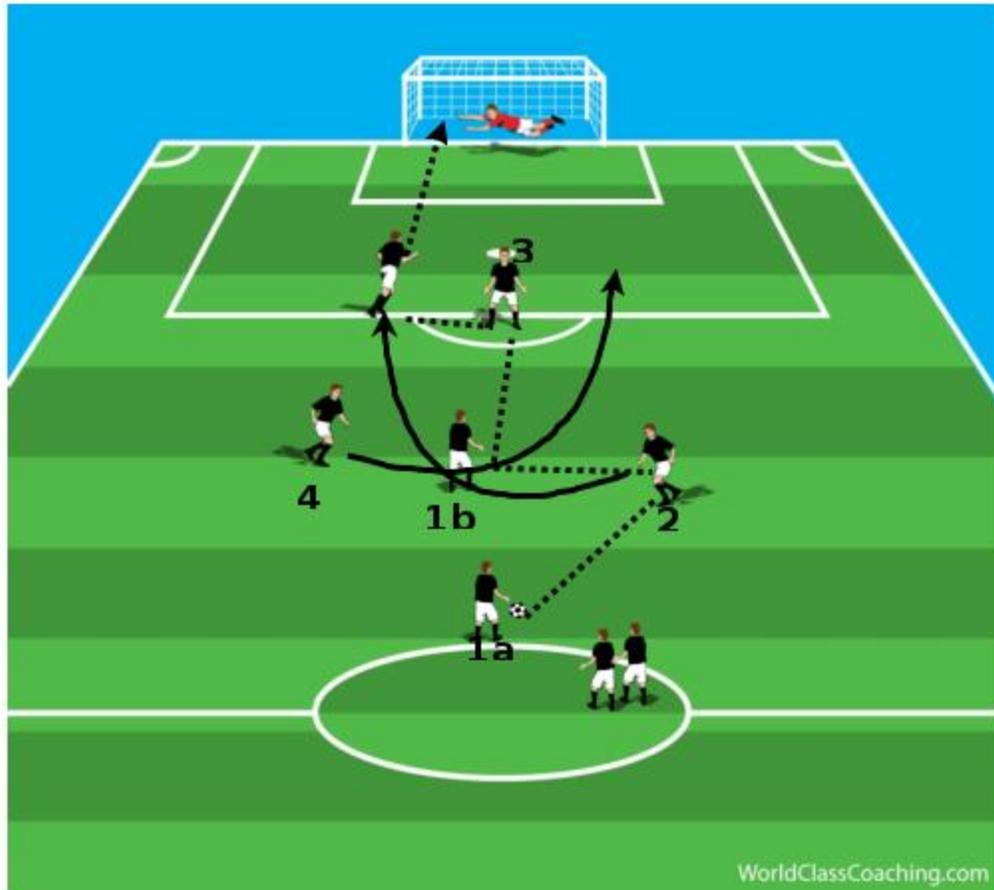


## PSV U16 FINISHING DIAMOND 2

### Finishing Exercise Two:

- Player 1 passes to Player 2 who lays the ball back to the Player 1.
- Player 1 passes to Player 3 who lays off a square pass for Player 2 to run onto and shoot.

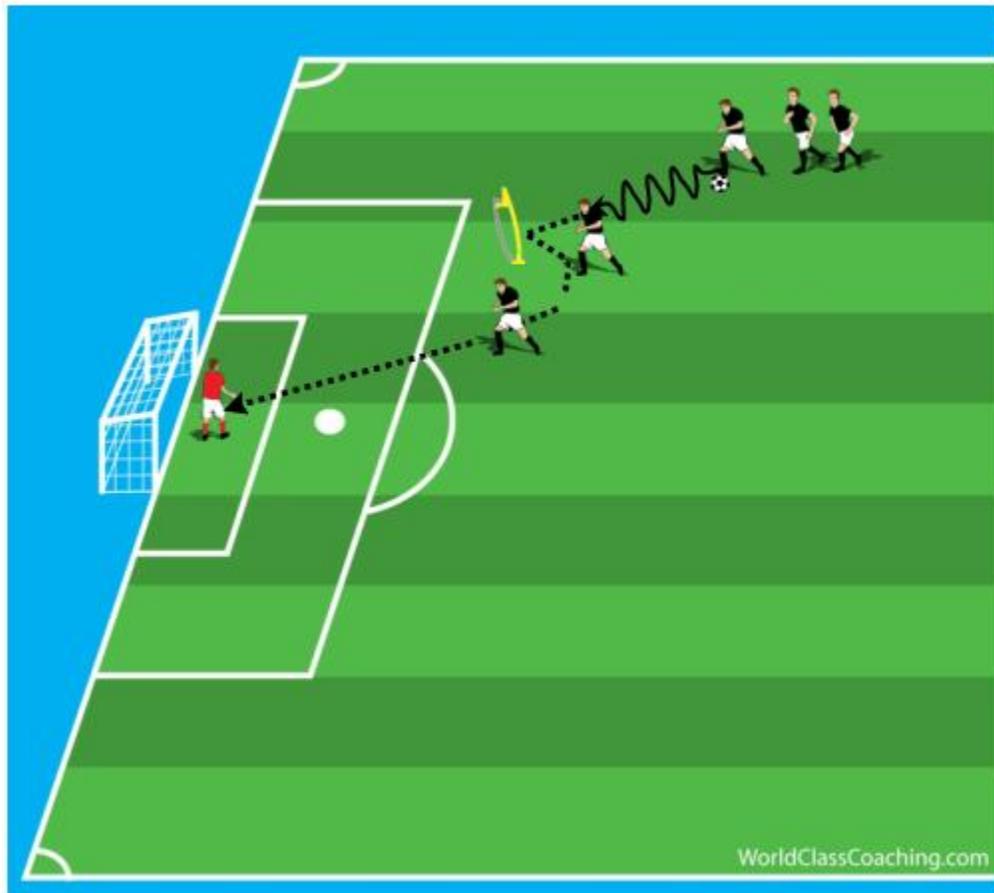
*Variation:* Player lays off to Player 4 to shoot.



### PSV U16 FINISHING DIAMOND 3

#### Finishing Exercise Three:

- Player 1 passes to Player 2 who lays the ball back to the Player 1.
- Player 1 meanwhile has moved forward to support Player 2 who begins a curved run underneath Player 3.
- Player 1 now plays the ball forward to Player 3 who then lays the ball off to Player 2 who goes on to shoot.
- Player 4 meanwhile has crossed with Player 2 and attacks to goal to be in position TO score from rebounds.



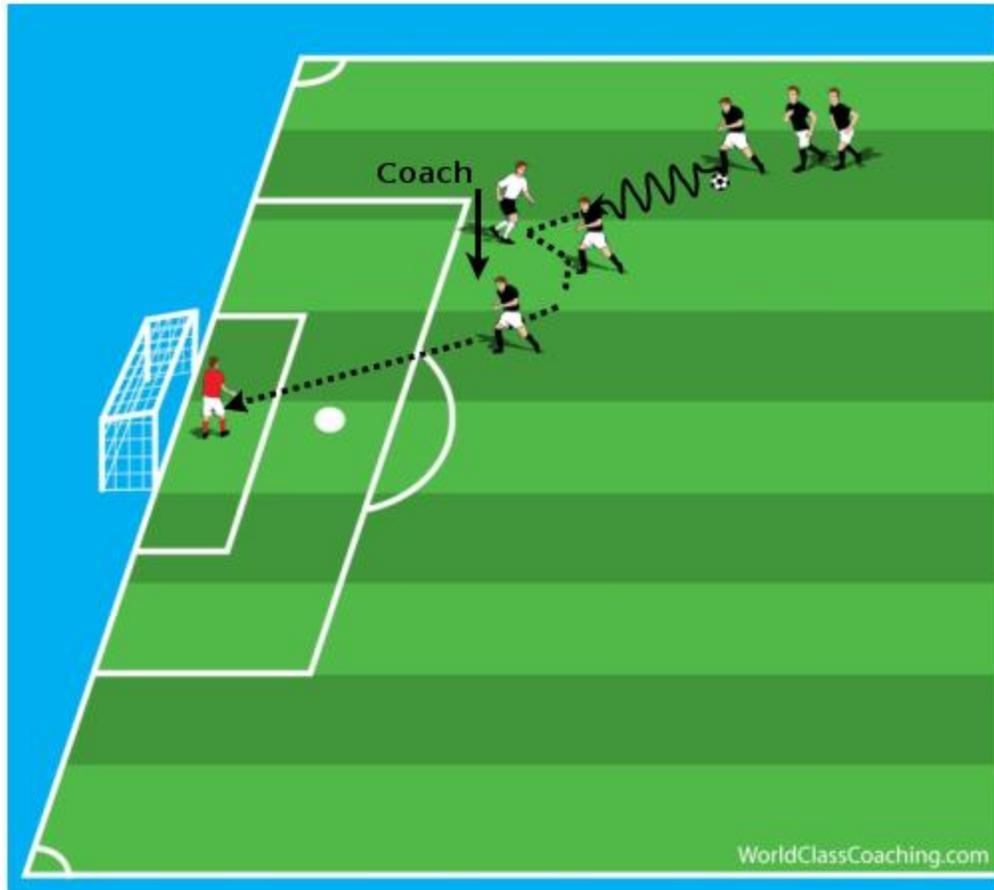


#### **PSV U16 FINISHING REBOUNING WALL 4**

##### **Finishing Exercise Four:**

The players used a small portable rebounding wall (see photo) to practice playing wall passes before shooting. Players practiced a short dribble followed by a rebound off the wall and a good first touch to set up a shooting position. The wall was placed at different angles producing varying rebounds and players were encouraged to be creative and use good judgment to set up their shot.

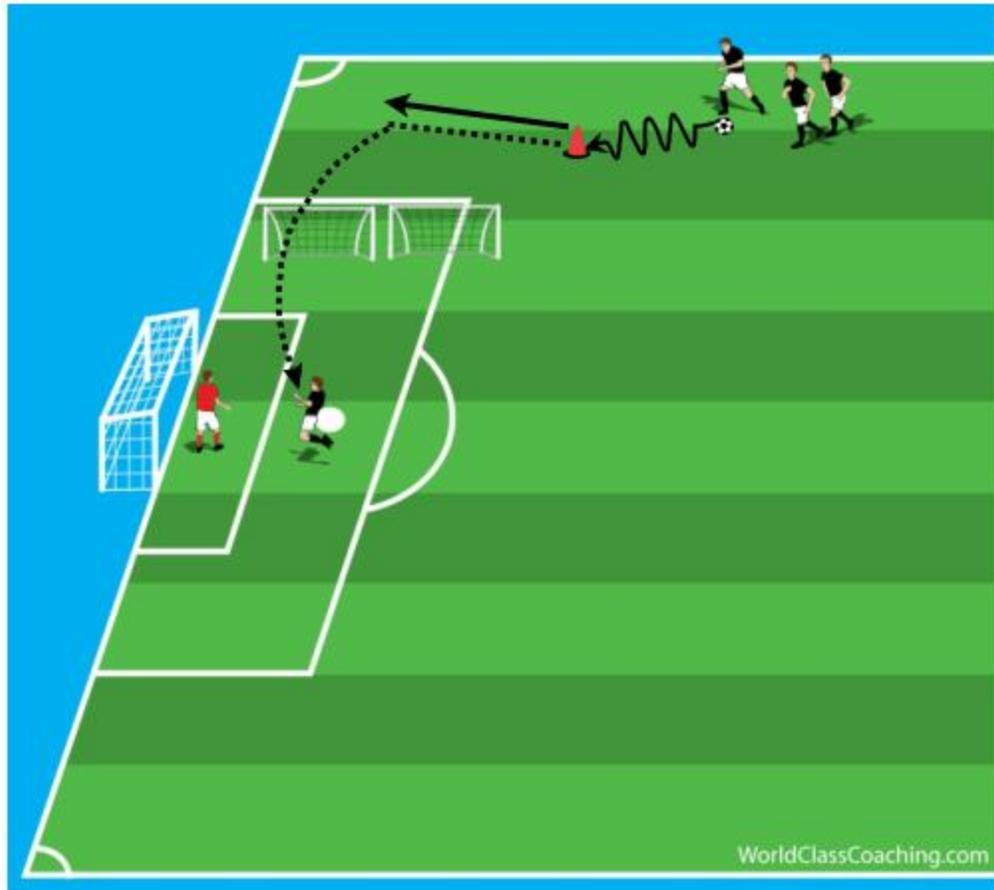
While this was going on half of the players were working on crossing, allowing plenty of time for technical repetitions.



### **PSV U16 FINISHING COACH AS REBOUNDING WALL 5**

#### **Finishing Exercise Five:**

The coach now replaced the rebounding wall with himself and after playing the wall pass back to shooter, provided simple defensive pressure by stepping slightly to the left or right, forcing the shooter to make his next touch away from pressure to set up his shot.



### **PSV U16 FINISHING CROSSING DRILL 6**

#### **Crossing Exercise:**

The players practiced crossing the ball over two mini-goals placed end to end on the field to ensure the player's crosses cleared a certain height. The players were coached to dribble toward their "defender" (a cone), beat him with a move or a change of pace and direction and take a longer touch into space before crossing. After practicing lofting crosses into the penalty area, the players were coached to get both dip and pace on the ball so that crosses would be more difficult for opponents to deal with while getting up and over the obstacles.

#### **Small Sided Game:**

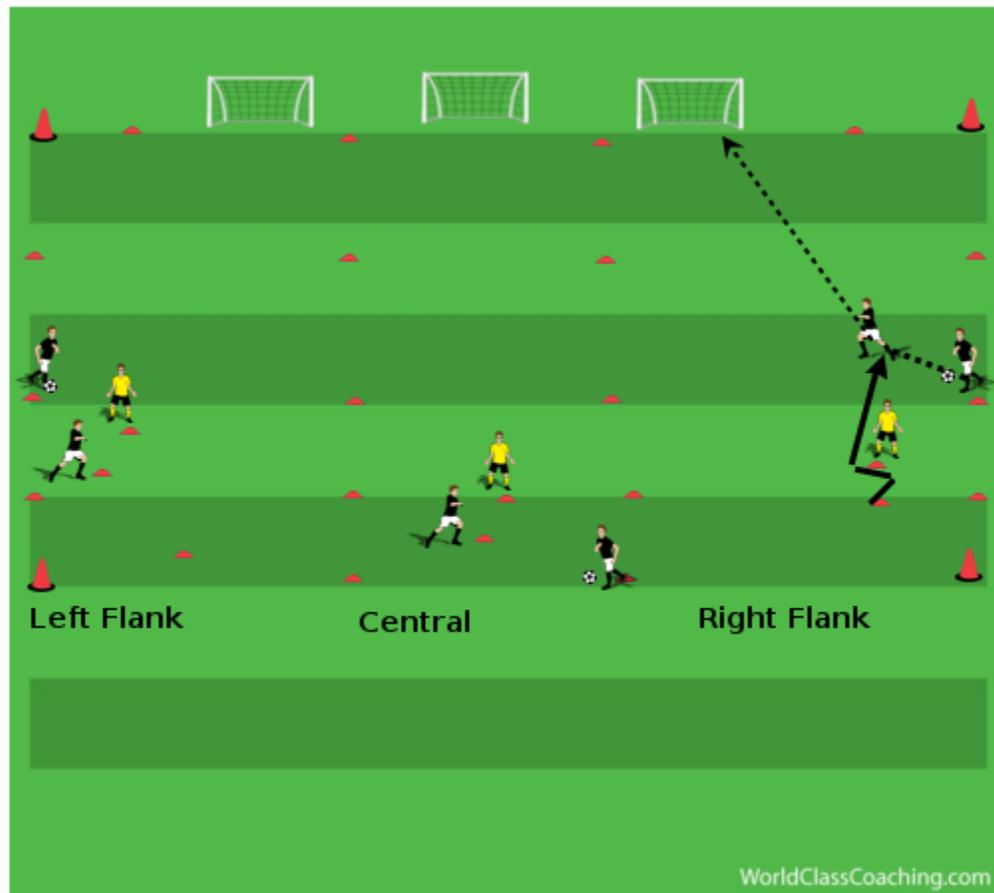
Training finished with a 7 v 7 (+1) small-sided game (both teams in a 3-1-3 formation with a neutral all-time offensive player playing in center midfield). The emphasis was on center forwards either 1. Acting as a "wall" for wingers to play off as practiced with rebounding wall or 2. First checking toward a position in front of the winger before clearing out the space to set up a 1 v 1 with his direct opponent leading to a dribble and cross.

## **5.45 pm PSV Youth Team U12 Training**

**\*\* PSV Ball Mastery Video \*\***

#### **Ball Mastery Skills Warm-Up:**

The players performed a number of Coerver ball mastery drills including taps, rolls and juggling as seen on the video.



### PSV U12 1v1 DIAGRAM 7

#### 1 v 1 from Wide and Central Positions:

The players then broke into three working areas – right and left flanks as well as a central area on a small training field as illustrated. Two disc cones mark the starting areas of an attacker (black jersey) and his defender (yellow jersey). Play begins when the attacker on the field moves and feints successfully to free himself from his marker and gain some separation. At that point he would call for and receive the ball from his teammate standing just off the field. At that point he attempts to dribble opposed by the recovering defender and finish on a mini-goal.

The players rotated by time as a group to the three different working areas.

#### Small Sided Game:

The session ended with a 7 x 7 game (including keepers) on the mini-field. Two teams played against each other while one rested. Teams rotated off whenever they conceded a goal.

## **PSV Youth Academy Presentation; Youth Training & Development**

Jelle Goes, PSV Director of Youth Development

Goes was formerly the head coach of the Estonian National Team; the U-14, U-15, and U-23 Dutch National youth teams and Director of Youth Teams with CSKA Moscow. He was appointed at PSV in 2010. Following are notes from his presentation.

### **Organization of the Youth Academy:**

There are 45 full time staff and 75 volunteers at the Academy. These include coaches assigned to teams as well as those who focus on fitness, technique and goalkeeping; scouts, hospitality staff, kit managers, groundsman, drivers, sports psychologists, doctors, nutritionists, management assistants and those who handle game and training film analysis and logging player GPS and heart monitor information. They provide services to 174 players in addition to working with their parents and the agents of older academy players.

### **Mission and Vision**

The Mission and Vision of the PSV Academy is to identify, recruit and develop the best talent through having the best scouting, coaches and development program as possible.

- Academy Objectives are:
- To contribute to the first team regularly qualifying for the Champions League
- For graduates progress to the PSV first team or to go on to a good career in soccer
- PSV's goal is to become the top youth academy in Holland through Discipline, Respect, Ambition and Teamwork.
- The "six bricks" of the PSV "house" are Technique, Tactics, Athletic Ability, Teambuilding, Lifestyle and Mental Attributes. Holland is small country with a large soccer profile. Why? A greater emphasis on player development through a focus on the *individual*.

### **Success:**

Success is defined as the number of players who make it into the first team; not on the success in competitions of given teams in general though PSV believes that winning at the U19 level is an important part of the preparation of players. PSV does recognize though that individuals cannot thrive in a poor team or a poor structure.

### **Player Development:**

One of the keys to development is to move players outside of their "comfort zone" and have players move to and through the levels of competition. Decisions about player movement are made in the second half of the Academy year (post winter break.) At age U19 the goal is about winning; before that the focus is on development.

### **Influence Circle:**

The club, parents, school and social life are all considered as making up the “Influence Circle” of a player and a player’s progress in school is monitored by the club. Poor performances in school can affect a player’s participation in the PSV Academy. Players are evaluated three times per year.

**Training:**

Trainings fall into four major categories:

1. Group: Possession games, small group tactics for example
2. Technical Training: One session per week is dedicated completely to technical work
3. Football Conditioning: A greater emphasis on coordination and agility when players are young; power and stamina training as they get older
4. Individual training: Can be based on a player’s deficiencies or the demands of his position

**Academy Training Schedule and Progression:**

All academy training follows this six week pattern:

1. Week 1: Defending In Own Half
2. Week 2: Defending In Opponent’s Half
3. Week 3: Transition From Defence To Attack
4. Week 4: Build Up Play
5. Week 5: Attacking and Finishing
6. Week 6: Transition From Attack to Defence

***All other training must fit roughly into this pattern.*** So, for example technical training that takes place in week one (Defending in your own half) would include tackling, marking, and defensive heading. Any conditioning work in the same way would focus on footwork, body shape and turning to recover if an attacker successfully dribbled past you, etc.

Individual training focusing on heading, defending, passing and other basic skills takes place in cycle of 4 weeks; so when benchmarks and a level of accomplishment is achieved, the nature and difficulty of drills change. Individual training takes place on Mondays and what a player focuses on is a combination of the coach’s observation and player’s interest.

**Training & Game Frequency**

Age Group	Training Sessions Per Week	Games Per Week	Tournaments Per Year
U9	2	1 (2 after Winter break)	4
U10	3	1 (2 after Winter break)	4
U11	3	1 (2 after Winter break)	4
U12	4	1 (2 after Winter break)	4
U13	4	1 (2 after Winter break)	4

U14	4	1 (2 after Winter break)	4
U15	4	1 (2 after Winter break)	4
U16 & 17	4 (five after winter break)	1 (2 after Winter break)	4
U18 &19	5 (6 after winter break)	1 (2 after Winter break)	4

### **What Guides Training?:**

The vision that training flows from is as follows:

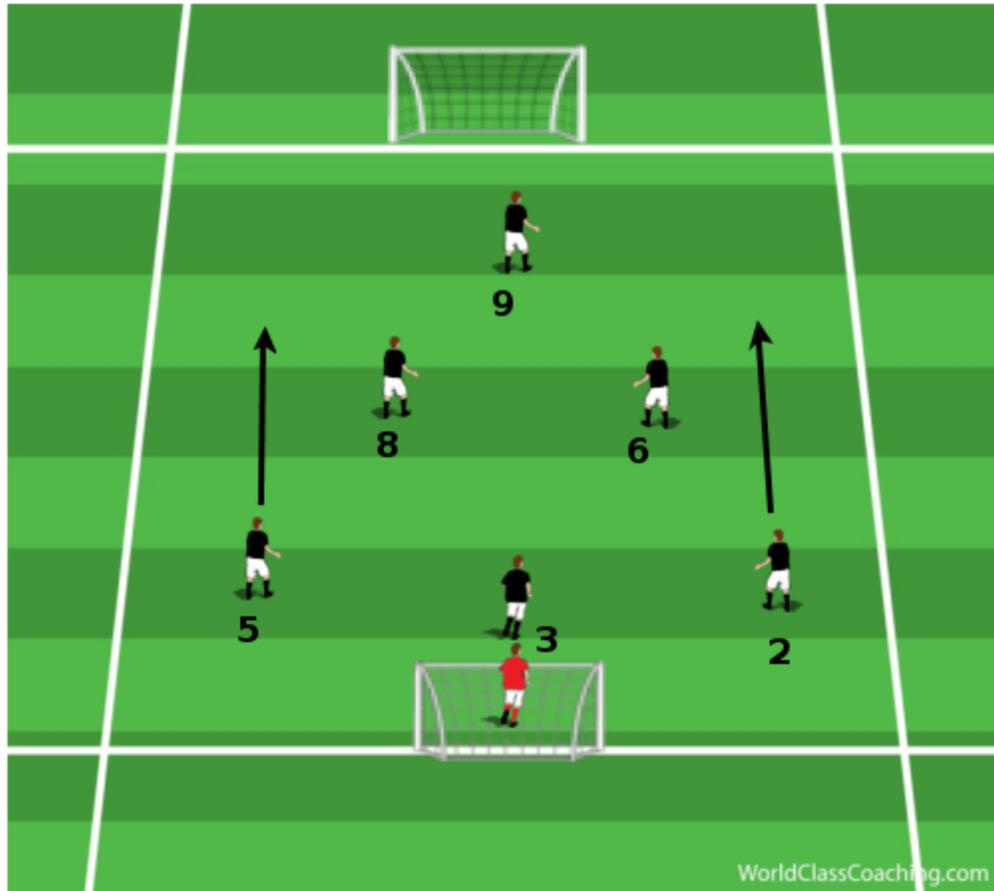
Style: What type of soccer does the team play? Possession or counter-attacking play for example? PSV always try to play a possession game and not long balls out of defence whenever possible.

System: The style of playing effects the system that is chosen; 4-3-3, 5-4-1, 4-4-2 with a Diamond midfield, etc.

Playing Method: The system of play influences the roles and demands of individual players and therefore the qualities and skills of each of the players in their respective positions.

### **Continuity:**

Youth Team Formation and Basic Tactics are intended to prepare players for a future in the first team. Toward this end, formations and roles of players in them in youth competitive and training games are prescribed as follows:



**PSV YOUTH LECTURE DIAGRAM ONE**

***Age U10: 3-2-1 Formation***

- Number 3 is expected to be comfortable on the ball and a playmaker when his team is in possession
- Players 2 and 5 – even though defenders here – are expected to be flank attackers when team is in possession
- Numbers 8 and 6 are expected to be “box to box” players
- Player 9 can be a center forward or a shadow striker/attacking midfielder (“#10”)



## PSV YOUTH LECTURE DIAGRAM TWO

### *Age U11/12: 4-3-3 or 3-4-3*

- One of the centerbacks is expected to either start in or be able to push comfortably into midfield

### *Age U13 and Above: 4-3-3*

- At this age and above, players start to develop more specialized qualities; for example the #10 can be a creative playmaker or a “tunnel-runner” defined as a fast and direct 2<sup>nd</sup> striker.

By the time players reach U16 or so PSV begins to place specific expectations on certain positions:

- Position’s 9 and 10 should score a minimum of 15 to 25 goals per year.
- Positions 7 and 9 should score a minimum of 8 to 12 goals and get 10 to 15 assists each season
- Numbers 6 and 8 are expected to be fast and fit, “box to box” players
- Outside backs 2 and 5 are expected to be very quick and be able to join in the attack
- Centerbacks should be (or on their way towards) 6 ft. plus tall and be good headers of the ball

### *Player Evaluation:*

Players are evaluated three times a year with the subjects for evaluation including Technique, Tactical Understanding, Physical and Lifestyle Choices (nutrition and sleep, friends and social circle, progress at school, etc.)

**PSV Youth Academy Soccer Fitness & Physical Training Presentation**

Gert-Jan van Dijk, Head Fitness Coach for the PSV Youth Academy



### ***Overriding Goals & Objectives***

- Prepare players for performing on the highest level in soccer (Champions League and Eredivisie)
- Football today is a physical and hard game with many explosive actions and physical “fights” for the ball
- Injury prevention
- Don’t train players as track athletes but as soccer players

### **PSV Youth Academy Objectives by Age**

	TalentGroup	BasicGroup	ProGroup
	U9 – U12	U13 – U15	U16 – U19
Running Skills	X	X	X
Fundamental movement skills	X	X	
Balance and stability	X	X	X
Core stability		X	X
Soccerfitness – low		X	
Soccerfitness – high			X
Strength Training			X

### ***Physical Training takes place in the form of:***

1. **Group sessions:** (Running skills, fundamental skills of moving, balance and stability.) TalentGroup and BasicGroup 1 x weekly; ProGroup 4 x weekly.
2. **Individually** (personal development, strength training) all groups 1 x weekly.
3. **Homework:** (rope skipping, personal development) Every Talentgroup (U9-U12) player in Academy is assigned a rope for practicing skipping at home.

### ***Physical Training Overview***

1. Basic Movement
2. Speed
3. Agility
4. Strength

### ***Physical Training Theme, Basic Movement:***

- Running skills and technique: An example given was of a player taking too long of strides, leaving him “floating” or in the air too long and not able to change direction quickly.

- Running skills specific to soccer
- Footdrills: Modern football is played in smaller and smaller spaces and therefore should be trained in small spaces; so this influences our training.
- Balance
- Mobility
- Flexibility

***Physical Training Theme, Speed:***

- Starting speed: Training sprints from standing start
- Acceleration: Training from a moving start
- Maximum speed: Trained and measured over 20 meters. (PSV never train sprints over 30 meters at any point)
- Innervation: “Wake up” and energize the muscles
- Reaction: PSV uses visual clues to mimic what happens on the field

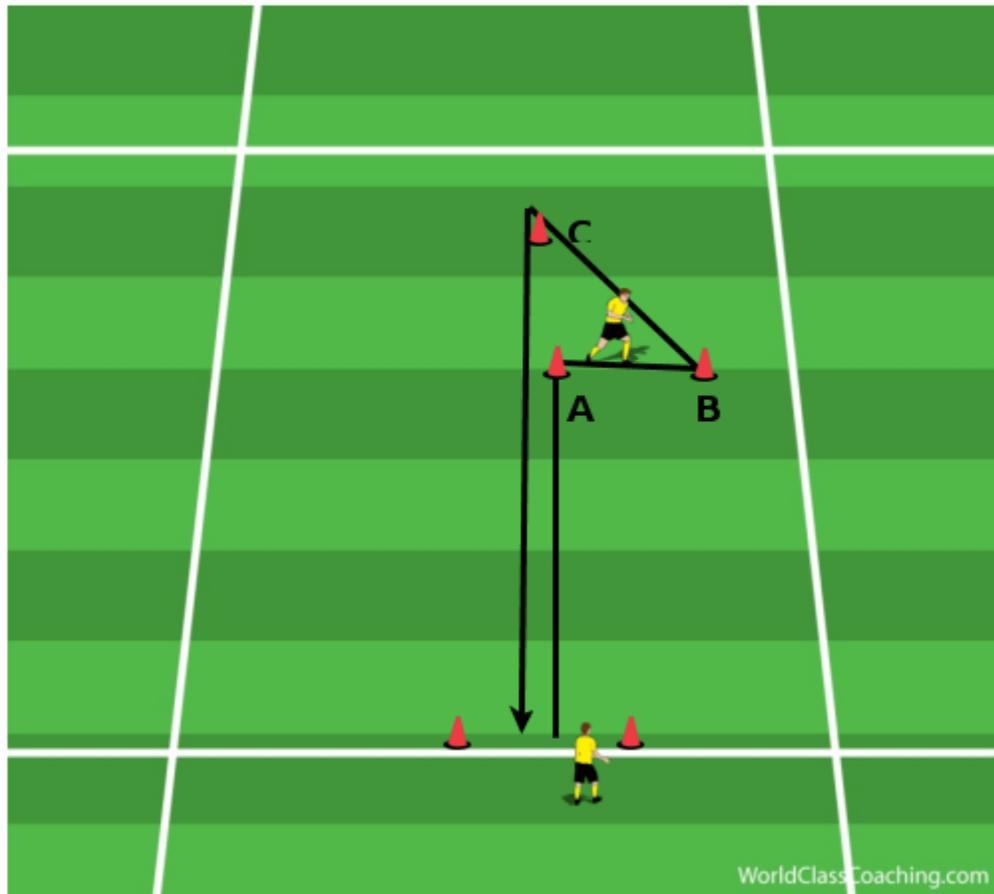
***Physical Training Theme, Agility:***

- Turning and other fundamental skills of moving: An emphasis on this is to make up for the lack of everyday movement in the lifestyle of modern youth.

***Physical Training Theme, Strength:***

- Specific Strength
- Soccer “fights”
- Jumping: Over hurdles, jumping headers, etc.
- Starting strength: PSV emphasize movements starting from a *backwards* movement which is the most difficult to do
- Explosivity: Training in sand, use of medicine ball
- Throwing strength: To improve both offensive and defensive throw-ins
- Basic Strength
- Fitness
- Core stability

## TESTING PHYSICAL ABILITY



### ARROWHEAD DIAGRAM HERE

**Arrowhead Test of Speed & Agility:** 35 meter sprint in the shape of an arrowhead performed as follows:

- Players sprint 10 meters to the center cone, make a right turn and sprint 5 meters to the cone on the right.
- Turn left and sprint another 5 meters to the cone at the top of the course.
- Make a left turn and sprint back the final 15 meters to cross the start/finish line.
- The test usually involves four runs, two to the left then two to the right. The right sided course is the same as the one illustrated, only on the opposite side.

**Soccer Fitness training is in periods** (periodic training)

**6 week cycles;** Quiet build-up, season preparation

**4 week cycles;** Intensive season

**3 week cycles;** Variation in stimulation

**Team and Individual:** Program takes both into account. Make sure that players don't get burned out; including those who are playing for their respective national teams.

**Soccer Fitness work** is based on the work of Raymond Verheijen and is primarily accomplished by playing 3 types of games as follows:

1. **Extensive endurance;** 8 v 8 to 11 v 11 games
2. **Intensive endurance;** 5 v 5 to 7 v 7 games
3. **Extensive interval;** 3 v 3 to 4 v 4 games
4. **Soccer Sprints** repeated with short recovery intervals: This is usually a sprint to the ball about 8 or 10 times total competing with other players

The most used Soccer Fitness Test at PSV is the **Sub-Maximal Interval Shuttle Run Test (ISRT)** (used at age U16 and above only.)

- ✓ Used to test the rate or recovery in 2 minutes.
- ✓ Used establish to baseline with subsequent tests used for comparison
- ✓ Test is conducted about every 6 weeks, usually on Tuesdays following Saturday games.

“Mark out a 40 meters long area with markers at either end and at the 20 meters midpoint. The test involves 30 seconds of running alternated with 15 seconds of walking. Players start at one of the end lines begin to run on the first "beep", pacing their effort to be in the area around the midline at the second "beep", then arrive at the opposite end at the third "beep". This continues until there is a double beep, indicating the end of the 30 second period, and which point they stop running which will not necessarily be at either end line. They then walk forwards to the next line, waiting for the start of the next level in 15 seconds.” (30 seconds; 15 seconds intermittent work) *Adapted from work of Raymond Verheijen.*

**Other areas of focus:**

- Running skills: Train in a variety sized areas on the pitch to create soccer-specific training
- Soccer Specific Speedplan: Soccer sprints with time allotted for recovery and a variety in distance and type of starts
- Strength Training: Free weights, body weight exercise and stability, combined body movements (lunge combined with upper body exercise for example)
- Core stability: (not just basic but with movements)
- Balance: with and without the ball
- Specific Strength: Jumping form, training throw-ins, and soccer “fights”

**Q & A:**

- ✓ Training schedules, testing and methodologies are all based on the work of leading Dutch fitness coach Raymond Verheijen
- ✓ Academy teams play on Saturday, with Wednesday being a day off. Primary fitness sessions are conducted by Academy fitness staff on Tuesdays and last for 30 minutes, after which players join their teams for normal training.
- ✓ Summer training schedules: Players are encouraged to rest and practice alternative sports such as tennis, swimming, etc. They are given a written training program to follow for the two weeks prior to reporting back for pre-season training.
- ✓ Heart recovery rates are used as a major indicator of player’s fitness. PSV uses the *Polar Team System* and the **Inmotio GPS movement tracking** to monitor player movement and fitness.



Wednesday March 21

## NEC Nijmegen Background & Training Sessions

The image shows the cover of the magazine 'World Class Coaching'. At the top left is the logo with a globe and the text 'WORLD CLASS COACHING'. To the right, it says 'Vol. 15 No. 8 August 2012'. Below the logo, it reads 'Published for the world's most innovative soccer coaches'. The main image is a photograph of a soccer field with a coach in a green JAKO jacket and two players. A text box on the left lists 'In This Edition: West Ham United, De Treffers FC, Coaching the 4-2-3-1, And More...'. A small inset image shows 'Global Soccer Conditioning Videos'. At the bottom, it says 'Free Email Newsletter at worldclasscoaching.com'.

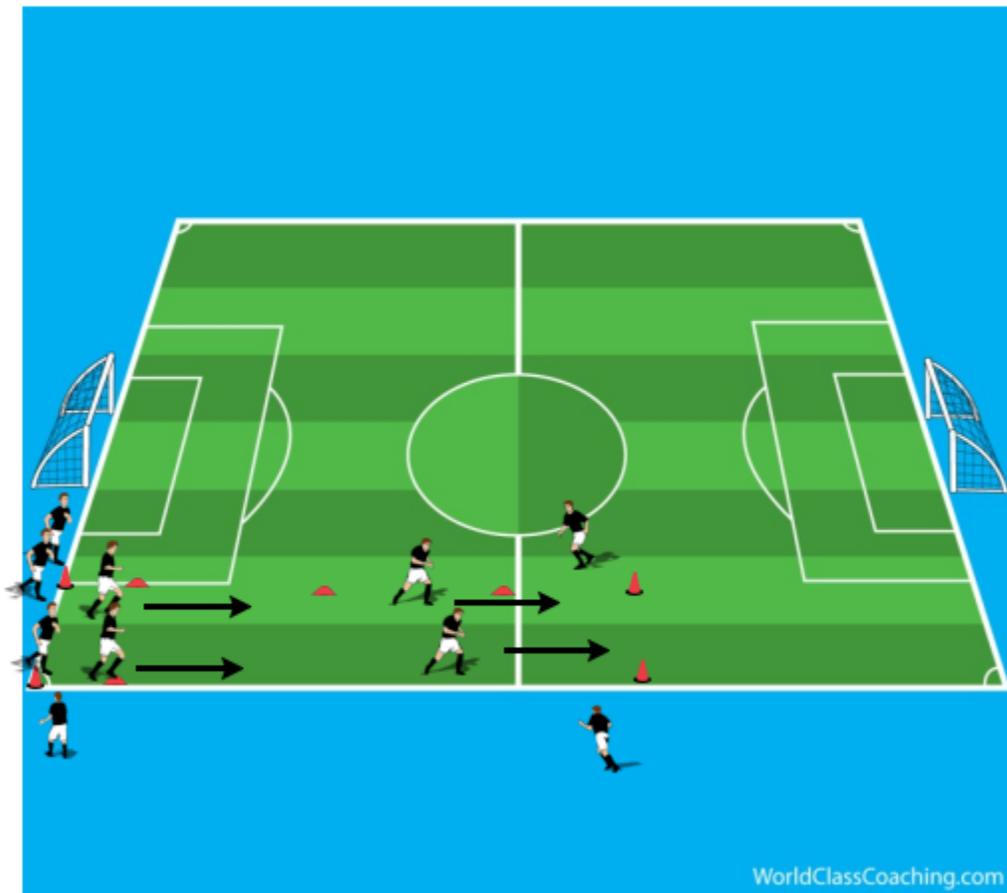
**NEC NIJMEGEN:** Nijmegen Eendracht Combinatie, more commonly known as N.E.C. or simply “NEC”, was formed in 1903. They are one of Holland’s medium to smaller sized first division clubs, but remain an important Eredivisie member and qualified for the UEFA Cup as recently as 2008. Arguably its most famous former player is known now as a coach. Guus Hiddink grew up in the nearby village of Varsseveld before going on to coach PSV, Chelsea and the Dutch National Team following his long playing career.

While at N.E.C. we had the opportunity to tour the stadium, watch the first team train and watch several of the youth teams training. We were hosted by Remco ten Hoopen, a former goalkeeper with Nijmegen

and the Dutch U17 National Team. He spent 13 years with the NEC Youth Academy and now works as an analyst for N.E.C., VVV Venlo and JVC Cuijk.

### **10.30 am: NEC First Team Training**

This was a straightforward session held on the Thursday before a Saturday game and included some fitness work, preparing for a difficult away game by training counter-attacking movements and some crossing and finishing to finish the session. The following day's session was scheduled to be closed to public and would focus on more specific tactics as well as re-starts in an 11 v 11 format against the reserve team.



#### **NEC Diagram 1 Sprints**

Following a warm-up, players performed a series of 70 yard sprints, starting with a short quick steps and high knees for 1 yard, medium length strides for the next 5 yards and a 90% sprint for the remainder of the distance.



### NEC Diagram 2 3v3

**\*\* VIDEO NEC First Team Counter Attack (7 seconds)\*\***

This 3v3 (+GK) exercise trained playing long balls out of defence to a central striker marked by a centerback. Play began with the goalkeeper. Immediately upon playing a long driven ball forward to the striker, two outside forwards sprinted at full speed to support the striker with recovering defenders in pursuit. Upon receiving the pass the central striker had the option to lay the ball off to one of the supporting strikers for a shot on goal; initiate a 3<sup>rd</sup> man combination; or to turn and shoot on goal. The lone striker alternated every 3 or 4 sequences with another striker and the recovering defenders and supporting attackers rotated with each sequence.

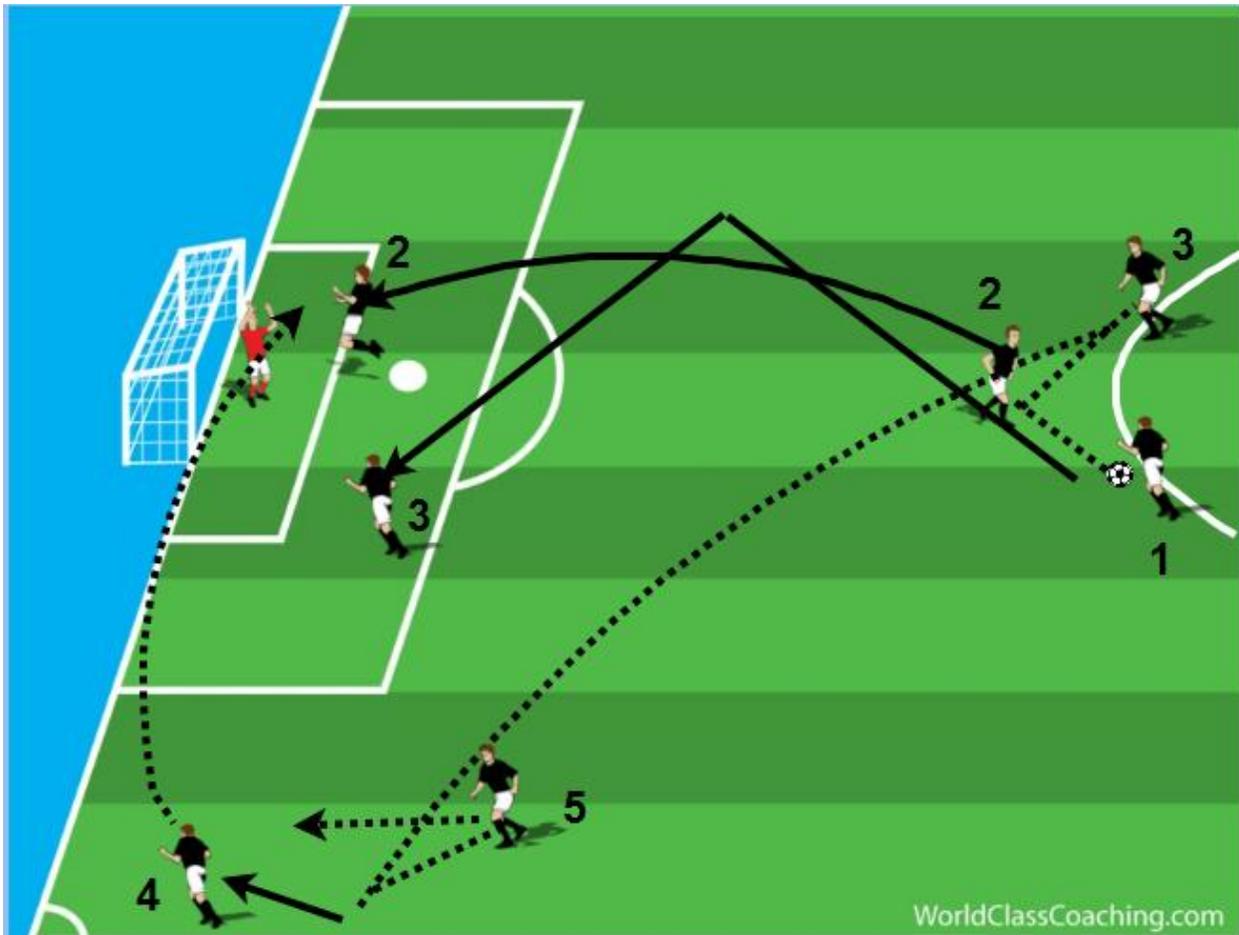
### NEC 7v7 Scrimmage

**\*\* VIDEO NEC First Team Crossing Two (video includes small sided game) \*\***

The players played a 7 v 7 (6 v 6 plus keepers) game on a 2/3rds field with the focus on longer passes to the dark team center forward with quick support arriving from behind. The center forward was coached to hold the ball under pressure from 1 or 2 centerbacks until support arrived and to recognize those times when he could turn and attack the goal when good ball movement had created a 1 v 1 situation.

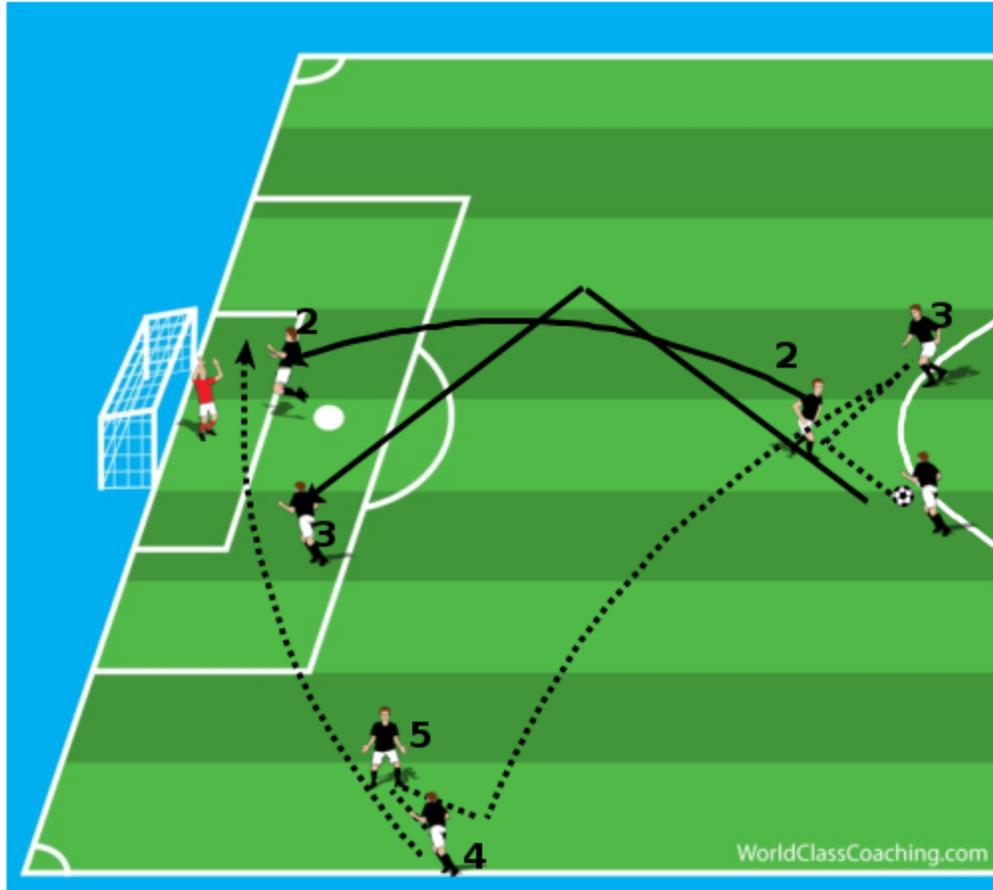
The session ended with a series of crossing and finishing drills:

**\*\* VIDEO NEC First Team Crossing \*\***



#### NEC Crossing Drill 4

- Starting on the edge of the center circle, Player 1 plays to 2 who lays the ball back to 3.
- With one or two touches Player 3 plays a long flighted, cross-field pass to player 4 who cushions the ball down to player 5.
- Player 5 plays the ball first-time into space for 4 to run on to and cross for players 2 and 3, making crossing runs to attack.



### **NEC Crossing Drill 5**

A variation on this resulted in an early cross played in from about 22 yards out. Drill begins as previous drill did. Now though, when player 4 receives the long pass, he in 1 or 2 touches, plays it forward to player 5 who cushions the ball backwards toward 4 who plays in a first time ball with pace and whip.

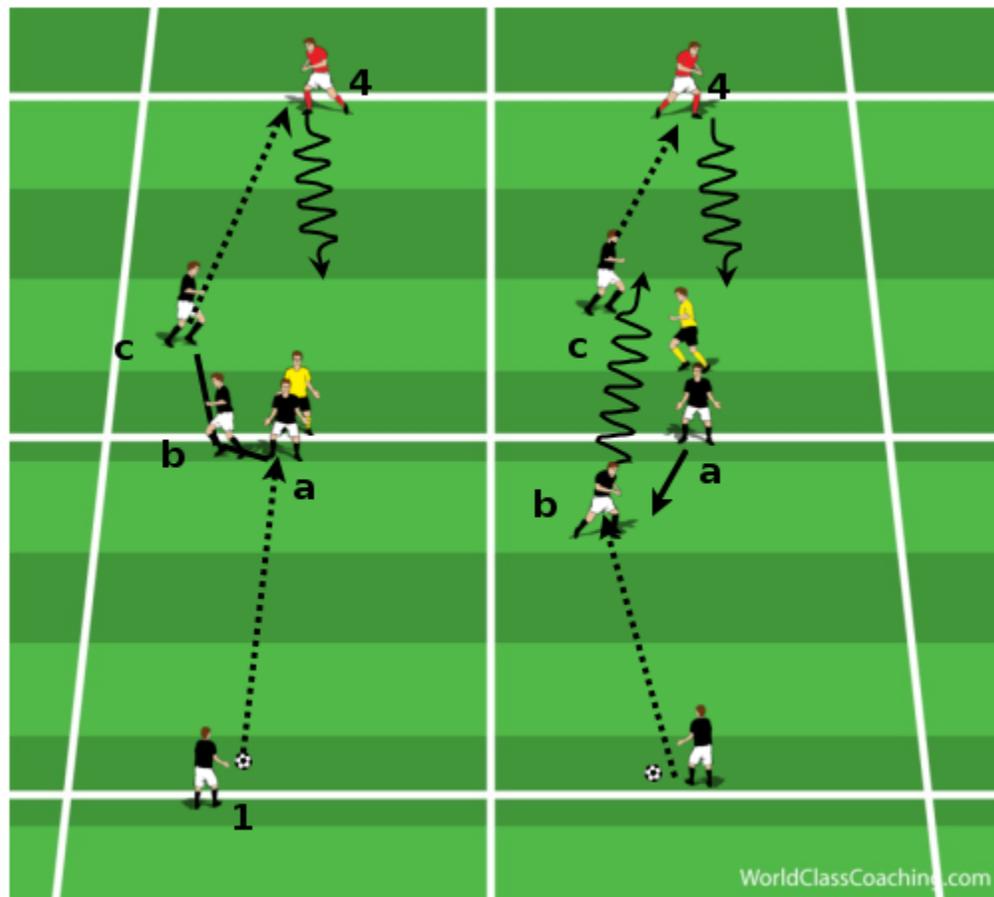


## 12:30 pm: NEC U14 Training session; Focus on 1 v 1 and Dribbling Skills.

Session started with some simple jogging, dynamic stretches and free dribbling in an enclosed area.

### NEC U14 DRILL ONE DIAGRAM 6

**\*\* Video NEC U14 1v1 \*\***



### 1 v 1 Warm-Up.

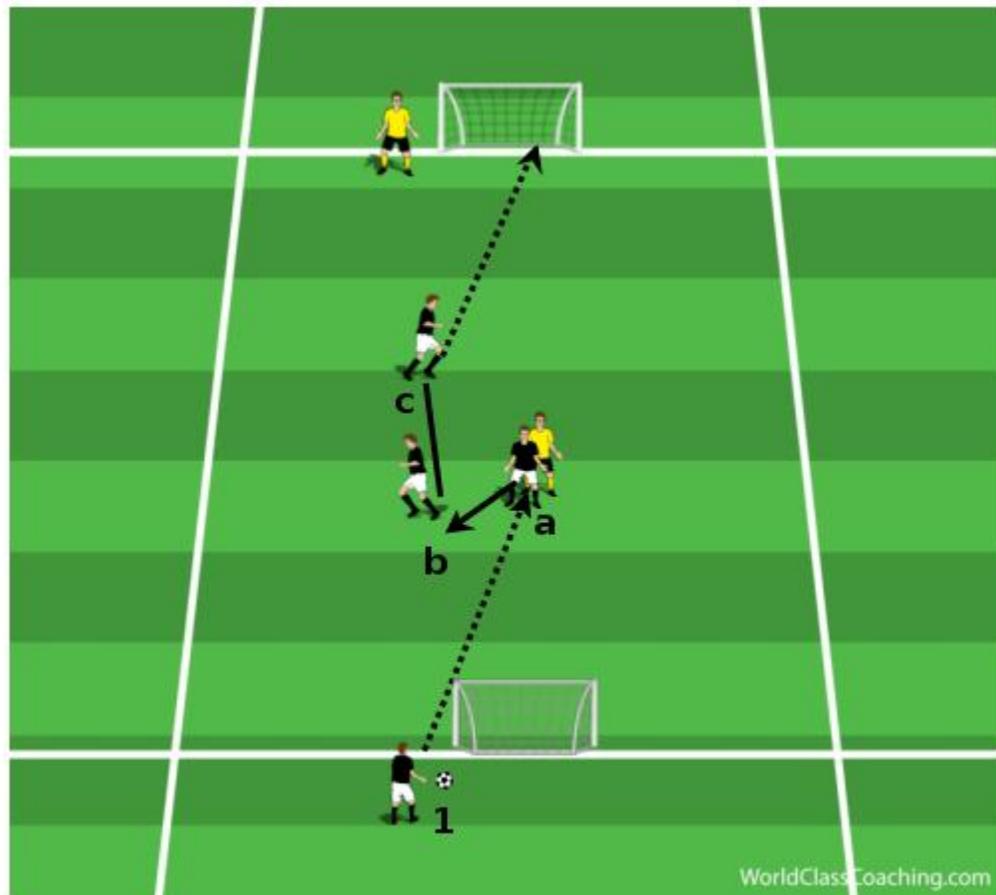
The work area is a rectangle 22 yards long and 12 yards wide with four players per group. Player 1 plays the ball to his teammate in dark jersey in the middle of the rectangle who is defended by a semi-passive defender. The receiving player has the option to:

- receive the ball with his back to goal and then try and turn his defender who has remained close-making him from behind (as illustrated on the left of the diagram) or;
- move to get open before the ball is passed and try and face his opponent as illustrated on the right of the diagram.

The goal of the receiving the player is to pass the ball to the other player at the far end of the area in the light jersey. Once the pass is made successfully, the sequence begins again in the opposite direction by the other pair of players.

Coaching Points:

- “Semi-passive” defender is as follows: Take up a good defensive position, do not attempt to steal the ball before it arrives; focus more on tracking the offensive player and taking advantage of any mis-controls instead of trying to aggressively tackle ball.
- If receiving player elects to receive ball with back to goal, he should do so sideways on with distance between his controlling leg and defender or make a feint shortly before the ball arrives to go one way and carry the ball the other way with his first touch.
- If the receiving player elects to receive ball facing his opponent he must work hard to free himself as well as be aware of where his opponent is.



NEC U14 DIAGRAM 7

### 1 v 1 Drill Progression:

Progression of the drill is to double the size of the field and add mini-goals (3 ft. high x 3 yds long) for the attacking players to shoot at. Pressure from defender is now closer to 75 to 100%.



**\*\* VIDEO \*\* NEC U14 1 v 1**  
**NEC U14 DIAGRAM 8**

### **1 v 1 on Full Sized Goals:**

Following a short break, the players moved to a 30 x 30 yd. grid with full-size goals and goalkeepers with attackers versus defenders starting at their respective posts. Based on service and on the direction from the coach, the players train a number of 1 v 1 situations with defenders now defending at 100%.

Variations were:

- Attacker starting from a wide position, 6 yards out from goal
- Attacking players received the ball played into feet, in order to dribble at the defender
- Ball played just in front of attacker with both defender and attacker near the midfield point forcing, the attacker to try and beat defender with first, second or no touches

### **Coaching Point:**

- ✓ If the ball is played to space in front of attacker he is encouraged to beat the defender with his first touch and shoot or to even use a feint without touching the ball to deceive defender and finish.



players. As soon as the dark team player shoots wide, another attacker, this one with a ball, enters the field to create a 3 v 3.



NEC U14 DIAGRAM 10 Add Players Game

**Small Sided Game:**

The teams then played 5 v 5 with one neutral player in an area 44 x 36 (two penalty areas). Both teams played with 3 backs and 2 forwards with the neutral (all-time offense) player playing as the midfield player for both teams. The objective of the game was for the extra player to attempt to overload the opposing team to create a 1 v 1 situation. This was the key for players to dribble or attack the defence and finish.



NEC U14 DIAGRAM 11 5 v 5

**\*\* Video U14 Losers Off Game \*\***

### U14 Academy Team Coach Interview:

Following the training session, U14 academy team coach Peter Uneken took time to share some insights into youth soccer at NEC with us:

- **Training Schedule:** The typical schedule at NEC for youth players is:
  - technical training on Mondays;
  - individual skills and development (based on individual player's needs) on Tuesdays;
  - 1v1, 2v2, 3v3 and 4v3 on Wednesdays;
  - position-specific training on Thursdays;
  - large game tactics (pre-game) on Fridays and;
  - games on Saturday.
  
- **NEC teams play in the following formations:**
  - U13: 3-4-3
  - U14: 4-3-3 at with "point back" (with 1 defensive and 2 attacking midfield players)
  - U15: 4-3-3 at with "point forward" (with 2 defensive and 1 attacking midfield players)
  - U16 and Older: Formation decided at the discretion of the coaches; depending on opposition and on specific game situations.

- **Youth training** is done in 4 week cycles; 3 weeks attacking and 1 defending.

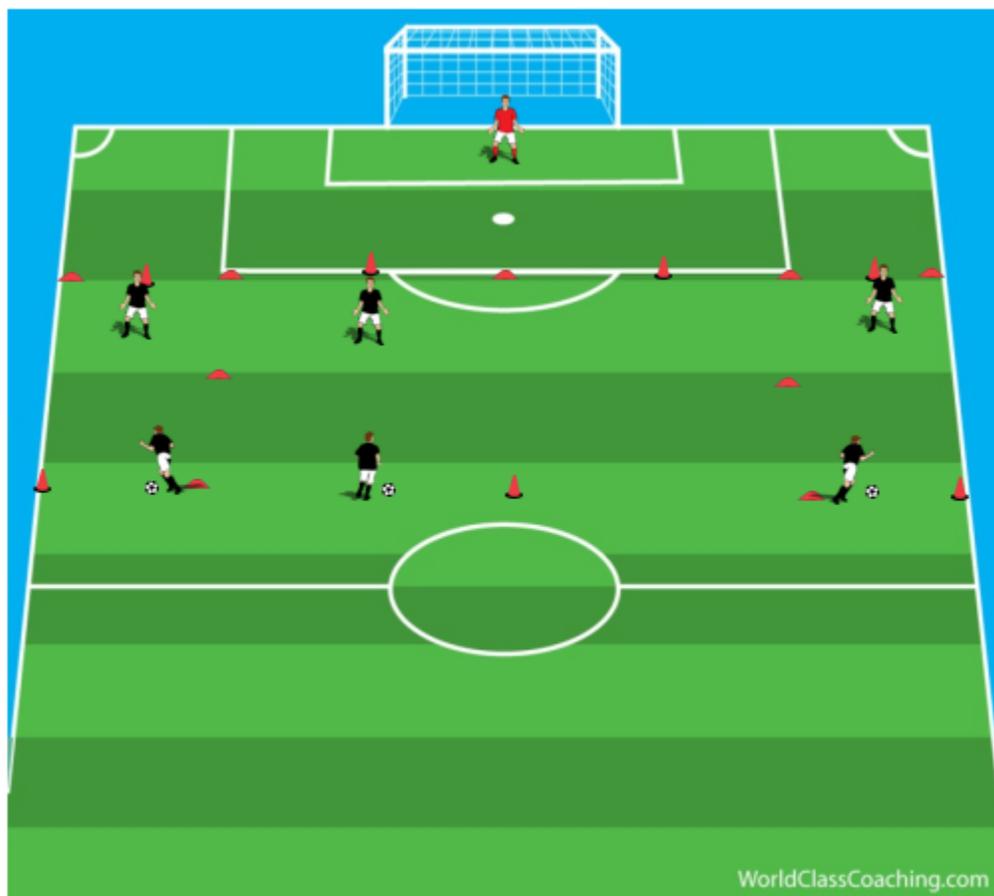


2:30 pm NEC U15

**\*\* Video NEC U15 Warm-up\*\***

**Warm-Up:**

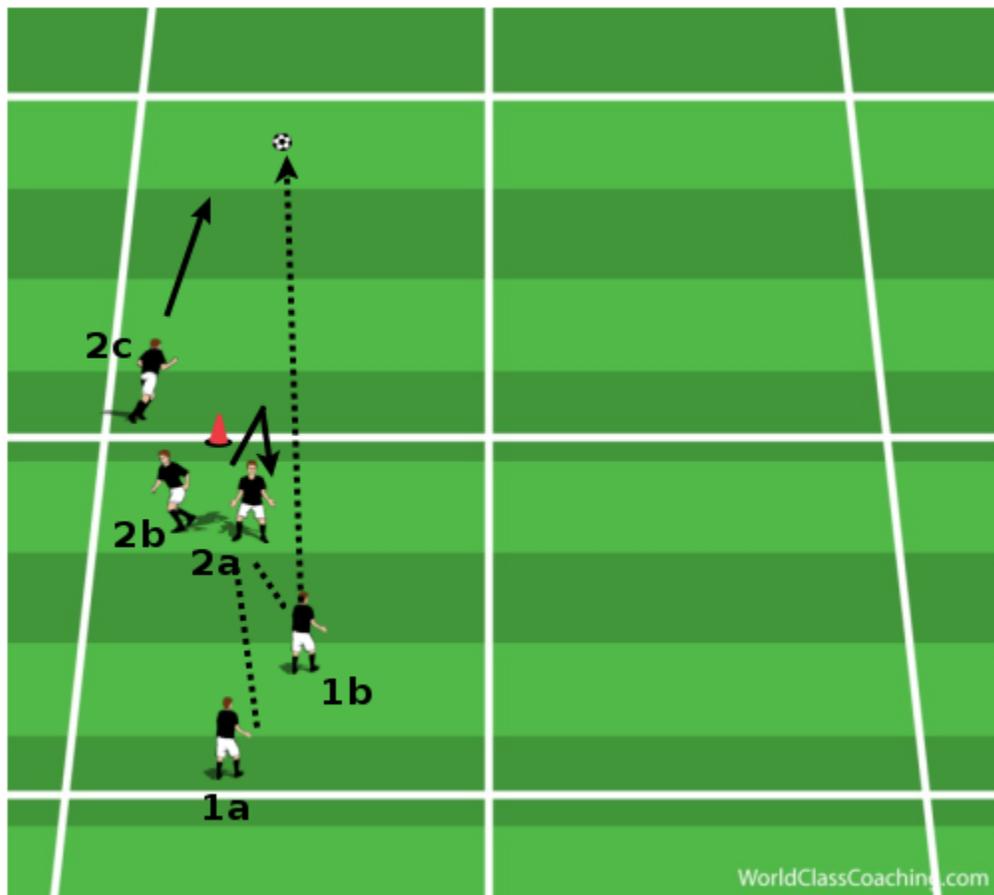
Players worked on receiving and turning with ball and passing in 44 x 40 yd. work area. Half of the players are outside of the area with balls with the remainder inside without. Players inside the area would approach and call for the ball from one of players on the outside, receive and turn in one motion (with outside or inside of foot) and accelerate away with the ball before slowing down to play to another outside player without a ball. Players also practiced wall passes in the same arrangement. Players did light stretching on their own afterwards.



NEC U15 DIAGRAM 12 Work Area Diagram

**Spin and Go Combination:**

The players broke into three groups (each with a coach) working in the areas just in front of the penalty area; one in a central position and the other two on the flanks as illustrated. The middle group practiced on both the left and the right halves of the working area.



NEC U15 DIAGRAM 13 Spin Options Diagram showing combination on flank

The players practiced the “spin and go” move without opposition first. A supporting (midfield) player with the ball waits for a receiving player (forward) about 10 yards away to check back toward the ball after making a quick movement forward toward and past his “defender” (which is a large cone at this point). The receiving player practices playing the ball back to the passer first time at an angle to the supporting player who has moved 2 or 3 yards forward to support the pass. The forward immediately turns to sprint around the defender (cone) to receive a first-time pass from the supporting midfielder and dribble over the opposing area end line.

The receiving players were coached to play the ball back to the supporting player at one angle or another and then practice spinning to the opposite side around their defender. The players in the flank positions were training getting free for a cross; the players in the middle, to create space for a shot on goal.



**NEC U15 DIAGRAM FOUR 14** Close in diagram of player's touch and movement

The receiving player was now coached to create space for a better passing angle by taking a touch or two to the *side* before returning the pass and spinning to go. The groups working in the flank areas worked primarily to free up and play the forward into a crossing position on this own; the central group worked to create a 2 v 1 situation if the first combination did not work due to successful defending or offsides.

### **Spin and Go in Central Area:**

A defender marking tightly from behind was added to create a 2 v 1 situation as well as goalkeepers defending the goal in the central working area. At this point, the central pair spent some time practice overlapping runs, and timed diagonal runs behind the defence if the original spin and go combination was not successful.

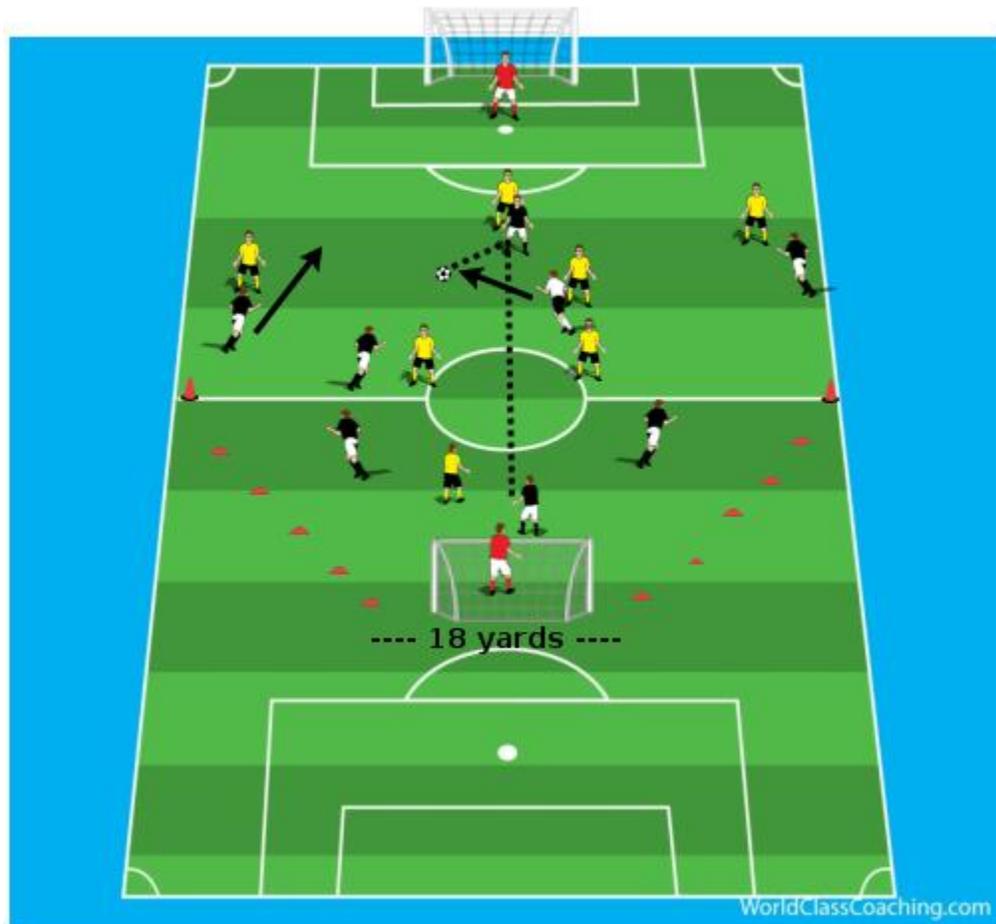
#### Coaching Points:

- ✓ After a defender was added, the 18 yard line was used as an offside line.

### **5 v 5 (+1) Small Sided Game:**

3 teams of 5 with a neutral, all-time offense player. As with the U14 team training, the objective of the neutral player was to attempt to recreate 1 v 1 situations and combinations like the ones just trained.

The game was held played as a competitive series of mini-games with one team resting; scoring teams stays on.



### NEC U15 DIAGRAM 15

\*\* Video \*\* NEC U15 Game with Neutral Player

#### 7 v 7 (+1) Small Sided Game:

After a break, the team reorganized into a 7 v 7 with a neutral all-time offense midfielder and played on a 2/3rds length field. The two teams were arranged in a 3-3-1 formation (dark team) and a 3-1-3 (light team) formation with the neutral player playing in midfield. One end of the field was “tapered” to funnel play to the middle and compensate for the lack of the wingers on one team and outside backs on the other.

#### Coaching Points:

- ✓ At the beginning of the game the coach would stop play to demonstrate examples how to apply the combinations worked on previously in the session.

- ✓ The game was played as normal, but the first pass (a longer pass on the ground from goalkeeper to center forward) was “free” and should be supported right away.

The session ended with a short cool down.

Thursday March 22

## **Feyenoord Background & Training Sessions**

Thursday was dedicated to a day at Feyenoord's Varkenoord training complex to see both the first and the youth teams train. The Feyenoord stadium and training facilities are located in a southern district of Rotterdam; one of Europe's largest and most important ports. Strategically important, much of the city was levelled during the Second World War and the utilitarian architecture surrounding Feyenoord is a far cry from the quaint grandeur of Amsterdam.

Feyenoord fans have always considered their city "the true" footballing city in the Netherlands and enjoy a fierce rivalry with Ajax. Working class and no-nonsense, Rotterdammers are fond of saying "*Amsterdam dreams while Rotterdam works*" and rivalry between the cities transfers effortlessly to competition between the two teams. Matches between the two sides are termed "Klassiekers" and are generally sold-out weeks in advance.

Feyenoord's magnificent De Kuip ("The Tub") stadium, located across the street from Varkenoord, has a capacity of 51,000 and is used for National Team matches along with the Amsterdam ArenA. Just a few of the players to grace Feyenoord's field over the years have included Robin van Persie, Ruud Gullit, Ronald Koeman, Dirk Kuyt, rugged '70's defender Wim van Hanegem, '90's heroes Gaston Taument and Henrik Larsson, and even an evergreen Johan Cruyff, still masterful in the autumn of his career.

### 9.30 am: Feyenoord U13 Training



We arrived at Varkenoord in time to see the U13 team coached by Roy Makaay, former Bayern Munich, Deportivo La Coruna and Feyenoord legend. Like many of training sessions we observed, it consisted solely of a physical warm-up followed by a small-sided game. The game we watched was 9 v 9 with both teams playing in a 3-2-3 formation on a narrower than usual half-field. The coach emphasized the following points:

- ✓ Play a possession game; no long balls
- ✓ Use the flanks
- ✓ The team was encouraged to pass back to the goalkeeper and to use him as an important part of the team's build-up play

## **10:45 First Team Training**

First team training was under the guidance of head coach Ronald Koeman, who, in addition to playing for each of the "big three" of Ajax, PSV and Feyenoord, was famous for his thunderous free kicks for Barcelona and the Dutch national team. Jean-Paul van Gastel was present to assist with the training session though his other assistant, Giovanni van Bronckhorst, was not present.

**Warm-up:** The standard Dutch warm-up of Rondo - otherwise known as "piggy in the middle" or "5 v 2" - regardless of how many players are involved - was played before the coaches arrived. A formal warm-up that consisted of running, dynamic stretching and core stability exercises was then led by the fitness coach. Continuing the warm-up, the players did a series of runs from the edge of the penalty area to the half-way line.

Following additional stretching, the players did a series of long sprints as follows:

- 65 yards x 6;
- 30 yards x 4; and,
- 15 yards x 2

This was followed by some casual passing in 2's and 3's before a small-sided game played in the same formation as used by the U13 team (illustrated above) in a field 70 yards long x 44 yards wide.

## 2:30 PM: FEYENOORD U16 TRAINING

**\*\* Photo of Warm-up Set-up \*\***

**\*\* Video of Feyenoord U16 Warm-up \*\***

One of a number of youth teams training concurrently on adjacent fields, the U16 team began their warm-up with a series of agility exercises performed through, around and over five 6-inch hurdles followed immediately by 30 yard sprints. Interspersed with dynamic stretching and core strength and stability, the warm-up took about 15 minutes.

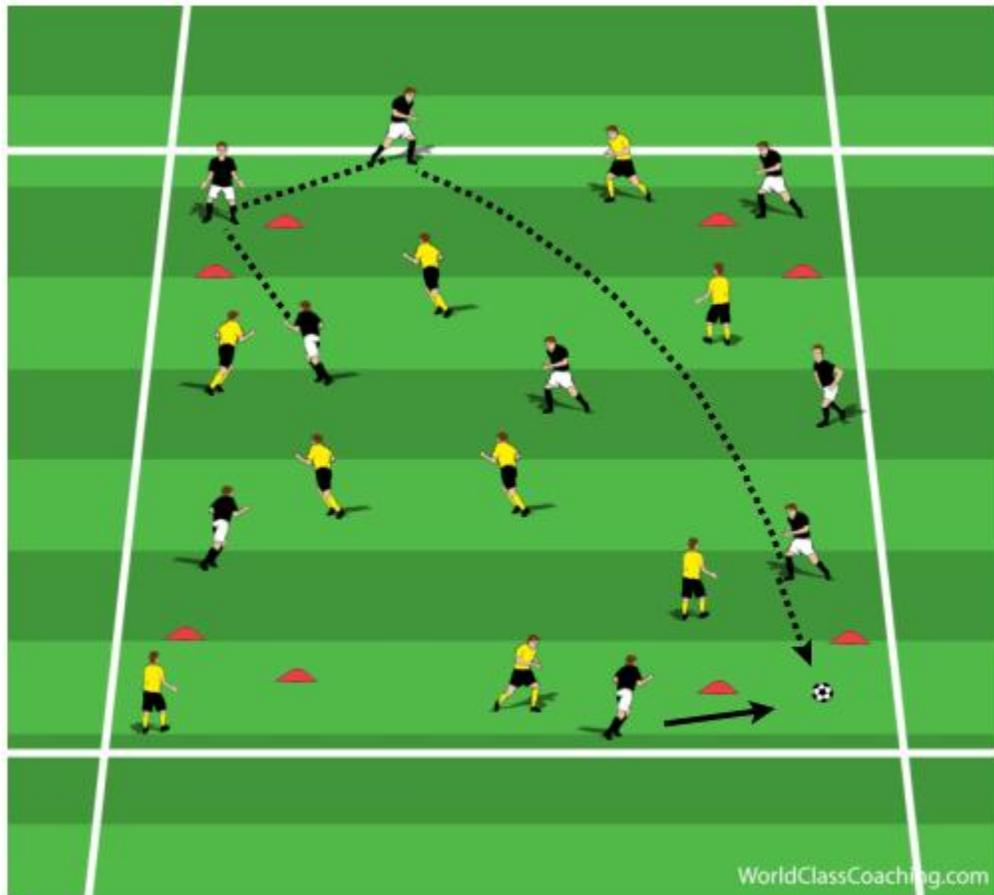
### **DIAGRAM OF FEY YOUTH THROUGH BALLS**

**\*\* Video of Feyenoord U16 Through Balls \*\***

**Finishing Through Balls:** Players worked on finishing through-balls from a wide position. Following a short forward pass and lay-off, one of the central players played a long ground pass behind the “outside defender” (a cone) for the wide players to run on to and finish.



**DIAGRAM FEYENOORD U16 THROUGH BALLS**



### DIAGRAM FEYENOORD U16 MULTIPLE GOALS POSSESSION GAME

**Multi-Goal Possession Game:** The players then played a 9 v 9 competitive possession game on a field 50 yards long and 20 yards wide. Players on each team attempted to pass through one of four small (2 yds wide) disc cone goals. A point was gained for each pass made through one of the gates *and* successfully controlled by a teammate. Either team could pass through any gate but each point had to be earned at a different gate. The game started without much shape or pattern but after a short while the teams became better at switching the play from one end of the field to another to break defensive pressure.



### DIAGRAM FEYENOORD FINISHING DRILLS

- The players then did a series of passing drills, not unlike the well-known Dutch passing squares or diamonds.
- Starting at one end of the 6-yard box, Player 1 would pass to Player 2 waiting at an angle to receive the ball.
- Player 2 passed to Player 3 who would control the ball towards the penalty area and shoot.
- Each player receiving the ball would practice checking away and back to make room away from his “defender” (a cone).
- After passing, each player would move one position forward.

Both players receiving the ball controlled the ball past the outside of the cone with his first touch with his outside foot (his right foot in the illustration) before passing with his second touch. The last player receiving ball takes a positive touch forward with the inside of his foot and controls the ball forward to shoot from about 16 yards out.

The following variations were practiced:

1. Instead of controlling the ball with his right foot to the outside of the cone, the player takes his first touch with his near (left) foot around the inside of the cone before passing to the next player. He too would touch the ball to the inside of the cone before finishing.
2. The last player receiving the ball feints to play the ball back to passer before letting the ball travel across his body and the cone to shoot.

The session ended with a small sided game (70 by 44 yds) playing in a 3-2-1 formation with outside backs pushing up to provide width.

Thursday March 22 Evening

## Soccer Club RKTVC Tiel Presentation

### Soccer Club RKTVC Tiel Presentation

Since 1951; <http://www.rktvc.nl/index.php>

Prepared by Erik van Verseveld, Chairman

*Adapted by Dave Brown for World Class Coaching*



#### BACKGROUND

##### ***What does RKTVC Stand For?***

- RKTVC stands for Roman Catholic Tiel Football. The association was founded on January 4, 1951.
- The club colors are blue and white. The competition consists of a blue dress shirt, white shorts and red socks manufactured by Hummel and available from the clothing sponsor of RKTVC, Intersport in Tiel.
- RKTVC currently has about 650 members, divided between youth and seniors. The first team plays in the fourth class D Division South 1.

##### ***RKTVC's Goals and Objectives***

- RKTVC practices football in a way that promotes friendship and social affiliation through sports
- Sportsmanship, discipline and team spirit are paramount.
- Through a professional organizational structure, RKTVC is committed to providing the best possible basis amateur level of play possible.

##### ***Football Training Levels***

- Training plans and methodology are as described in the 2006 - 2010 Policy that defines the varying RKTVC football training levels. Each team has a qualified trainer.
- RKTVC provides its training corps every the opportunity to further their skills by attending courses.
- Club playing system is consistent throughout the club. A player trained at "position #2" (right back) should be prepared to play right back on any team at the club.

##### ***Sportpark 'Knight Meadow***

- The sports' Knight Meadow has three game fields, including two of artificial grass and artificial turf practice field and a clubhouse as well as a 12 changing-room and a grandstand located on the Avenue Wadenoijen in Tiel-West.
- All club activities take place in the clubhouse. The telephone number is (0344) 616 201.

The training evenings are:

- Seniors (select team) Tuesday and Thursday from 20.00 to 21.30
- For the young, the training days and times are disclosed at the beginning of each season by group.

#### Canteen Hours:

Monday Closed; Tuesday Open from 19.00 to 23.00; Wednesday Closed; Thursday Open from 19.00 to 23.00; Friday Closed. Open Saturday from 08.00 to 18.00 and Sundays from 08.00 to 18.00 hours. RKTVC always keeps the right to deviate from these hours on other activities.

#### **Youth Development Staff**

- 2 Members of board (technical / organizational)
- 1 Director of Youth Soccer
- 1 Assistant director for youth under U15 to U18
- 1 Assistant director for youth – U5 to U14
- 50 Coaches
- 50 Managers
- 5 coordinators (organization-wide)
- 10 Referees (youth players age 10 to 17)
- 3 Game coordinators
- 5 talent scouts (internal) (responsible for evaluating players and entering into database)
- 1 Physiotherapist

#### **46 Teams**

- 2 under 19
- 3 under 17
- 6 under 15
- 7 under 13
- 10 under 11
- 10 under 9
- 8 under 7
- Total of 700 players (100 on waiting list)
- 25 home games on Saturday
- 140 volunteers (staff etc.)

#### **Club Goals**

- Fun first
- Individual player development
- TIC - Technique Insight Communications
- Discipline
- Team spirit / mentality
- Playing at the highest (possible) level

#### **How to achieve the goals**

- Healthy environment
- Certified coaches (we have 15 UEFA licensed coaches; equivalent of USSF A & B level coaches)
- Youth Technical soccerplan
- Structure in training / discipline
- Guidance players / parents
- Player Tracking System (database system)

#### **ORGANIZATIONAL POSITIONS**

**Daily Management**

- Chairman
- Treasurer
- Secretary

**General Management:**

- Chairman
- Treasurer
- Secretary
- Commercial Affairs
- Public Relations / General Affairs
- Technical Issues
- Youth
- Soccer Technical Issues

**Seniors**

- Coordinator of Exhibition Games and Tournaments
- Secretary of Seniors
- Canteen Management

**Youth**

- Head of Youth Development
- Secretary of Youth
- Club KNVB Liaison (ED NOTE: National governing body; equivalent to USSF)
- Coordinator of A / B / C Teams
- D Teams Coordinator
- E Teams Coordinator
- Coordinator F Teams
- Mini League Coordinator Intersport
- Referees Coordinator
- Coordinator Friendlies Juniors
- Coordinator Friendlies Pupils
- Canteen Management
- Player Tracking System
- Tournament Committee Juniors
- Tournament Committee Pupils

**General**

- Materials Management
- Volunteer Coordinator
- Field Rental

**Webteam**

- [Webpublicatie@Rktvc.NI](mailto:Webpublicatie@Rktvc.NI) For Posting / Reports.

**Additional Notes:**

- The club's technical training plan is reviewed every year; re-written every 5 years. Organizational and operational plans are separate.
- Amateur clubs like RKTVC receive a "development fee" if a player officially affiliated to their club is picked up by a pro club. The amount is 12,500 Euros for each year spent with the amateur team and 90,000 Euros per year if it is an international transfer to Chelsea for example. Additionally, amateur teams are eligible for a "sell-on" fee when players are subsequently sold to another team.
- Coaches must be collegial and be willing to share technical expertise and "best practices" in coaching to work for RKTVC.
- RKTVC has a proprietary player database that was custom developed for them. It tracks information input by coaches, internal and external scouts. Information tracked includes: games and minutes played, goals scored and assists earned, times injured and nature of injury, physical and fitness tests, on-field discipline as well as game ratings for each game.

Friday March 23

## Vitesse Arnhem Background & Training Sessions



Vitesse Arnhem, founded in 1892 is sometimes referred to as “FC Hollywood on the Rhine” due to the drama surrounding the club’s finances over the last 10 years and ability to attract headlines beyond the size of the club. Home games are played at the modernistic GelreDome Stadium (cap 25,000), which features a retractable roof and sliding pitch (one of two in Europe) built in 1998. Like the Veltins Arena at Schalke, it is one of two stadiums in Europe with a playing surface that can be retracted to receive sunlight and ventilation as well as so that the stadium can host concerts and other events without damaging the playing surface.

The club’s best known players include top scorer Wilfried Bony of the Ivory Coast, promising young Czech defender Tomas Kalas on loan from Chelsea, and academy product Marco van Ginkel, who is considered the future of the club. Former academy product Ricky Wolfswinkel is now at Sporting Lisbon.

Vitesse, finished in 7<sup>th</sup> this season, qualifying for the Europa League and with new investment are considered a club on the move, in no small part to the arrival of current owner Merab Jordania, a former player for Dinamo Tbilisi and the one-time the president of Georgian Football Federation. In August 2010, he surprisingly took over financially-troubled Vitesse and became the first foreign owner of a club in the Netherlands. His close relationship with Chelsea owner Roman Abramovich has spurred a number of rumors that Abramovich himself is the real owner of Vitesse.

The first team is currently managed by John van den Brom. Other members of the coaching staff include Stanley Menzo, former Ajax and national team goalkeeper, Albert Capellas former youth coordinator at Barcelona, and Raimond van der Gouw, former Vitesse and Manchester United goalkeeper.

The club's training ground and youth development facilities are co-located at the National (Olympic) Sports Centre in the Papendal area of Arnhem and are undergoing a €10 million euro makeover which includes new fields, gym facilities and dormitories. In addition to the facilities at Papendal, the Academy uses the extensive facilities at the Valkenhuizen Sportspark and college located 15 minutes away.

Before the first team's training session, an orientation and overview to our day was provided by Gerry Hamstra, Head of youth training and U14 trainer Leo van de Kraats.

## Vitesse Arnhem First Team Training

### **\*\* Video \*\* Vitesse First Team Warm-up**

Training began with various running and agility exercises performed between two poles 8 yards apart.

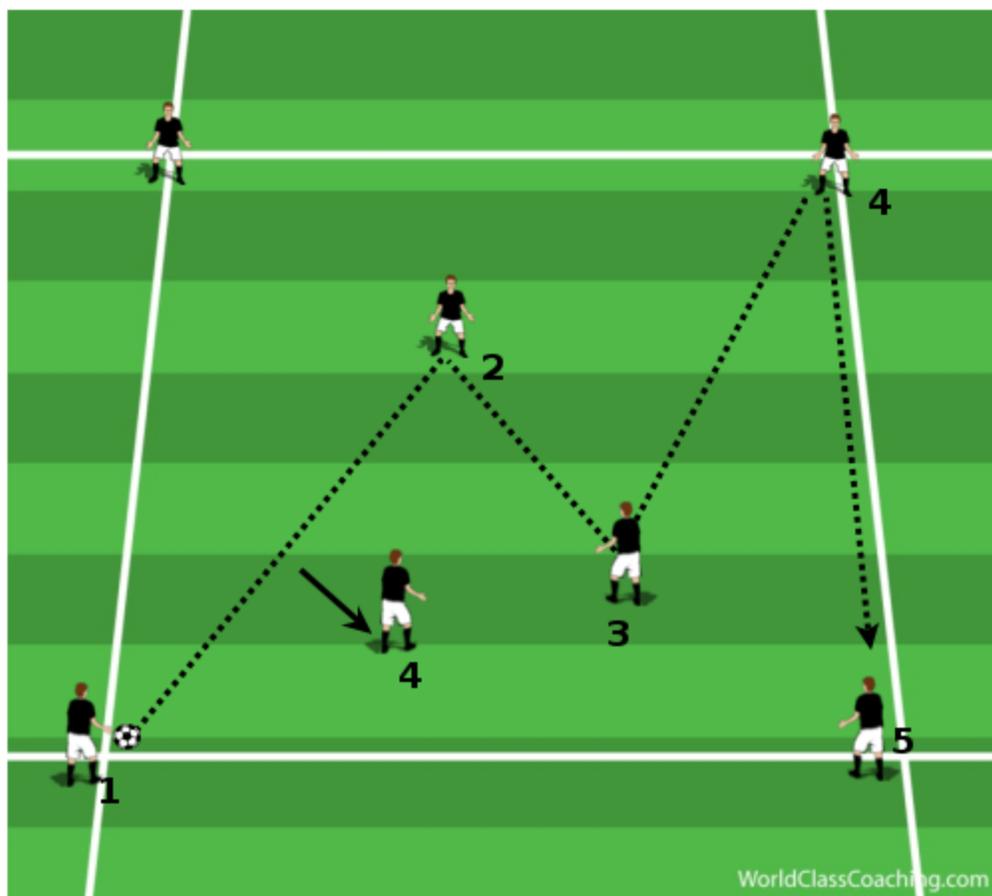
The training session was conducted by Head Coach John van den Brom, Assistant Coach Stanley Menzo and Albert Capellas, assistant manager and former coordinator of Barcelona's youth academy, the Masia who led the warm-up.

**Agility Warm-up:** The various agility exercises included:

- Start with a standing jump and immediately sprint upon landing,
- "Hopscotch" movement (forward jump with feet together over first set of 6" hurdles, straddle 12" wide hurdles with next jump, second forward jump) followed by sprint
- Jog forward, circle a pole while remaining facing forward and then sprint
- Jump hurdle 3' tall and then sprint
- Jump to head a ball and sprint upon landing

**Rondo:** Also known as 5 v 2 or "piggy in the middle"

**Passing Drills:** In Holland we saw a number of drills that emphasized passing rhythm, accurate one-touch passing and the correct weighting of passes – contrasting firm long passes with short lay-offs - and constant movement. The Vitesse players performed two similar passing drills that combined all of the skills



### 1 DIAGRAM OF VITESSE LONG SHORT PASSING SQUARE 1

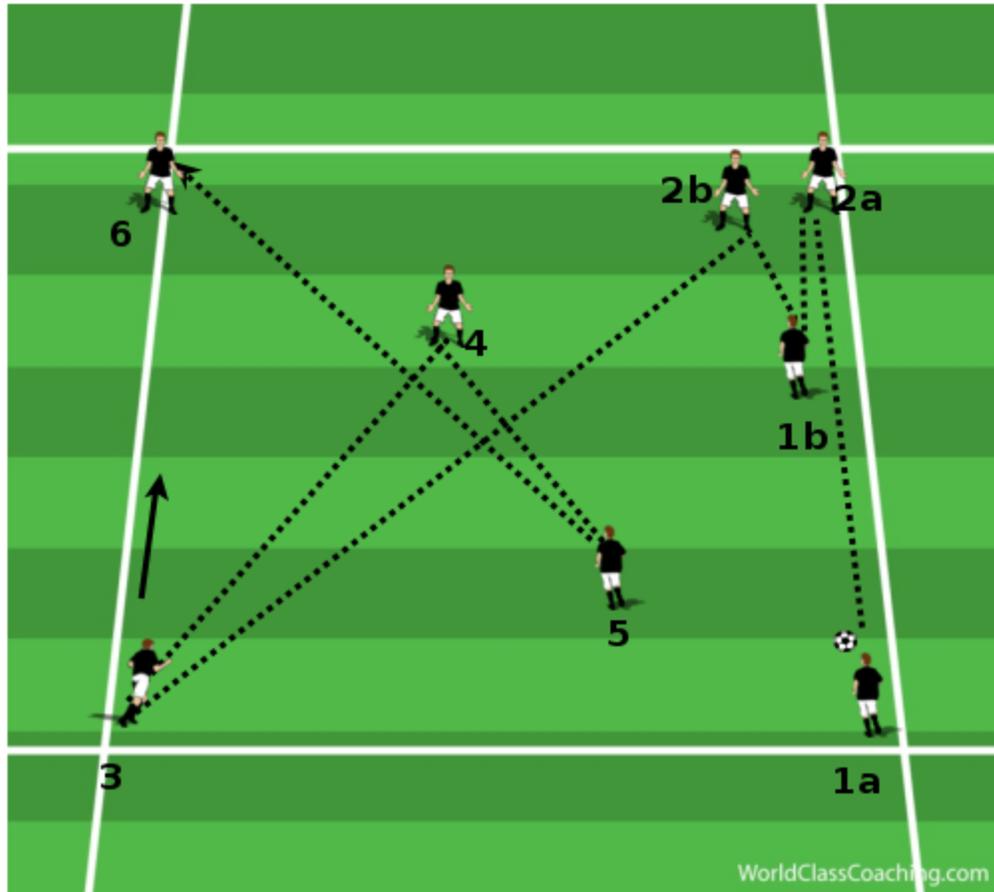
**\*\* Video\*\* Vitesse Long & Short Passing Drill 1**

#### Long & Short Passing Square:

Working area was a 16 yd. x 16 yd. square with players located at each corner and three in the middle in a triangle formation as illustrated.

- Play began with Player 1 who made a medium-length pass to Player 2 at the top of the triangle. (To accommodate the pass, player 4 moves out of the passing lane.)
- Player 2 lays the ball off first-time to the Player 3.
- Player 3 plays the ball to player 4 who then makes a long pass the length of the square to Player 5. Meanwhile, player 2 changes position with Player 4 and Player 3 takes Player 2's place.

The drill then repeats itself starting on the opposite side of the field in the bottom left-hand corner of this illustration. Each of the passing sequences starts with a two-touch pass; all of the other passes are one-touch.



## 2 VITESSE FIRST TEAM LONG SHORT PASSING SQUARE 2

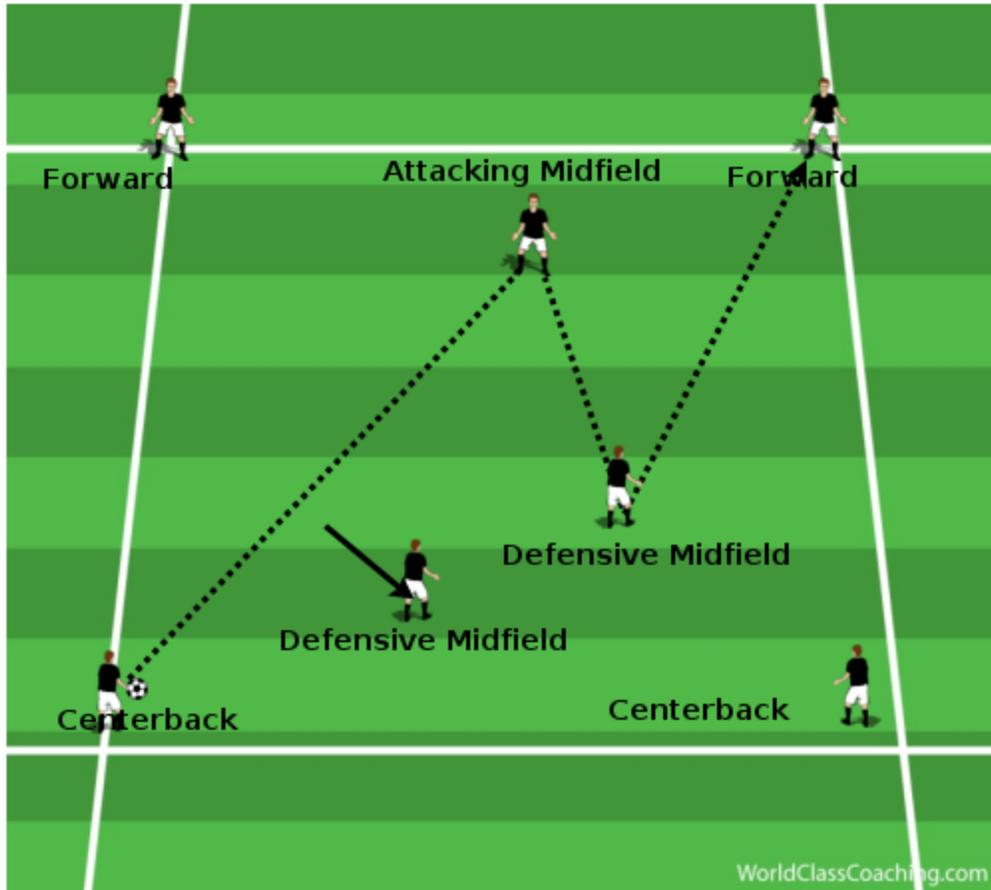
**\*\* Video\*\* Vitesse Long & Short Passing Drill 2**

### Long & Short Passing Square Two:

A variation on the previous drill.

- Play now begins with a long pass from Player 1 to Player 2 then moves to support Player 2 who returns the ball to Player 1 for a short pass while moving infield 1 yard.
- Player 2 now plays a long diagonal pass to Player 3 who plays a pass to Player 4 who lays the ball back to player 5.
- Player 5 plays a medium length pass to 6 in the opposite corner.
- Player 6 receives the ball and makes a first-time pass to player 3 who is now moving quickly down the line to start the sequence again.

Coaching Points: The two passing drills required good technique and concentration as to not break the rhythm and pattern of play.



### Vitesse Passing Square and Team Shape

The drills brought to mind a typical passing pattern inherent in the shape of the 4-3-3 formation as follows:

- The left centerback plays a medium length pass to the attacking “point forward” midfielder.
- To accommodate the pass the left defensive midfielder moves in-field to open a passing lane.
- The attacking midfielder player at the top of the midfield triangle lays the ball off to the right defensive midfielder player who is then in a good position to play the ball forward to one of the strikers.

**10 v 10 Small Sided Game:** The team then broke up into two teams of 9 field players and keepers and played in a half of the field the width of the penalty area. The team made up primarily of attacking players played in a 3-3-3 formation and the team primarily made up of defenders played in a 4-2-3 formation with one of the centerbacks pushing into midfield when his team was in possession. Play begin with a one-touch restriction including keepers then moved to a maximum two-touch restriction after 5 minutes. The competitive game continued for an additional 10 minutes.

**Crossing & Finishing:** Following a short break the players trained crossing and finishing drills identical to the one illustrated in the NEC Nijmegen first team training session.

## Vitesse Academy Presentation

During a catered lunch we enjoyed a presentation on the club's academy entitled "The Road to the GelreDome" by Hamstra and van de Kraats.

### *The Way to the GelreDome!*

*Vitesse Arnhem Youth Academy presentation adapted by Dave Brown*

We enjoyed an orientation to Vitesse Arnhem and their youth academy from the Gerry Hamstra, Head of Youth Training and U14 team trainer Leo van de Kraats.

#### **PRESENTATION HIGHLIGHTS:**

##### **Combined Vitesse Arnhem/AGOVV Apeldoorn Youth Academy "VAVA"**

- "VAVA" is the nickname of the combined academy of neighboring pro teams Vitesse Arnhem and Apeldoorn. Apeldoorn (officially "AGOVV") is located 35 miles away and is currently an Erste Divission (2nd tier) club.
- There are 36 pro clubs in the Netherlands combined into 13 Academies by geography. In 2005 the KNVB did an analysis of money spent and found that when each club had its own academy the annual expenditure for youth academies was €31 million euros with only 30 pro players produced. (24 of those came from the "big three" of Ajax, Feyenoord and PSV and 6 total from all the rest of the top clubs.) This was not considered a good return on investment so academies were combined into natural geographic pairings such Ajax and FC Volendam; NEC Nijmegen and FC Oss; and FC Twente, Heracles Almelo and Go Ahead Eagles.
- Academies are combined up until the U17 to U19 teams at which point each club has its own teams. A large club such as Ajax invests about €3.5 million Euros per year in its academy; a smaller Eredivisie club, around €500,000.
- The KNVB – based on the criteria of facilities, coaching, scouting and transportation - has granted the VAVA academy its highest rating of four stars.

**History & Organizational Structure:** The academy is made up of 124 players in in 8 teams; U11 to U15 and U17/19. The Academy will add its first U16 team next year. It is co-located at the Papendal National (Olympic) Sports Center. It the currently the site of extensive construction as new owner Merab Jordania has invested €10 million Euros in new field, dormitories and training facilities.

**Technical Staffing and Training:** In addition to a head of youth training, each age group has a head coach, goalkeeper coaches, technique specialist coaches, fitness trainers, and physiotherapist assigned to the youth division.

**Transportation:** The club runs an extensive transportation program to get players to both training schools. An overall coordinator organizes 14 van runs, 5 days a week, running between players' homes, school and Papendal. Vitesse believes it is much better for players to live at home and have a normal family life. Hamstra spoke of the contrasting experience of youth players in Russia who live in a boarding school, train intensively but are only allowed limited visitation with their families three times per year, resulting in "robotic" players in his opinion.

**Player's Academic Studies:** An education liaison oversees the player's education, which includes compulsory college in Arnhem for the older players. Player's academic attendance and progress are carefully monitored. Lack of academic progress can effect a player's on-field participation.

**Scouting:** An overall coordinator oversees scouting in three regions in the Netherlands where 25 scouts each are responsible for scouting 10 amateur youth clubs in a 60 mile radius. Since Jordania's arrival at the club, the number of foreign players at the club has increased.

#### **Player Training:**

- All academy teams play in 4-3-3 formation until U15 and players are expected to be able to move comfortably throughout the different age groups, understanding their role. At that point coaches are allowed to choose the formation and system of play that suits the team. At ages U17 and U19 players are encouraged to learn multiple systems.
- The mission is to create players who are effective in the modern game. Jari Litmanen (formerly of Ajax and Finland) was a "true #10" (attacking midfield player/shadow striker); Jan Wouters (former Dutch international hard-man) was a "true #4" or defensive midfield player. Marco Van Ginkel (young Vitesse star and Academy product) is a "modern" midfield player who can defend, create and score goals.
- The Academy has introduced a new "Master Class" program, focused on the 15 top players in the Academy who receive extra training – technical, tactical, physical - based in part on the *player's* interests.
- Training is divided roughly into the following areas: Positional and small group training; Individual training; Technical training; and Mental training.
- At the reserve team level, players are expected to understand and value winning. Before that, the emphasis is primarily on individual development.

**Coaching Staff Organization:** The entire training staff starts the week with a two hour meeting covering the week's training objectives, player's individual progress on the field and in the classroom, etc. Each player has a written Personal Development Plan that outlines their goals, progress and evaluations. Players are evaluated in December and April with decisions on retaining players taken in the spring. Coaches also have written notebooks, containing training plans, post-game evaluations, etc.

**Cooperation with Local Amateur Clubs:** Since all of the Academy's players come from local clubs, the Academy must be invested in this relationship. This includes providing coaching education, assistance with player training and talent days, and organizational support. The key is not to overpromise things that VAVA cannot deliver.

#### **Future Plans:**

- Dormitories and improved changing rooms and fitness facilities.
- Additional fields are currently being built for the first team and Academy with undersoil heating.
- More and better coaching; not just on the field but mental and lifestyle training

Overall the goal is to take players from **Dependent** (young) to **Independent** (ready for the first team or life) through their participation in the Academy.

3:15 pm Vitesse U17



#### 4 VITESSE U17 DIAGRAM 12 V 4 GAME

##### 12 v 4 Finishing Game:

Working area was a penalty area with two goals

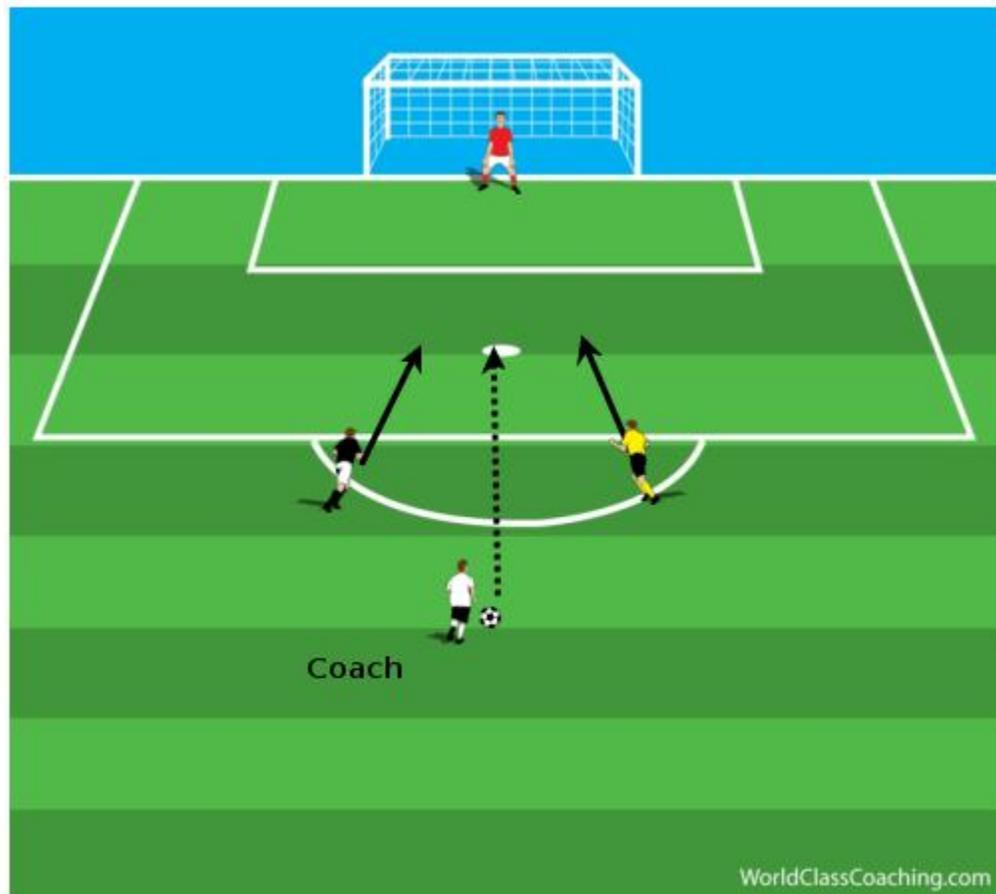
16 field players plus two goalkeepers organized into 4 teams marked by differently colored pennies.

By color the teams are broke up into two teams;

1. One team has 12 players made up of players in blue, red and yellow jerseys (plus 2 keepers) that start as one team.
2. The other team is made up of 4 players wearing black jerseys that begin the drill as an attacking team).

Play begins with a flighted ball played by the coach into the area. The attacking team in black can score at will from the first pass or subsequent headers or flicks from teammates **or** from an intercepted pass by the defending team. The purpose of the other, larger team is to keep possession for 12 consecutive passes which earns there team a point. The ball must be kept in the air by means of head, legs or chest the entire time it is in the penalty area. If it hits the ground play is dead and the coach plays in a new ball. Goals can be scored by the attacking team by headers or volleys.

The attacking team of 4 players changes in rotation when the defending team can maintain possession for 12 passes under pressure from the 4 attackers.



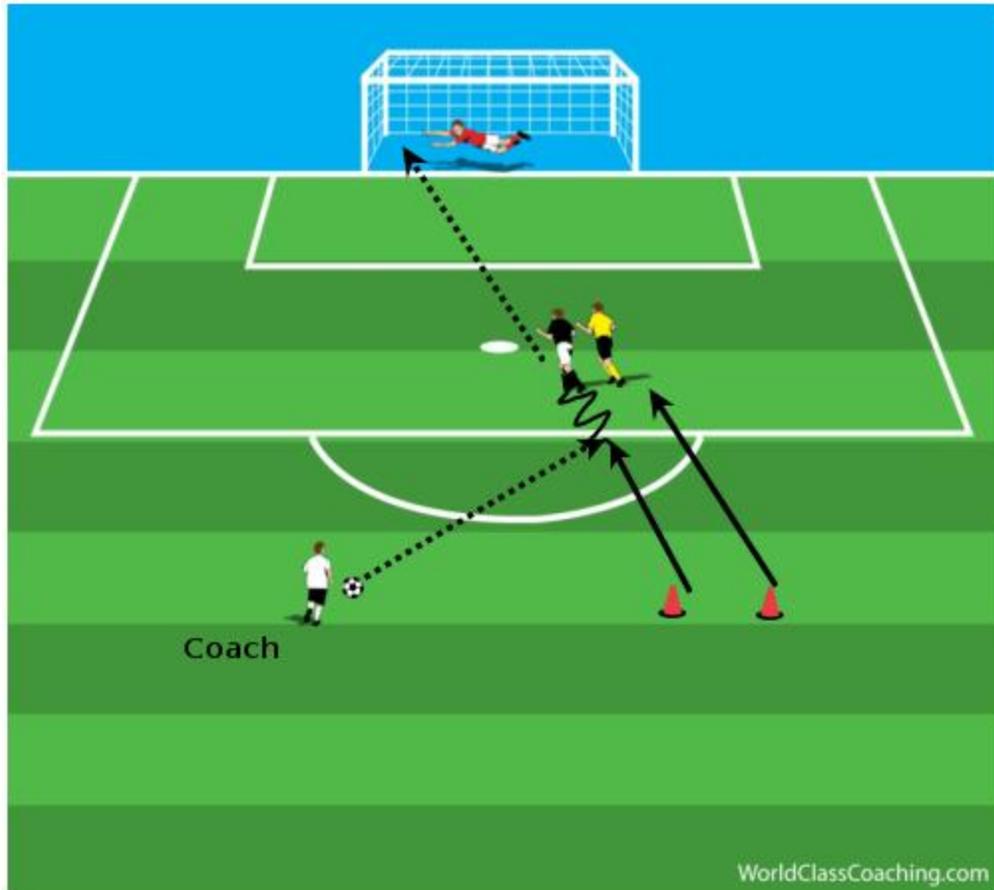
### 5 VITESSE U17 DIAGRAM SHOOTING IN PAIRS

#### Shooting in Pairs:

One of the goals is now moved off the field for some finishing exercises. Two opponents lined up next to each other 24 yards out from goal. The coach played a ball toward the goal between two players sprinting to the ball. First player to arrive at the ball shoots while the other defends.

#### Variations:

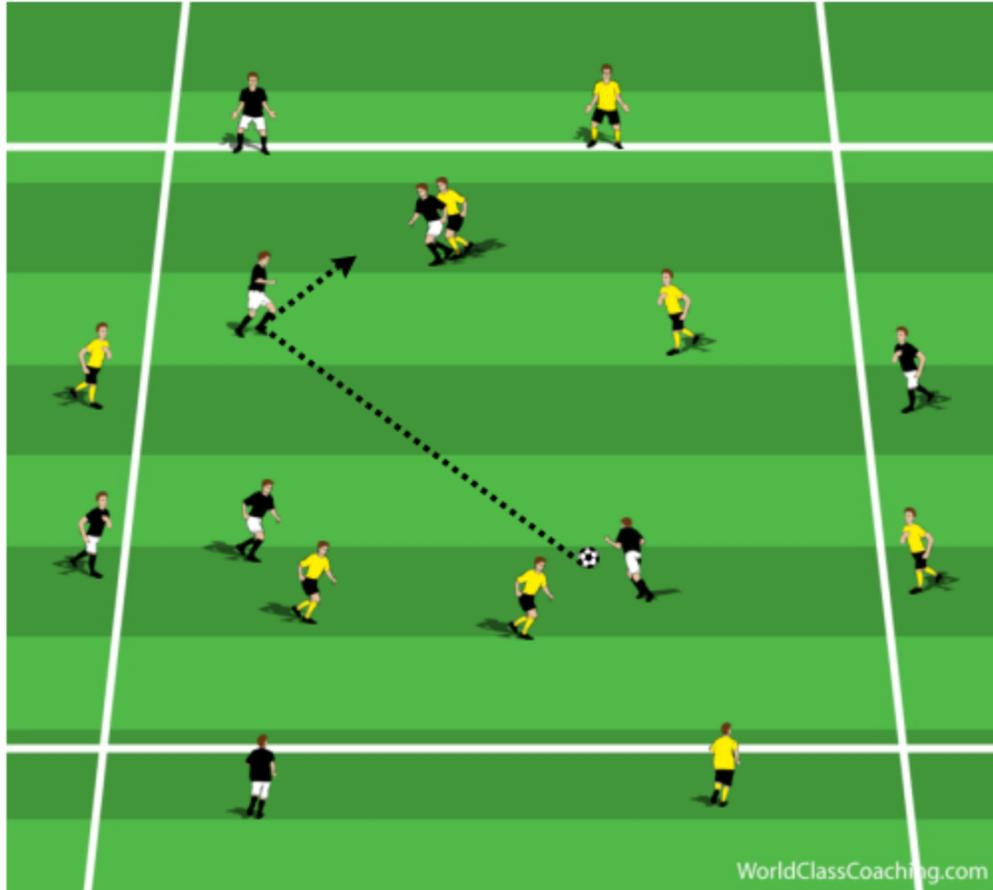
- Players bump shoulders (shoulder charge) to gain a positional advantage before sprinting to ball.
- Players sit on the ground with feet facing the goal. When the ball is played, the players get to their feet and sprint to it.
- Players sprint starting from a push-up position.
- Starting from reverse push-up position (feet and hands on ground and back toward the ground) the players jump up and spring to the ball.



### 6 VITESSE U17 DIAGRAM SHOOTING IN PAIRS TWO

#### 1 v 1:

The coach now changed the set-up to pass to an attacking player pursued by defender who started on the outside of player. Emphasis was on attacker keeping ball shielded from defender before working it into a shooting position.



### 7 VITESSE U17 DIAGRAM POSSESSION GAME

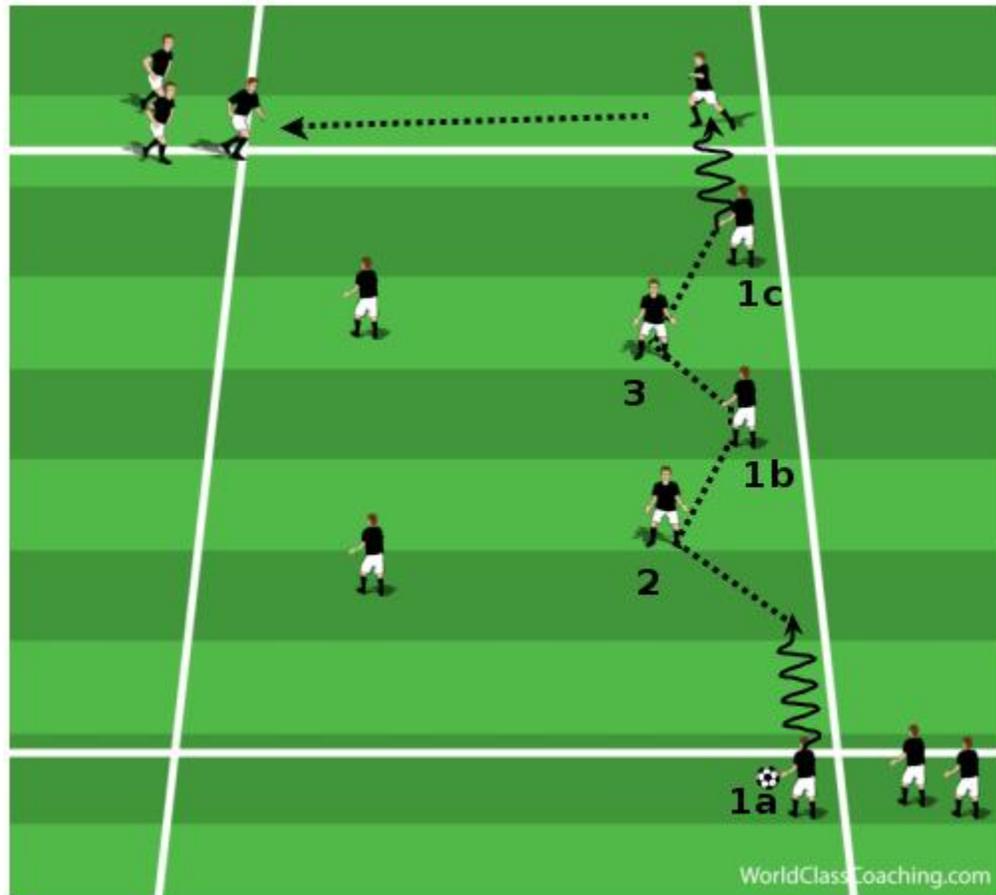
#### Possession Game:

4 v 4 in 18 x 18 grid area.

- Four players in the middle of grid kept possession with help of 4 teammates distributed on the outside of the area. They remain in possession until the defending team can win the ball.
- Teammates of the team in possession who are positioned outside the grid are coached not to be static but to be alert and mobile as to support the team on the ball.
- Teammates of the defending team who are positioned outside the grid do not actively defend their counterparts but can intercept a misplayed pass, resulting in a change of possession.
- Players on outside of area rotate into the field together every 3 or 4 minutes. At one point, the coach switched one of the players on the outside into to become a “neutral” (all-time offense) player to help the 4 in the middle retain possession.

Play ended with some casual juggling in 3’s while a few players worked on direct and indirect free kicks against goalkeeper.

On an adjacent field, the **U14** team held a similar session with a few interesting passing drills:



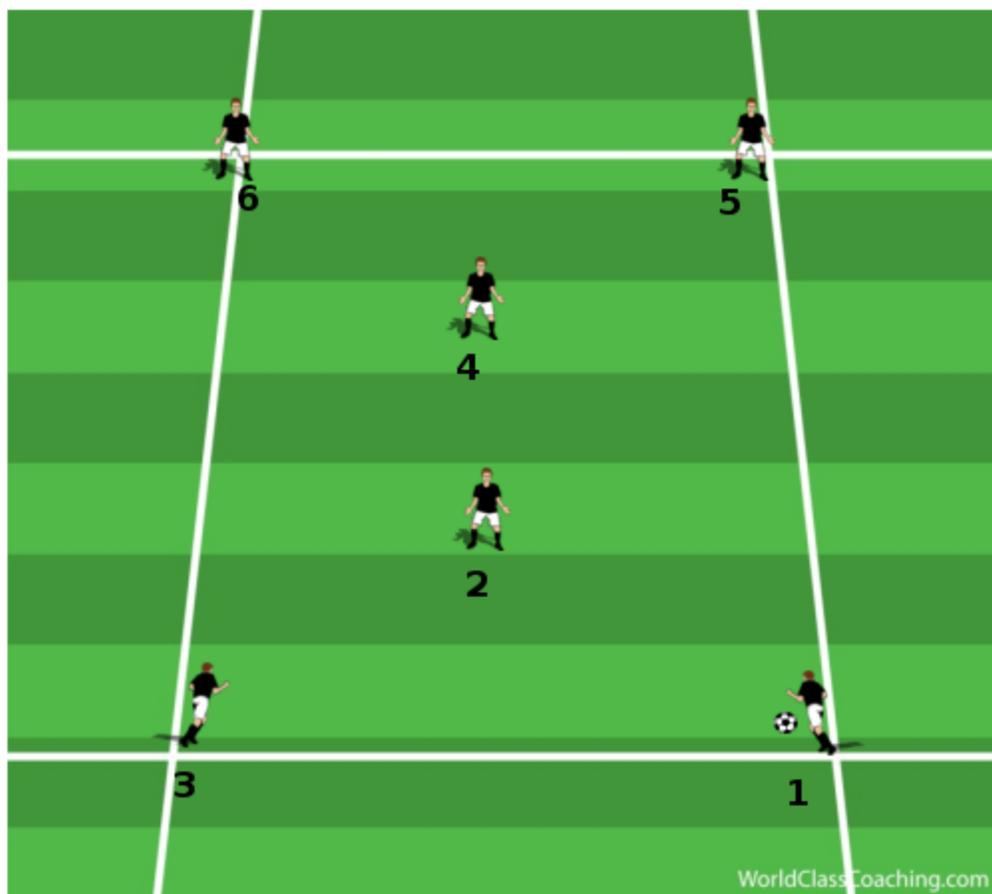
### **8 VITESSE U14 DIAGRAM WALL PASS DRILL**

#### **U14 Wall Passing Drill:**

In an area 32 x 20 the players worked on wall passes in the following manner:  
Players start the drill positioned as illustrated:

- Using his right foot, player 1 makes a wall pass to Player 2.
- Upon receiving the ball back Player 1 dribbles forward a few yards and repeats the pass to Player 3.
- Upon getting the return pass Player 1 dribbles to the end of the rectangle before passing to the player at the end of a short line of players at other end of rectangle waiting to repeat the action from the opposite corner of the rectangle.
- In the meantime Player 2 moves forward to join the line that Player 1 began at and Player 3 moves forward into the position Player 2 formerly occupied.
- Once the players had found a passing rhythm, two balls were in motion at all times with wall passes happening on both sides of the rectangle.

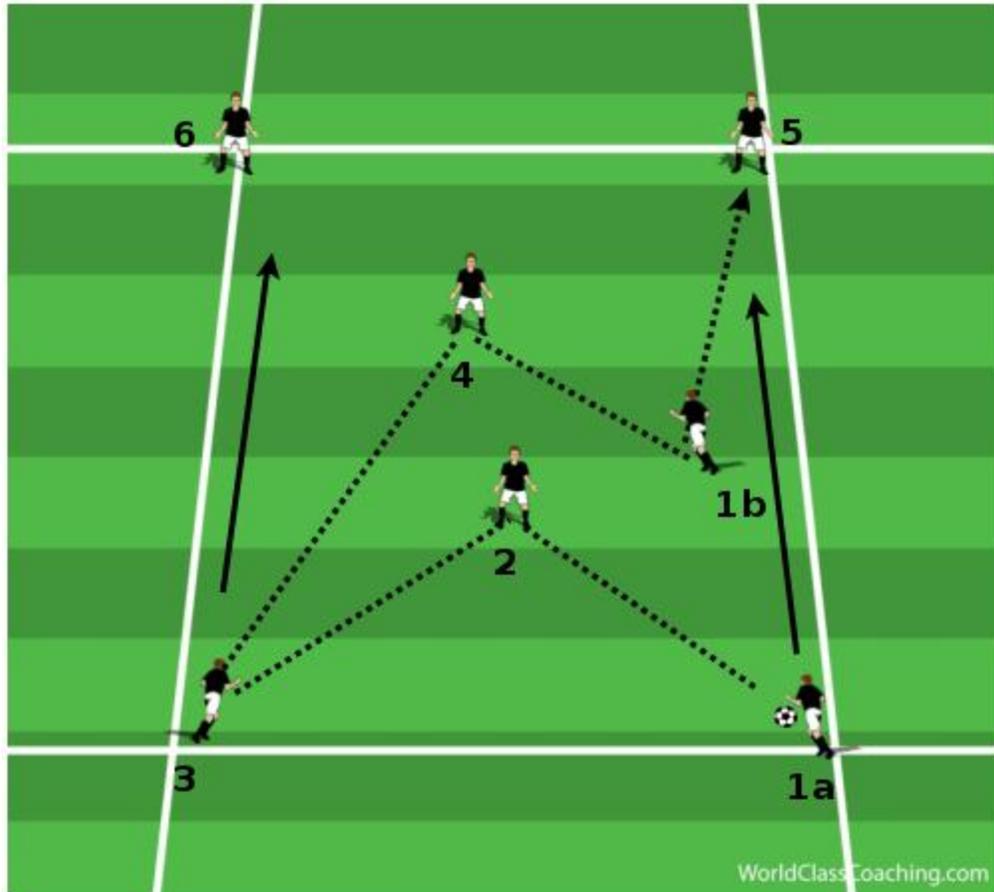
After several minutes, the players repositioned themselves to repeat the drill in the opposite direction, passing primarily with their left feet.



### 9 VITESSE U14 DIAGRAM THIRD MAN RUN DRILL SETUP

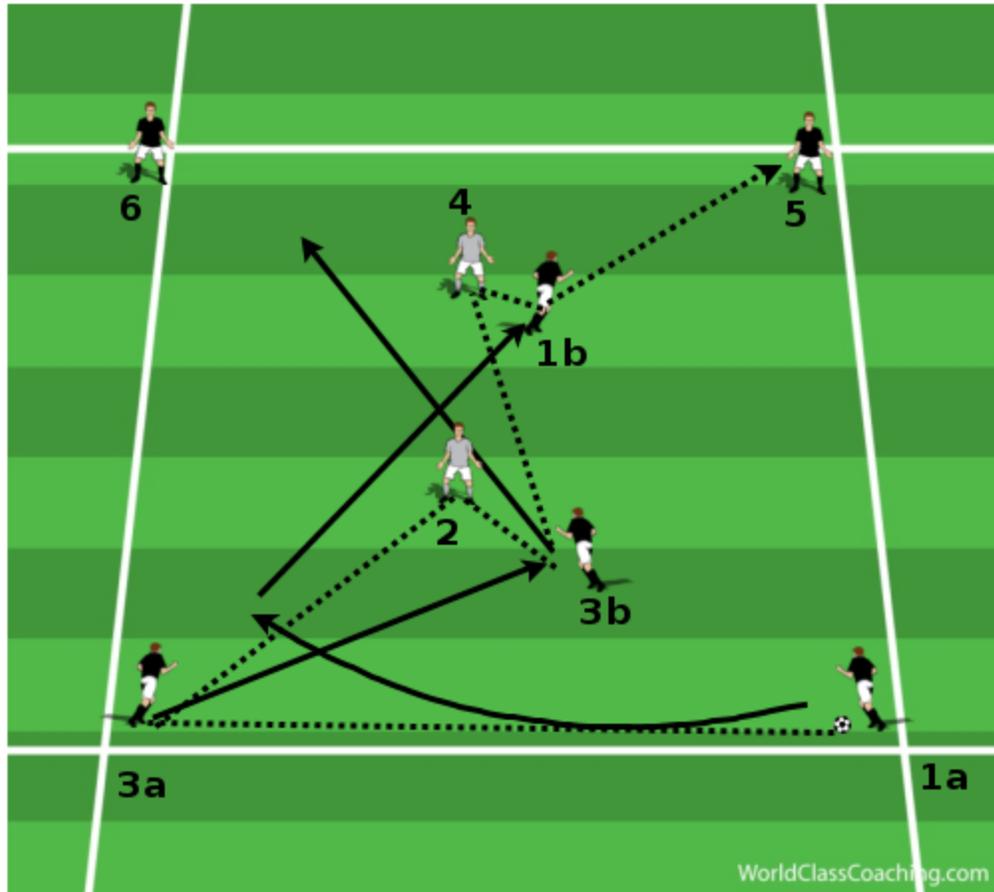
#### **Third Man Run Passing Drill:**

The field is extended to about 40 yards long and players are positioned as shown, with target players playing with their back to goal in the middle of the field.



### 10 VITESSE U14 DIAGRAM THIRD MAN RUN DRILL

- Player 1 passes to Player 2 who is playing as a “target” player facing the original pass.
- Player 2 lays the ball back first-time to Player 3 who is moving forward to support Player 2.
- Player 3 passes the ball to Player 4 who lays the ball back to Player 1 who has continued his run.
- Player 1 plays the ball to Player 5 who start the sequence going the opposite direction with a first or second-time pass to player 4 who has now turned to face players 5.
- Players 5 and 6 work as a pair to move the ball down the field in the same way that Players 1 and 3 did.
- Players 1 and 2 in the meantime have gone to the back of the lines at opposite end that they started at and wait their turn to repeat drill.



### 11 VITESSE U14 DIAGRAM THIRD MAN RUN DRILL TWO

#### Third Man Run Drill Variation:

This variation adds a square pass and underlapping and crossing runs. (Players 2 and 4 are depicted in grey jerseys for clarity.)

- Player 1 begins with a square pass to player 3 while immediately beginning an underlapping run behind him.
- Player 3 plays to player 2 while crossing in front of Player 1.
- Player 2 lays the ball off to Player 3.
- Player 3 plays the ball to forward to Player 4 and continues his run.
- Player 4 lays the ball off to Player 1 who is crossing underneath him.
- Player 1 then passes to Player 5 who begins the sequence again with a square pass to Player 6.
- Players 5 and 6 work their way down the field in the opposite direction.

#### Coaching Points:

- ✓ Players should accelerate immediately after playing the ball but should also time, and if necessary, hold their runs slightly as to not “overrun” the return pass.
- ✓ Tempo is fast with the second passing sequence starting immediately after the first is complete. Target players need to be active and ready to turn and begin sequence going opposite direction at any time.

