



INTERNATIONAL
COACHING
SYMPOSIUM
CZECHIA
Prague

2024 IIHF INTERNATIONAL COACHING SYMPOSIUM

MAY 18-20



INTERNATIONAL
ICE HOCKEY
FEDERATION



ICE HOCKEY
WORLD
CHAMPIONSHIP
CZECHIA
Prague - Ostrava



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#ICS24



Personal Development Plan

Patrick Delisle-Houde

Personal Development Plan

Saturday, May 18 2024

Patrick Delisle-Houde

McGill University, Associate coach



“Give me 6 hours to chop down a tree and I will spend 4 hours sharpening the axe”

-Abraham Lincoln

“My job as coach is to find solutions and chart a path ahead”

-Sheldon Keefe after the loss in Game 7



Outline

- Starting Point
- Partnership with players
- Strength and Conditioning
- Hockey
- How to summarize for our players

Objective: Clarify and/or improve your PDPs



What's your PLAN for ME?

How are you going to bring ME to the next level?

- Hockey techniques
- Hockey individual tactics
- Hockey team tactics
- Bigger, Stronger, Faster
- Be a leader

How do we make our players better?

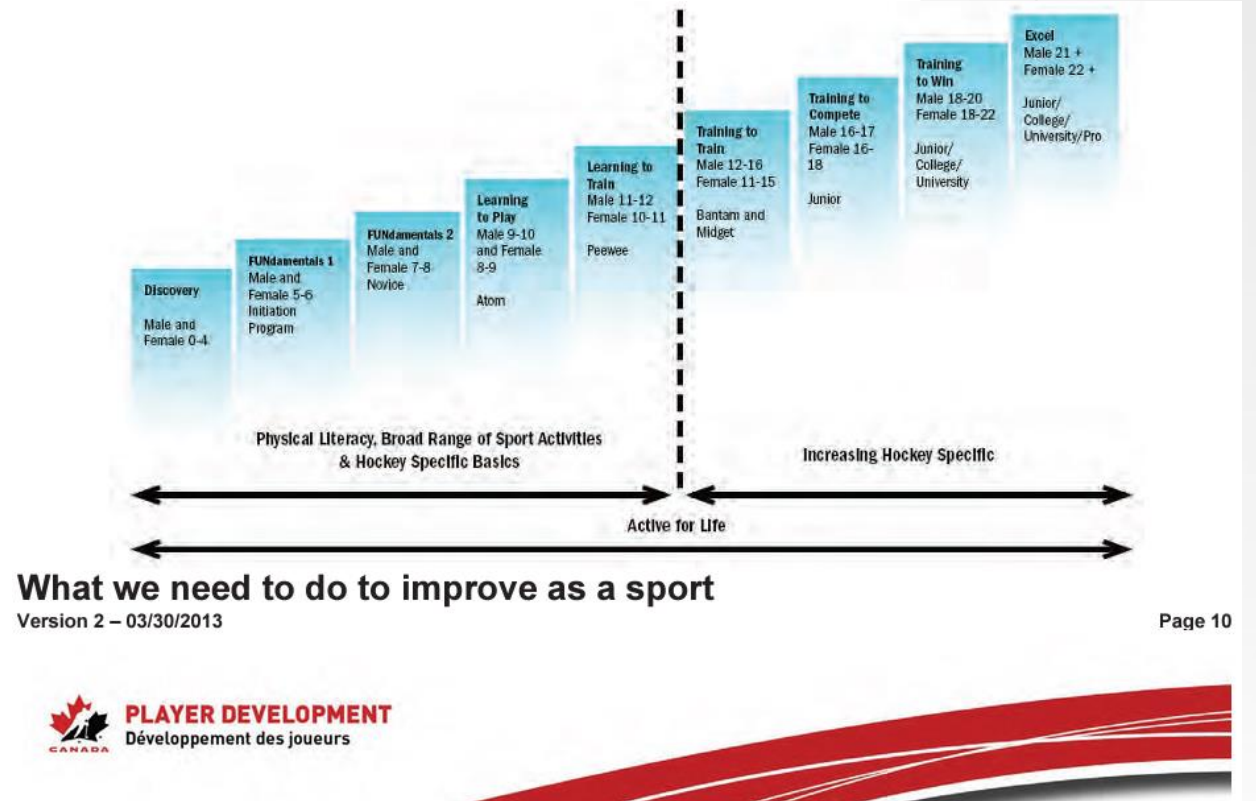


PLAN ANNUEL 2022-2023					ÉQUIPE: Redbirds de McGill																	DIVISION/CLASSE:				
Mésocycles	1				2					3				4				5					6			
mc	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Mois	Août				Septembre					Octobre				Novembre				Décembre					Janvier			
Dates	1	8	15	22	29	5	12	19	26	3	10	17	24	31	7	14	21	28	5	12	19	26	2	9	16	23
Pré-saison																					REPOS					
Saison																										
Tournoi																										
Séries.																										
Programme développement individuel (PDI)																										
Évaluations																										
Rencontres																										
École																										
Examen scolaire																										
Importance																										
PHASES	Pré-saison					Saison régulière/Tournois (Développement individuel et collectif)																				
Technique individuelle	50%				15%					20%				20%				50%					0%			
Tactique individuelle	50%				20%					30%				30%				50%					0%			
Tactique collective	0%				55%					50%				50%				0%					0%			



Long-term Player Development Model

- Player centered approach
- Broad foundation
- Long-term process
- Align player development with resources



Continuum of progress

Present

Long-term
goal

Short-term
goal



Present



Draw the picture



PERSONAL DEVELOPMENT PLAN

	THE WHAT: Outcome Goal(s)	THE HOW: Process Goals	Habit Tracker	THE PROGRESS	THE APPRASIAL
HOCKEY (TEAM, SKILLS, INDIVIDUAL)					
ACADEMICS					
STRENGTH & CONDITIONING					
INTANGIBLES & LEADERSHIP					
MENTAL PERFORMANCE					
LIFE					

Partnership with the players



Pillars of success

- Hockey → Team, Skills, Individual, Grit
- Strength and conditioning → strength, speed, power, conditioning
- Intangibles/Leadership → In their own context what does it represent
- Mental performance → visualization, imagery
- Academics → Results, improvement, habits
- Life → Cooking, internship



Strength and Conditioning



Physiology of the sport

On-ice activities are complex and multifaceted, and require endurance, speed and strength in conjunction with highly developed technical/tactical/cognitive abilities allowing swift decision-making and execution of specific in-game movements and skills. (Vigh-Larsen & Mohr, 2022)

Ice hockey is a high-intensity intermittent team sport characterized by brief bouts of fast-paced skating interspersed with longer duration bouts of passive recovery. Studies have documented that each shift typically lasts 30–80 seconds with subsequent recovery periods of ~2–5min. (Vigh-Larsen & Mohr, 2022)

What's our take on all this information



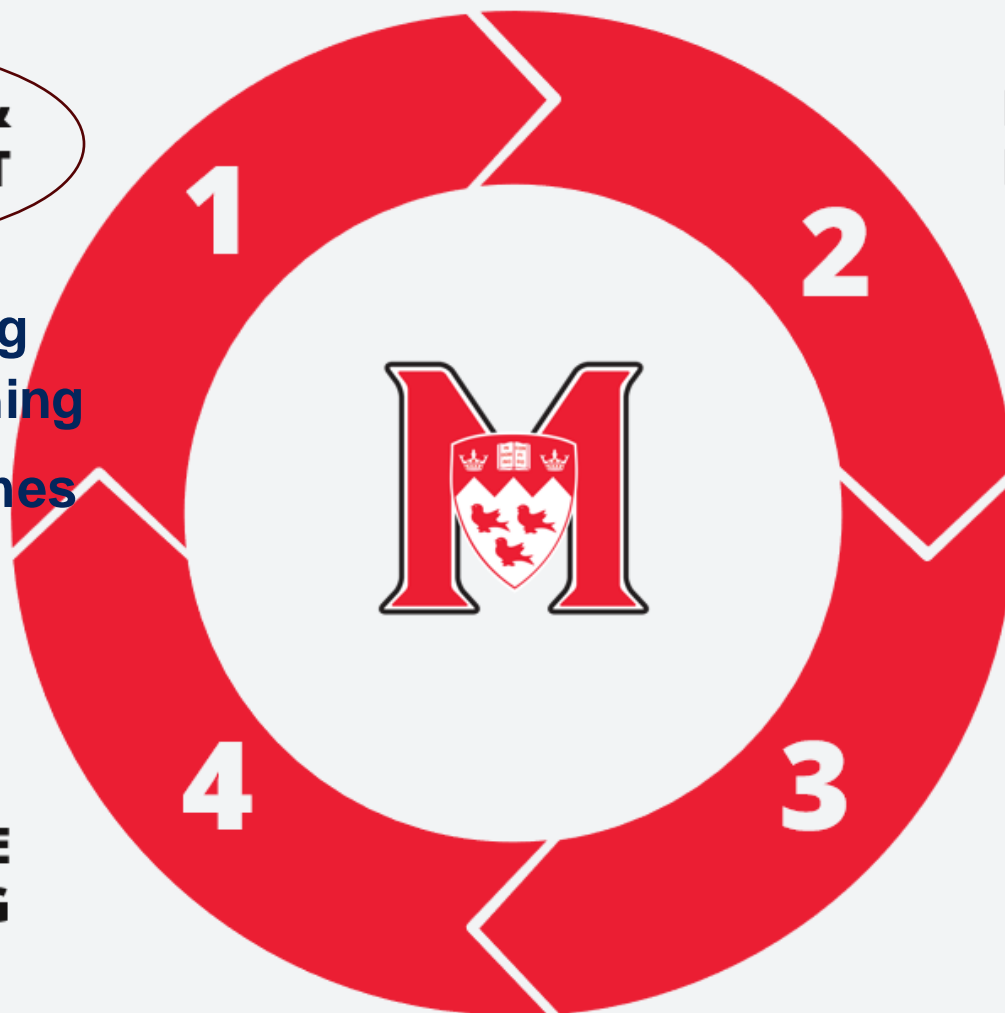
**SCREENING &
ASSESSMENT**

Fitness Testing
Regular team training
Practices and games

**INTERPRET DATA &
PRESCRIBE TRAINING**

**MONITOR THE
TRAINING**

**IMPLEMENT THE
TRAINING**



10M Sprint - Split		30M Sprint - Split		Pro Agility		Broad Jump		Push Ups		Chin Ups		Beep		Average Points	Overall Rank
Av Top 2	Rank	Av Top 2	Rank	Av Top 2	Rank	Av Top 2	Rank	Total	Rank	Total	Rank	Stage	Rank		
▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼
1.775	8	4.125	3	4.98	5	2.715	5	40	7	22	3	14.20	1	4.6	1
1.785	11	4.32	12	5	7	2.95	1	43	4	19	5	13.50	3	6.1	2
1.73	3	4.075	2	5.01	9	2.65	9	39	9	17	11	13.80	2	6.4	3
1.755	6	4.15	4	4.91	1	2.65	10	36	12	17	11	12.30	9	7.6	4
1.835	16	4.32	12	5.085	13	2.72	4	50	1	23	2	12.30	9	8.1	5
1.71	2	4.235	9	4.95	3	2.715	5	28	22	18	9	12.00	15	9.3	6
1.78	10	4.23	8	4.93	2	2.685	8	32	18	26	1	11.30	19	9.4	7
1.675	1	4.035	1	4.97	4	2.325	25	34	16	16	15	12.60	7	9.9	8
1.75	5	4.27	10	5	7	2.41	22	50	1	19	5	11.00	24	10.6	9
								43	4	22	3	0.00	27	11.3	10
1.775	8	4.2	5	5.09	14	2.53	15	28	22	16	15	12.30	9	12.6	11
1.735	4	4.205	7	5.675	26	2.71	7	40	7	13	23	11.40	18	13.1	12
1.835	16	4.335	14	4.99	6	2.635	11	30	20	17	11	12.00	15	13.3	13
1.815	14	4.36	16	5.295	23	2.415	20	35	14	19	5	13.20	4	13.7	14
1.755	6	4.2	6	5.15	17	2.555	14	31	19	14	20	11.50	17	14.1	15
1.8155	15	4.29	11	5.115	15	2.75	3	33	17	14	20	10.00	26	15.3	16
1.935	26	4.395	19	5.475	24	2.615	12	39	9	18	9	12.40	8	15.3	16
1.85	19	4.365	18	5.13	16	2.57	13	36	12	14	20	12.10	13	15.9	18
1.91	23	4.42	20	5.195	19	2.505	17	45	3	17	11	11.30	19	16.0	19
1.92	24	4.42	20	5.235	22	2.445	18	41	6	19	5	11.30	19	16.3	20
1.805	12	4.345	15	5.08	12	2.42	19	26	24	16	15	11.30	19	16.6	21
1.845	18	4.46	24	5.065	11	2.2	26	38	11	16	15	12.10	13	16.9	22
1.81	13	4.36	16	5.175	18	2.415	20	16	27	16	15	12.30	9	16.9	22
1.91	22	4.44	23	5.045	10	2.515	16	35	14	13	23	11.30	19	18.1	24
1.93	25	4.505	25	5.195	19	2.774	2	30	20	12	25	10.70	25	20.1	25
1.885	20	4.42	20	5.515	25	2.405	23	25	25	12	25	13.11	5	20.4	26
1.89	21	4.53	26	5.195	19	2.395	24	25	25	11	27	12.70	6	21.1	27
1.82	Average	4.31	Average	5.13	Average	2.56	Average	35.11	Average	16.89	Average	11.63			
1.68	Best	4.04	Best	4.91	Best	2.95	Best	50.00	Best	26.00	Best	14.20			
1.94	Min	4.53	Min	5.68	Min	2.20	Min	16.00	Min	11.00	Min	0.00			
1.76	Top 25%	4.21	Top 25%	5.00	Top 25%	2.70	Top 25%	40.00	Top 25%	19.00	Top 25%	12.50			
1.88	Bottom 25%	4.41	Bottom 25%	5.20	Bottom 25%	2.42	Bottom 25%	30.00	Bottom 25%	14.00	Bottom 25%	11.30			

● #8

**STRONG
SLOW**

● #11

**WEAK
SLOW**

STRENGTH

● #2

● #3

● #5

● #12

**F
O
R
C
E**

Maximal Strength

Strength-Speed

Power

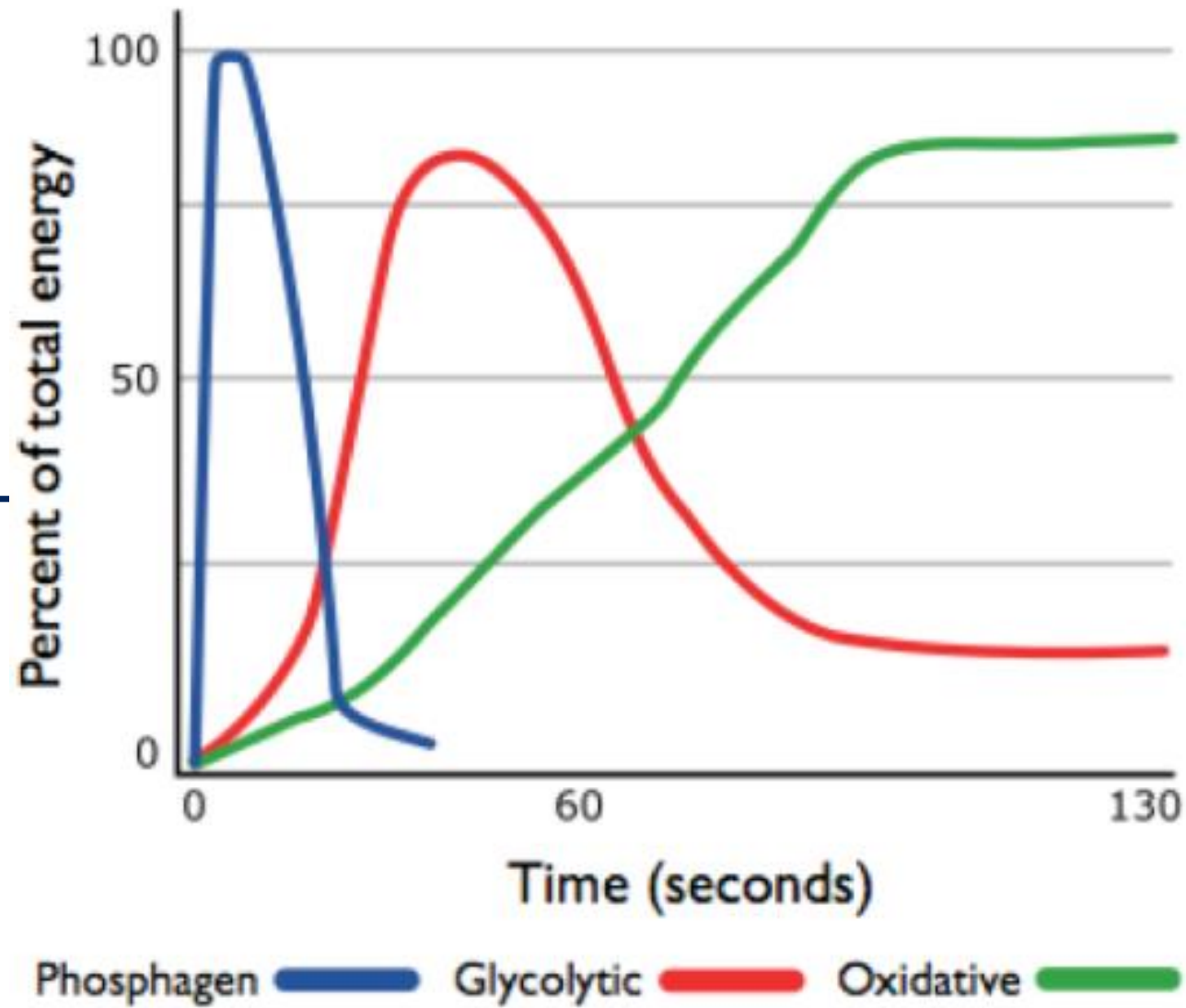
Speed-Strength

Speed

**V
E
L
O
C
I
T
Y**

● #1

Aerobic



→ Anaerobic

PERSONAL DEVELOPMENT PLAN

	THE WHAT: Outcome Goal(s)	THE HOW: Process Goals	Habit Tracker	THE PROGRESS	THE APPRASIAL
HOCKEY (TEAM, SKILLS, INDIVIDUAL)					
ACADEMICS					
STRENGTH & CONDITIONING					
INTANGIBLES & LEADERSHIP					
MENTAL PERFORMANCE					
LIFE					

- Increase lower-body strength throughout the season
- Workout at least 3x a week
- Recover properly
- Periodization of training
- Sleep hygiene and schedule
- Proper warm-ups



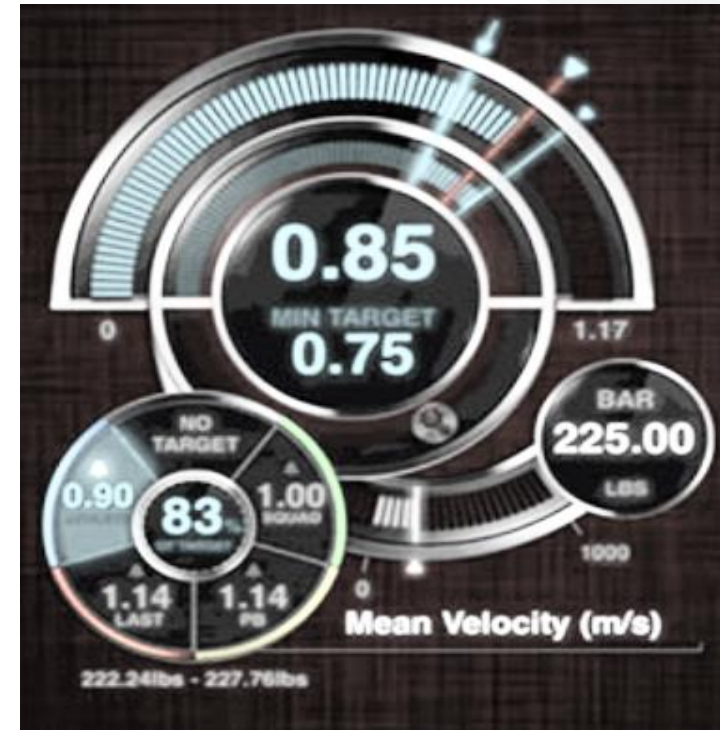
IMPLEMENT THE TRAINING

- Velocity Based Training
- Strength training
- Conditioning
- Mobility



Velocity Based Training

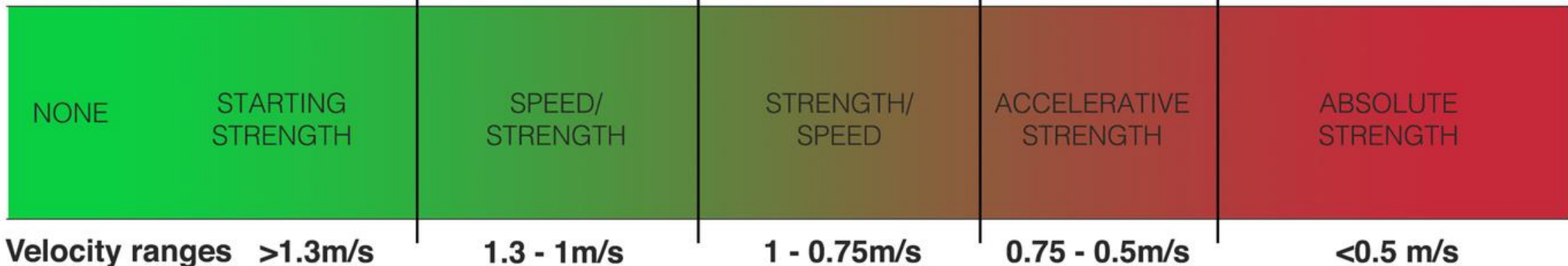
- Instant feedback
- Address our needs on how we categorize players



VELOCITY ZONES

% 1RM

0 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



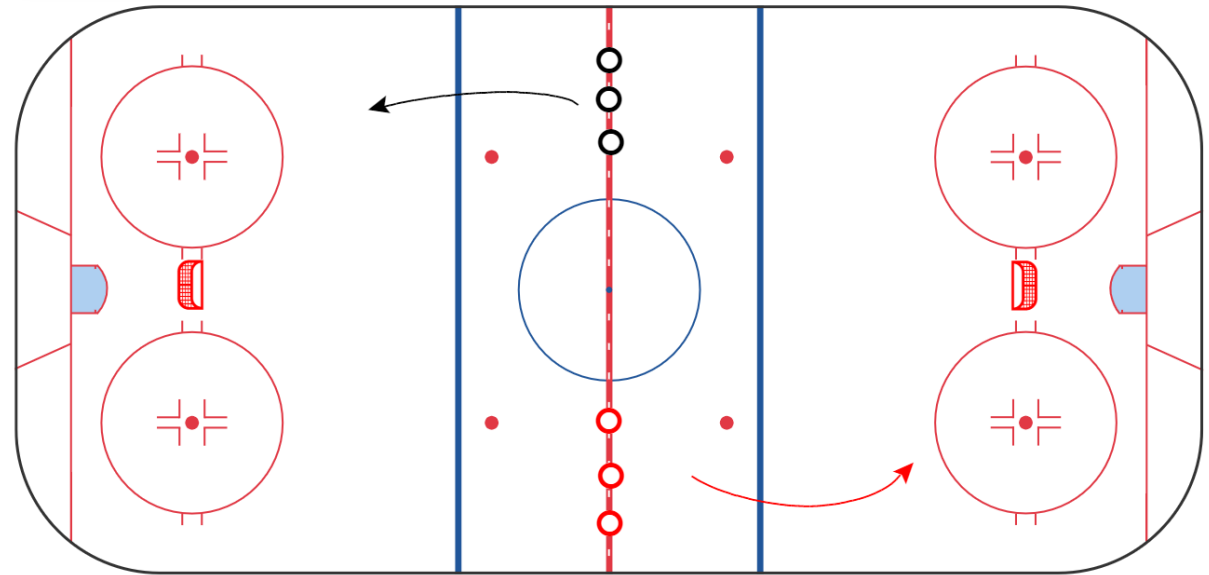
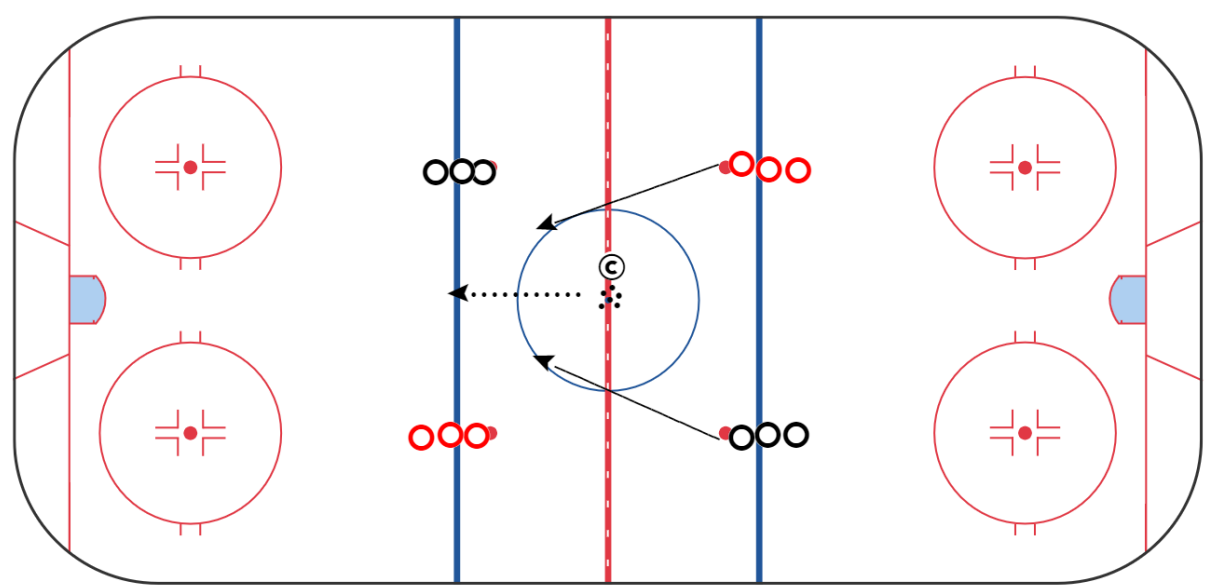
Strength training

- Multiple different techniques
- Improve different physical capabilities
- Injury prevention



Conditioning

- Repeated sprint abilities
- Volume
- Mental challenges



250 Calorie Ride					
1 16:02	10 10:41	21 11:15	Sep. 9, 2022		
2 10:22	11 11:58	22 13:48			
3 12:35	12 13:01	23 11:37			
4 12:34	13	24 10:55			
5 9:11 2 nd	14 12:13	25 13:13			
6 8:31 1 st	15 10:29	26 15:09			
7 9:41 4 th	16 9:39 3 rd	28			
8 10:58	17 14:37	30 9:59 5 th			
9 10:51	18 12:20	31 9:59 5 th			
	19 11:45	Roy - 13:54			

Mobility

- Appropriate movements
- Moves well



PERSONAL DEVELOPMENT PLAN

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ACADEMICS					
STRENGTH & CONDITIONING					
INTANGIBLES & LEADERSHIP					
MENTAL PERFORMANCE					
LIFE					



Hockey



What's the definition?

On-ice activities are complex and multifaceted, and require endurance, speed and strength in conjunction with highly developed technical/tactical/cognitive abilities allowing swift decision-making and execution of specific in-game movements and skills. (Vigh-Larsen & Mohr, 2022)



PERSONAL DEVELOPMENT PLAN

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HOCKEY (TEAM, SKILLS, INDIVIDUAL)					
ACADEMICS					
STRENGTH & CONDITIONING					
INTANGIBLES & LEADERSHIP					
MENTAL PERFORMANCE					
LIFE					

- Team
- Individual
- Skills
- Grit

**SCREENING &
ASSESSMENT**

Skills assessment

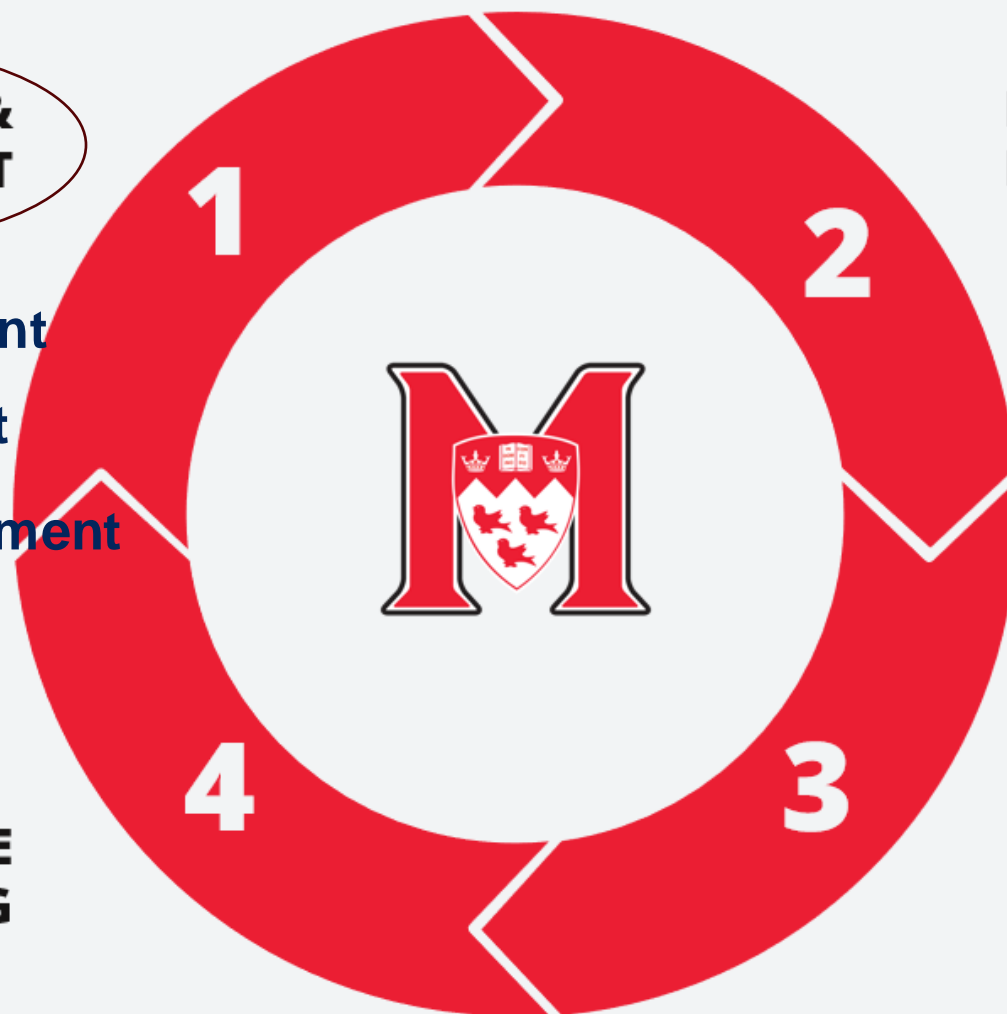
Grit assessment

Individual assessment

**INTERPRET DATA &
PRESCRIBE TRAINING**

**MONITOR THE
TRAINING**

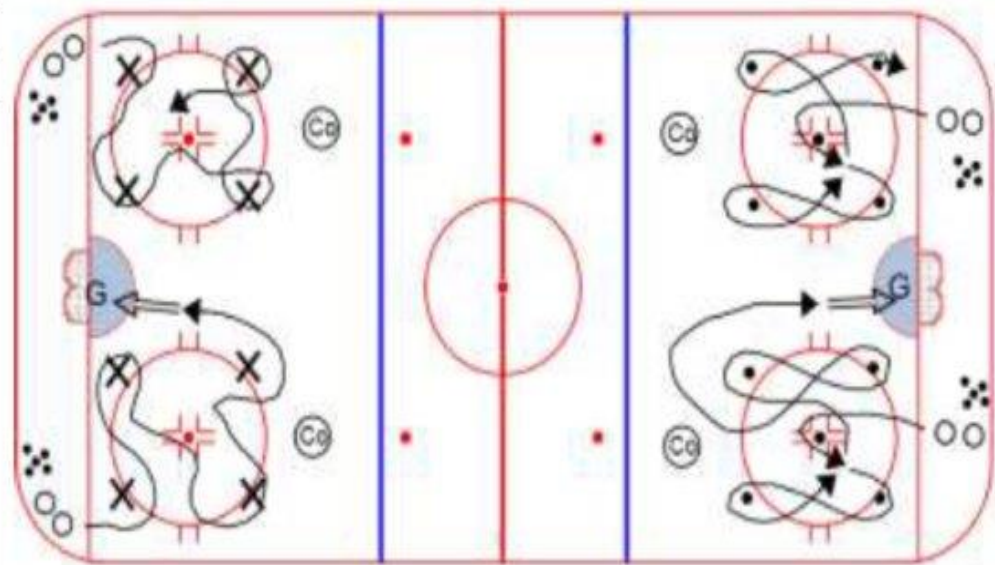
**IMPLEMENT THE
TRAINING**



Skills assessment

Forward Skating	Mobility / Agility / Small Space Skating		Evasiveness / Ability to Create Separation
	Speed / Quickness		Use of Fakes / Deception / Evasiveness
	Acceleration / Speed		Puck Protection / Spatial Awareness
Backward Skating	Transition Fwd to Bwd		Puck Placement / Management
	Lateral Movement		Position Before Possession / Competes for Space
	Skating Efficiency/Speed		Scoring Ability
Puck Control	Range of Motion / Small Area Puck Skills		Next Play Mentality - Good Reads / Decisions
	Fakes/Deception/Passing / Pass Reception		Poise with Puck / Creates Space
	Vision / Scanning / Checking		
	Shoulder Checks / Scans		Shoulder Checks / Scans
	Deception (head / stick / feet) / Sells Fakes		Deception (head / stick / feet) / Sells Fakes
Shooting / Scoring Mentality	Quick Release		Checking Skills - Stick / Angles
	Changes Shot Angles		Defending / Containing
	Shoots off Both Feet		Eyes up / Finds Lane / Gets Pucks Through
	Shot off a Pass (Catch and Shoot)		Good First Pass
			Next Play Mentality - Good Reads / Decisions
			Poise with Puck
	5 Super Elite		
	4 Elite (League Average)		
	3 Adequate (Average for U Sports)		
	2 Needs Improvement (Below average U Sports)		
	1 Inadequate		

Drill Name & Description	
10 mins – Skill Splits	
1) Forwards – 4 Pylon Agility -Place 4 pylons around a circle -Player starts by going around the pylons in a random fashion. -Progress to two players going at the same time with puck. -Progress to adding a chaser -Progress to give and go pass to side wall -Progress to keep away -After players has gone around all 4 pylons, finish with shot on net	
2) Defence – 5 Puck Agility -Place 5 pucks in circle as shown. -Player must skate around each of the outside pucks, and always come back to the middle before skating around one of the outside pucks again. -Toes always pointing forward during transitions -Progress to adding puck -Progress to add pass to coach in front -Remove pucks - Progress to front pressure from coach	



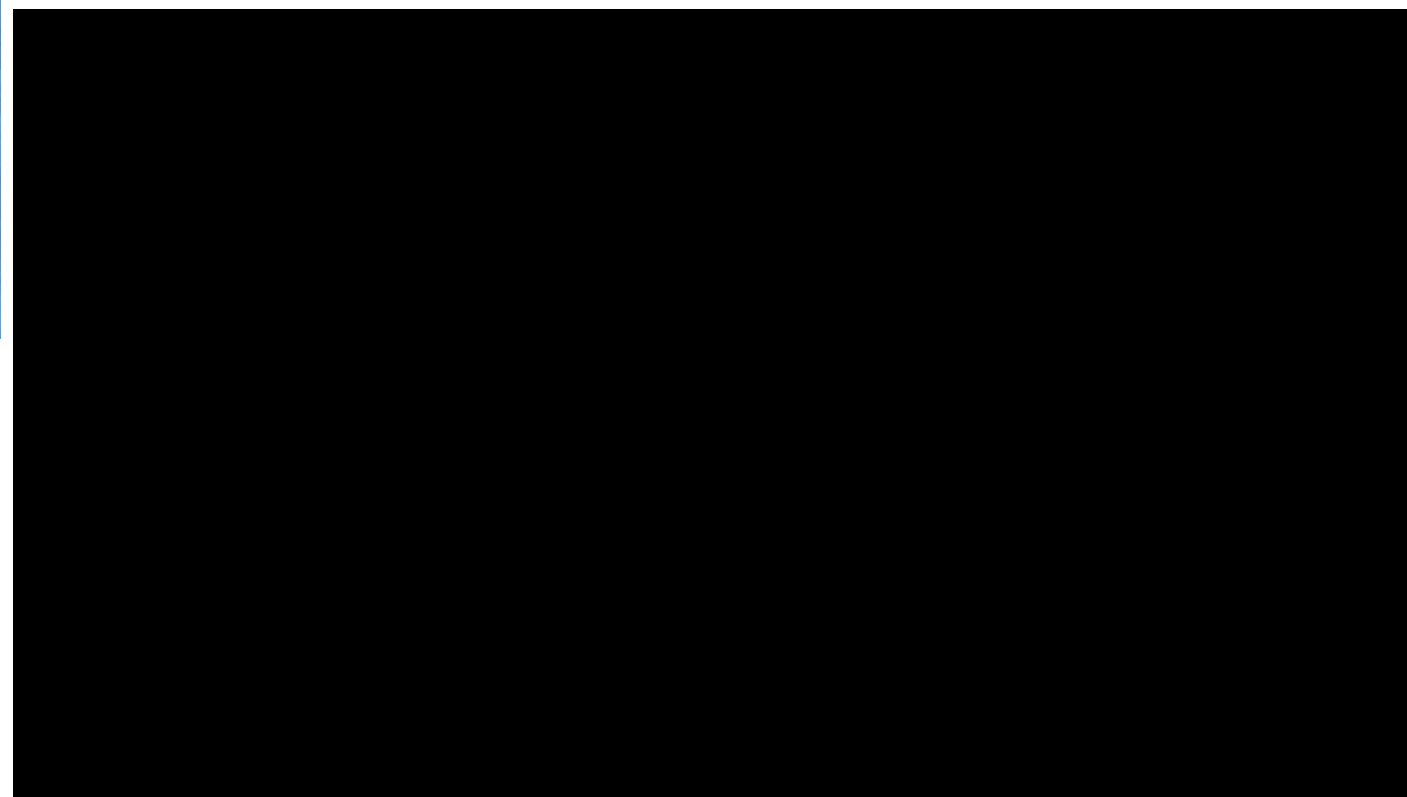
Key Teaching Points		Key Evaluation Points	
Forwards -Keep the feet moving -Creativity / Change of direction -Quick hands and feet -Scan the ice front and behind	Defence -Quick feet, stay low for balance -Efficient movements ie try to do only 1 crossover to get back to middle -Scan the ice front and behind	Forwards -Deception, fakes -Eyes up -Make turns with both edges -Accelerate out with puck protection	Defence -Turn heels and hips, 1 crossover out -Head and shoulders up ice - square -Toes around apex before turning to go bwds -Look for equal ability both ways -Open hip, ride inside edge to fwd – no x-over -Keep bottom hand on stick, get puck loaded

on technical aspects of skating

Source: Corey McNabb/ Dean Seymour



Skills assessment



Skills assessment

		Assessment 1			Average	Comments
		Urq	PDH	Alex		
Forward Skating	Mobility / Agility / Small Space Skating					
	Speed / Quickness					
	Acceleration / Speed Change					
Backward Skating	Transition Fwd to Bwd / Bwd to Fwd / Pivots					
	Lateral Movement					
	Skating Efficiency/Minimal Crossing of Feet					
Puck Control	Range of Motion / Lateral Puck Movement					
	Small Area Puck Skills / Agility					
	Release/Reception/Manipulation of Puck					

5 Super Elite (All-Canadian)
 4 Elite (League Allstar)
 3 Adequate (Average for U Sports)
 2 Needs Improvement (Below average U Sports)
 1 Inadequate

Drills	Time	Completion
Weave agility (Step 1)	8.34sec	0
Figure 8 passing	10.12sec	8//10



Skills assessment



Grit

Grit entails working strenuously to overcome challenges and maintaining effort and interest over time despite failures, adversities, and plateaus in progress (American Psychology Association)

Grit has multiple meaning. The prevailing hockey definition typically reference at playing with an Edge (William Hanson, 2018)

How do we define grit within our team?



Grit assessment

- Finish in Front
- 50/50 battles
- 1st touch on loose puck
- Edge Battle
- Inside at Net/Box out

1400 Captain's meeting
2000 Game Review
2:50 Goals

REDBIRD HOCKEY

DATE: Tues Jan 3, 2023
TIME: 3:00 PM
Practice #: 50

LW	C	RW	LD	RD	COLOUR
					RED
					WHITE
					BLACK
					GREEN
					BLACK

GOAL: 1, 29, 30, 31
ABSENT: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31

DATE: _____
PLAYERS: _____
NOTES: _____

Grit Assessment

1st on Puck
50/50 Battles
Inside @ Net
2nd chances
Finish in Front

⑤ Circles 1v1 protect
2v2 protect

⑥ i) 1st touch 1v1 2nd chances + back in line
ii) 2nd chances

⑦ Habsville suit 1v1 2v1 + trader

⑧ Straight back 1v1

⑨ 2 - Goal game

⑩ 2v2 Boxout

⑪ FC 1st touch ii) 1v1 (any no tag)
offense ii) 2v2

Victo 1v1, 2v2 + shift 1v1

Corner faces 1v1, 2v2

Habs Area 3v3

Edge Battles 1v1, 2v2, 3v3

≈ 70 minutes rebound sounds

Grit assessment

Rank	Total		
	Wins	Losses	Overall %
1	13	3	81%
2	14	6	70%
3	17	8	
4	18	9	
5	18	10	
6	13	9	
7	14	12	
8	14	13	
9	10	10	
10	9	9	
11	9	9	
12	11	12	
13	11	12	
14	7	8	
15	9	10	
16	9	12	
17	7	11	
18	6	10	38%
19	8	15	35%
20	7	14	33%
21	6	18	25%



Grit assessment – In game



1st Period G20 vs Toronto															
	Battles		Boxouts		Edge Battles		Finish in Front		G20 Total		G20 Overall	G21 Total		G21 Overall	G20 & G21
	W	L	W	L	W	L	W	L	W	L	%	W	L		
2	3	1	1				3		7	1	88%	3	3	50%	71%
3			1			1	2		3	1	75%	1	2	33%	57%
4									0	0		2	3	40%	40%
5	1						2	1	3	1	75%	2	1	67%	71%
6		2	1					2	1	4	20%	4	3	57%	42%
7	1	1		1			2	2	3	4	43%	1	8	11%	25%
8									0	0		0	0		
9						1	1	1	1	2	33%	1	6	14%	20%
13							2	1	2	1	67%	1	7	13%	27%
14	1							1	1	1	50%	1	3	25%	33%
15		2					1		1	2	33%	1	3	25%	29%
16	1	2		1	1			1	2	4	33%	1	4	20%	27%
17	1				1		1	2	3	2	60%	3	3	50%	55%
18									0	0		0	0		
19							2		2	0	100%	2	1	67%	80%
21		2		2				1	0	5	0%	3	1	75%	33%
22	1						2		3	0	100%	2	2	50%	71%
23							1	1	1	1	50%	2	4	33%	38%
24									0	0		0	0		
25	3						1	2	4	2	67%	5	3	63%	64%
27							1	1	1	1	50%	4	2	67%	63%
28									0	0		0	0		
Total	12	10	3	4	2	2	21	16							
% Won	55%		43%		50%		57%								



Playoff 2024



Individual assessment

Post-Game Survey

- Overall Rating
- Mental Preparation rating
- Physical Preparation Rating
- Compete Rating
- Comments

Overall Rating		/5

Post-Game Scoring chance

- Scoring Chances For and Against

EVEN +				EVEN -				TOTAL		EVEN
1	2	3	OT	1	2	3	OT	+	-	+ / -
3	4	4	2	4	7	5	2	13	18	-5
1	1	3	1	5	6	1	1	6	13	-7
1	7	3		1	7	1		11	9	2
	3	2		1	1			5	2	3
1	2	2		5	4	2		5	11	-6
1	2	4		2	5	2	1	7	10	-3
.



PERSONAL DEVELOPMENT PLAN

	THE WHAT: Outcome Goal(s)	THE HOW: Process Goals	Habit Tracker	THE PROGRESS	THE APPRASIAL
HOCKEY (TEAM, SKILLS, INDIVIDUAL)					
ACADEMICS					
STRENGTH & CONDITIONING					
INTANGIBLES & LEADERSHIP					
MENTAL PERFORMANCE					
LIFE					

- Consistently perform at an average of 3.6 performance score.
- Produce offensively - over 0.5 PPG.
- Positive +/- (scoring chance)

- Be prepared for practice (practice how I play)
- Focus on recovery, stress management and sleep.
- On the ice → support teammates when they have the puck, be an option to release pressure and create opportunities.

Keystone habit:

- Sleep

Habits that align with your goals:

- Getting school done to focus on hockey.
- Finishing at the net, shooting to score in practice.




IMPLEMENT THE TRAINING

Team Practices

Individual

Video session



REDBIRD
HOCKEY

DATE: Tues Jan 3, 2023
TIME: 3:00 PM
Practice #: 50

LW	C	RW	LD	RD	COLOUR
					RED
					WHITE
					BLACK
					GREEN
					BLACK

LATE	GOAL
	1, 29, 30, 31

PLAYERS	ABSENT
1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30, 31	

NOTES

1:40 Captain's meeting
2:00 Game Review
2:50 Goals

1st on Puck
50/50 Battles
Inside @ Net
2nd Chances
Finish in front

⑤ Cuts - 1st protect
2nd protect

⑥ 1) 1st touch 1v0 x 3 metres - back in line
2) 2nd touch

⑦ Habsville suit 1v1 2v1 + transfer

⑧ Straight back 1v1

⑨ 2 - Goal game

⑩ 2v2 Boxout

⑪ FC 1st touch 1v1 (any no tag)
offense 1v2

Victo 1v1, 2v2 + stick lift

Corner races 1v1, 2v2

Habs Rim 3v3

Edge Battles 1v1, 2v2, 3v3

70 minutes rebound sounds



Monitor, reassess and adapt



Personal Development Plan

Hockey

Assess

Team Play → Fit

Individual play → Contribution and Tactics

Skills → Ability to execute tasks

Grit → Playing with the Edge

Implement

Practices → Team & Individual

Skill Session

Video

Academics

Program



Pathway



Guidance



REDBIRDS
HOCKEY

Strength and Conditioning

Strength vs Speed

Aerobic vs Anaerobic



Mental Performance

Evolution in our pyramid

Mental skills



Intrapersonal skills



Interpersonal skills



Professional skills

Leadership



Life

And What else?

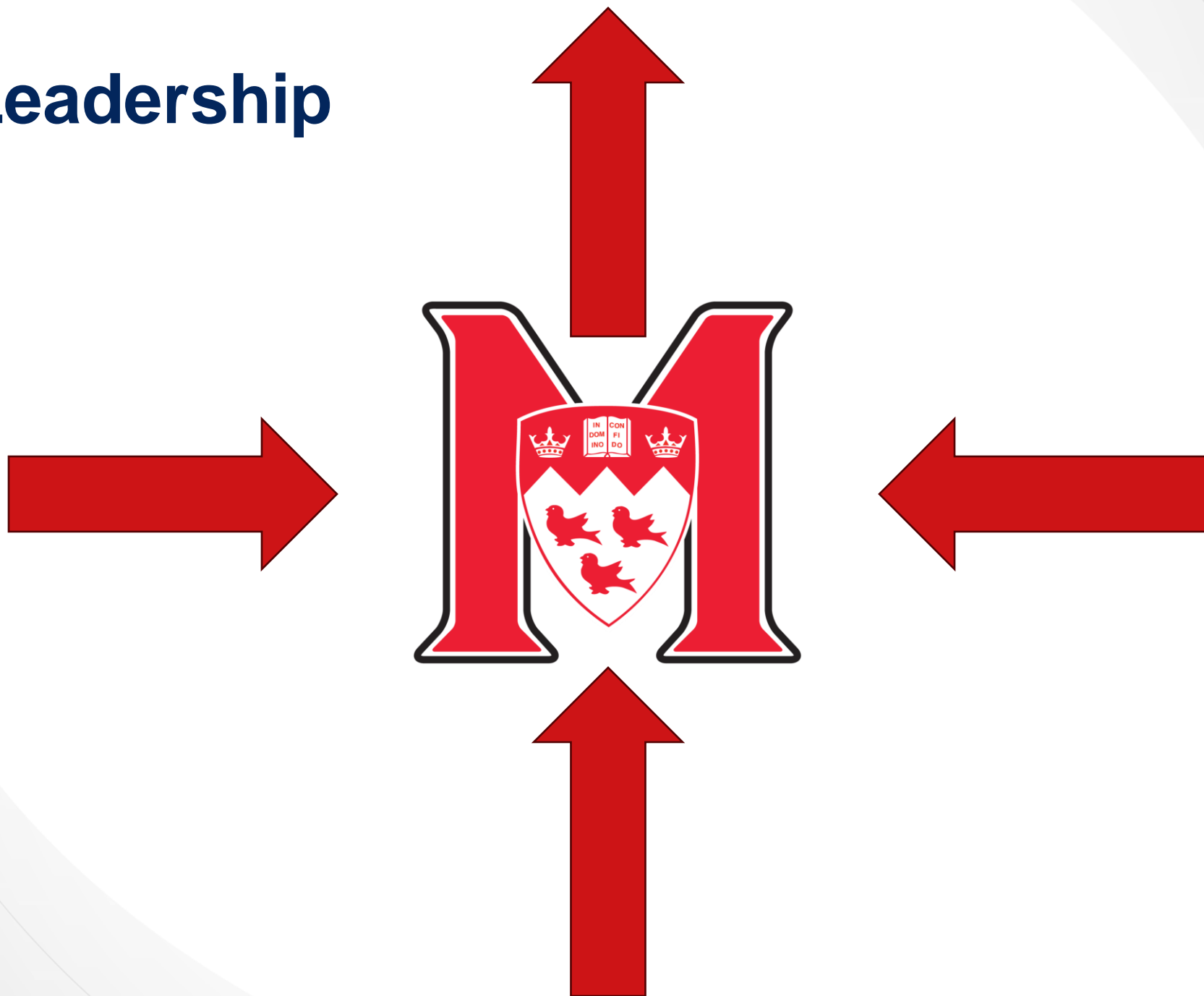


Thank you

Email: patrick.delisle-houde@mcgill.ca



Leadership



And What Else

The AWE Question

The Coaching Habit Say Less, Ask More & Change the Way You Lead Forever

Michael
Bungay
Stanier

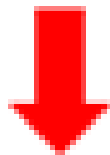
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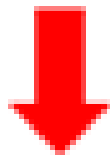
Example Text Only

Academics

Program



Pathway



Guidance

Example

Mental Performance

Evolution in our pyramid

Mental skills



Intrapersonal skills



Interpersonal skills



Professional skills