The background of the slide features a blue-tinted photograph of an ice hockey scene. In the foreground, a coach wearing a dark jacket, a white cap, and gloves is leaning forward, holding a hockey stick. Behind him, a player in a white jersey and full protective gear is also in a ready stance, holding a hockey stick. The scene is set on an ice rink with some blurred elements in the background.

# IIHF Coach Education Framework

Aku Nieminen

May 18, 2024

IIHF International Coaching Symposium





# Aku Nieminen

- Head of Ice Hockey, Sport Institute of Finland / International Ice Hockey Centre of Excellence, Vierumäki, Finland
- IIHF Top Mentorship Committee Member
- 13 years in the IIHF Sport Department
- NCDA/ICCE Trained Coach Developer
- Fiancee, four children, no sleep for three years



# Desired Learning Outcomes

By the end of the session, you...

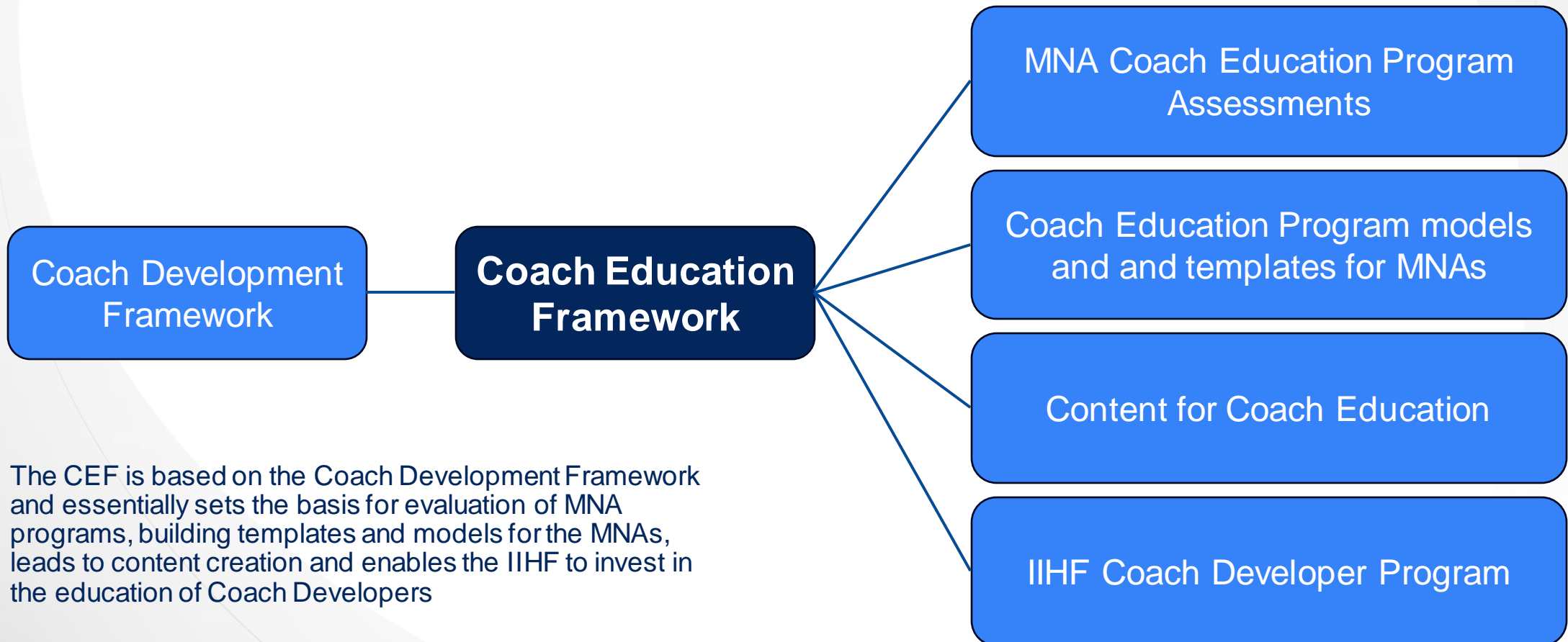
- Are aware of the IIHF Coach Education Framework, what it's about and what the process of designing it is
- Are aware of the IIHF Coach Development Framework and its contents on quality coaching
- Have thought where you currently are with your coaching in relation to the core competencies
- Have thought about what you would like to get out of this Symposium
- Know how to give us information about your coaching journey



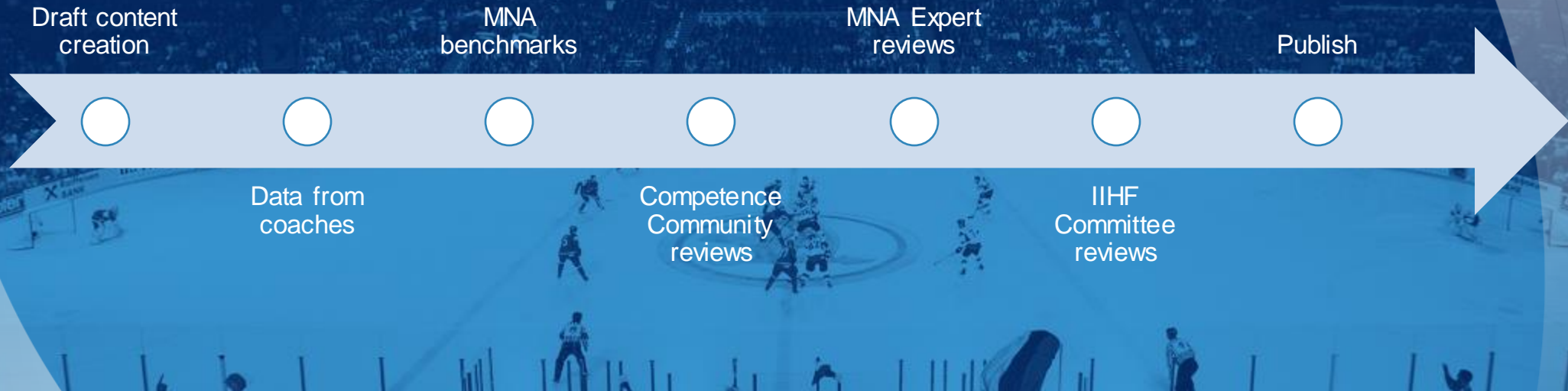
# IIHF Coach Education Framework: OBJECTIVES

- Support the IIHF Membership in the development or improvement of their Coach Education Program
- Clarify what know-how and competences are required at what stage
- Ease the recognition of prior learning and education when coaches work abroad
- Give the basis for further Coach Education Program assessments and consultation, further IIHF coaching content production, IIHF Coach Developer Program etc.

# Role of the Coach Education Framework



# The Process



- So far, most of the work has been done by Dr. Frauke Kubischta and I
- This occasion, also coaches get to influence by providing data
- International Ice Hockey Centre of Excellence and Vierumäki Competence Communities, MNA Experts and relevant Committees will also contribute



# What do we already "know"?



# IIHF Coach Development Framework

- Essential Coaching Knowledge
- Core Competencies
- Athlete Outcomes
- Coaching Context
- Coaching Environments



[www.iihf.com](http://www.iihf.com) – Development Hub – Coaching  
– Coach Development Framework





A blue-tinted photograph of an ice hockey game. In the center, a player in a white jersey with the number 11 is being checked by a player in a dark jersey with the number 22. A referee in a black and white striped shirt is in the foreground, looking towards the action. The background shows the ice rink and other players.

*Player retention is a  
primary measure of  
quality coaching*



# Essential Coaching Knowledge

**PROFESSIONAL KNOWLEDGE**

**INTERPERSONAL KNOWLEDGE**

**INTRAPERSONAL KNOWLEDGE**





# Core Competencies

1. Sport and Performance IQ (hockey-specific and general)
2. Teaching
3. Program Leadership
4. People Skills
5. Personal Development





# Sport and Performance IQ

*Ice hockey technical and tactical skills, rules, traditions, physical training and conditioning, rest and recovery, injury prevention, sport psychology, nutrition.*



# Teaching

*Long-term athlete development, athlete outcomes (competence, confidence, connection, character), optimal learning environments, principles of learning and practice design.*

# Program Leadership

*Team culture, team and program management, roles and responsibilities, program stability and growth, core values and standards.*





# People Skills

*Caring and positive relationships, emotional intelligence, mutual trust, respectful communication, support of staff and other coaches.*

# Personal Development

*Continuous improvement, growth mindset, self-awareness of coaching strengths and weaknesses, well-being and self-care*





# Athlete Outcomes (4 C's)

## Competence

Developing better ice hockey players.

## Confidence

Developing resilient and mentally tough players who are able to cope with difficult situations.

## Connection

Developing players who are better teammates and who are able to build quality relationships with people inside and outside of the sport.

## Character

Developing players who possess strong values and ethical thinking, show character in difficult situations and respect the game.





# Task

1. *Sport and Performance IQ  
(hockey-specific and general)*
2. *Teaching*
3. *Program Leadership*
4. *People Skills*
5. *Personal Development*

*Competence*

*Confidence*

*Connection*

*Character*

## Think about...

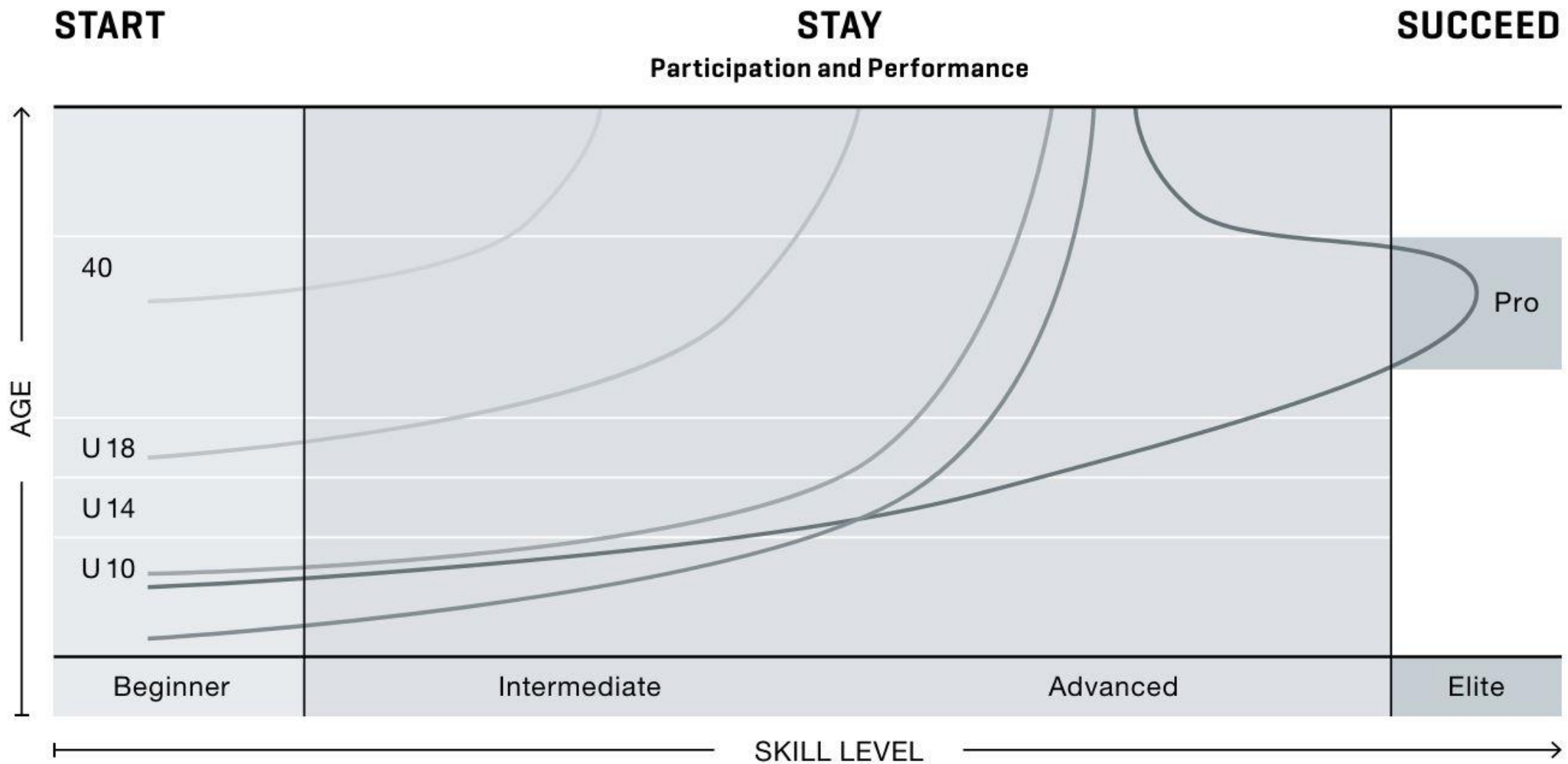
- **Where do you currently stand?**
- **What are you good at?**
- **Where are the gaps?**
- **What will you work on now?**
- **What do you want to get out of this Symposium?**



# Coaching context and environments



# Player Development Pathways





# Coaching Environments

## ***PARTICIPATION STREAM***

**Children**

**Adolescent**

**Adult**

## ***PERFORMANCE STREAM***

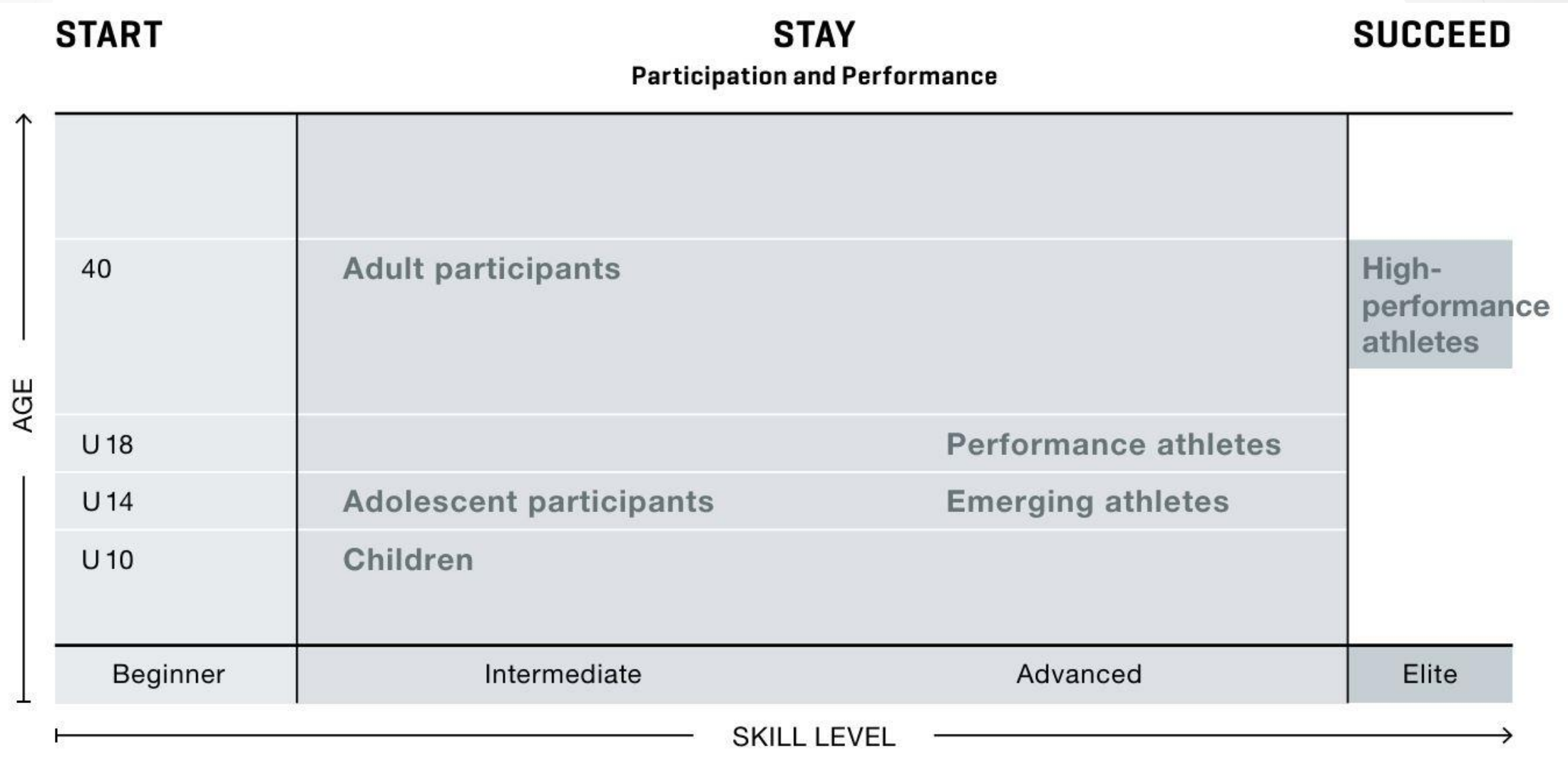
**Emerging  
athletes**

**Performance  
athletes**

**High-  
performance  
athletes**



# Coaching Environments

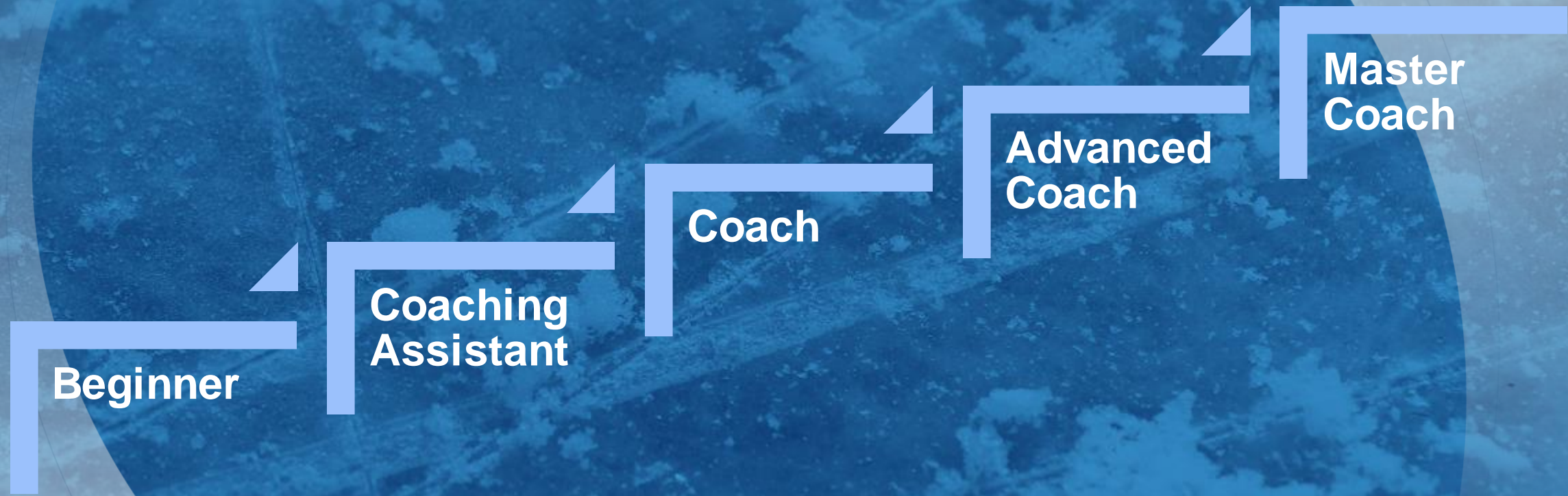


# Levels and Coaching Roles





# Levels and Coaching Roles



# Levels and Coaching Roles





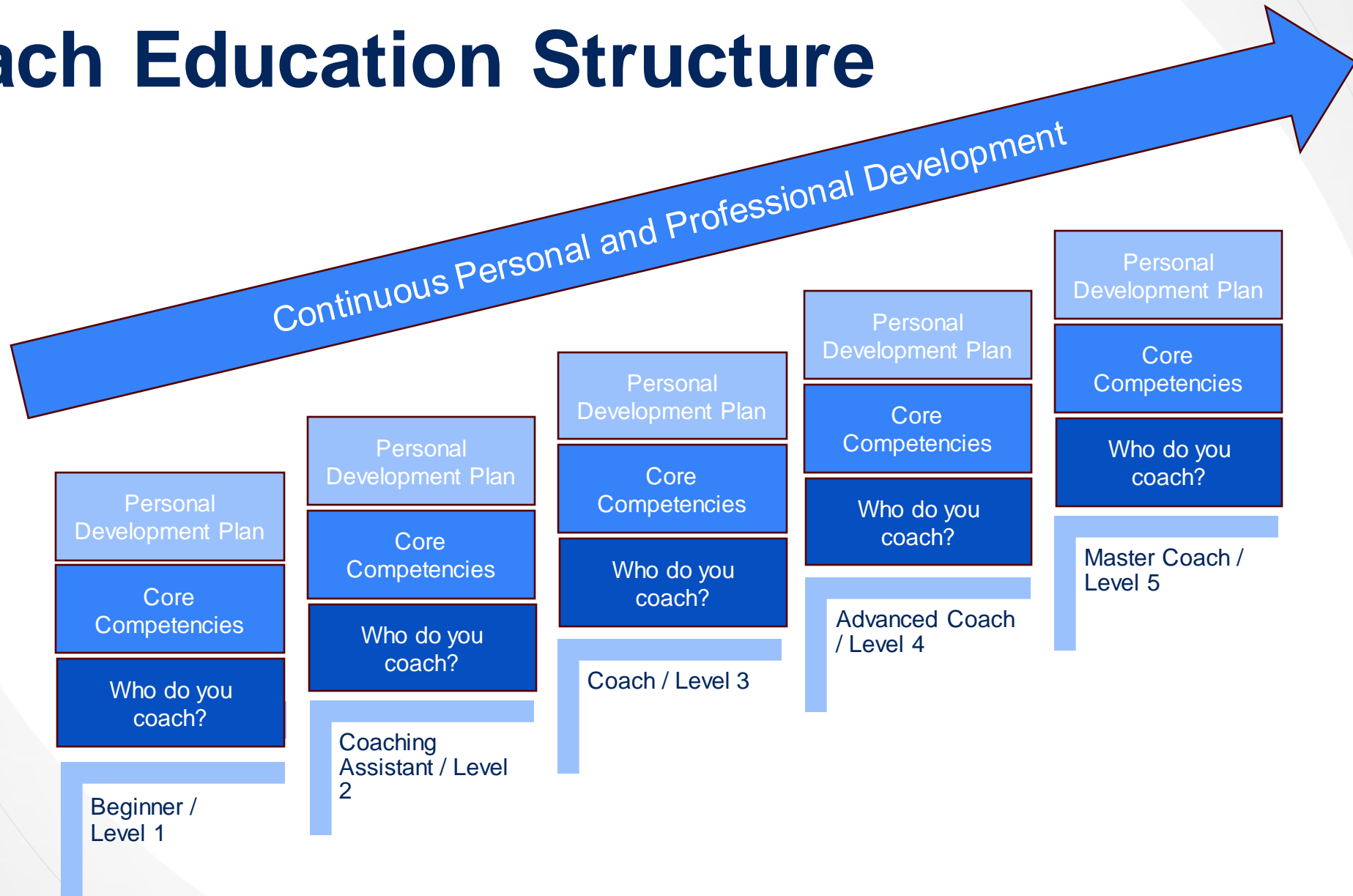
# Levels and Coaching Roles





# Coach Education Structure

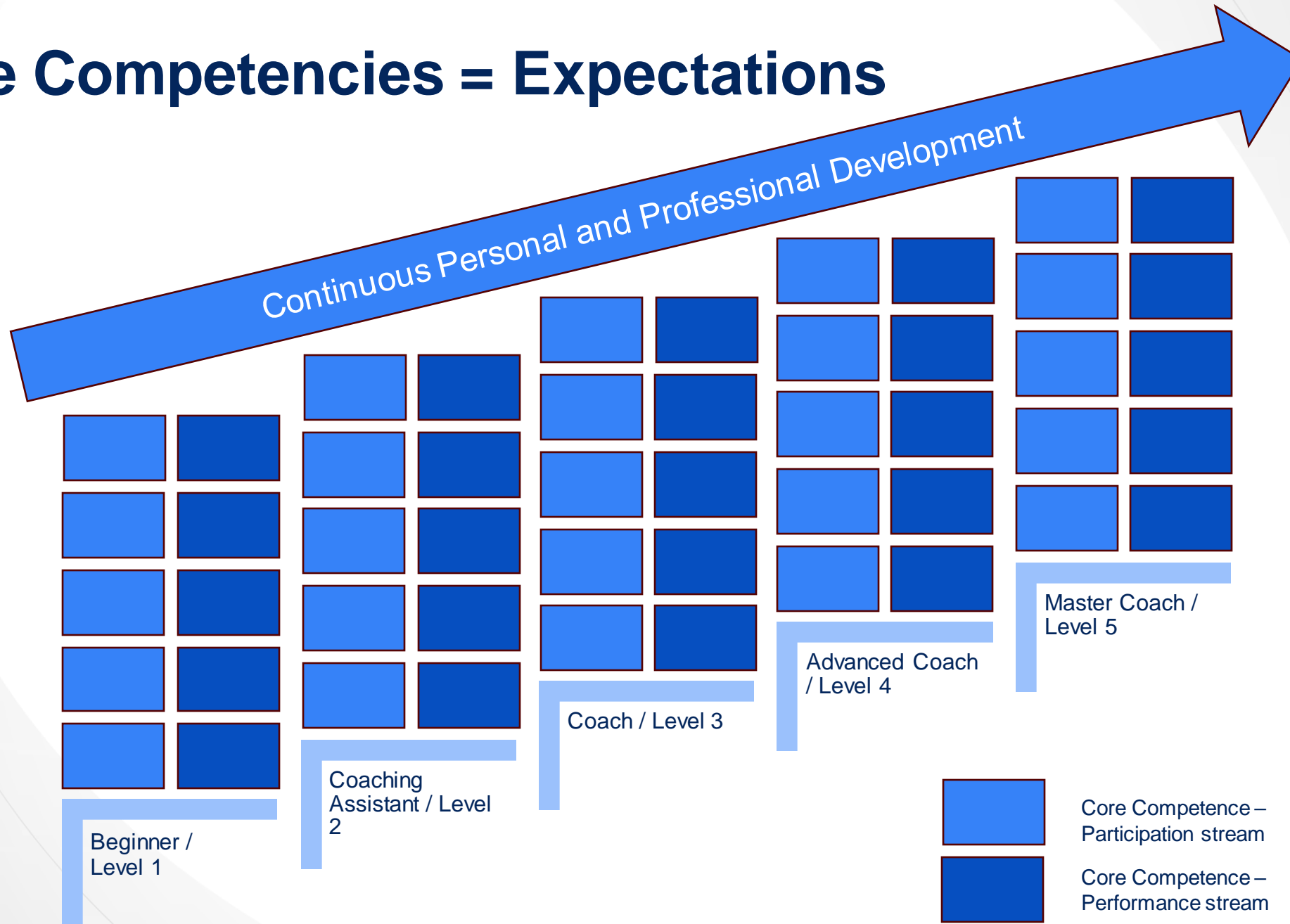
Only applicable for participation stream



Applicable for participation and performance stream



# Core Competencies = Expectations



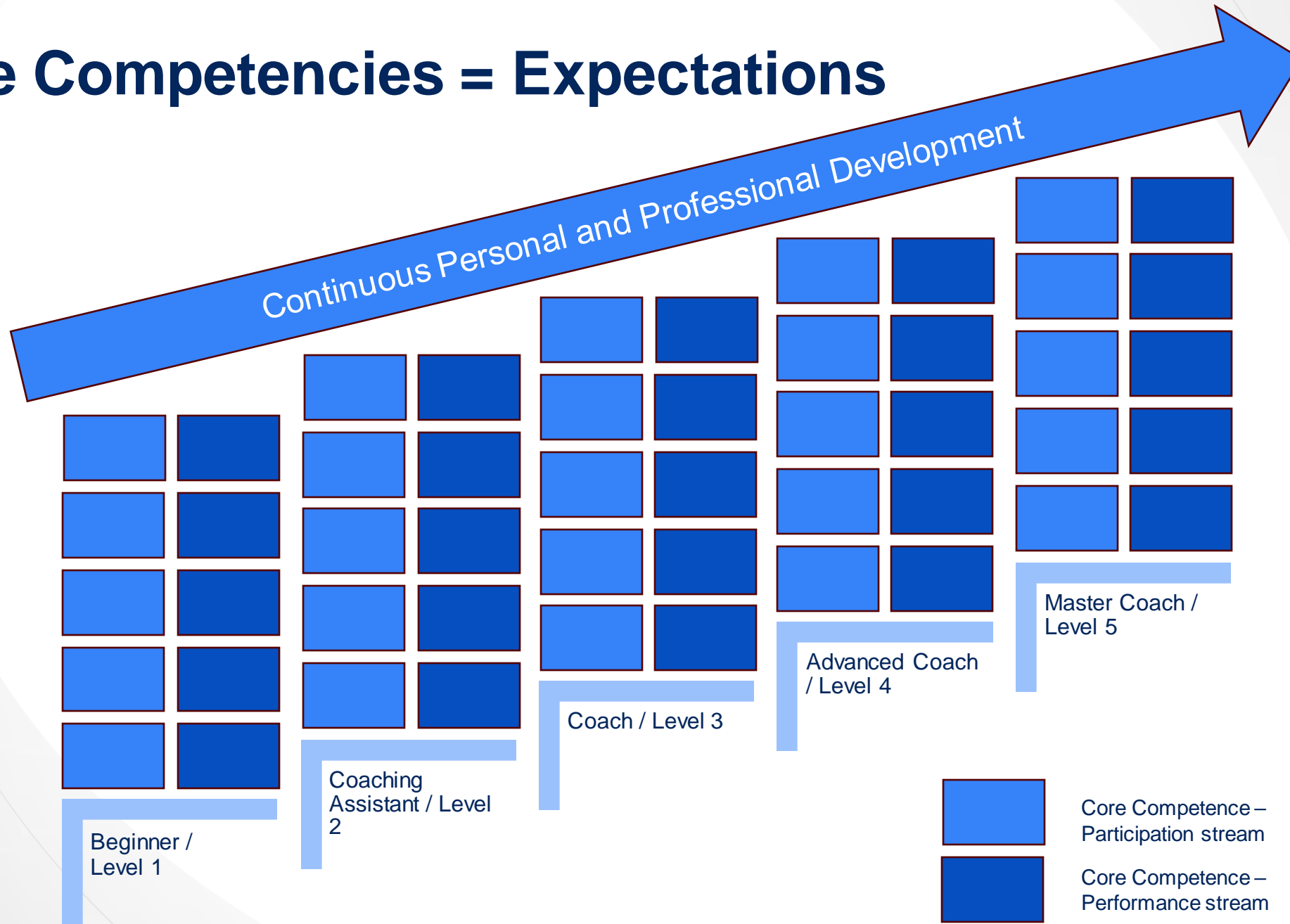
Core Competence: Sport and Performance IQ (ice hockey specific and general)			
Competencies:	Ability requirement:	Domain specific: Participation: Beginners to intermediate (children to adults)	Domain specific: Performance: Emerging to high-performance (adolescent to adult)
Technical skills	Demonstrate ice hockey techniques; provide feedback to players on their skating competencies; understand the process of skill acquisition; set session goals to meet the needs of the players; develop, implement and coordinate appropriate practices to promote learning; design practices with appropriate skill development;	Domain specific technical skills	Domain specific technical skills
Tactical skills	Demonstrate tactical skills; develop practices for tactics and decision making;	Domain specific technical skills	Domain specific tactical skills
Rules	Know the rules of ice hockey; ensure that players are introduced to the rules based on their domain requirements	Rule knowledge appropriate for the domain	Rule knowledge appropriate for the domain
Traditions	Identify key ice hockey traditions for the environment you work in; share these with your players	Domain specific traditions	Domain specific traditions
Physical training and conditioning	Support coach in execution, demonstration and providing feedback during off-ice/dryland training	Appropriate for domain	Appropriate for domain
Rest and Recovery	Emphasize that enough rest and recover, good sleep is necessary for players to develop	Appropriate for domain	Appropriate for domain
Injury prevention	Ensure players are protected and free from harm; ensure the training environment is free from hazards; ensure that a proper warm-up is conducted as part of the off-ice/dryland training and on-ice training; emphasize that no player is allowed to participate in training sessions or games while injured; check the background of all staff who operate within the programme;	Appropriate for domain	Appropriate for domain
Sport psychology	To implement psychological coaching skills when working with players and staff. To implement sport psychological tools and skills in ice hockey environment to support the holistic development of players and staff by creating motivating, effective and safe training environments. Skills include: focus, motivation and goal-setting, feelings and thoughts, self-confidence, competition, interaction skills, imagery, mood and stress regulation, mental health and drawing boundaries, group phenomena, demanding of self, perfectionism and self-compassion, fears, locks and performance anxiety, injuries and career transitions	Appropriate for domain	Appropriate for domain
Nutrition	Provide guidance to players concerning a healthy and varied diet; home-made food; a avoidance of nutritional supplements and fast food; engage an expert when and where needed	Appropriate for domain	Appropriate for domain

## Core Competence Sport and Performance IQ Level Coach





# Core Competencies = Expectations



# Learning



IS **NOT** HOCKEY



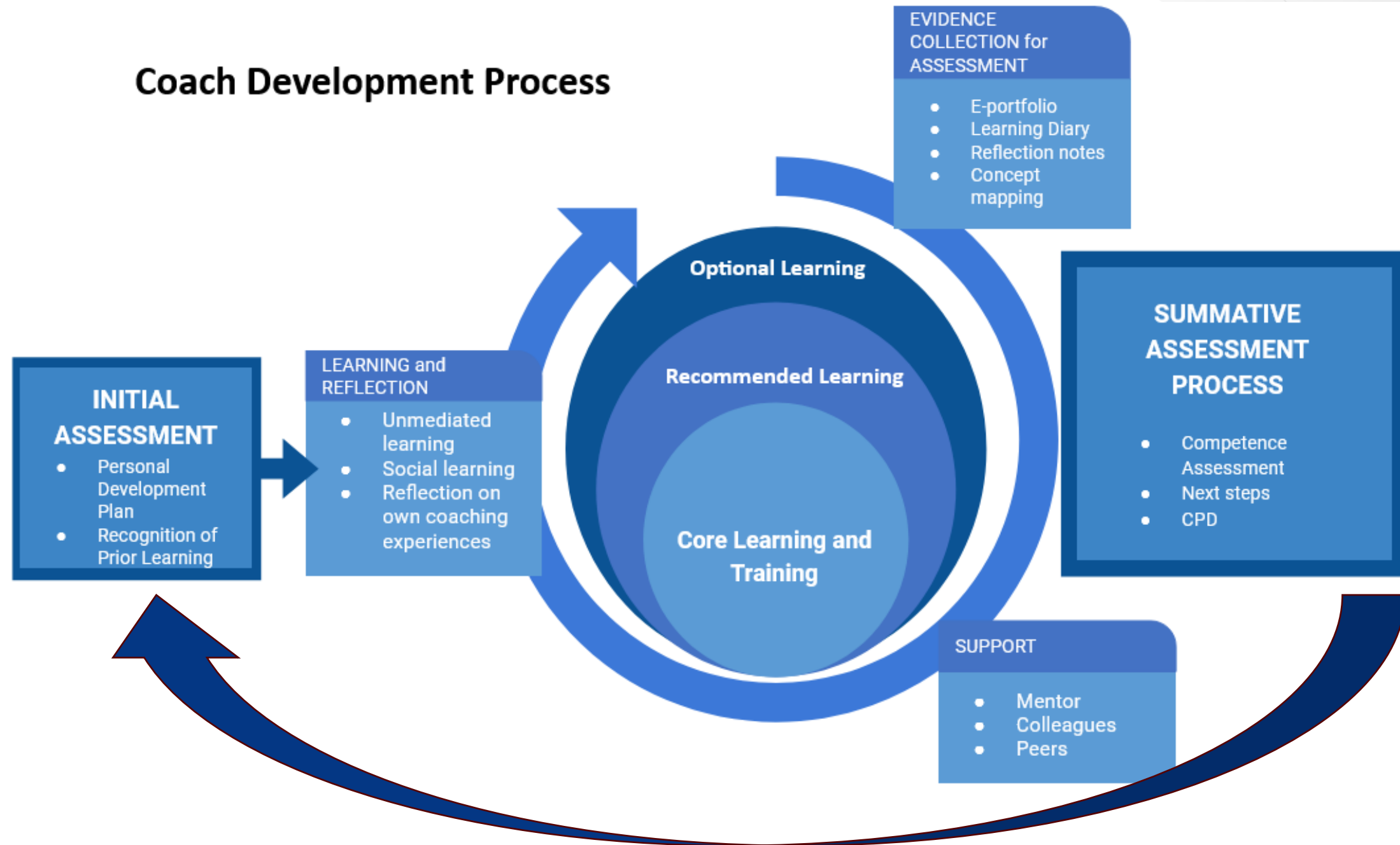
WADA

[www.wada-ama.org](http://www.wada-ama.org)

[www.iihf.com](http://www.iihf.com)



# Coach Development Process



Based on UK Coaching, 2019



# Your Coaching Pathways



# Questionnaire about you and your coaching journey

- Gender
- Age
- Home Country
- Country coaching at the moment
- Education level
- Coach education level
- How many years coaching
- How many years as a pro
- Employment relationship
- Main employer
- Position
- Supervising / mentoring others
- Challenges / problems in the beginning
- Most important learnings in the beginning
- What should have been taught in the beginning
- Challenges / problems middle stage
- Most important learnings middle stage
- What should have been middle stage
- Challenges / problems now
- Most important learnings recently
- Do you educate or develop yourself
- Who do you supervise or mentor
- Support you are getting
- Issues having education recognized in abroad



# Questionnaire about you and your coaching journey

<https://link.webpolsurveys.com/S/5E613D0904733907>





# Desired Learning Outcomes

By the end of the session, you...

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# Thank you!

[aku.nieminen@vierumaki.fi](mailto:aku.nieminen@vierumaki.fi)



WADA

[www.wada-ama.org](http://www.wada-ama.org)

[www.iihf.com](http://www.iihf.com)

