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## U-16 POE COACHING OVERVIEW

### 1. General Eligibility

- Hockey Manitoba annually selects one (1) Head Coach and two (2) Assistant Coaches for the U-16 POE
- Applicants must be in good standing with Hockey Manitoba & must currently reside in the province of Manitoba
- Ineligible for any position if Head Coach within the U-16 POE over the last two seasons
- Ineligible for Asst. Coach if previously Head Coach or twice (2) Asst. Coach within the U-16 POE
- Canada Games: Only previous Canada Games Head Coaches are ineligible to apply for another Canada Games position, otherwise no other exclusions/ineligibility for Canada Games positions, all qualified coaches eligible to apply

### 2. Coaching Experience

- Previous POE experience and results
- Years of experience at AAA and Junior levels
- Personal coaching & development philosophy
- Contribution to Hockey Manitoba programs and the development of minor hockey
- Must have an excellent knowledge and understanding of the POE, high performance tactics, systems and strategy
- Must have a significant coaching experience and background with preference given to those currently coaching in the present hockey season at a level that leads to a Western and/or National championship

### 3. Professional Development

- Head Coaches must be fully certified with the High Performance 1 Level or better
- Assistant Coaches must be fully certified with a minimum of Development 1 (HP1 preferred)
- Canada Games: Assistant Coaches must be fully certified with High Performance 1 Level or better
- Coaches must be fully certified no later than 60 days prior to the opening of the championship
- Must prove a demonstrated track record of continued personal coaching development
- Head Coach to attend Hockey Canada POE Coach Seminar and National U-17 Development Camp

### 4. Knowledge of Provincial Team/National Team competitions

- Knowledge of Manitoba style of play and Western/National competition
- Understanding of what is important at each camp phase of the process ie) skills/tactics vs team strategy
- Ability to recognize and select players that will be successful versus other Provincial Teams
- Strong understanding of the key principles of short-term competition in a high performance setting
- Knowledge & understanding of potential game adjustments with proven ability to facilitate them during competition
- Demonstrated ability to incorporate and support the 4 pillars of the POE (Mental, Physical, Technical, Environment)

### 5. Human Resources

- Must have the ability to provide leadership, be self-disciplined and self-motivated
- Must be able to work within a group and have excellent communication skills with all players/staff
- Must have the ability to fit within an established Provincial/National program structure
- Must be able to successfully cope with deterrents and hardships in competition and selection process
- Must possess assertive consensus-building and decision making skills
- Must adhere to the guidelines & principles of Hockey Manitoba under the direction of the U-16 POE Director of Operations

## 6. Knowledge of the Program

- Coaches must be adaptable and deemed suitable to work within our "POE Canadian Way" identity
- Proven ability to work towards the objectives of a high-performance program as opposed to a club team
- Proven ability to maintain the highest standards of personal conduct & program delivery within POE & club levels
- Proven ability to develop players with the age-appropriate skills and individual tactics (Long-term Player Development)
- Proven ability to efficiently introduce, as well as lead, a strong team culture and identity
- Proven interest in selecting the best possible players to form a successful team, regardless of their point of origin
- Proven appreciation of the unique problems that can conceivably occur in the selection or operation of the POE
- Ability to work professionally with various National U-17 program & Western Hockey League personnel

## U-16 POE STAFF COMPOSITION

The U-16 POE annually names 12 team staff that will be directly involved in nearly all phases of the program:

- Director of Operations
- Head Coach
- Assistant Coach
- Assistant Coach
- Goaltending Consultant
- Video Coordinator
- Head Scout
- Head Scout
- Athletic Therapist
- Equipment Manager
- Strength & Conditioning Consultant
- POE Coordinator

The U-16 POE also receives key contributions from various volunteers and support staff at various phases of the program:

- U-16 POE Spring Tournament - Bench Coaches (6-12 individuals)
- U-16 POE TOP-40 Camp - Team Leaders (4 individuals)
- U-16 POE TOP-40 Camp - Independent Skills Evaluator (1-2 individuals)
- U-16 POE Skills Camp - Specialized Skills Coaches (4-6 individuals)
- Physical Performance Consultants (1-3 individuals)
- Mental Performance Coach
- POE Coach Mentor

## 2017 U-16 POE COACH APPLICATION & PROGRAM TIMELINES

- Coach applications due February 10, 2017
- Head Coach interviews February 14-15, 2017
- Asst Coach interviews February 21-22, 2017 (Head Coach sits on selection committee)
- POE Staff Orientation March TBA, 2017 (All coaches)
- POE Spring Tournament, April 6-9, 2017
- POE TOP-40 Camp, May 4-7, 2017
- Hockey Canada POE Coach Seminar, June 8-11, 2017 (Head Coach only)
- POE Prep (Teambuilder) Camp, July 16-18, 2017
- Hockey Canada U-17 POE Camp, July 23-31, 2017 (Head Coach only)
- POE Final Camp, August 17-20, 2017
- Exhibition Series, Sept/Oct, 2017
- Western Canada U-16 Challenge Cup - Pre-Competition Prep, October 15-17, 2017
- Western Canada U-16 Challenge Cup - Tournament Competition, October 18-22, 2017



## 2018-19 U-16 POE/CWG COACH APPLICATION & PROGRAM TIMELINES

- Coach applications due February 10, 2017
- Head Coach interviews February 14-15, 2017
- Asst Coach interviews February 21-22, 2017 (Head Coach sits on selection committee)
- POE Staff Orientation March TBA, 2017 (All coaches)
- DC Prospects Tournament, May 5-7, 2017
- WHL-POE Skills Combine, August 17-20, 2017
- Bantam AAA Showcase, October 6-8, 2017
- Manitoba Winter Games, Feb 25 - Mar 3, 2018
- POE TOP-40 Camp, May 2018
- Hockey Canada POE Coach Seminar, June 2018 (*Head Coach only*)
- POE Skills & Teambuilder Camp, July 2018
- Hockey Canada U-17 POE Camp, July 2018 (*Head Coach only*)
- POE Prep Camp, August 16-19, 2018
- Exhibition - Shattuck Jamboree, Dec 2018 (*Final Selections*)
- Canada Winter Games, Feb 15 - Mar 3, 2018 (Red Deer, AB)

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