

APPENDIX 21a

AOFC IFF COACH MENTOR ROLE/STRUCTURE

1.0 BACKGROUND

1.1 The IFF and AOFC have previously discussed the appointment of a person as a Development Officer (DO) for the AOFC. Some initial work to identify the role and person has been done but it is proving difficult to identify/agree the following

- Right person needed
- Location to base the person
- Funding
- Reporting requirements
- Who manages the person

2.0 DISCUSSION

2.1 Given the very diverse levels at which AOFC countries currently are in terms of development it has become obvious that the initial proposed structure of having a person based in the SEA region (probably Thailand) is problematic to ensure the best outcome of any funds invested by IFF into this program.

2.2 There would also be a high potential for politics within AOFC countries to play a part in the use of the DO and so I believe the role must be managed by IFF

2.3 The question that needs to be answered first is what do we want to achieve with the role. I see 2 Goals to consider as follows

- Close the gap which infers being more competitive at International Level
- Lift the level of local coaches while implementing a coaching structure and easy useable content

2.4 These 2 questions can be addressed with the following options

- Have a DO to carry out Train the Trainer type development in all AOFC Countries to Close the Gap at the International level have a DO to focus on getting new countries and helping the less developed countries

2.5 It is very unlikely that one person could achieve both goals and unlikely we can find any person from inside AOFC who could carry out the roles as most countries are busy with their own internal development

3.0 OPTION

3.1 I think that in the initial stages it might be best to focus on the goal of Closing the Gap as this will assist greatly at the International Level and the IFF already has processes in place to follow up potential new members.

4.0 PROPOSAL

4.1 Following discussions with Floorball New Zealand we propose the following option for approval by the IFF CB

- The IFF pay for a European Coach (Juerg Kihm) to do very targeted **Train the Trainer** work in conjunction with NZ

- IFF only pays for the person and travel. NZ will supply accommodation and internal transport and all equipment.
- Mentor Coach is paid 1,200 CHF per week.
- If the Mentor Coach goes to an International tournament at the request of NZ then NZ will cover the accommodation and food during the tournament.
- Initial focus of the Mentor Coach in NZ will be the U19 men's team who have qualified for the WFC19 for the first time and the Women leading up to the WFCQ in February. This is proposed to involve the following initial visits
 - 1st Nov 2018 to 4th Nov 2018 for both Men U19 and Women
 - 18th January 2019 to 2nd February 2019 for Women's WFCQ pre camp and tournament
 - 26th April 2019 to 5th May 2019 Men U19 Camp
 - 5th May 2019 to 12th May 2019 WFC Men U19
- The IFF Coach would visit a country on the following MINIMAL timeframe to work directly with the National Team Coaches and form part of the countries coaching team
 - National Team Selection Camps/Trials (2 weeks in country)
 - AOFC Qualifications (1-2 weeks at tournament and any pre-tournament camp)
 - WFC if they make it (1-2 weeks at tournament and any pre-tournament camp)
 - This commitment would then be for 3-6 weeks every year with 3 trips with a total maximum cost to IFF of 15,000 Swiss Francs per annum per country.
 - It is crucial to invest in juniors. The IFF Coach must also push for a national coaching education content book. Help to provide the right things. Push various coaches for exchanges also via internet outside the face to face meeting times. The national coaches should be determined to help to build the whole country stronger. If the association has people who are involved in the local national education structure or educate future coaches and school teachers, they all should be involved too. To have a sustainable growth and payback, we need all on board. If the IFF Coach only provides expertise only to National team and they don't share... it is an expensive exercise for IFF with too little potential outcome.
 - Ongoing the Countries National Coaches can contact the IFF Coach for mentoring as required

4.2 Proposed Budget is attached

5.0 RECOMMENDATIONS

- 5.1 I propose the following for the initial consideration of the IFF and AOFC Central Boards. I don't believe it is an AOFC decision, but they obviously need to be part of the process.
- 5.2 This project can be included in the EOTO program

- 5.3 The program initially be for up to the end of the Men U19 WFC 2019. At that time an initial review be carried out with all parties to ensure the process is beneficial against the KPI's set.
- 5.4 A set of KPI's would need to be developed to judge progress against, these will be developed by all parties

6.0 ACTIONS

6.1 Discuss the proposal at the IFF CB meeting in October 2018

6.2 If agreed to pursue the option the following actions are proposed

- Prepare a Heads of Agreement between the parties to detail
 - Roles and Responsibilities
 - KPI's and expectations
 - Budget
- Ask for AOFC input
- Implement the program starting in NZ as per dates above