

# THE TALENT PATHWAY : A FRESH APPROACH TO YOUNG PLAYER DEVELOPMENT – SOME BACKGROUND

- What is Talent?
- The GB Player Development Model
- The Talent System (part of the Player Development Model)
- The Talent Centre at Clifton Robinsons

# WHAT IS TALENT?

**Talent** is developed from **potential**. Everyone has a certain amount of 'natural giftedness'. This natural make-up we all come with is unique to each of us and is only the starting point. We do not define this as talent, and do not describe players with an abundance of natural gifts as 'talented'. We would describe them as 'having potential'. Talent is what you develop from these natural beginnings - through experiences and training. From GB Talent System Framework





### Hockey is an “early sampling, late specialisation sport”.

This means that ideally, we want players to have some experience and connection to the sport early on, the ‘sampling’. We also want them to have a broad range of sporting and athletic experiences as they develop, before focusing more on hockey in their mid-late teenage years, the ‘specialisation’. We can contrast this with an early specialisation sport such as gymnastics, where a different definition may be appropriate.

The question that could be asked is at what point do they move from “having potential” to “being talented”. We should be saving the use of the word ‘talented’ for the top performers of the game, when they consistently demonstrate their talents in Elite Competition, whether that be the domestic or international game.

You might feel the use of ‘potential’ and ‘talented’ is semantics, but studies show that being labelled ‘talented’ (as opposed to being ‘high-potential’) can be detrimental to development. ‘Potential’ suggests players have a gap to bridge and in this way can be constructive and motivational. Being labelled ‘talented’ can give a sense of ‘having already made it’, possibly leading to some behaviours that are less desirable.



As the young person progresses, they will go through many experiences with coaches, schools, sports, family members and peer groups which will shape the development of their talent. All individuals actively make choices, which add up over the years and will influence how their talent is developed.

We all differ in what captivates our attention. At points those with ‘potential’ may lack interest or feel less motivated. This may slow the progress of their development, but does not mean that this won’t change or shift in time. Many players have very ‘bumpy’ journeys on their way to the top.



The **Player Development Model** represents the entire hockey playing population has nine segments.

It shows how people enter, develop within and through, and interact with the sport, based on the changing needs and motivations of players. The emphasis is on providing great experiences and exceptional environments for players to be successful and stay in the sport. Success is different for everybody.

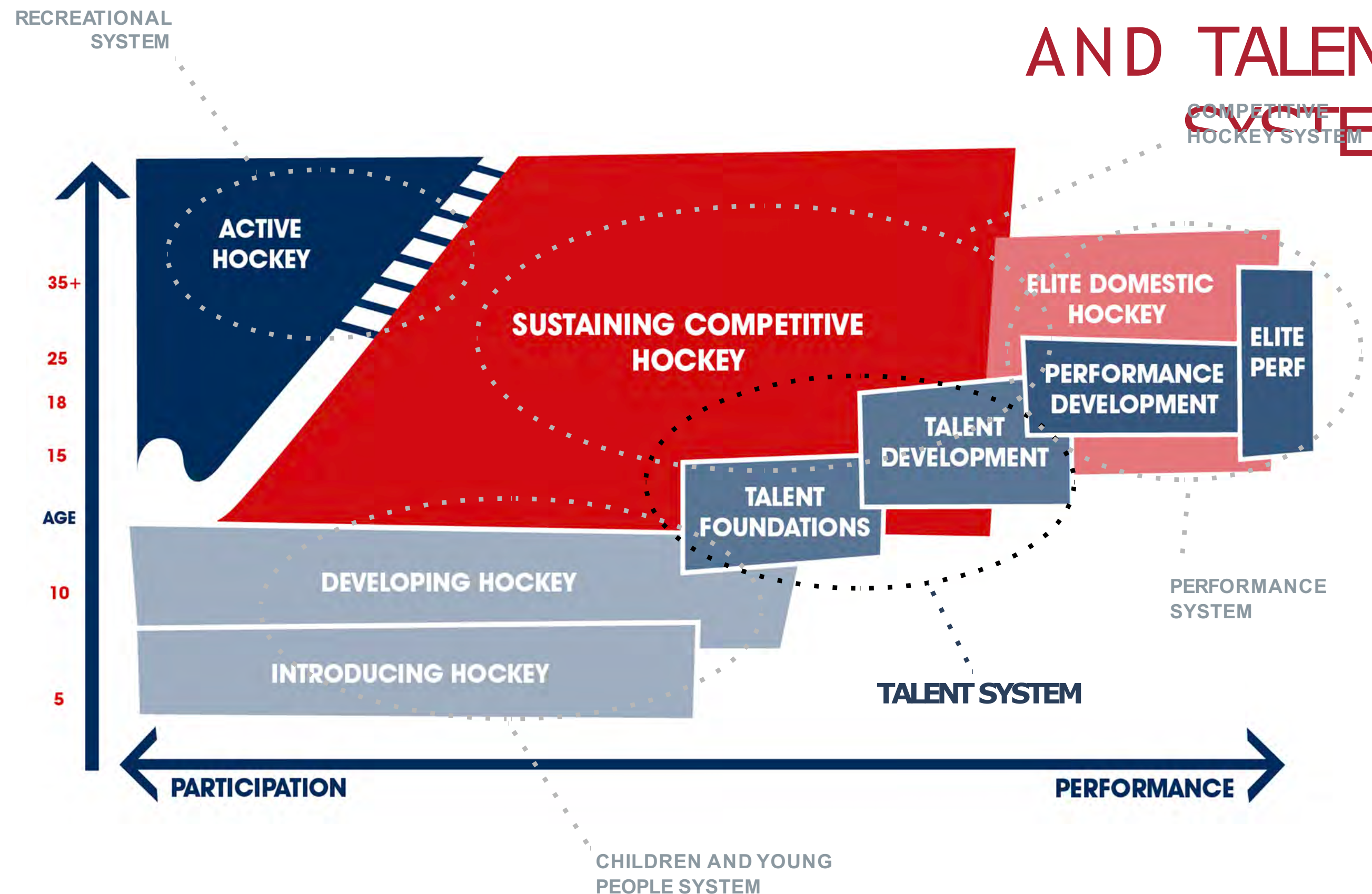
**GB has identified five different hockey 'systems'** within the overall hockey landscape and these systems identify how people generally come into, stay in, get better at and succeed in hockey.

**The Talent System** is just one of the systems that make up the hockey landscape. It feeds from the Children and Young People System, overlaps with the Recreational System, and forms part of the Competitive Hockey and Performance Systems

**The Talent System** has two components: 'Talent Foundations' and 'Talent Development', and this is where young players with potential are developed and supported.

To help define the ideal experiences and environment for the different systems GB have developed a player experience model.....see next section

# PLAYER DEVELOPMENT MODEL AND TALENT SYSTEM







# THE TALENT SYSTEM

**The Talent System focusses on Talent Foundation and Development** and it is where many of our best juniors develop Complete Player Qualities that allow them to reach their potential for lifelong involvement in hockey, and also increases the breadth and depth of hockey players to support future performance aspirations.

The new Talent System has an aspiration to create:

**A phenomenal generation of players** which fans, hockey players and the nation are proud of.

**Exceptional talent development environments** which breed competition for places at every level, leading to a vibrant elite game across Great Britain, a strong domestic game excelling in European Club Hockey, role models inspiring through consistent international success and lifelong participation in hockey.

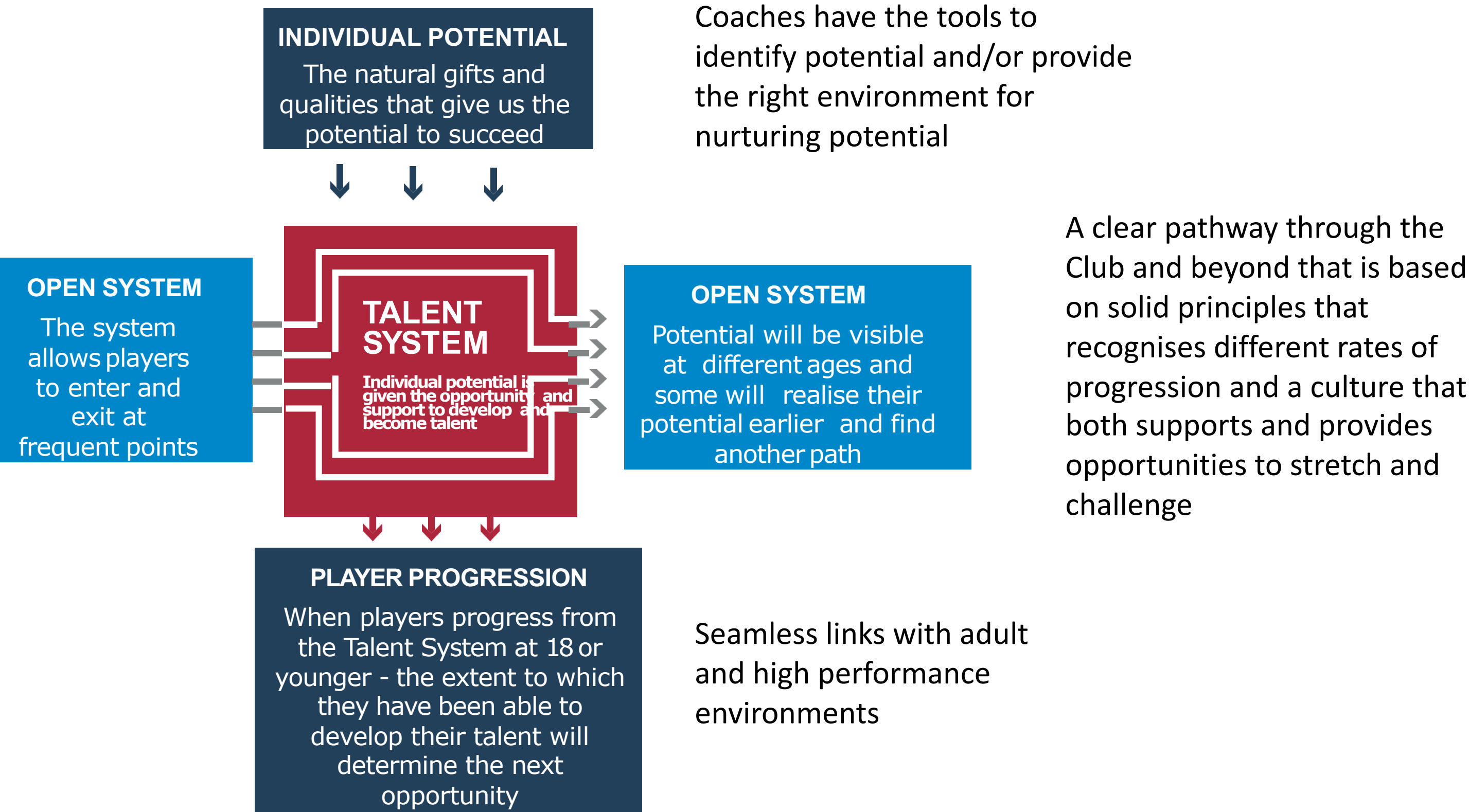
**A player identification and development system which attracts and excites young people** and inspires them to be the best they can be, which values both current performance and future potential.

**Safe, enjoyable and inclusive** talent development environments with a duty of care for everyone.



# CLIFTON ROBINSONS HC; OUR COMMITMENT TO THE TALENT SYSTEM

Individual potential is given the opportunity and support to develop and become talent



## WHY ARE TALENT CENTRES BEING FORMED

Why is it being formed? How can we be sure of the standard?

- To replace the existing County and Regionally centred player pathway with a Club centred player pathway
- Rather than rely on the existing and varied opportunities available, it seeks to create a stronger and recognisable pathway inside clubs
- A Talent Centre Accreditation process is being employed guarantee a standard that build on Club Mark to verify the right development environments are in place at Clubs and that full requirements will be met after 3 years.
- Clifton Robinsons has been invited to go through this process.

## CLIFTON ROBINSONS – A TALENT CENTRE CLUB

What will a Talent Centre Club look like?

- A Talent Centre Club is a club that provides high quality provision talent development for players from age 12 to 15 years (Talent Foundation). This provision is embedded as an integrated part of the Club's junior programme. Importantly, Talent Centre accreditation recognises the quality of the Club's overall talent development environment and provision and its part in the new Talent System.
- All player development opportunities at CRHC will be aligned to the GBTS. Whilst the focus of the Talent Centre will be on training for ages 12 to 15, it will have a positive impact on the development environment for entry groups of U10 and U12s, as well as strengthen the transition into U18s and adult hockey and offer the way through to England Hockey's Talent Academy.