

## **CZECH RUGBY: A WAY FORWARD**

After nearly 2 years in the Czech republic and dealing with rugby on all spheres here this is my findings and my proposals for the way forward.

### **A. SPORTS DEPARTMENT**

#### **1. Sports director**

I will do away with the sports director post. It is a highly politized position that not even the best of the Czech candidates could do for an extended period of time.

To be the sports director and not being able to converse in Czech is nearly impossible. The interaction with the committees and the clubs is of such nature that a Czech speaking person is needed, Meetings with an interpreter is lumber sum and drawn-out.

My suggestion for the make-up of the Sport Department and the taking over of the duties of the sports director will be:

#### **1. Head Coach of the Czech Union**

He will be responsible for all the on the field activities of all the teams from senior to u/16.

His coaching duties will be expanded to include head ccoaching the men's u/20 15's and 7's. A full array of his duties will follow in the Coaching panels.

As such he will sit on the executive board to discuss rugby related matters.

#### **2. Team Manager**

This person will be in charge of all the off the field activities of the union. A full array of his duties will be discussed under coaching panel.

In the 2nd place he will be the convenor, chairperson and minute holder of all the meetings of all the committees.

As such he will sit on the executive board to present:

- all the off the field activities of the teams
- to discuss all the matters arising out of the committees.

#### **3. Coaches, Coaching and Youth Development manager.**

We have the ideal person in Daniel Benes.

Daniel will do the education of coaches and help with the licensing of coaches. He has currently being twice in Dublin for educational purposes and is a World Rugby 3 Educator.

Secondly he will be responsible for the coaching courses held in the Czech Republic.

Thirdly and perhaps most important is that he is responsible for the development of youth rugby in the Czech Republic.

He will report on a weekly basis to the Head Coach on rugby related matters and on a monthly basis to the executive board on all matters.

As such will he have sitting on the executive board.

#### 4. The Strength and Conditioning, Dukla and Forward Coach

This is a full time position held by a foreigner and will be discussed under coaching panels.

#### 5. Defense and technical analyst coach

This could be a full-time or part time position held by a Czech speaking person as determined by the funds available.

#### 6. The Czech national u/18 coach

This could be a part time position.

He will be responsible for the performance of all the youth teams u/18 and younger, as well as the development of youth structures.

#### 7. Committees

The committees authority should be expanded.

The manager of the union will convene these committees on a regular basis, chair the meetings and send out the minutes and proposals within a week after the meetings.

The manager will present to the executive board all the findings and proposals from the committees to be approved.

The following committees will be suggested.

1 Sport technical committee who included the brightest of Czech Rugby minds and will discuss all matters Czech Rugby with the Strategic Plan always in mind.

2 The Youth committee to steer all things youth rugby in conjunction with the Youth manager, Czech U/18 coach and Head Coach.

3 The women's committee to steer all things women's rugby

4 The Prague committee that includes the 6 Prague clubs.

5 The fixtures committee handled by David Friedrich

These 6 personnel will meet every Monday morning 10:00 to direct Czech Rugby.

## B THE COACHING PANELS

### - THE COACHING PANEL OF THE NATIONALS MENS TEAMS

#### 1. The head coach

- Preferably a foreigner
- Preferably he will be the head coach of the senior 15's team, senior 7's team, u/20's 15's team and u/20's 7's team.
- Hereby there is a flow through of ideas and an easy transition from u/20 to senior level.
- he will also be responsible for either the backline or the forwards. In my case the backline.
- He will devise an attack plan.
- The head coach will be responsible for all activities on the pitch
- He will select teams to play
- He will scout club games for talent
- He will devise a game pattern that suits the players and that is modern and exiting,
- He will ensure that the game pattern is followed by all the national teams as to ensure continuity of play.
- He will do the motivation of players
- he will do review on performance
- He should have regular one on one interviews with players on their progress
- He should analyze teams and previews on upcoming games
- He will be responsible for the well oiled working of the coaching panel
- He will be responsible for the discipline in the team and the coaching panel.
- He will be responsible to keep players in the Czech republic and to try get foreign based players back.
- He will liaise with the executive president, CEO, general secretary and team manager to ensure that the philosophy of above entities is reflected in the teams.
- he will give feedback to the executive on the performance and progress of the teams.

#### 2. The Strength and Conditioning (S+C) coach and forward coach.

- Preferably a foreigner with an excellent resume.
- He will be responsible for the S+C of all the national teams.
- He will be responsible for Dukla both in the gymnasium and the running departments.
- He will give clear short medium and long term goals regarding the physical preparation of all the players and especially the Dukla players.
- He will give a daily report to the national coach with regards to well being and progress of the Dukla players.
- he will give weekly, monthly and quarterly reports to the executive, head coach, all the clubs, all the national coaches and all the players regarding their progress and ideals which they should strive for.
- He will ensure that the national teams in all age groups and codes will be properly physically prepared to take on the best.
- He will coach the forwards of all the national teams.
- He should do one on one interviews with players on a regular basis

- He will put special emphasis on set phase play so that the Czech teams are ensured of possession.
- He will devise a structure for all the forwards to follow for example how to maul.
- He will do the breakdown of all the national teams. With about 160 breakdowns in a game this is essential.

### 3. Technical analyst and defense coach

- This person should be Czech nationality
- He could be full time or part time
- He should do all the technical work for all the teams.
- He should choose a system to use that is affordable for the union and user friendly
- He should do reviews with teams and players
- He should analyze all upcoming teams with a proper plan how to neutralize their strengths and how to attack their weaknesses
- He should have one on one meetings with players regarding their play
- He should be available if the head coach needs something to be done urgently
- part 2 on the defense coach he should be informed of all the sort of defensive systems used throughout the world
- with the head coach they should choose a defensive system to be used by all the national teams
- He should give review on previews on the defensive strategy against all teams

### 4. Team Manager

- this is a full-time position and the person must be Czech speaking
- The team manager reports to the head coach for the rugby activities and to the executive regarding the committee's.
- he will be the team manager of the Czech men's 15 and 7 as well as the men's u/20 15 and 7.
- He must be in charge of all the off the field activities
- all the teams managers of the national teams works closely with him
- He must take responsibility for all the clothing requirements
- He must be in charge of all the travel and accommodation arrangements of all the teams
- He must be the chairperson of all the committee's.
- He must arrange and report on their activities to the executive and all the relevant role players

### 5. The under 18 head coach

- he should be part time employed
- he reports to the executive and the head coach
- The u/16 coach should report to him and there should be a closely knitted relationship between the 2 teams.
- he should have a proper register of all u/18 and u/16 players in the Czech republic
- He must implement the game pattern as devised by the head coach
- He should implement a weekly training program for all the u/18 and u/16 players
- he should help in building the players base of junior players
- he must be adapt in scouting for possible talented players

## 6. The u/16 coach

- he could be amateur
- he reports to the executive, head coach and u/18 coach
- a proper register of all u/16 and u/14 players in the Czech republic must be compiled
- he should implement the skills and playing pattern used by all the national teams
- he should be skilled in recruiting new players and scouting possible talent.

## 7 The women's 15's coach

- She or he should be appointed by the women's committee
- As women's 15's is not supported by the Czech Union the coach is volunteer

## 8. The women's 7 coach

- He or she should be appointed by the women's committee with an input by the head coach
- He is he should be an amateur coach
- the appointed coach should be approved by the executive
- The women's head coach should work in close liaison with the head men's 7's coach

## 9. Youth women's coaches 7's

- These coaches should be proposed by the women's committee
- These appointments should be approved by the executive
- these coaches will be amateur.

## C NATIONAL MENS PLAYERS GROUP

There has been a changing of the guard.

From the team that played against Malta and Hungary in 2017 only 1 started against Lithuania.

This team against Hungary was experienced with good talent.

Many of these players have retired, those in their 30's only chose to play for their clubs. Those players still playing abroad are very seldom ready to play for the national team.

Lastly many players do not want semi-professionalism. Rugby is to them a hobby-sport and a social event that comes after family, loved ones, work, leisure, holidays etc.

This player drain was overcome in September 2017 to July 2018 through good planning and tough and thorough training.

However since July 2018 we have had many setbacks.

1. We have lost our sponsors and the president and general secretary decided to call it a day. The Union for all reckoning has fallen apart over the last few months mostly due to this . Our preparation and all organization was very amateur like.
2. Secondly have I warned about how tough year 2 will be. In all my years of coaching year 2 is the most difficult one. After year 1 and all its new trends and successes there tend to be a subconscious sit back which happens do not care how you warn and what you say.
3. The extra-ordinary number of injuries - in all 14 injuries before the last game!!!
4. The number of players who have lost their zest to train hard.
5. The cramped nature of the fixture list which means that the players play weekend after weekend. That is something that needs to be addressed. The club fixtures need a break after two weeks of play.

A solution to some of these problems could be to suggest playing 1 or 2 internationals in November and the rest March and early April before the club season starts.

In doing so we adhere to the principle of windows which I introduced in April 2017, there will be a window for club rugby then and a window for international rugby and that could help to take the burden off playing too many matches in succession off the players,

This will thus mean that players with the laissez faire attitude towards the national team and rugby in general will be able to play for their clubs August to October and April to June.

The 7's season will be mostly in late November/December and then the period May to July/August. So the only clash with club fixtures will be May and it need to be stipulated clearly that the National 7's get priority.

## D DUKLA

Like a mentioned before the most of the Czech Rugby players regard the sport as a hobby and has a medium to low priority in their life.

What I have seen since 1 August 2017, when the first Dukla sessions began, is that the players involved are serious about furthering their rugby careers.

It is not easy being at the gym or the training pitch at 7:30 or at times earlier than that. That requires passion and determination and continued effort.

All the Dukla players mentioned have been exemplary in their training. The exception is Dali Samet who has been injured or unavailable for more than a year and Ondrej Kutil that should have started in August but is injured since then.

Samet played well against Lithuania and he told me that he wants another chance. So we will see.

Kutil's eagerness to train must be assessed before making any recommendations.

All in we have 18 players. Four of these players have long to medium time injuries.

There a 4 priority players that I have stated and that must be included in Dukla.

We need at least 7 more players to make the number of players at Dukla 25.

## E NATIONAL TEAM CONTRACTS

To give national team contracts to the players involved in Dukla is the only way that we can move from amateur to semi-professionalism.

Currently Dukla is only giving money for 1 contract.

These players signing national team contracts which will mean that they must be available for all national team sessions and games and that the national team is their first priority,

These 25 players national contracts must start from 1 January 2019.

They must be assessed on a weekly basis, proper feedback given and a holistic approach followed to their well being including - how they sleep, what they eat, the pressures in their life, relationships etc.

If the Czech Union can make this work we have 25 dedicated players that will peak in 2 years time. The group is mostly very young and need to learn and gain experience.

The group is:

### FORWARDS

Ondrej Kutil	(2)
Matouš Hodek	(2)
Martin Havlíček	(3)
Adam Leitmančík	(3)
Robert Trefný	(5)
Vojtěch Havel	(6)
Dan Hošek	(7)
Radim Hutník	(7)

### BACK-LINE

Marek Šimák	(9)
Matyáš Hopp	(9)
Albert Aaron Froněk	(10)
Karel Berounský	(12)
Dalí Samet	(12)
Jakub Čížek	(13)
Franta Sevcik	(11)
Michael Neuzil	(14)
Daial Starke	(14)
Jan Cizek	(15)

### POSSIBLES:

Petr Máslo	(7)
Lukaš Homer	(8)
Lukas Chytil	(5)

Tomas Forst

(11) the fastest player in the Czech Republic

The players should be divided into 4 categories:

Category A: Elite level (these player/s should be good enough to play for a Tier 2 nation  
Romania, Georgia etc)

Category B: National level ( these players must be regular performers for the National team)

Category C: National development level ( Players starting out for the National team that has  
performed at this level)

Category D: Development players that could be included in the National teams in the near future.

## F NATIONAL TEAMS SESSIONS

It is of the utmost importance to get the buy in from every-one that Wednesday is National teams day. From u/16 to seniors.

The pitch should be divided by 2 where the seniors and u/20 train on the one side and the u/18 and u/16 on the other side.

Some sessions like the warm-up and skills sessions should be done together.

The coaching panel of the National senior men's side should then alternate between the two halves so whilst the one half is doing defence the other will do breakdown etc.

By doing this we will give all the national players of all age groups continued exposure to the best coaching in the Czech Republic.

## G. CLEAR GOALS FOR THE FUTURE

### - Fifteens Seniors

- The senior men's team will most probably drop a league. It is paramount that that the European Conference 1 is won in the 2019/20 to get back into the European Trophy competition.
- The aim should be to win the European Trophy competition in the 2020/21 as this programme will have been run now for 3 years and the players will be physically, emotionally, psychologically more experienced and better skilled at all levels of the game.
- The team will be in a position then to be included in the expanded World Cup of 2023.

### - 7' Seniors

- Need to end in the top half of The European Trophy 2019.
- Need to play in various international events to gain experience
- Need to win the European Trophy in 2020 to gain entry into the European Grand Prix.
- The ideal is to qualify for the Olympic games in 2024.

### - Women's 7's

- To get into the semi-final of the European trophy 2019
- To gain entry into the Grand prix 2020
- To qualify for the Olympic games in 2024

### Juniors

- To try to play in the highest competitions in Europe by 2020.

All these ideals and goals must be tested and evaluated in correlation to the strategic Plan.

My appreciation for your kind attention.

Phil Pretorius