

**Oakleigh Warriors  
Representative  
Basketball Program**



## MISSION STATEMENT

*The Oakleigh Warriors Basketball Program is committed to the quest for excellence. The core of our program is built around our focus on a proper work ethic, discipline, and the development of character.*

*Dedication to excellence is an integral part of the Warriors basketball program. Our players are committed to working hard every single session on the court, and in every day life. We are committed to and have a deep respect for our basketball program, and our teammates. Oakleigh Warriors basketball is built upon the principles of trust, passion, selflessness, integrity, resilience, dedication, and perseverance.*

*We will strive to exhibit solid leadership in all that we do. Each of us has a responsibility to uphold the standards of the Oakleigh Warriors and the Oakleigh Warriors Basketball Association. We will be an example in all that we do. Our program is committed to having a winning attitude and competing at the highest level possible at all times.*

*By having the courage to apply these principles, our athletes will develop as positive role models and productive members of society.*

In implementing our program, we want to have a program, that is flexible, that teaches the proper fundamentals of the game, and encourages the development of a players skill levels and increasing their knowledge and understanding of the game.

***"No collection of players, no matter how good, can win unless they form a team. And no team can succeed unless it shares common values, among them courage, discipline, resilience, respect, and an unmitigated passion of the game."***

***- Bill Bradley***

This program booklet is designed to be an informative guide to players, prospective players, coaches, parents and the board of the MBA while also acting as a tool for coaches and players to understand our basketball program, how it is implemented and organised and the appropriate development paths for players, teams and coaches alike.

### ***Our Program it's system and structure***

The main thing for our program is for it's system and structure to be versatile and flexible in both what it teaches and how it teaches it. When coaching basketball, you always have to adapt to the ever changing world that is "coaching basketball". For example your team may look dramatically different from the start of the season to the end due to injuries, suspensions, drop outs, etc. For our program we always need to be looking for ways to improve upon it with what we teach and the resources we use in implementing and teaching that program.

To achieve both that versatility and flexibility and to be able to properly teach our juniors all the fundamentals they require to play in any system of basketball is why we run a motion offence and predominately a defence based on man to man principles. Both these philosophies will allow our coaches to be effective on the court no matter their make-up of players and to be effective as both coaches and teachers to our junior players.

A motion offence is based around players movement when they don't have the ball. It can also be run from a variety of sets that allows our coaches to implement a set and style that best suits their personnel. This style of play also importantly encourages teamwork . If players do not work with each other in this offence it will simply break down. Players who are well versed in a motion offence also have no problems in adapting or learning other offensive styles of play and systems as well as quick-hitters (set plays) as it is a great teaching offence that produces smart players.

All players are capable of playing solid defence on man to man principles as long as they are taught proper fundamentals and players are properly conditioned to be able to play in such a way. A solid man to man defence makes our players versatile against all sorts of opposition and allows our teams to play a variety of other defences if they are well drilled in those fundamentals.

These principles on both offence and defence also allows us to implement a structure and format that will develop players at a planned and staged rate. As they learn more knowledge and skill they will be capable of advancing to another level of basketball with higher levels of skills, a better understanding of the game, it offensive and defensive concepts and philosophies and in doing so increase their capacity to learn even more advanced and varied forms of offence and defence.

In implementing our program this way, we are also developing our coaches and encouraging them to learn more concepts and philosophies in regards to their game day coaching and their training sessions, their schedules, their planning and the drills they will implement and use.

## *Teaching and Development*

When teaching this game to our players especially in the younger age groups and most importantly in the earlier stages of their development, the emphasis has to be on teaching the fundamentals of the game rather than winning. If we are successful in doing this the winning will ultimately take care of itself. In the teaching and development of our players there are five stages that we cater for. This is crucial for the education of our juniors in the game and the development of both their game knowledge and the skills they will require to play the game at a high level. These are

### **Explain:**

The explanation and introduction of any new skill drill or offence pattern etc. Some players are great listeners some are not. Some players learn quicker by watching a drill than having it explained, some players have poor attention spans and are easily bored. Some players have learning difficulties which require much more patience. Some players are lazy and some are simply stubborn and argumentative. All players need to have the various parts of the game explained verbally and visually for them to have a chance of mastering any part of the game. This may have to be done on several occasions.

### **Introduce:**

This is where the players actually get to attempt what they are being shown and explained. In this stage players will need to be corrected and adjusted in what they are attempting so as to eventually correct any faults. Through this players can get confused between what is correction and what is criticism. Constant communication is required in this phase.

### **Learn:**

A satisfying stage for both player and coach. This is where a player is starting to understand and put into practise what the coach has demonstrated, taught and corrected.

### **Master:**

At this stage there is no need for correction the player has mastered what he/she has been shown and they can move onto another level that will be more challenging to them, where the same process will start again.

### **Elite:**

A level many players aspire to but few reach. At this stage the pupil has become the master and has learnt and mastered all the skills of the program. Players who achieve this level will be able to compete and play at some of the highest levels in the state and even the country and hopefully provide some coaching and motivation back into the junior program that got them there.

We use these standards in our summaries of goals and targets for the respective age groups later in this booklet.

Once players and teams have reached the Master/Elite stage of the development coaching progresses more from a teaching aspect to one of a marshalling, managing, instructing and directing where a coach attempts to get the best performance from a group of players with elite levels of skills and knowledge to work together as a group for the best outcomes. While some skill and knowledge acquisition and development will still be required this would now be more case of player management for the group. If a coach can achieve a good outcome in that regards, his/her group should achieve good results.

## *Rates or learning*

As mentioned before players can vary in their attitudes to learning. Players that can listen, watch and learn while keeping their attention and concentration focused will obviously advance quicker than those that don't. With that in mind throughout our goals and targets we refer to and cater for those two

groups. These players should be continually assessed, progressed and where needed helped. This is especially important as players and teams progress through the respective age groups and the program pathway. In these assessments we give the following levels to the skills and knowledge outcomes we are trying to teach and instil into our players.

**Basic:**

This is the very first level of introducing a new skill, drill or offensive or defensive structure.

**Beginner:**

This is the level where players and teams collectively are trying for the first time things they have been shown, explained and taught

**Intermediate:**

This level is where players and teams have begun to learn and most importantly begun to understand a particular concept without having yet mastered it.

**Advanced:**

This level of is where players and teams have mastered the concept initially taught.

**Elite:**

At this level concepts taught are so well mastered and executed by individuals and teams that we should start to compete and win at the highest levels of competition available.

As players get older and have been in the program longer their rate of learning should become quicker as long as they stay motivated. Similarly a player who begins in the program at a later age or crosses from another club's program should be able to learn and master these skills and concepts quickly again as long as they are appropriately motivated to do so.

For these players we will be developing a special program to assist them with this which we will discuss in greater detail later in this booklet.

### ***Program Flexibility***

In this booklet we are predominately talking about how players would progress through the appropriate age groups in regards to their development and education. This is not applicable to players and teams who start late or crossover from other sports and/or clubs. Teams will also comprise a mixture of players who are not as advanced as others. The program and our coaches need to be flexible and adaptive when implementing the programs intentions. Some teams may need to retract within the programs goals and targets while others will advance quickly as a group and can be fast tracked in their development and education.

If our coaches work as a unit and from the same program we will have the capability to split teams based on their capabilities between respective coaches working on certain areas of development that are best suited to particular players progression.. Team training session opportunities will always be there for every player so they also attain that development as well.

Teams in their progress through the program will always have ups and downs on that journey with changes in personnel, team structure and coaches, while always being changed and mixed at the end of every season due to changes in age groups. ***With a common program where coaches sing from the same hymn book*** this transition and evolvment through the age groups will remain consistent, planned and structured in a way that will attain the best possible results for both teams and players.

## ***Program Compatibility***

This program in for our players has the dual goals. The first is to teach an develop our players to enjoy their basketball by attaining a high level of skill and knowledge which will in turn ensure they are capable of playing the game at their highest respective levels. The second is to produce players who at the completion of their junior careers are ready and able to progress to our open age teams at BIG V level with a minimum of fuss.

To be able to achieve this we need a junior program that is compatible in what it teaches to what we wish to be able to achieve and execute at BIG V level. Over the years this has been one of our strengths where our juniors playing style and skill level has been directly targeted towards similar goals within our BIG V team. This makes players transition from junior competition to open age levels as smooth and easy as possible. At the same time juniors can see their open age teams executing similar offensive and defensive philosophies and principles and observe them playing to a similar structure to which they use in their junior games on a Friday.

Through this junior players within the program can see the possibility for them one day be playing in that side and representing the club at that level. This acts greatly as a motivating factor for players to continue to develop and work on their games. This will be especially important as the open age teams progress up the respective levels of competition available to them through the BIG V's various leagues.

## ***Coaches***

For our program to be implemented and a proper structure to be developed our coaches need to be continually educated, mentored and developed. They need to realise that they are also part of a team and each play an equally important role in the program no matter which team they coach. Our coaches are largely voluntary so will have various other commitments, such as school, university, work and family. All these factors along with sickness etc make coaches unavailable for training on a regular basis and for games from time to time. If our coaches are well versed in our program it's structure and philosophies then we are well placed to cover for each other when coaches are absent or unavailable.

### **Education:**

All coaches who have not completed a Level 1 Course shall do so at the commencement of the season. Where numbers are available coaches who have completed a Level 1 will complete a Level 2 course instead at the commencement of a season. Where numbers are not available we will enrol them at courses held at other Associations at the earliest possible convenience.

Through a Level 1 course I have the ability to modify this where it can specifically cater for our representative program. This specialised course will be available to the rep coaches only with separate courses conducted for our domestic coaches which won't require the same detail.

We will nominate one coach per year to be sent to a level 3 course at the AIS in Canberra.

I will also be making available a web page designed to provide feedback, articles, plays drills and links to other sites that encourages our coaches to increase their knowledge of the game and to be able to contribute back into developing the program during their time in it. Newsletters will also be available via the site as well as being delivered by e-mail.

We will also be looking to conduct at least one if not two seminars during the course of the year with guest presenters to further enhance the development and education of our coaches.

**Mentoring:**

Coaches will be observed and assessed both through training and matches. Through this they will be offered advice, instruction and encouragement in their roles. At times this will be hands on at training at other times through communication after training and matches.

From time to time we will also organise functions for coaches to come together on a casual format to encourage dialogue and general discussion about different aspects and challenges they face with their respective teams.

**Scouting and evaluation — our teams:**

On a weekly basis we will be viewing teams on game day either in person or via a game tape. In doing this we will be analysing how our coaches perform, what they are doing right and what they are doing wrong and how they and their teams can perform better, give direction on how to develop their teams going forward and provide advice in areas of skill deficiency or weaknesses.

We will give the coaches of these teams a written report on their performance and those of their teams and players within them. This wont be predominately about wether that team won or lost on that night but more on areas of concern and development.

**Scouting and evaluation — opposition teams:**

Through these tapes I will also complete scouting evaluations on opposition teams and then be providing feedback to our coaches for future use. In doing this I will be educating our coaches on exactly how to scout opposition teams and what to look for as well as arming them for potential future matches against those teams. I would then encourage our coaches to incorporate this into their planning for training and future match preparations.

**Player evaluations:**

In a similar way to our scouting reports I would prepare and provide to our coaches evaluations on their players individually. This is again provide feedback and to once more mentor them on how to go about this process.

**Training plans:**

From time to time I will be requiring coaches to write up a training plan or providing them with one to work from. In doing this I will be evaluating coaches ability to conduct a productive, positive and energetic training session. It will also give coaches feedback on a proper way to prepare and plan training sessions for required results in match performances and player development.

**A coaching team:**

Just like players in a team it's imperative for all our coaches to understand their roles within our program so we as a "team of coaches" are able to best achieve the results the program wants. Just like players coaches have to acquire the skills and knowledge required to perform to their best and be given the support mentoring and coaching to develop in their roles. Just like players I will be providing pathways for coaches to progress to higher levels within the program. Through the year I will be establishing specific coaching roles such as development coaches, program coaches and head program coaches to give coaches goals and targets to aim for themselves within the program. In doing this I will be providing incentives for coaches to focus on self improvement and their own development.

**Recruitment:**

For the purposes of our program, the best available coaches are actually players who have graduated from it. They may have stopped playing or are still involved through playing Under 20's, BIG V Men or eventually Youth League Men. These potential coaches are ready made as

they have been through and graduated from the program they are about to teach. They already have a thorough understanding of what we are trying to teach, they simply need some pointing in the right direction, some fine tuning on their techniques and they should develop into excellent coaches. We have been fortunate in the past two to three seasons to have so many of our young people who have graduated from our junior program put their hands up to give something back by coaching our juniors themselves.

Where deficiencies exist after this I look at our domestic ranks and then to parents and siblings of players. The parents and siblings is an option of last resort not because of a lack of potential but simply because of the potential of conflicts that can arise when a parent coaches their child. Unless I have great confidence in that particular parent it is a situation that we preferably defer from.

If we are still lacking after that we would advertise via the Basketball Victoria website, at Universities and local Primary and Secondary schools.

#### **Assistant coaches:**

Where it is possible we would look to appoint assistant coaches, whether that be a keen parent or sibling ready to fill in for any coaches absence, or a keen domestic coach wanting to learn more, or simply due to an over supply of coaches, which is incredibly rare. We would also look to appoint coaches keen enough to be assistants to any teams I coach which would include BIG V teams for experience and mentoring.

#### **Coaching responsibilities:**

Coaches will be required to attend training and matches in appropriate club attire and with appropriate footwear. They will be issued with a diary that will include training plans, training drills, match evaluation form, player evaluation form and scouting forms. These will be issued to them by the completion of grading phase 1.

Coaches will be expected to provide written evaluations on his/her team every quarter for distribution initially to myself for evaluation and feedback for the General Manager and I and then onto parents. Coaches will also be required to maintain attendance records for their teams, so we can track commitments of each player and reward them accordingly.

### ***Specialised programs & support structure***

I will be looking to implement some specialised programs aimed at the improvement and development of the program and the players and teams within it. These include: -

- **The Little Warriors Program** an introductory program for potential rep players from our U/9 and U/10 domestic competitions which will incorporate specialised training and development once a week as well as various tournament entries and practise games throughout the course of the year. The idea of this program is to use this time preparing these potential players and their parents for the demands of a full representative season. It is explain in more detail in the goals and targets section later in this booklet.
- **Handles and Ankles Program** Interesting name I know, but the kids should like it. In their language “handles” means great ball handling skills and “ankles” refers to the terms “breaking a guys ankles” which means using those ball handling skills to totally break down a defender for dribble penetration. This program will be our advanced program and to become a part of it players need to reach and attain certain targets with their normal ball-handling and dribbling techniques. Once reached they gain automatic entry into the program, which will cover advanced ball-handling, dribbling and passing skills. In doing this we give our players genuine targets to reach. We have a reward for effort system which is only



healthy in producing proper attitudes. It also helps us to progress players to this level only when they are ready to go there and not before.

- **Rookie Program** A rookie is anybody no matter their age entering the program for the first time from U/16's upwards. The rookie program will be a crash course for these players so they can understand the program we have in place, it's philosophies, content and the skills we expect them to require. It will be a 4 to 6 week program similar to a coaches course. Players who struggle after this time would have some remedial training to assist them along. For the U/12 and U/14 age groups they would receive this training by being placed in a development squad for 12 months. By Under 16's most of our teams would have advanced to a level beyond a "development stage" hence the need for this sort of program.
- **Specialised Development Program (SDP)** This training will be conducted in small groups and aimed at improving specific skill areas for players. It will not be done along the lines of an Basketball Victoria ITCP training but will incorporate parts of that program into it. The program will be offered to players who have shown a genuine work ethic to improve their game and demonstrated a willingness to learn at training with proper attitudes to teammates and their coaches. Again this gives all our players something to strive for. The program will be designed to improve and enhance the performance predominately of our number 1 squads and players with the ability to eventually to play in a number 1 squad. It will also be giving players the required skills etc to do their best at potential state camps when those opportunities arise.
- **Individual Training** This will be available to all players via their teams individual coach. It will be up to players to organise such training with their coach, who will devise an individual program for them to complete at home and at training, either before, after or during allocated training sessions. Coaches where they feel it necessary will organise similar sessions and be scouting players for potential inclusion into the programs already mentioned.

### *Support Program*

Throughout the course of this year I will also be endeavouring to put together a support structure that provides programs, feedback and assistance in the following areas. I firmly believe to go to another level with our program these support structures need to be put in place. These programs will be especially relevant and targeted for the U/16 age groups upwards. However all our coaches will be given information and education relevant to each area so they can begin to educate themselves, players and parents in all age groups about the specifics of this support structure.

**Strength and Conditioning:** Our players need to look at all aspects of improving their fitness and strength levels. Specifically designed programs allow each player to progressively achieve optimal performances in speed, strength, agility, explosive strength, endurance and flexibility. This progression needs to be regularly monitored throughout the period of their participation in the Warriors program.

Each player will initially be given a program at the weight room to develop base levels of strength. Once this has been achieved, players move to an individual program that aims to develop the specific qualities mentioned above. Conditioning sessions in the pre-season aim to improve on weaknesses that may affect the player's ability to be effective in training and competition.

Considering the myths and theories that surround gym and weight work all parents and players involved will be given opportunities to receive information and feedback regarding these programs.

**Nutrition:** Nutrition is a vital component in the preparation of athletes, and we will be organising activities designed to educate athletes on the use of nutrition principles to maximise their performance, whether in training or competition. Important dietary issues such as preparing for

training and competition, hydration, travel nutrition and recovery strategies will all be covered by the Nutrition program we plan to introduce. We may even look at group cooking classes to assist this process.

**Physiology:** The primary activities here will include regular court-based fitness tests, assessment of body composition, game and training analysis, and education.

**Performance Psychology:** This is an area I would really like to expand into with the program. In doing so will be educating players about mental skills and personal management strategies to maximise their development while with the Warriors and to learn to use pressure to their benefit, to concentrate effectively, to visualise and prepare for training and competition, as well as other strategies that aim to enhance a player's ability to perform at a high level consistently.

Areas would include goal setting, stress minimisation, task focus, positivity, self efficacy and mental self concept. We would also work with athletes individually to help them achieve their personal goals and maximise their potential in the sport.

To implement these programs I will be drawing on a variety for resources from local gyms to the influx of our own players now becoming personal trainers, to gaining support and assistance from the VIS and AIS staff and through University accredited courses relating to such fields.

## *Our Players and Athletes*

### **What We Expect From Our Players?**

Below is a list of standards and guidelines that we expect from our players:

Act like a champion in every single thing that you do.

Excel in the classroom. I believe that your success in the classroom carries on to the basketball floor.

Expect to win. Doubters won't win. Winners don't doubt.

Play hard. Always give your best.

Play with enthusiasm. Enthusiasm shows the world that you are excited and have a passion for what you are doing. Get excited and enjoy what you are doing.

Play smart. Stay focused and maintain a high level of concentration.

Never give up! People who won't quit, don't.

Be coach-able. These are the people that you win championships with.

Be mentally tough. Do not panic and break under pressure.

Always have a positive attitude.

Do not make excuses. Learn to accept responsibility for your actions.

Be a leader. Leaders are people who show the way and lead by example.

Always put the T.E.A.M. first.

Work hard in practice every single day.

Compete!

The players within our program are needless to say our greatest resource and asset for the program to achieve it's goals. For them to attain the best results for themselves personally, for their respective teams and for the program as a whole we have to instil a culture as listed above. To do this they require leadership from their coaches and leadership from within their own teams and age groups

Coaches need to implement training and game plans and strategies to encourage this sort of leadership and culture, especially from a young age. To assist this along we will be providing our players with a handbook to provide information on all aspects of the program, individual training and development forms for self evaluation and to provide feedback to the coaching group, ideas on goal setting and targets for their specific age group as well as other information. This booklet will also have a list of what both players and parents responsibilities and commitments are in regards to the rep program.

In these handbooks we will also be including a sign off form for both players and a parent to confirm that they understand those responsibilities and commitments by having read both the Warriors program and players booklets.

These responsibilities and commitments will include:

**Admin and finance:**

To participate they need to be financial and understand their responsibilities in regards to things such as scoring and assistance with sausage sizzles.

**Training:**

Punctuality, attitude and equipment. All three will be priorities for training sessions we conduct. We want players at every possible session and on time, we want them with an enthusiastic and positive attitude. Finally we need them to bring the appropriate equipment to their training sessions, i.e. white and dark tops, water bottle, player booklet and a basketball.

**Games:**

Parents ensuring their children arrive at games within required times to prepare and warm up for their respective matches, that they have proper attitudes towards teammates and coaches and have been rested and had appropriate nutrition before that match where possible.

**Individual requirements:**

Players in all age groups will have individual requirements they need to meet in their own time for them to progress properly in the program. Coaches will be handing out those requirements from time to time at training and providing feedback back to them through their player evaluations.

**Meeting expectations:**

Working to meet the expectations listed on the previous page. They are all straight forward and self explanatory but all will require some work and commitment from players to consistently achieve them throughout the course of a season.

**Excelling in the classroom:**

A curious one for many but I believe if we can assist parents in this area through our basketball program then we should look to do so. The expectations listed on the previous page I took from a US high school coaches program as I think it encompasses everything we want for our players. I left this expectation in there as I believe it is an important one for us to have. I have seen so many kids over the years though a number of sports neglect their education as they think it's a given they will play sport professionally only to struggle later with their education and their careers.

We all know a proper education is vital for the future of the kids in our program and if through this program we can help motivate and encourage our kids to achieve better results at school then we should do what we can to assist. Also basketball is very much like a human game of chess on a very big chess board. Smart players help make smart teams, in helping the kids to excel in the classroom we certainly help them to excel on the court.

## **GOALS TARGETS AND THE PROGRAMS PROGRESSION**

In implementing our program we want to provide our coaches, players and parents with a guide to their pathway to make the most of the Warriors program. Through this we set goals and targets for players, coaches and teams as they progress through the program and their respective age groups and/or stages of development.

For our coaches this will give a relevant guide for our coaches to assess where their teams and players are in their progression in the program and will assist them with their planning for their teams season and the goals they should be setting for both their players individually and their teams collectively.

In the following page we have a diagram of our “tower of success”. This gives an overall outline on how we should stage our teams development and progression. After that page we provide more detail for each of our age groups in regards to their progression and development for the program. This progress can be flexible where it can be fast tracked or taken back a few steps to adjust for particular teams and individuals progress to help them as best we can through this pathway.

In providing this pathway we give players a clear guide as to how to take their basketball to the highest levels possible. In each section for the age groups we go into greater detail in regards to what we want to teach and the targets we have in all areas of the game. Even with this scope however the concepts we emphasize here are in a broad structure and things such as techniques for defence alone such as boxing out, close outs and channelling are not mentioned. This is because in the structures we teach these are areas that we consider non-negotiable givens that all players need to implement to play at this level.

Our coaches will be concentrating on those more specific areas as they implement this broader structure of development. In providing this structure within this program, we outline the plan, the structure and the things required for us collectively to make this program succeed.



## Our Tower of SUCCESS

### Player Management.

Once a thorough understanding of the overall program and structure is gained, player management through motivation, communication and organisation and direction will be a core ingredient of our teams chances for success.

### Offensive variation.

Once proper motion principles are mastered begin to introduce alternative structures such as Shuffle, Flex, UCLA, and the triangle offence. Crucial for opposition scouting and preparation.

### Pressure defences and change ups.

Introduce zone pressure defences, half court traps and half court match-up zones and trapping zone principles.

### Motion Offensive Sets and set plays.

Introduce motions sets for gaining matchup advantages. Introduce quick hitters and special play for game situations such as out of bounds and sideline plays.

### Transition offence Advanced.

Introduce secondary break principles with second and even third options on transition options off the break.

### Man to Man Defence advanced principles.

Begin teaching “run and trap” and “run and jump” principles into full court and half court scenarios. Teach techniques for guarding screens both on and off the ball.

### Motion Offensive screening.

Introduce screening into our motion offence teaching appropriate screens and cuts off screens as well as movement after screening.

### Transition offence intermediate.

Introduce trailer and lead players on breaks. Further refine ball carriers ability to read transition situations, and increase passing ability and court vision

### Man to Man Defence intermediate to advanced .

Introduce rotations, bumping cutters, post defence and trapping. Look to begin implementing extended pressure defensive principles.

### Motion Offensive introduction.

Motion without screens encompassing player movement without the ball, floor balance, proper passing and vision and the ability to read a defender.

### Transition offence introduction.

Introduce players to running lanes court vision and dribble penetration and passing techniques. Teach 2 on1 and 3 on 2 situations.

### Man to Man Defence introduction.

Basic Man to Man defensive concepts such as on the ball, off the ball and split line positioning and stance. Proper defensive stance, footwork and movement.

## THE SKILL FOUNDATION

For the above to work we require proper fundamentals in: -  
Ball handling, dribbling passing, shooting, footwork, defensive stance, Triple threat stance, post work and rebounding.

## THE ATTITUDE FOUNDATION

These are the characteristics and attitudes we want from our players and instilled into the culture of the program. Work ethic, punctuality, enthusiasm, train hard and work hard, determination, a positive attitude, mental strength, accountability, leadership, team work and team ethos and all players being coach-able.

## **PRE-WARRIORS U/10'S—THE LITTLE WARRIORS**

The first time a player and his/her parents begin playing representative basketball it can be an overwhelming experience. The introduction of the “The Little Warriors” will be not only be only to identify players with the ability to play at representative basketball but to help ease their parents into the structure and demands that comes with playing representative basketball

Once U/10's begin to play we will be scouting and identifying players with the ability to play representative basketball with the Warriors and inviting them to join the “The Little Warriors” program. In this program we will be holding a single one hour session per week for these players. These sessions will be skill based and light with the goal of giving the players an introduction to basic skill work and offensive and defensive structures.

Through this program we will be entering the “The Little Warriors” into some tournaments to give them some game time together and even looking to invite other Associations for practise games against our Warriors.

In doing this when the actual time comes for the kids to hit the court for their first real game of rep basketball they will have had twelve months of skill based training behind them as well as have becoming accustomed to the offensive and defensive structures they will need to be competitive from day one. They will also have gained a decent knowledge of their roles and how each other plays and what role they play within that teams structure.

Ideally we would be including the coach / coaches who would be taking them into the first season of rep in this program.

Previously some of our teams who have started without this preparation have found their initial experience to Representative basketball difficult and overwhelming, while parents have been stretched with the extra costs, ordering uniforms, coming to terms with extra the commitments required such as travel, scoring duties and sausage sizzles. In introducing this program, I want to charge a nominal fee to cover the training time once per week, with the team covering their costs for tournaments. During this time parents can opt to pay for a uniform straight up or on regular basis.

The “The Little Warriors” program should see the establishment of a much smoother transition from domestic basketball into the Rep basketball program for our youngsters and their families.

<b>GOALS AND TARGETS FOR LITTLE WARRIORS PROGRAM</b>	
<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Basic
Dribbling	Introduce & teach Crossover, Spin, Hesitation, Speed & Onside
Offence	Pass & swap 5 man
Defence	Basic Man
Shooting	Layups & foul shots
Transition	Basic Fast Break
Quick Hitters	Rugby & Flat
Passing	Chest and push passes (both Hands)
Triple threats	Basic Stance & onside move

## U/12's—BOTTOM AGE

Our U/12's would be split into bottom age and top age players which in U/12's will probably mean top age players with a good one years experience under their belt as opposed to bottom age players either in their very first season or having completed the "Little Warriors" program. For bottom age players and first time Warriors this year is crucial to their development and their learning curve in basketball. More important than winning games and titles is players being given the foundations that they will require in skill development and acquirement and the commencement of their education in proper team offensive and defensive philosophies.

These players will need to begin being taught the first stages of developing a true motion offense. We call this our passing game, or our "cutting motion". By the end of this season players should be able to competently understand and execute this offense. They will be introduced to four basic cuts at the beginning of the season and by it's completion should have a good understanding of how to execute a cut and read a defender to get themselves open for a pass and/or a shot.

To be able to see and pass the ball to these cutting teammates all our players will need to have developed proper triple threat fundamentals where they can pass with either hand and be able to drive both right and left where spaces on the court open up. In attaining these skills our players take their first real steps towards playing as a team.

On the defensive end we will have taught our players the proper basics of man to man to defence which will include on the ball, off the ball and split line defensive principles. This will include things such as stance, vision and footwork. Our goal would be for our teams at this age group to be able to execute a proper half court man to man defence. We would not play any zone at this age.

Coaches and clubs that do allow zone defence to be played simply teach players especially players at the bottom of the zone (forwards and centres) to simply stand in an area with arms spread. The problem with that is those players may no longer be your taller players by U/16's and U/18's and would not have been exposed to, taught or developed the ability to get into a stance, to pressure the ball, proper footwork or positioning. We wont be making that mistake.

Transition offence (Fast Breaks) should be advanced to a level where we introduce runners and a trailer. To achieve this players need to be introduced to the concept of running a lane, being aggressive with the dribble, drawing a defender and always passing to a player who is open

Other goals will be to advance players ball-handling skills to a beginner level while introducing them to the Behind the back, Pullback and Retreat dribble. On passing we want to introduce the power push pass to assist with our transition offence.

<b>GOALS AND TARGETS FOR BOTTOM AGE U/12'S</b>	
<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Beginner
Dribbling	Master dribbles in Little Warriors program Introduce & teach Behind the Back, Pullback and Retreat dribble.
Offence	Motion "Cutter" Offence
Defence	Basic Man
Shooting	Layups & foul shots
Transition	Beginner Fast Break
Quick Hitters	Rugby & Flat
Passing	Master Chest and push passes (both Hands) & introduce Power Push Pass
Triple threats	Basic Stance & onside move



## **U/12'S—TOP AGE**

At top age U/12's our players should now have had a good one to two years of introductory and development work. They should now be ready to go to the next level in all areas.

On offence our kids should have mastered our cutting offence, which would incorporate spacing and floor balance. Once our players understand that we can introduce them to sets. With sets our teams and coaches will have the flexibility to adjust their offense to best take advantage of opposition team's weaknesses.

On defence our players will have their understanding of man to man defence further enhanced with the introduction of rotations, post defensive methods and trapping in a half court scenario. If mastered quickly extended defence can start to be applied.

With ball-handling our players will advance to an intermediate level where they are also introduced to new dribbles such as the double crossover and killer crossover. On transition we want to introduce drills to help develop players decision making in 2 on 1, 3 on 2 and 5 on 5 situations which should make them more proficient in transition offence. With better ball-handling skills and decision making on fast breaks there should be a notable improvement in those areas alone.

On shooting skills we will be introducing kids to proper footwork, catching and setup and release fundamentals. These should be taught out of the triple threat, off the dribble and in transition. Lay-ups should by now be in the refined / learned stage on both hands as should be free throws.

Players at this age should also be able to be introduced to more advanced quick hitter plays and situation plays such as press breakers, end and side line plays.

With passing skills we would like to advance players by introducing them to the behind the back, no look and hand off passing techniques, that will help with the execution of our transition and half court offensive situations.

<b>GOALS AND TARGETS FOR TOP AGE U/12'S</b>	
<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Intermediate
Dribbling	Master main six dribble Introduce & teach Between the legs crossover, Double Crossover and Killer Crossover.
Offence	True Basic Motion Offence (predominately without screens just player movement) with initial sets introduced
Defence	Intermediate half court Man to Man defensive principles. Introduce extended pressure
Shooting	Refine Layups & foul shots . Introduce jump shots fundamentals of pass, triple threat and catch.
Transition	Intermediate Fast Break
Quick Hitters	Rugby & Flat
Passing	Master Chest and push passes (both Hands) & Refine Power Push Pass Introduce Behind the back, Behind the head, handoffs and no look passing techniques.
Triple threats	Master Onside and introduce teach crossover step, and shot and dribble fakes

## U/14'S

By Under 14's if all the foundation development work should have been completed where we can start to refine skills already taught so players can ultimately learn them and then master them. In this age group we will also be introducing far more involved and complicated concepts that will need to be continually taught, developed and refined for this age group with the goal of them having mastered these skills and concepts by the time they progress into the U/16 age group.

By completion of their time in U/14's players should have moved into an advanced ball handling stage of their development or been on the verge of doing so. This will encompass all the major ball handling drills as set out in this document's appendix.

On dribbling the players need to have mastered all six major dribbles plus learn, refine and mastered the Double Crossover, between the legs crossover and the Killer Crossover. Rather than introduce new dribbles in this age group, we want to work on ball and hand speed and co-ordination and introduce combination dribble techniques, situation dribble techniques, such as in fast break situations, against pressing defences, off triple threats and in a half court or congested situation. We also want to introduce players on how to use the dribble in situations such as pick and roll or drive and pass scenarios.

On offence we will be introducing players to screening techniques and cuts available off those screens. This is the most involved and important part of our motion offence when teaching it. Players need to learn how to decide cuts from the way their defender plays a screen and when screening how to move after screening by reading their teammates movement off that screen. We would be revisiting floor spacing and balance in these scenarios as the introduction of screening impacts on that.

In defence we would be introducing advanced man to man principles such as fronting a post, bumping cutting defending screens, and defending a pick and roll. In this age group we also begin to introduce the run and trap and run an jump pressure man to man defences. Some change up pressure zone defence would also be allowed for the first time but only as a change up defence and implemented infrequently.

On shooting players would be introduced to the correct upper body techniques involved in shooting. To begin establishing proper fundamentals. In the U/12 age group while this can be addressed to a degree it can difficult with players strength etc where players develop some two handed shooting technique problems. Our main emphasis at that age is to develop a good follow through and when in U/14's they have developed the strength to reach the ring from a reasonable distance begin to develop the upper technique of their shot as whole. If we have done the proper work on footwork, shooting of a catch and triple threat, in the U/12 age group we will make this development much easier through U/14's. A note here is that introducing these techniques and potentially changing bad habits acquired in younger age groups can take some time and should be planned where the least amount of basketball is being played. This is due to players falling back into old habits with their shot through training sessions and games. To improve a shot properly it can only be done over a four to eight week period with the correct commitment from that player. So planning here from all coaches involved is key.

Transition offence and fast breaks should become very exciting in this age group as players acquire the skills necessary to implement this style of play. It is the style most enjoyed by players, coaches and spectators alike and should be encouraged. Coaches should be concentrating on proper decision making especially with their identified ball carriers. Being able to dribble, pass, catch and finish shots at pace is important in this development. Skill development and team drills will be implemented to improve these areas.

With passing we want an increasing focus on various passes with the object of refining, learning and mastering as many as possible. To enable quick movement of the ball and a fast transition, all players

## U/14's (cont'd)

have to be especially competent with at least a three meter chest pass.

In Under 14's (especially at top age) when players have a full understanding of cuts without screens, cuts with screens and screening we can begin to implement some proper set plays and quick-hitters. A set play is play a coach uses in situations such as in the last seconds of a term or on a shot clock., where you wish to take advantage of skill or size advantage you may have, or the coach just wants to control what type of shot he or she may want such as a three point shot or a layup. A quick-hitter is a play you use to change the momentum of a game when your stock offence (for us our motion offence) just simply isn't getting you a score. You call a quick hitter which is a patterned play and you can use such plays to get the ball into the players hands you think most likely will score. As a coach this is an exciting development for you and your players as you can learn to control the game and change it's various momentums with a single time out or call from the sideline.

Considering the advance in offensive structure and tactics players must have learnt to master a triple threat stance by this age group and they should be in the refining/learning stages of individual offensive moves off a triple threat. Some players will be capable of learning more advanced moves off that triple threat stance. What we will be introducing here, again especially in top age players are post moves for players with either the size, athleticism, co-ordination or simply the smarts to learn them. This begins again to place another whole new aspect to a team's ability to be flexible in what they do offensively.

<b>GOALS AND TARGETS FOR U/14'S</b>	
<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Intermediate to advanced
Dribbling	Master all nine dribbles Introduce & teach combination, situation and transition dribbling. Focus on improvement in ball and hand speed
Offence	Introduced screens, cuts off screens, reading a defender off a screen, rolling off a screen and going over floor spacing and balance once more in regards to screening techniques.
Defence	Introduced advanced half court Man to Man defensive principles, including fronting posts, bumping cutters, defending both on the ball screens and normal screens. Introduce the "run and jump" and "run and trap" and extended pressure defences.
Shooting	Introduce proper techniques for upper body sections of a jump shot. Ensuring planning takes place on a players ability to advance to that and the time of the season these techniques are introduced gains maximum benefit.
Transition	Intermediate to advanced Fast Break. Implement full court drills that improve players decision making and skill acquisition to be run a transition style of offence. Introduction of press breaker offence for use against pressing teams.
Quick Hitters	Introduction of special plays and quick hitters, such as hammer, swing and high post for set plays and box sets, double and shot for out of bound situations.
Passing	Master Chest and push passes (both Hands) & Refine Power Push Passes. Introduce Behind the back, Behind the head, handoffs and no look passing techniques.
Triple threats	Master Onside and crossover moves, and incorporate shot and dribble fakes into those moves. Introduce more advanced moves with reverse layups, jumps stops and step throughs
Post Moves	Identify appropriate players and introduce various post moves into their game.

## U/16's

In Under 16's we can begin to take the first steps to advance our teams to an advanced/elite level of basketball.

By Under 16's we should have players who have moved into the advanced level of ball handling with many of them going to our advanced ball-handling program "The Handles and Ankles program" In this program players will be introduced to advanced ball handling techniques that will dramatically improve their ball handling, dribbling, passing and vision on the court. In this program players will be introduced to advanced dribbling skills that include for example between the legs with a behind the back dribble technique. Not all players will progress to this stage by Under 16's and we will have to cater and assess players differently upon their progress.

Offensively our players would now have a thorough understanding of our motion offence and it's principles, as well as be knowledgeable in some quick hitters and set plays. In this age group we would now introduce some offensive styles that we could utilise but that are also run by other programs in the VJBL to help us prepare and scout opposition teams in our various competitions. These would include Shuffle, Flex, Triangle and UCLA offensive styles which are common place amongst many other programs.

We would also be looking to introduce some more quick hitters into our structure depending upon our progression with ones taught in U/14's.

Defensively we would introduce a lot more change ups into our style of defence. With players having developed sound fundamentals in man to man principles in both half and full court scenarios, we would now introduce extended trapping zone defences and matchup zone defences. We would never run just straight zone defences as we always want to keep pressure on the ball and in the passing lanes.

We would now look to really have players refine and learn proper shooting techniques with a view to mastering them by the end of U/16's going into U/18's.. We would also be looking to introduce/refine and learn in this age group advanced shooting techniques such as the step-back jump shots, and jump shots of dribble, triple threats and the pass.

In transition offence we would be looking to master primary fast break techniques with the introduction of secondary breaks. Secondary breaks are where we go into a quick hitter style option after our primary fast break has failed to achieve a score, but where we still have the defence at a disadvantage in transition.

Triple threats we would expect to be mastered by the end of U/16's with all moves catered for. Players who have progressed to post moves would be advanced to a refined/learning stage while players who have not would be introduced to them.

***GO TO NEXT PAGE FOR UNDER 16 GOALS & TARGETS***

## GOALS AND TARGETS FOR U/16'S

Criteria	Goals set & Standards we want achieved
Ball-handling	Intermediate to advanced
Dribbling	Introduce players who are capable of advancing to the “handles and ankles program” For those not ready continue to learn and master all nine dribbles and dribbling situations and techniques
Offence	Introduced more quick hitters and special plays. Introduce other offensive styles of play such as shuffle, flex, UCLA
Defence	Learn and master the “run and jump” and “run and trap” extended pressure defences. Introduce various change up defences such as half court and full court trapping zones and matchup zone principles.
Shooting	Refine learn and master proper techniques fro upper body sections of a jump shot. Begin to introduce step back shot off the dribble and shot off the triple threat as well as pull up jumpers
Transition	Refine/learn/master players decision making and skill acquisition to be able to run a transition style of offence. Introduction of secondary fast break options to cater for fast breaks that don't initially score and to have our squads run an aggressive style of offence at all times.
Quick Hitters	Refine/learn/master special plays and quick hitters already introduced in U/14's. Introduce more in this age group for various situations where players and teams are capable.
Passing	All passes should be in advanced stages if not mastered. Progress players who are capable to “Handles and ankles program” keep with learn/master stages of development with players who have not.
Triple threats	Master all triple threat moves introduced to this point. Those who have not mastered them we keep in the learn/master stage of development. Those who have we introduce to step back and pull up jump shots from the triple threat in both onside and crossover drives.
Post Moves	Players already introduced to post moves in U/14's we would look to progress to an learn/master stage of development in this age group. Players who were not introduced to these moves in U/14's would now be introduced to them in U/16's.

## U/18 & U/20's

In the Under 18 and Under 20 age groups we are working to master all the skills, principles and offensive and defensive strategies taught in the previous age groups. By this age group our teams should have been introduced to all aspects of our program and be somewhere in the learn / advanced / mastered staged of their development. In these age groups most players would also have reached their growth potential and we would be far more definitive in what roles they can ultimately play in the game. This will help us so player analysis and evaluations which also become a much more important factor in these age groups.

On the offensive and defensive ends we want to be teaching our players proper game strategy and communication . As a coach in the younger age groups you would require more input and control; in these age groups you would communicate more from the sidelines and encourage your players, especially those you have identified within a leadership group to do much of the actual strategy and communication on the court.

Once we reach this point it should allow coaches to concentrate on game strategy and matchup situations where a coach can focus more on opposition weaknesses and strengths and a game momentum rather than what his team and players are doing right and wrong. While this never is eliminated it should become less of a focus.

Another area in this age group is to become more specific with players and their roles within the team. Identify through their development whether they are for example a shooter, ball carrier or a forward / rebounder. In this age group shot selection and who actually gets to shoot what sorts of shots becomes crucial to your chances of success. So players knowing their roles and what type of shots they can take is an important aspect in this age group.

Strength and conditioning as well as an overall fitness program is another aspect we want to begin focusing on. An improved strength and aerobic capacity can have a dramatic impact on a team's potential to win. If each player gains in their strength, their explosiveness, their lateral movement their jump and speed then as a whole the team will perform better .

Another crucial aspect in this age group is the coaches focus will take a definite shift from development to winning. If all the steps have been taken by both coaches and players in earlier age groups in the development stages, then in this age group we should be looking to begin enjoying the fruits of our labour.

***GO TO NEXT PAGE FOR UNDER 18 GOALS & TARGETS***

**GOALS AND TARGETS FOR U/18's & U/20's**

<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Identify those who have mastered ball handling skills for appropriate role with the team's Structure. Continue to develop players whose skills are lacking, while maintaining levels of those with advanced skills.
Dribbling	As above
Offence	Once general offensive structure is mastered, identify specific roles and responsibilities for players within the squad. Test players regularly on shooting performance and game knowledge and identify which players should be taking what type of shots.
Defence	Comprise all defensive systems taught together so you have a combination of defences at your disposal for various game situations.
Shooting	Continue to work and develop players shooting techniques. Reward players who demonstrate that development and have proved their attributes as a shooter at training and in game situations. Identify exactly who should be shooting perimeter shots and who shouldn't be. Identify your best foul shooters to take advantage of opposition in foul trouble.
Transition	Players by this age group should have a clear understanding of fast break principles. Continued work will be required on secondary break situations. Overall develop players decision making on transition situations
Quick Hitters	All quick hitters and special plays should be in advanced / mastered stage by now. With their grounding in motion offensive principles and other structures, teams should have no problem in being introduced to and learning more quick hitters that can be introduced specifically to take advantage of opponents weaknesses.
Passing	Refer to ball handling above
Triple threats	Refer to ball handling above
Post Moves	Look to move players who are in advanced stage to a master stage of post moves. Players who are in learn stage look to move to advanced and mastered

## **BIG V**

If players progress through the junior Cougar program with all the development mentioned in the preceding pages of this booklet, their transition into BIG V open age competition should be a smooth one. Having said that however, this jump can still be confronting as 18 to 20 year old young men are all of a sudden being pitted against mature men and wily veterans who know how to use their bodies to their best advantage and have gained the ability to read a game and its momentums.

In the BIG V teams players from our junior program, players who have graduated from the junior program, veterans of the program and players who come to the team from other Associations come together in a melting pot of abilities, skills, game knowledge and most importantly egos. For the veterans they would now be players of habits that they will not change without considerable willpower.

Taking those things into consideration coaching at this level revolves a great deal around player management, especially players egos and individual ambitions as opposed to the ones you wish to implement for your team.

A mixture of player evaluation, assessments, task assignments and skill and development work will be crucial in the performance of the teams.

From this we will categorise the varying standards, abilities, skill levels and knowledge base within the squad. From that we implement appropriate offensive and defensive philosophies that will see the best results for the teams. At the same time from those evaluations we cater different programs for each player to develop them from the standard that they are at.

Another factor in dealing with open age sides is that you are now dealing with adults and their various, work, university and family commitments. If players are in middle of university courses, or have their own business, or career to cater for let alone they are entering the age of starting a family, then their ability to put in extra time to improve their individual time can be very limited.

So it is very much a juggling act of handling issues with youngsters graduating from our junior program and adults set in their ways for various reasons. In the middle of that you are implementing individual and team goals and plans to bring the squad together.

<b>GOALS AND TARGETS FOR BIG V</b>	
<b>Criteria</b>	<b>Goals set &amp; Standards we want achieved</b>
Ball-handling	Implement strategies and drills to maintain and improve group collectively and individually.
Dribbling	Implement strategies and drills to maintain and improve group collectively and individually
Offence	With common principles to junior program devise offensive structure that best suits teams collective strengths. Achieve this through individual and team assessments
Defence	As above
Shooting	Same as U/18's and U/20's
Transition	Continually maintain teams ability to run transition and fast breaks and secondary breaks. Focus on decision making on when and when not to break.
Quick Hitters	Provide playbook at commencement of season for players to be able to learn and implement those plays.. Continually train and maintain them through training structure.
Passing	Refer to ball handling above
Triple threats	Refer to ball handling above
Post Moves	Refer to ball handling above



## **SUMMARY**

In implementing this program we are looking to provide a planned pathway from entry through to BIG V to potentially even higher honours. This pathway through this program will be a planned development for all those involved, players and coaches and even parents.

In setting our goals and targets through the age groups we will be giving coaches a direct standard to be achieving so they know what role within the program they are performing and what roles they can aspire to.

This program booklet will be a working document for those coaches along with coaches booklets that we will be distributing to them. Both of these will be important tools in coaches roles of helping developing this program. It will also assist players and their parents with pathways and objectives in regards to their development and training.

Finally it will be a live document that will allow for new ideas and input to continually improve and modify our program where required..

We hope it is a informative resource that helps you understand the program in a much better way and in a broader concept.