



**QUEBEC  
HOCKEY  
SUMMIT** | **MONTREAL 2011**

***Development of Hockey Players  
through the Program of Excellence***

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# A few preliminary observations

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- *Definition and distribution of talent*
- *Interpretation of the term ‘development’*
- *No question of “status quo”*
- *Hockey: a foundation for overall development*
- *Complex process, but not complicated*

*N.B. This reflection applies to all levels of play in the Program of Excellence, but more specifically to Midget AAA and the QMJHL.*

« *There are many ways to solve problem,  
too often we only contemplate one.* »





# Why doesn't the NHL draft more Quebecers?

Why are there so few Quebecers on the national U20 and U18 teams?

Is hockey in Quebec so deficient and/or so different?

- *Being conscious of a certain uneasiness generates action.*
- *This supposes the existence of another and better state.*
- *Which implies being conscious of the means to get there. Cousty*



# A broad range of answers ...

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## Numerous myths ...

- Quebec players are too small, too offensive
- Draft at 18 too early
- Quebec players refuse to pay the price
- Change the way the draft is done
- Few Quebecers in NHL management
- Too many 15-year-old players in Midget AAA
- Inadequate training of volunteers
- Outdated technical programs
- Lack of leadership from management
- Referees' incompetence
- QMJHL rule on fighting is too strict
- Coaches' incompetence
- Sport is too expensive
- Not many all "round players"
- Not enough school hockey
- Too many Europeans in the QMJHL
- Players are not familiar with body checking
- No global plan
- Players are not bilingual
- The Habs do not sign enough Quebecers
- 'Game to practice' ratio is too high
- Lack of \$\$\$
- QMJHL: spectacle
- Obsolete rinks
- Too many Midget AAA and Major Junior teams
- Not enough NHL scouts in Quebec
- Cultural bias

## Significant numbers ...

	Male Ranking*	Female Ranking *	Male Players	Female Players	Number of rinks	NHL Players
Russia	1	5	52,994	308	316	35
Finland	2	3	67,336	4,694	240	38
Sweden	3	4	56,079	3,425	327	54
Canada	4	2	490,497	85,624	2,475	517
Czech Rep.	5	14	97,373	2,089	157	48
United State	6	1	412,980	61,612	1,800	214
<b>Quebec</b>	-	-	<b>104,535</b>	<b>3,870</b>	-	<b>73**</b>

N = **973** Number of players with at least one match during the NHL season 2011-11\*\*

N = **73 (7,5 %)** Number of « Quebecois » who played at least one match in the NHL 2010-11

N = **219** Number of « Quebecois » who played at least one match in 2010-11 in the AHL, ECHL, CHL et NHL \*\*

\* 2011 World Ranking by the IIHF

\*\* Mr. Louis Fournier's Web site





# Players' distribution by age

## Number of players

AGE	Midget Hopeful *	Midget AAA *	QJMHL **
14		1	
15	459	76	
16		179	30 - 4 teams : without a 16 year old player
17		44	103
18			138
19			93 - One team : 13 players that are 19 - One team : without a 19 year old player
20			51
<b>Total</b>	<b>459</b>	<b>300</b>	<b>415***</b>

\* September 2010  
 \*\* January 2011  
 \*\*\* About 290 Quebecers



# Portrait of « Quebecers » hockey players

## NHL Draft

	2011	2010	2009
<b>QJMHL</b>	<b>22 (10 %)</b>	<b>22 (10 %)</b>	<b>23 (11 %)</b>
OHL	46 (22 %)	42 (20 %)	45 (21 %)
WHL	33 (16 %)	43 (21 %)	31 (15 %)
College-USA	11 (5 %)	9 (4 %)	7 (3 %)
HS-USA	18 (9 %)	22 (10 %)	19 (9 %)
USHL-USA	25 (12 %)	20 (10 %)	----
Europe	48 (23 %)	39 (19 %)	41 (20 %)
Other	7 (3 %)	13 (6 %)	44 (21 %)

## National teams

U 20 (Winter)			U18 (Summer)		
2011	2110	2009	2011	2110	2009
3	3	1	4	4	2

=====  
 Around 2100 players are drafted each year by the NHL

\* NHL Web site



# A first general assessment

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*All conditions required for the optimal development of Quebec hockey players are in place. However:*

- In some respects, the process is not sufficiently integrated and efficient.
- Absence of a 'shared vision' at all levels of intervention.

« The development of a high level athlete is a puzzle whereby the pieces are constantly. »

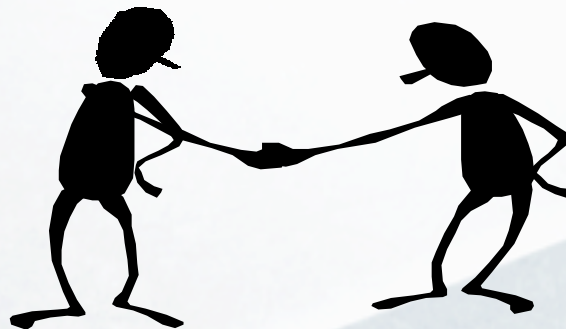




# Three fundamental questions

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- ✓ How do we regulate the development of a hockey players' potential from one division to the next?
- ✓ How do we develop individual skills in a team sport?
- ✓ How do we integrate the actions of sports organizations operating independently and in different ways?



« *There is nothing as practical as a good theory.* » Lewin



# Some achievements ...

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## HOCKEY QUEBEC

- Integrated structures
- Enriched player development program
- Standardized player evaluation form
- Personalized technical development session
- U15 - U16 and U17 Team Quebec
- Spring and summer camps

## QMJHL

- Revised hockey season calendar
- Player development specific services
- Meeting : Executive QMJHL and university teams
- Evaluation of draft eligible player
- Schooling politics and education fund
- Collaboration: Quebec hockey teams program
- Health and safety regulation



# A three-tier process:

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- Consolidate what was learned
  - Improve weak points
- Innovate so as to be at the forefront



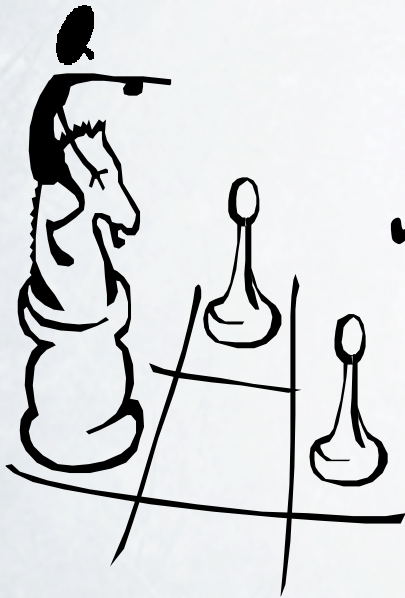
*« When we are finished learning, we are finished. »*



# Constraints

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- ✓ Continuous and complementary development processes
  - ✓ Skill, tenure and number of stakeholders
  - ✓ Access to certain programs is too selective
- ✓ Competition experiences are not sufficiently diversified
  - ✓ Emphasis placed on game results
  - ✓ Unevenness of support services
  - ✓ Limitations of financial resources



*« The truth is what is good at a given time and under given circumstances. » Dewey*



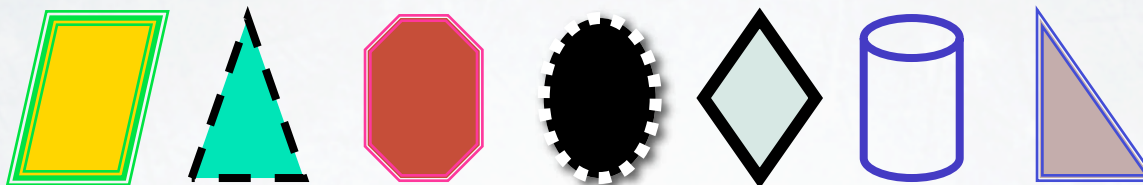
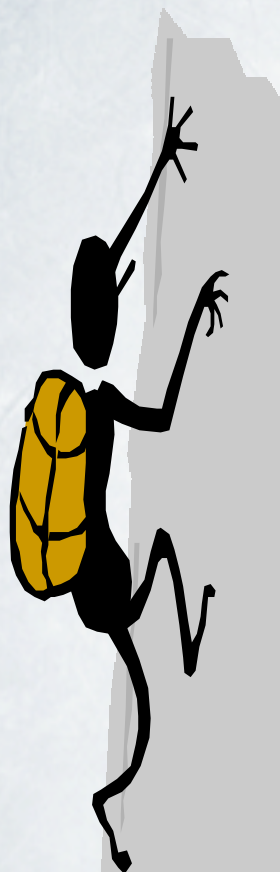
# Potential solutions ...

- ✓ Accelerate effort undertaken to implement system of development.
- ✓ All coaches and managers to be brought to the “professional” level.
- ✓ Insure a tighter supervision by the governing body.
- ✓ Implement a standardized and cumulative player evaluation system.
- ✓ Assure that all players have a larger number of diversified competition experiences.
- ✓ Individualize the player’s training according to a particular « dominant prototype ».
- ✓ Full time associate coach within each team in charge of player’s individual development.
- ✓ Implant a personalized sport orientation program for each non selected player.
- ✓ Emphasize the players’ skills to anticipate and take proper action in game situation.
- ✓ Make the player more accountable.



*« The same final result can be obtained starting from different initial situations and by following different paths. » Bertalanffy.*





## Players prototype models

Draft

National teams  
18 and 20 year old

QJMHL and exception cases

Draft

Team Quebec :  
U15 - U16 - U17

Midget AAA and exception cases

To be drafted  
a player must  
have at least  
one dominant  
characteristic

A few jobs  
opportunities

Several  
players  
with  
the same  
potential

An 'a la carte' development program in a team sport : a utopia ?

« Generalization should not be based  
solely on a specific case. »





## CONCLUSION

- \* The draft process in place favors the selection of players that show strengths that correspond to the hockey team vision.
- \* The development of a hockey player that is fully committed to the pursuit of excellence does not stop when he reaches 16 or 18 years of age.
- \* Other related hockey careers :
  - Europe - Coach - Referee - Scout - Hockey broadcasters
  - Player's agents - Team manager - Etc...

« Truth is also an invention. » A. Machado



# The is in your court ...

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Thank you to the management at Hockey Canada, Hockey Quebec, the QMJHL and the De Mortagne hockey school-sports program for their support in preparing this presentation.



Your attention was truly appreciated!

*« All evolution warrants an effort, by being fully conscious that each one of us should not be blinded by his own ideology. » F. Bigrel*





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***Thank you***

**Georges Larivière Ph. D.**