

Technical Officials (TO) Education Syllabus PAHF Technical Officials Education & Training Programs

PAHF in line with FIH, recognizes the need to invest in educational initiatives to professionally develop and empower a global workforce of coaches, officials and managers to make Hockey events successful.

General Objective:

The overall aim is to provide educational resources to develop new Technical Officials (TO), improve the standard of officiating, ensure continued education and professional performance of TO at all Levels.

Contents:

The education objectives and contents vary depending on the course participants' level, but competencies to be achieved focus on four (4) areas: 1- Hockey Technical; 2- Soft Skills; 3- Technology and 4- Environment.

Methodology:

In line with FIH Academy Training Process, courses are interactive, participative, practical, based on experiences and "learner centered".

It is a common goal for all level courses that participants should be able to experience and be aware of the delivery style followed by FIH Academy Educators.

Terminology:

- **Technical Official:** refers to a group of people appointed to an FIH event.
- **Technical Officer:** refers to the person in charge of a match as it is documented in TMS and referenced in the tournament regulations. - Match Level.
- **Timing Judge / Scoring Judge** – Match Level.

Documents:

- Guidelines for Education of FIH Officials.
- TD and TO Skill Matrix.
- FIH Hockey Academy Training Process & Styles of Delivery Educators.
- FIH Officials Role & responsibilities

EDUCATION LEVEL COURSES PROGRAMS

Level 1 Foundation

Objective:

Introduce participants to the TO Career, understanding the requirements and responsibilities of TO role and its relevance on Hockey matches and tournaments.

Goals & Competencies:

Participants must be able to:

- Think about the TO role, their expectations and motivations about this course.
- Know different tournament official's roles, in particular TO role, and importance of teamwork.
- Identify rules and regulations to be applied at tournament and on their activities as TO.
- Be capable of performing pre-tournament activities: stick checking; uniform, equipment and documents controls, others.
- Understand TO different roles, as Judge, Technical Officer (TO on duty) and TD. Requirements and responsibilities.
- Perform Technical Table activities: scoreboard/clock & paperwork – Timing Judge / Scoring Judge. TO kit and introduction to "Technical Management System"
- Approach aspects of video Referral; Shoot-out competition & Code of Conduct, Disciplinary Process.

Contents:

1. Participants and facilitators expectations.
2. Hockey Tournaments: local, regional, national and international formats.
3. Technical Officials Career. Tournament Officials roles and responsibilities. Teamwork.
4. Pre-tournament activities: document control; sticks, equipment and uniform checking. Tools of the trade.
5. Technical Officials:
 - Role as Judge: requirement and responsibilities.
 - Role as Technical Officer: requirement and responsibilities
 - Technical Table: clock/scoreboard; paperwork & TMS
 - Teamwork: working with umpires and UMs
6. Introduction to: TD role; Video Referral; Shoot-out competition and Code of Conduct, disciplinary process.

Level 2 Youth & Participation

Objective:

Focus the development of TOs competencies and career, deepening on their requirements and responsibilities at NA and CF level.

Goals & Competencies:

Participants must be able to:

- Share experiences and motivations of their role as TO; expectations and concerns of this course.
- Understand roles and responsibilities of all Hockey Tournament actors: LOC; FIH/PAHF Staff /other tournament officials and in particular Technical Officials role.
- Recognize rules and regulations, how these apply at hockey tournaments and as TO, awareness of the regulations to manage specific situations.
- Achieve confidence in all pre-tournament activities and organization.
- Understand different roles at the technical Table, focus and multitasking, and importance of maintaining a positive working environment – Timing judge / Scoring Judge.
- Analyze teamwork, support to colleagues when working at the table, different styles and match circumstances.
- Increase exposure to TMS and its operation to record match information.
- Show awareness of competition environment and competing team management, applying leadership skills.
- Deepen their knowledge of the Disciplinary Process. Steps and Code of Conduct application.
- Consider strengths and weaknesses of a TO and how to prepare to be a Good Technical Official.

Contents:

1. Presentations and expectative of participants and facilitators.
2. TO Career Pathway. The Appointment Process.
3. Hockey Tournaments: different levels and formats. Roles and responsibilities of: FIH/PAHF staff, EM/EC/SM; others. Tournament Officials: FIH/PAHF Rep/ TD/TO/UM/U/CO and MO. LOC and staff. Team officials and players.
4. FIH /PAHF documents and Regulations. Event management website.
5. Emotional Intelligence & Leadership skills.
6. Tournament Organization and pre-tournament activities.
7. Technical Table organization and management
 - Requirements and responsibilities of the Timing Judge: clock/score board.
 - Requirements and responsibilities of Scoring Judge: TMS and paperwork.
 - Requirements and responsibilities of the Technical Officer: substitutions; cards; injuries; team benches; others
 - Team work: allocation of duties, support and match positive environment.

8. Video referral process & Shootout Competition. TO role.
9. Code of Conduct. Disciplinary Process & Guidelines.
10. How to be a Good Official!

Level 3 National Elite

Objective:

Strengthen participants on their role and competencies as TO on Hockey Tournaments and requirements of their career pathway at international levels.

Goals & Competencies:

Participants must be able to:

- Think about their TO career motivations and expectations of the course.
- Understand what it takes to move from National to World Level, and what TO do and learn at National level that is relevant to World Level.
- Consider pathway and TO opportunities to progress on the career.
- Analyze and consider different Tournament Organization and management styles. Teamwork.
- Perform Technical Table duties with confidence and apply Tournament Rules and Regulations correctly.
- Handle problems, conflict situations, disciplinary matters or others, in a respectful and professional manner.
- Achieve a good exposure to TMS operations and understand the relevance of information and tools TMS provides to conduct a tournament.
- Manage shoot-out competition organization and process.
- Understand relevance of TV, press, social media and impact of communication in modern Hockey.
- Approach Disciplinary matters and steps of a Hearing process, role of the TD and TOs.
- Get acquainted to feedback reports, particularly TO's Report.

Contents:

1. Participants and facilitators expectations.
2. TO career and pathway. PAHF/FIH TO categorization and appointment process.
3. Tournament management: allocation of duties and teamwork. Interaction with EM; U; UM; others
4. Tournament Documents, regulations and forms. Awareness and application
5. TO role at the Technical Table I: competencies and responsibilities. Support and teamwork.
6. TO role at the Technical Table II: managing team benches; misconduct and unexpected situations. Match management and "decision making".
7. FIH TMS and other management systems (Ex: OG- ORIS)
8. Managing Shootouts: TO and Judges Roles and Responsibilities.

9. Conducting a Hearing: key points of a Disciplinary Process.
10. TV and media coverage.
11. Tournament and officials' assessment and feedback reports.

Level 4 Continental Elite

Objective:

Enable participants to move forward on their TO career, providing and sharing information, experiences and discussions of real tournament scenarios to achieve a high-performance level group of PAHF Elite TO.

Goals & Competencies.

Participants must be able to:

- Self-reflect on their career performance using their own and others experience as reference.
- Demonstrate strong knowledge & capacity in all TO requirements, responsibilities and competencies.
- Prepare, organize, allocate duties and interact with others in the conduction of a Hockey Tournament. Acquire tools and other resources to improve organizational and management skills.
- Show attributes to manage and lead tournament officials and participants in a respectful and professional manner.
- Demonstrate high level of understanding of rules and regulations, as well as capacity to guide people on their application.
- Manage pressure and conflict using tools, protocols and techniques. Maintain relationships and apply mediation strategies.
- Conduct a Disciplinary Hearing following correctly all steps of the process and manage Disciplinary Matters with or without the use of technical resources (video evidence, TV footage, Coach Logic, others).
- Apply appropriate resolutions to unexpected or unforeseen situations enforcing correctly all regulations.
- Interact, asses, deliver feedback and write reports in a clear, honest and constructive way.
- Elaborate and manage tournament documentation and reports.
- Show awareness of FIH / PAHF structure, processes and changes of tournament formats and/or roles (Ex, Pro League – Match Manager)

Contents:

1. Expectations of participants and facilitators. Objectives and outcomes.
2. FIH / PAHF structure & Hockey development processes. Overview of TO pathway and Education structure.
3. Working relationship: TD/UM expectations. Interaction and assessment of UM /U.
4. Working relationship with EM / EC, LOC and other tournament actors. Competition environment & team building.

5. Team management and administration. Different tools and resources: “People management skills & leadership competencies”.
6. Relevance of TV coverage and general media communication in modern Hockey. Impact for the TD in tournament and match management.
7. Disciplinary Process: Hearing conduction; TD Decision; use of technology.
8. Tournament Rules & Regulations awareness. Unexpected or unforeseen situations: TD “Decision making” and conflict / pressure management.
9. FIH new format and TO new role: Pro league and Match Manager.
10. Role of PAHF TO Elite Panel in the development of TO in the continent.

Level 5 Global Elite - Responsibility of the FIH Academy!

Observations:

- ❖ This TO “Education and Training Program” is a guideline of objectives and goals pursued for each level. It increases the TO training to ensure a continued education process of capable and professional TOs.
- ❖ According to course facilities, timelines and other factors, the approach to courses contents (not all might always be covered) will be defined with the final Program of Presentations, which should respond to objective and goals of course level.
- ❖ Course contents can also be adapted according to especial circumstances and other factors. Ex: PAHF L1 courses in 2018 & 2019 had a strong focus on TMS because NTO for the YOG 2018 and PAG 2019 came out from these groups of participants.
- ❖ Activities proposed look for a reach interchange of tournament experiences, situations, doubts and proposals, during all topic presentations. Prioritizing a participative and practical approach with group work / discussion of different cases / scenarios.
- ❖ Courses that take place parallel to a tournament and /or hockey matches, should have whenever possible “field practice” and / or “observation activities.”
- ❖ PAHF is a bilingual Federation and provision for language will be taken into consideration for the initial levels. However, English is the official language at Hockey Tournaments and “fluent communication” in this language is a skill requirement for TO’s and TDs in particular.

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