



# Athlete and Coach Program Feedback and Analysis

## High Performance Documentation

## Feedback Methodology

The following methodology was utilized to solicit feedback about the existing higher-performance program to improve and ensure future HP Strategic Plans guided through data and consultation.

Confidential interviews were undertaken with six (6) current and active multi-discipline athletes chosen based on their current and perceived future contributions to the national team programs as athletes. These athletes stretched across all programs, and an equal number of male and female athletes were chosen. Four out of the 6 participants were domestic-based.

Further, head coaches were invited to participate in individual interviews or feedback sessions. While the majority, either formally or informally, no feedback was provided by the Senior Men's Sixes head coaches.

Despite these gaps, the responses provided by the respondents paint a clear picture of common themes, the types of metrics, challenges, and opportunities for improvement that could be extended across all programs.

The questions were standardized for both coaches and athletes.

1. What are your personal / team's minimum target and aspirational targets?
2. What challenges (across all areas of high performance) exist today in the national team program in achieving those targets?
3. If you could start from scratch, what would you do differently and look to implement?
4. While specific questions surrounding athlete eligibility and roster quotas were not discussed, athletes and coaches were asked to identify the qualities necessary for their ideal teammates (peers) or athlete candidates to assist in achieving personal/team targets identified in the earlier interview stages.

This led to the drafting of 1a - IL Talented and Elite Athlete Profile Document. Domestic vs Non-Domestic ratios were not explicitly discussed.

***Contents have been summarized and anonymized for confidentiality purposes.***

## Common Themes

The combined feedback reveals several critical themes that impact our strategic planning:

1. **Structural Integration**
  - Need for better program coordination
  - Resource sharing opportunities
  - Unified development pathways
  - Enhanced communication systems
2. **Support Systems**
  - Major gaps in athlete support services
  - Medical resource requirements
  - Performance monitoring needs
  - Financial accessibility issues
3. **Development Framework**
  - Coaching development opportunities
  - Athlete pathway requirements
  - Geographic expansion needs
  - Resource allocation challenges

Additionally...

### ***Joint Feedback (Athletes and Coaches)***

Based on feedback from both athletes and coaches.

“...There is a perception that certain athletes feel entitled to the national team and this is reflected in their individual attitude towards personal development.” These individuals hurt the team and are often a barrier to the team's ability to achieve targets.

To that end, where high performance is established to determine and achieve targets, player identification, talent pool development and final roster selection must reflect the program's targets and vision.

Athletes need to have at a minimum the following characteristics:

- High Level of Baseline Athleticism
- Responsible for their continued development

- Demonstrated through self-investment and taking advantage of development opportunities.
- Personal Accountability
- Understanding that representing Ireland is a privilege

***See 1a - IL Talented and Elite Athlete Profile Document***

The ambition of U20 programs is to develop athletes with future representation on senior teams. So a greater level of collaboration is needed between senior level coaches and u20 coaches as well as domestic and Eire programs

Programs must demonstrate that all athletes have multiple opportunities to participate in the evaluation process and head coaches will provide interval-based feedback to individual athletes throughout the cycle.

# **Ireland Lacrosse Coaches Feedback Analysis**

## **Key Concerns and Recommendations**

### **Financial & Resource Issues**

- 1. Player Accessibility**
  - Fees becoming prohibitive for participation
  - Creating barriers for best potential athletes
  - It particularly impacts potential high skilled, athletic low-income athletes
- 2. Resource Allocation**
  - Question of appropriate resources in specific roles
  - Need for additional shared medical staff at joint events
  - Limited resources for domestic game development
- 3. Funding Initiatives**
  - Suggestion for North American fundraising events
  - Need for development budget
  - Support for 'LDO type' programs

### **Program Development**

- 1. Time & Training**
  - Need for more collective training time
  - Better development of identified player pool
  - Utilization of events like Heritage Cup, Box, LAXNAI

## **2. Integration**

- Greater connection between U20s and Senior programs
- Joint events and training opportunities
- Cross-program collaboration needed

## **3. Talent Identification**

- Multiple evaluation events are needed, which are competition-based not just skills-based.
- Continuous assessment of potential athletes in the talent pool
- Extended athlete pool development is required

## **Coaching Development**

### **1. Professional Development**

- Need for regular coaching webinars
- Continued Professional Development (CPD)
- Knowledge sharing opportunities
- Build on success of Coaching Summit

### **2. Mentorship Program**

- Discipline-specific coaching mentorship
- Pathway for ex-athletes into coaching
- Focus on U20s assistant coaching opportunities
- Integration with senior team mentoring

## **Domestic Development**

### **1. Geographic Distribution**

- Currently Dublin-centric
- Limited focus on Cork/Belfast
- Need for broader regional development

### **2. Youth Development**

- Lack of young domestic players
- Need for a wider base of future athletes driven both domestically and non-domestically
- Determine the role of HP sector in youth development
- Potential for U20 staff involvement for Senior Alumni

## **Administrative & Structural**

### **1. Documentation Requirements**

- 100% passport holding requirement
- Longer lead times for identification
- Better process management needed

### **2. Cross-Program Communication**

- More staff collaboration needed

- Regular discussion of challenges
- Solution-sharing opportunities
- Best practice exchange

## **Performance Support**

### **1. Athlete Development**

- High-Performance pathway lacking
- Need for consistent S&C programs
- Better support for nutrition and wellbeing
- Sports science integration is needed

### **2. Feedback Systems**

- Inconsistent feedback across programs
- Need for regular evaluation
- Better tracking and monitoring
- Accountability measures

## **Recommendations for Action**

### **1. Immediate Priorities**

- Establish a collaborative coaching network
- Implement shared medical support
- Create consistent feedback systems
- Develop continuous regional (domestic and non-domestic) training opportunities.

### **2. Development Focus**

- Create mentorship framework
- Expand geographic reach
- Build youth development program to encompass both domestic and non-domestic based programs.
- Establish clear athlete pathways

### **3. System Improvements**

- Regular professional development
- Enhanced communication channels
- Better resource allocation
- Standardized evaluation processes

## **Impact Areas**

### **1. Program Quality**

- Implement a Long-Term Athlete Development pathway
- Coaching excellence
- Support services
- Performance standards

### **2. System Sustainability**

- Financial accessibility
  - Resource optimization
  - Geographic expansion
  - Long-term athlete development
- 3. Cultural Development**
- Professional standards
  - Program integration
  - Collaborative environment
  - Performance excellence

This feedback highlights the coaches' focus on systematic development, resource optimization, and the need for better integration across all program levels. Their perspective emphasizes building sustainable pathways while addressing immediate operational needs.

# Ireland Lacrosse Athlete Feedback Analysis

## Critical Areas for Improvement

### Athlete Development & Support

- 1. Performance Culture**
  - Inconsistent commitment to continuous self-development (Peers and HP Program)
  - Need for clearer accountability standards (Athletes)
  - Issues with domestic player development and selection criteria (seen as a barrier to reaching targets)
  - Concerns about team chemistry and interpersonal dynamics
- 2. Athlete Pathway**
  - Lack of structured long-term athlete development pathway
  - Insufficient domestic competition opportunities
  - Limited feedback mechanisms for continuous improvement
  - Need for better talent identification and development processes
- 3. Support Services**
  - Limited access to specialized support:
    - Strength & Conditioning coaches
    - Sports science resources
    - Nutritional guidance
    - Mental wellbeing support
  - Medical support improvements needed:
    - Additional staff for shared environments

- Better access to recovery facilities
- Standardized treatment protocols

## **Program Structure & Operations**

### **1. Training Camp Organization**

- Conflicting approaches to camp structure and duration
- Need to balance intensity with player development
- Insufficient focus on team chemistry building
- Limited use of video analysis tools

### **2. Communication & Feedback**

- Inadequate continuous feedback systems
- Limited individual goal-setting processes
- Ineffective use of virtual platforms for team building
- Need for better performance analysis and feedback loops

### **3. Financial Constraints**

- High costs of participation
- Limited financial support for athletes
- Need for comprehensive fundraising strategies
- Impact on athlete retention and development

## **Coaching & Leadership**

### **1. Current State Assessment**

- Strong confidence in:
  - Men's Box and U20 programs
  - Women's Field, 6's, and U20 programs
- Areas of concern:
  - Men's 6s and Field programs
  - Parts of Women's Box program
  - Some interpersonal dynamics within coaching staffs

### **2. Technical Expertise**

- Limited availability of specialized coaches (Goalies, Face-off)
- Need for standardized video analysis
- Inconsistent feedback mechanisms
- Variable coaching effectiveness across programs

## **Impact on Performance Targets**

### **1. Olympic Aspirations**

- Limited confidence in 2028 Olympic qualification under current model
- Higher optimism in women's programs
- Need for significant structural improvements

### **2. Performance Culture**

- Current selection processes may hinder achievement of medal targets
- Team chemistry issues affecting performance
- Need for stronger accountability measures
- Impact of domestic player development on international success

## **Recommendations for Implementation**

### **1. Immediate Actions**

- Establish clear athlete development pathways
- Implement comprehensive feedback systems
- Enhance support service access
- Develop financial support strategies

### **2. Structural Changes**

- Standardize coaching approaches across programs
- Create consistent performance monitoring systems
- Implement clear accountability measures
- Enhance domestic competition opportunities

### **3. Cultural Development**

- Foster high-performance mindset
- Address team dynamics issues
- Create more professional environment
- Establish clear standards and expectations

This feedback analysis directly impacts the roles we've previously outlined:

- High Performance Director must address systemic issues
- National Team Directors need to focus on program-specific challenges
- Team Managers require better support systems
- Head Coaches need clearer accountability frameworks