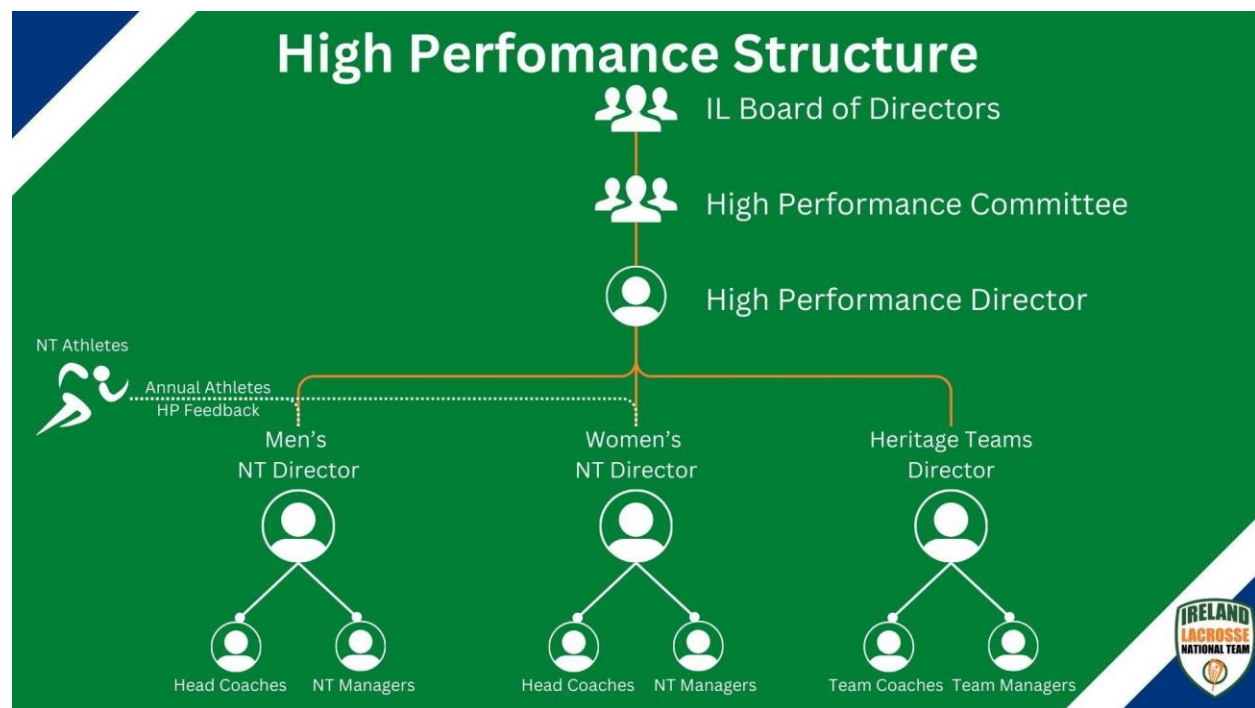


Ireland Lacrosse High Performance Organization and Structure

High Performance Documentation



Detailed Explanation of Chart

1. **Board of Directors:**
 - Provides overarching governance and sets the strategic vision for Ireland Lacrosse.
2. **High-Performance Committee:**
 - Oversees high-performance operations, advises on strategy, and ensures alignment with broader organizational goals.
 - It consists of the following:
 - National High-Performance Director
 - Men's National Team Director
 - Women's National Team Director
 - Éire Programme Director
 - CEO



- Representative of the Board of Directors (High-Performance Background)
 - Independent Member
3. **National High-Performance Director (Strategic):**
 - Leads the strategic development and execution of the high-performance system, overseeing both the men's and women's programs.
 4. **Men's and Women's National Team Directors:**
 - Manage their respective programs (men's and women's), ensuring alignment with the high-performance strategy and providing leadership for team success.
 5. **National Team Managers:**
 - Handle operational logistics and ensure smooth day-to-day functioning of the men's and women's teams.
 6. **Head Coaches:**
 - Responsible for technical and tactical development, execution of selection processes, and overall team performance.
 7. **Assistant Coaches and Support Staff:**
 - Include specialists like strength and conditioning coaches, medical personnel, and performance analysts, ensuring holistic athlete support.
 8. **Éire Programme Director**
 - Coordinate Éire teams and annual planning for participation in events in Ireland, UK, USA, Canada and elsewhere. These revenue generating events should be continuous, repeatable, planned and across all recognized disciplines. There can be overlaps where Éire teams (athletes) are being identified to be included in the Ireland Lacrosse National Teams Athlete Identification Pool, this will require coordination with National Team Directors.
 9. **Athletes:**
 - At the center of the system, the athletes are supported by all layers of the organization to achieve high performance.

This structure ensures clear accountability, streamlined communication, and efficient delivery of the Ireland Lacrosse High Performance Strategy objectives.

Additional position for consideration: Domestic Liaison (needed to coordinate and facilitate communication between the High Performance/National Team/Éire Teams side and the grassroots domestic growth of lacrosse in Ireland. Lends itself to the conversation of the goal and purpose of domestic lacrosse and the purpose of national team involvement for domestic players. The function could also be served more effectively through domestic coaches on the staff of national teams rather than a designated Domestic Liaison.



RACI Framework Applied to National Team Performance Metrics

The **RACI framework** (Responsible, Accountable, Consulted, Informed) outlines roles and responsibilities for managing and monitoring national team performance metrics within the organizational structure:

High-Performance Director (Strategic)

- **Responsible:**
 - Overseeing the creation of overarching performance metrics.
 - Ensuring alignment with Ireland Lacrosse's high-performance strategy.
 - Determining relevant policies and procedures relating to High Performance including identifying roles and responsibilities.
 - Identify and, where appropriate, deliver the IL's Anti-Doping Awareness Program (Coordinate where necessary with WADA, World Lacrosse, and other relevant bodies)
- **Accountable:**
 - Ensuring national team performance metrics meet strategic goals.
- **Consulted:**
 - Collaborates with National Team Directors and High-Performance Committees to refine metrics.
- **Informed:**
 - Reports progress and insights to the Board of Directors.

Men's and Women's National Team Directors

- **Responsible:**
 - Developing team-specific performance goals and ensuring their alignment with strategic priorities.
 - Overseeing the implementation and tracking of metrics at the team level.
 - Overall Sector Budgeting
 - Developing an annual sector-based schedule of events
 - Responsible for oversight of athlete eligibility and problem-solving for the sector.
- **Accountable:**
 - Delivering measurable team performance outcomes at Benchmark Events (BMEs).
 - Leading the recruitment of Sector-based Coaches and staff based on the roles and responsibilities outlined by the HPD.
- **Consulted:**
 - Works closely with Head Coaches and High-Performance Director to finalize metrics.



- **Informed:**
 - Communicates updates and adjustments to National Team Managers and support staff.

National Team Managers

- **Responsible:**
 - For the day-to-day operations of their respective national team, including logistics, event communications, budgeting, and administrative deadlines.
 - Maintain a calendar of events for their team in collaboration with national team coaches.
 - Ensuring performance tracking tools and resources are in place for athletes, coaches, and teams.
 - Coordinating data collection and reporting for metrics.
 - Overall Team Budgeting (Breakeven / Surplus) and monthly budget reporting to the NTD.
 - To ensure the team's staff and athletes are compliant in relevant areas including athlete eligibility, anti-doping, and applicable administrative documentation, and to ensure all deadlines are met.
- **Accountable:**
 - Facilitating smooth operations to support performance monitoring.
- **Consulted:**
 - Liaises with Head Coaches and support staff for metric implementation.
- **Informed:**
 - Keeps athletes and support staff informed about performance monitoring protocols.

Head Coaches

- **Responsible:**
 - Setting individual and team performance metrics based on tactical and strategic goals.
 - Clear communication with athletes and other stakeholders regarding team and individual performance goals.
 - Monitoring athlete and team progress throughout the entire team's event preparation and participation lifecycle and adjusting plans as needed.
- **Accountable:**
 - Achieving agreed-upon performance targets for athletes and teams.
- **Consulted:**
 - Engages with support staff and National Team Directors for expertise and alignment.
- **Informed:**
 - Provides updates to National Team Managers and athletes regarding progress.



Assistant Coaches and Support Staff

- **Responsible:**
 - Providing technical support and data analysis for performance tracking.
 - Implementing training plans and monitoring individual athlete metrics.
- **Accountable:**
 - Delivering insights and feedback to Head Coaches.
- **Consulted:**
 - Works with Head Coaches to refine athlete development strategies.
- **Informed:**
 - Receives direction and updates from Head Coaches.

Éire Programme Director

- **Responsible:**
 - Coordinate Éire teams and annual planning for participation in events in Ireland, UK, USA, Canada and elsewhere.
 - Act as main point of contact for Éire teams with events/tournament organisers.
 - Oversee appointment of coaches/support staff for Éire teams.
 - Delegate, as necessary/appropriate, to coaches/support staff for Éire teams.
- **Accountable:**
 - Work with the IL High Performance Committee to co-ordinate and communicate regarding events, coaches, staff and athletes. There can be overlaps where Éire teams (athletes) are being identified to be included in the Ireland Lacrosse National Teams Athlete Identification Pool, this will require coordination with National Team Directors.
- **Consulted:**
 - Works with Men's and Women's National Team Directors to deliver athlete participation and development strategies.
- **Informed:**
 - Receives direction and updates from Men's and Women's National Team Directors.

Athletes

- **Responsible:**
 - Engaging with performance plans and tracking individual progress.
 - Providing feedback on metrics and training impact.
 - For maintaining prompt and timely communication to Directors, Managers, and Coaches
- **Accountable:**
 - Meeting performance targets set in collaboration with coaches.



- Ensuring personal compliance with anti-doping education requirements, eligibility, IL Policies, and deadlines.
- **Consulted:**
 - Collaborates with coaches to refine performance goals.
- **Informed:**
 - Receives updates on team and individual performance outcomes.



Ireland Lacrosse HP Heritage Teams and Fundraising

High Performance Structure Heritage Teams

```

    graph TD
      HPC[High Performance Committee] --> HPD[High Performance Director]
      HPD --> HTD[Heritage Teams Director]
      HTD --> TC[Team Coaches]
      HTD --> TM[Team Managers]
  
```

High Performance Committee

High Performance Director

Heritage Teams Director

Team Coaches Team Managers

Key Deliverables

- Continuous revenue generation through Eire (across all sectors) participation in events to subsidise all national teams and contribute to Ireland Lacrosse Development efforts.
 - Annual Targets (Position can be paid based on a proportion of revenue generated after expenses)
- Provide Coaching Opportunities for National Team Alumni to engage in coaching and management efforts.
- Eire and Ireland Lacrosse Brand development and promotion



High Performance Structure Heritage Teams Revenue

```

    graph TD
      Revenue[Revenue] --> NT[50-55% IRELAND LACROSSE NATIONAL TEAM]
      Revenue --> IL[30-35% IRELAND LACROSSE]
      Revenue --> Eire[5-10% ÉIRE LACROSSE]
      Revenue --> HTD[5-10% Heritage Teams Director]
  
```

Revenue

50-55% IRELAND LACROSSE NATIONAL TEAM

30-35% IRELAND LACROSSE

5-10% ÉIRE LACROSSE

5-10% Heritage Teams Director

Key Principles

- Revenue Generated will be distributed to centralized accounts for the following:
 - National Teams for NT Operations
 - Managed by the NT Directors Overseen by HPC, BFSC, and HPD
 - Ireland Lacrosse for Development
 - Managed by CEO & IL Development Director
 - Eire to cover Eire Operations
 - HTD Proportion (Incentive Structure directly based on recruitment of individuals and events)
- Annual Targets (Position can be paid based on a proportion of revenue generated after expenses)
-

