



# DANISH FOOTBALL CONFERENCE

## Individual Development

Kevin Nicholson – Steven Probst

12/12/2020





# KEVIN NICHOLSON

## SENIOR FOOTBALL CONSULTANT

**NATIONALITY :** English

**LICENCES :** UEFA PRO Licence, FA Elite Coaching Award, UEFA A Licence, FA Youth Award

**PERFORMED ROLES :** Academy Head of Coaching, U17-U21 Development Coach, U18 & U23 Head Coach, First Team Coach in English Championship, First Team Head Coach in UEFA Europa League & Welsh Premier League

**FORMER CLUBS/FEDERATION :** Stoke City FC, Derby County FC, Exeter City FC, Cardiff City FC, Bangor City FC & English FA UEFA PRO Licence Alumni Group

**PROJECTS AT DOUBLE PASS :** Consultant Denmark, Consultant USA, Consultant FC Pakhtakor, Consultant Hertha BSC, Consultant S.C Internacional, Team Football Development UD Almeria





# Steven Probst

## HEALTH & PERFORMANCE MANAGER

**NATIONALITY** : Belgian

**LICENCES** : Msc. Sports physiotherapy & rehabilitation sciences – Physical rehabilitation Trainer –  
FIFA Medicine diploma

**PERFORMED ROLES** : Head of Health & Performance, Sports physio Elite referees EURO 2016, Head  
Sports Physio Elite Academy

**FORMER CLUBS/FEDERATION** : UEFA, OHLeuven – King Power

**PROJECTS AT DOUBLE PASS** : Consultant Flamengo - SC Internacional - FC Kopenhagen; Project  
Manager Pakhtakor Tashkent - Denmark; Masterclass Sporting & Academy director Denmark and  
Hungary

**SPECIALISATION** : Physical development – Performance analysis - Injury prevention/readiness to  
perform – Return to Play

Context

 General Environment

 Football Environment

 Club Environment

Strategic Enablers

 Finance


 Staff


 Facilities


 Administration Communication

 Data & Technology

Club & Academy Management

 Strategy

 Organisation

 People

Football

 Football Philosophy

 Team Development

 Individual Development

 Goal Keepers


 Practice On-Field


 Coaching & Mentoring


 Practice Off-Field


 Football Analysis

Health & Performance


 Performance Physical


 Performance Mental


 Readiness To Perform

 Health


Talent ID & Recruitment


 Landscape Analysis


 Talent ID Strategy

 Scouting Blueprint


Player Care


 Welfare & Safeguarding


 Education

 Parents

Transition to 1st Team

 Player Pathways

 Connection & Integration

 Transition Protocol

Productivity & ROI

 Productivity

 Return On Investment



Benchmarking

STRATEGIC ENABLERS

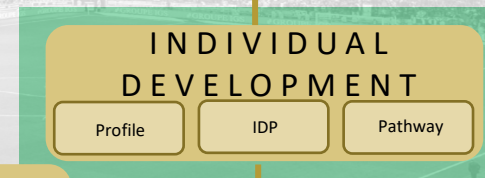
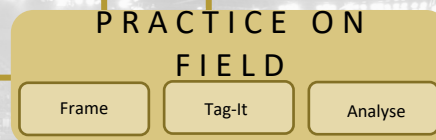
CAPABILITIES

OUTPUT



## PROFILES

# FOOTBALL PHILOSOPHY



## Learning Objectives

## Morpho

## Best

## Analyse

## Analyse

PDP

### Pathway

## Roadmap

## Productivity

## Tracking



## Hardware



# FOOTBALL PHILOSOPHY

Identity - DNA

Style of Play

Game Phases

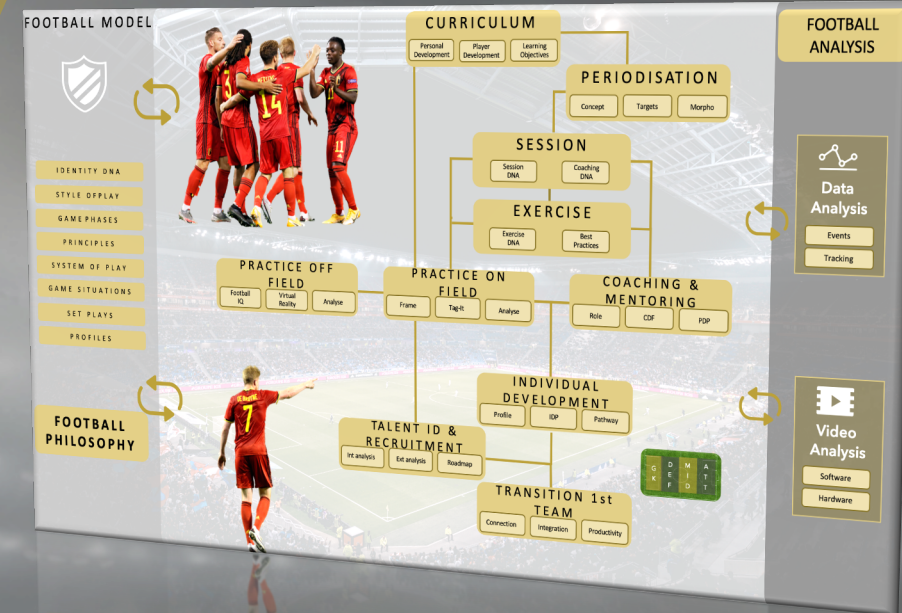
Principles

System of Play

Game Situations

Set Plays

Profiles





# INDIVIDUAL DEVELOPMENT

## The Process

## Profile

Generic Profile

Specific Profile

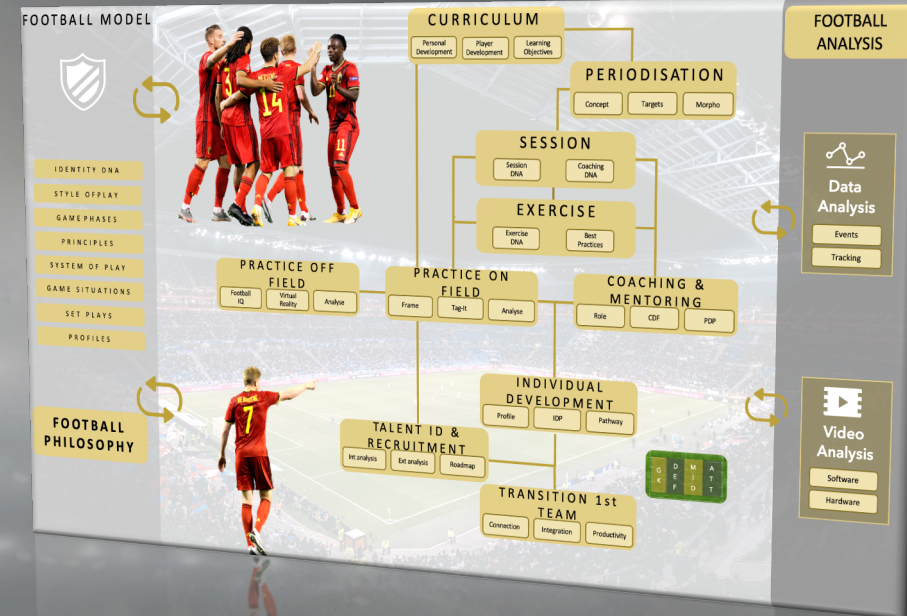
## Evaluation

Testing & Monitoring

IDP

## Integration

IAP



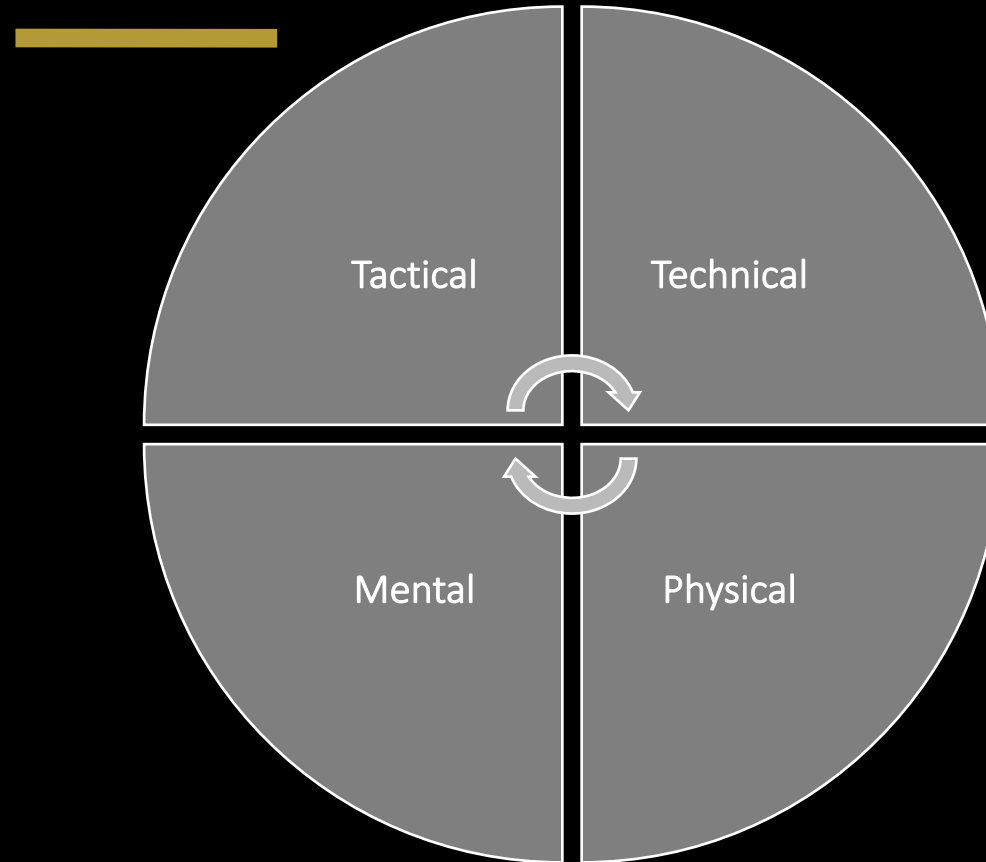
---

# Specific Profile





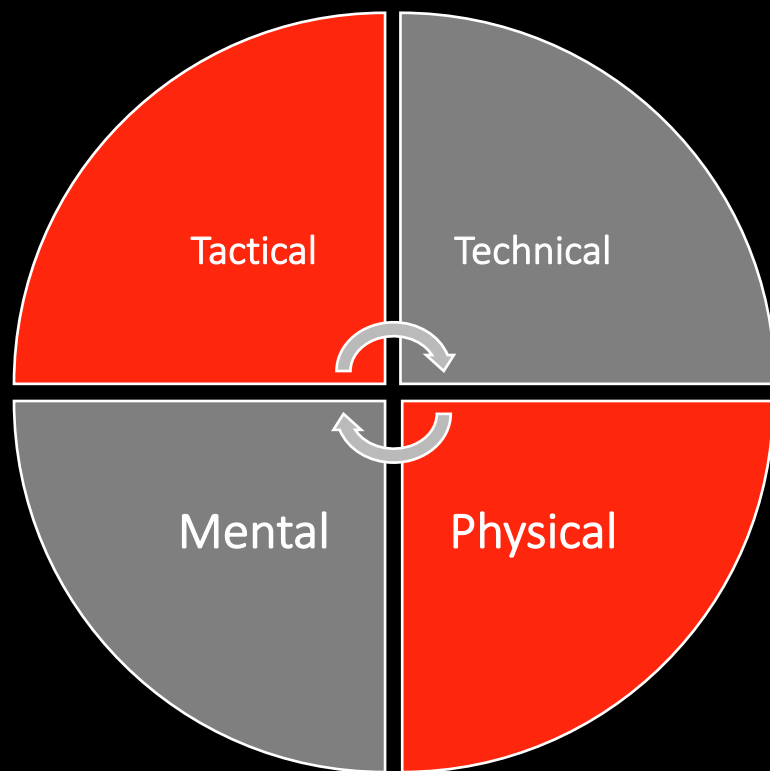
# Individual Player Profiles



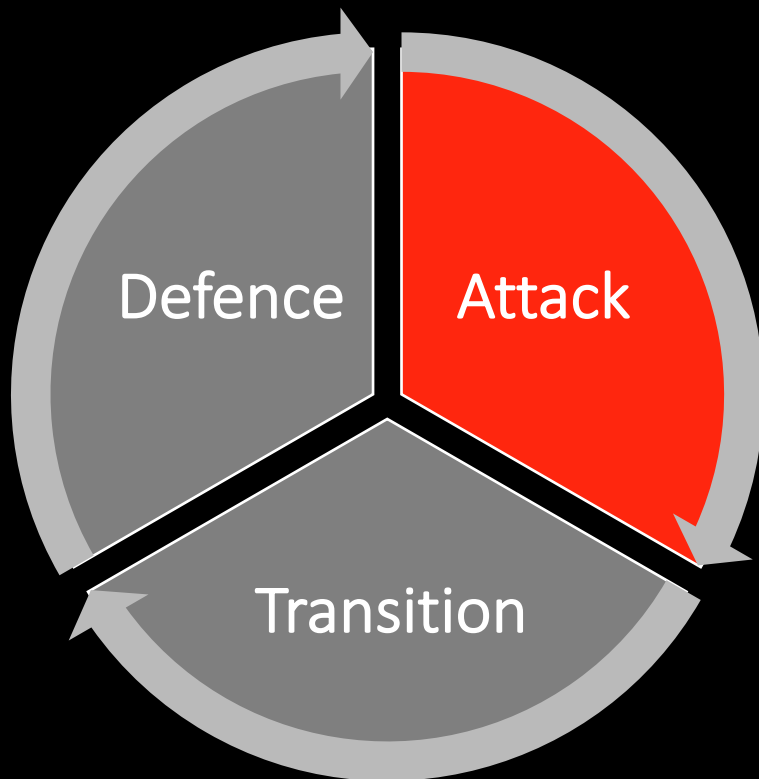




# Individual Player Profiles



# Individual Player Profiles



# Specific Football Profile

## Definition

An outline, a frame, a description of the demands for the player how he/she should perform in a certain position within Attacking, Transition and Defending.





---

# Profile based on behaviors



Attacking	How technical?
How does the player react when the goalkeeper has the ball?	Does he use one foot or both?
Can the player receive the ball?	Is the player creative?
Does the player recognize the free man?	How does he dribble with the ball?
Does he take initiative?	Can he beat an opponent?
Does the player recognize the situation?	Is he mastering the ball?
Does he take initiative?	Is the player fast on the ball?
Does he make individual actions or does he also has the intention to `pass` the ball?	How are his passing skills?
Does he see the possibilities deep? (in the free space)	How is his finishing?
Does he recognize a 1v1 / 2v1 situation?	
Defending	How technical?
Does the player actively defend?	Is the player actively defending?
Does he like 1v1 / duels or is he avoid it?	Does he join the duels?
Does he recognize situations?	What defending skills is het mastering?



---

# Profile based on competences for a group of players

(Strikers/midfielders/defenders)

**Attacking – Building-up**

Is the defender reachable in the building-up?  
Does the defender take initiative?  
Does he support the midfielders?  
Does he join the midfield?  
**How is the building-up under pressure?**  
Does he keep the overview?  
Does he have a role in attacking?  
Does he play long balls to the attackers?  
What is his role in set pieces?

**How?**

**Is the player asking for the ball when he is marked by the opponent?**  
**When he does not get the ball, does he try to do it again?**  
**Does he continue, even when he loses the ball?**  
...

**Defending**

Does he defend intelligently?  
How is he in 1v1 defending?  
Does he show leadership to other players?  
Does he keep the overview?  
Does he read the opponent?  
**How is he cooperating with other players?**  
Is he dominant against opponents?  
Does he give support to other players?

**How?**

**Is he cooperating with the other defenders and make sure that the distances between them are small?**  
**Is he cooperating with the defensive midfielder and picking up midfielders of the opponent when they try to infiltrate?**  
...

**Transition**

Is he participating in the counterattack?  
Does he recognize the moment of D to A?  
Does he react immediately?  
Does he take leadership?  
  
Does he recognise the moment of A to D?  
**Does he react pro-active or re-active?**  
Does he prevent the opponent to use the space behind the defenders?  
Does he take leadership?

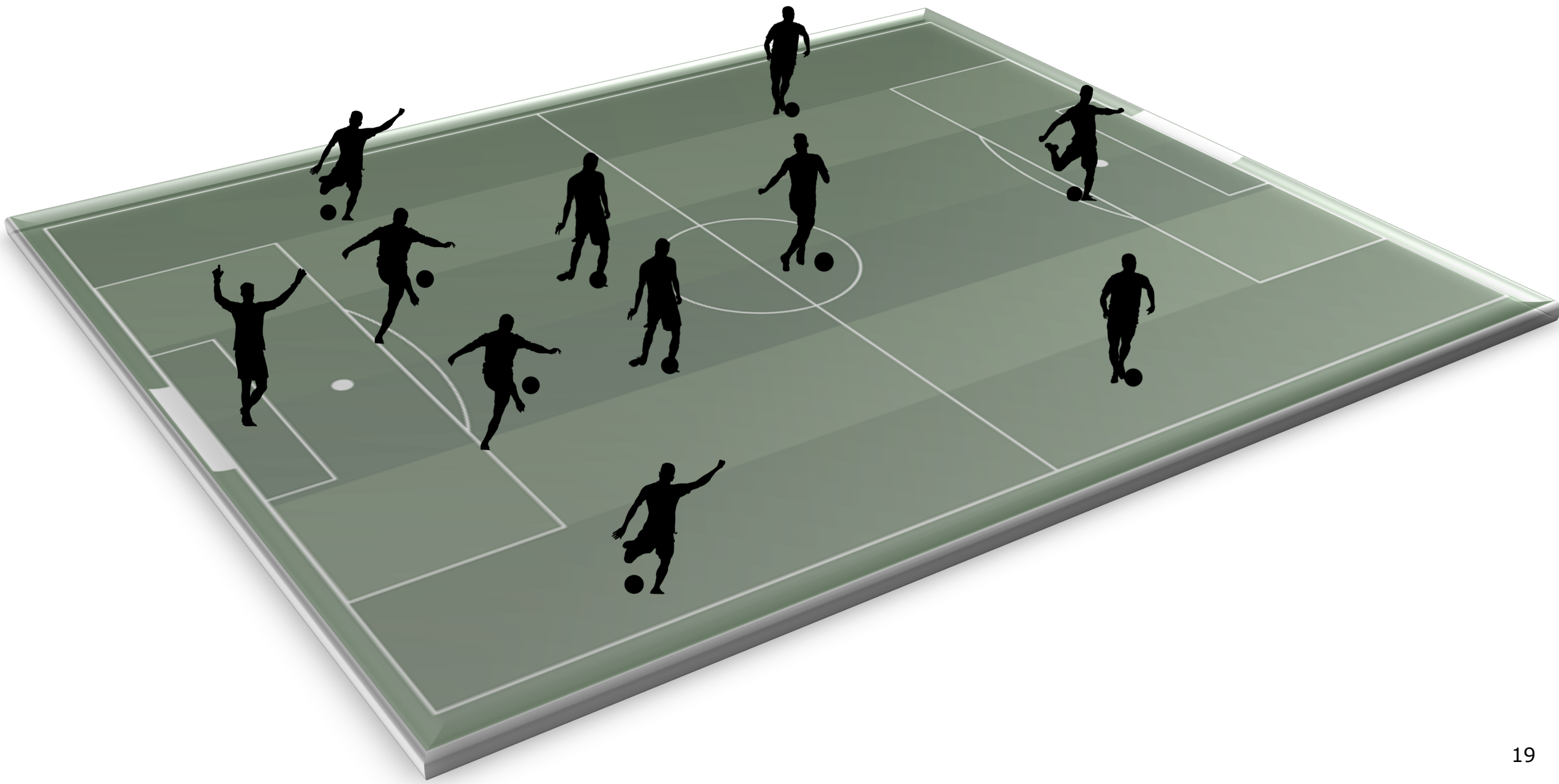
**How?**

**Is he already anticipating on losing the ball?**  
**Does he take position, so he can intercept the ball?**  
**Does he try to come in front of this opponent?**  
...





# Position Specific Profile

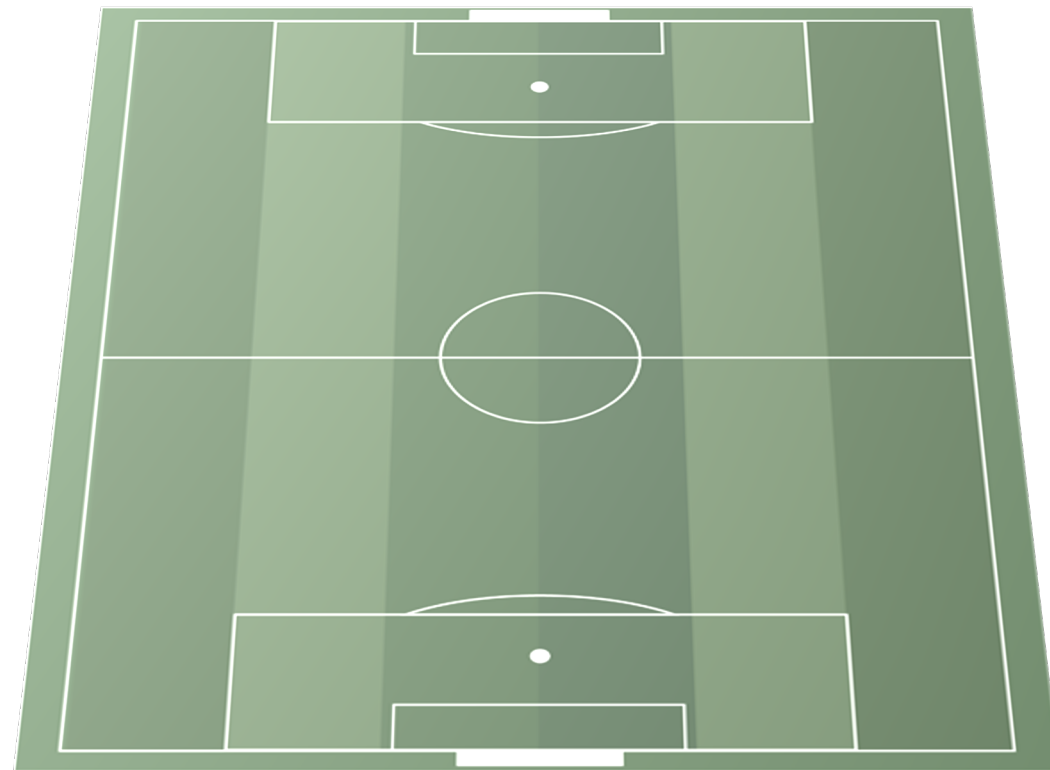






## Football

- Be reachable in build up at anytime
  - Pass short, long or between the lines with accurate fast passing
  - Detect free space to dribble into higher up the pitch if possible
- 
- Intercept if possible when a long ball is played by the opponent team
  - Be compact, squeeze and organise as soon as possible by covering the midfielders and full backs
- 
- Avoid through passes of the opponent be staying compact
  - Read the crossing opportunities of the opponent and mark the forward running players
- 
- Recognise the moment to play forward as soon as possible after winning the ball
  - Know when to retain the ball by playing backwards to the goalkeeper and restart the build up





Offensive

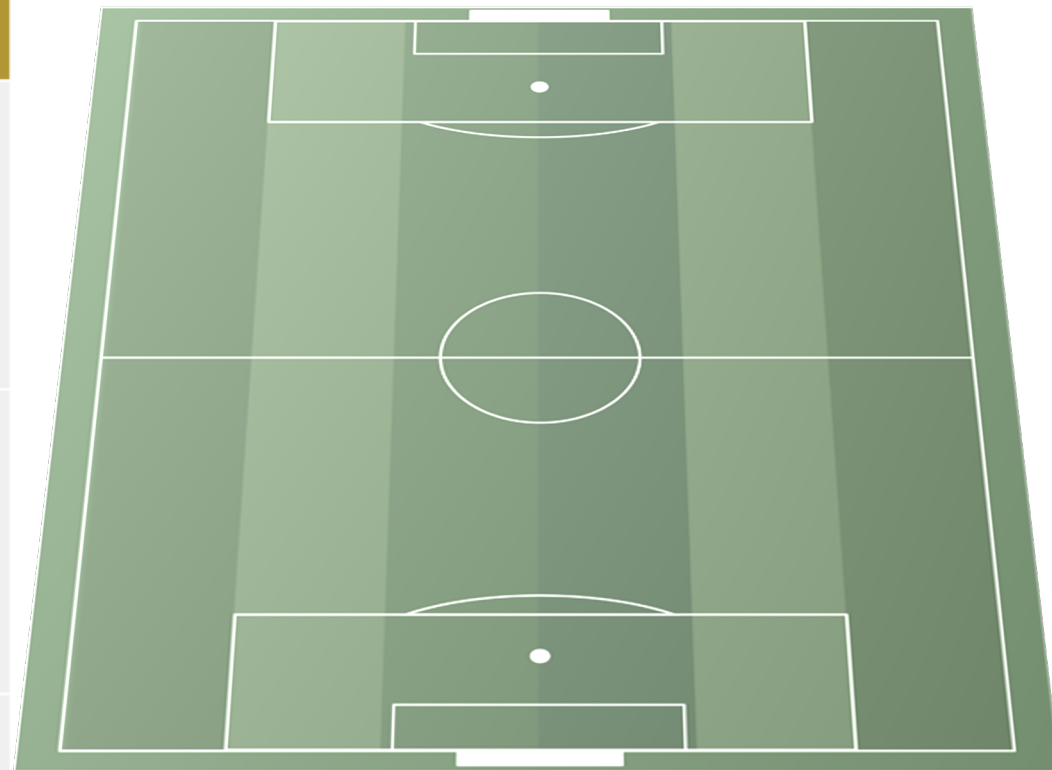
Transition O→D

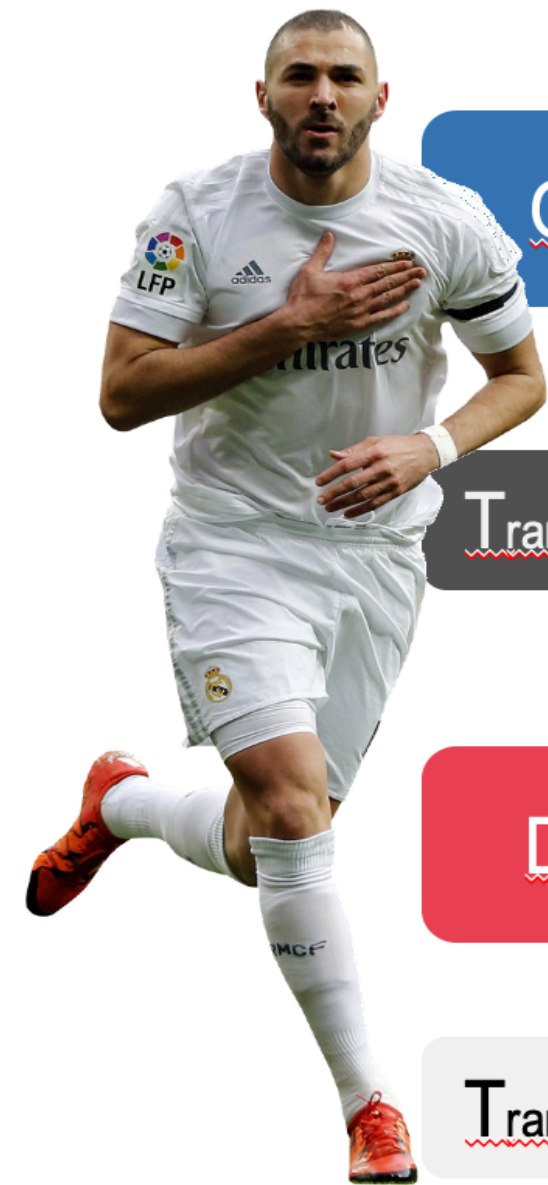
Defensive

Transition D→O

## Football

- Create space for other midfielders in build up by dropping in or moving higher up on the field
- Create triangles in the midfield by being reachable in combination play
- Recognise the moment for the through pass in the free space
- Know when to close down the space high on the field immediately in interaction with the forwards
- Recognise when to drop in to support the two layered defensive structure in compact shape
- Detect the moments to fully press and close down passing lines high on the field
- Be attentive for the zone outside the penalty area to protect early crosses and shots
- Attempt for the first pass forwards - through balls or open wide
- Be reachable between lines and try to retain the ball if playing forwards is not possible
- Support the attacking players in the box to finish and score





Offensive

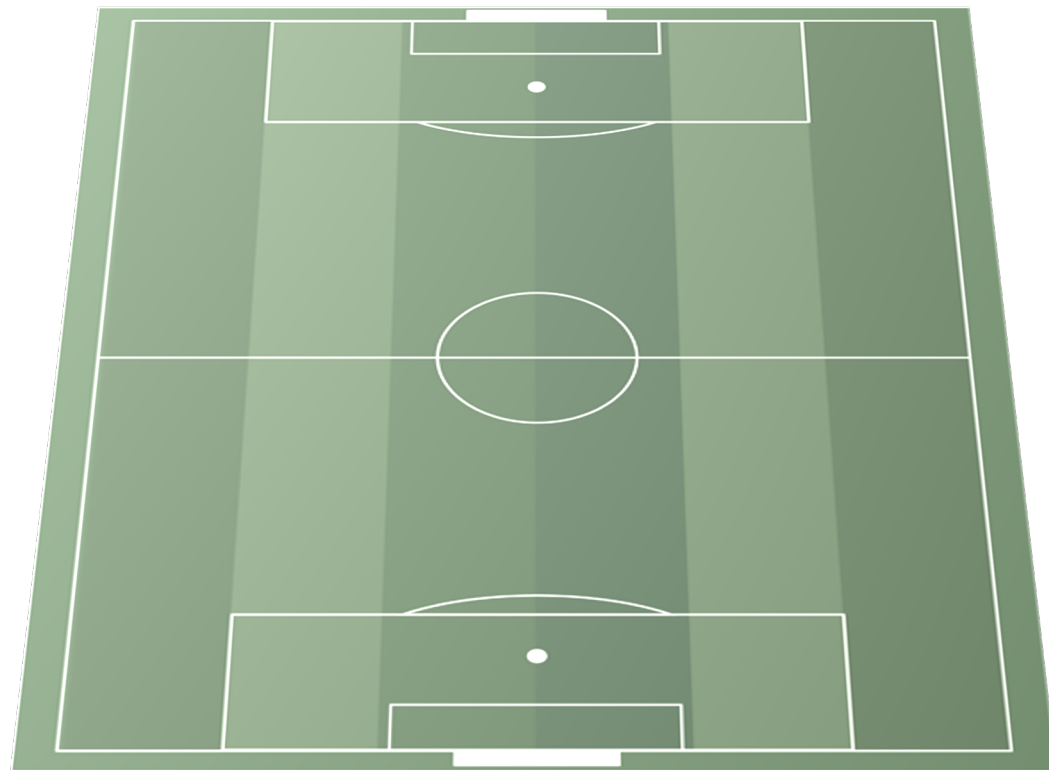
Transition O→D

Defensive

Transition D→O

## Football

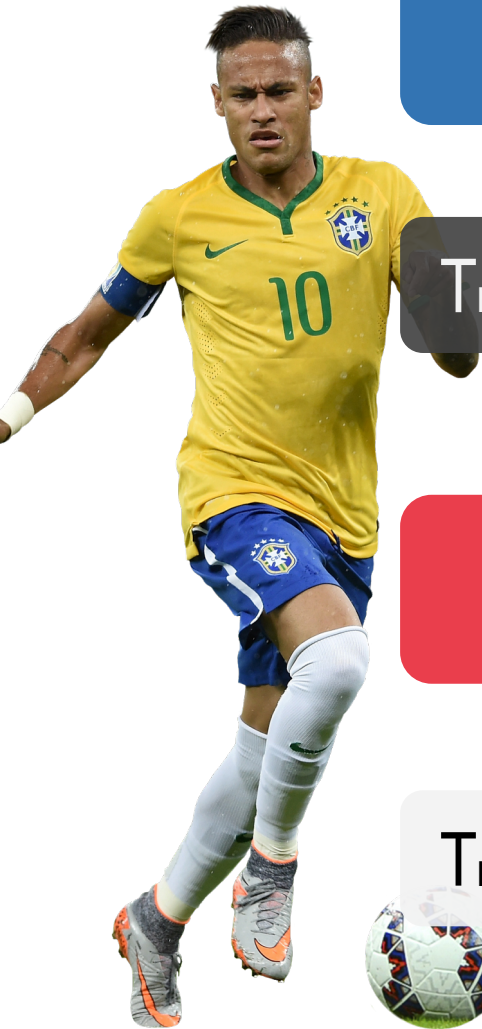
- Create depth by moving high up on the field during build up
- Drop in to create an overload in the mid zone if needed
- Be attentive for through balls while moving over the defensive line
- Take good positions to finish via 1v1, through balls, or crosses
- Be the first player to put immediate pressure on the ball by closing down the passing lines
- Drop in and make the defensive structure as compact as possible - put pressure on the ball and squeeze towards the ball side
- Detect the right moment to initiate high pressure - Press in block and in cooperation with the other forward players and midfielders
- Recognise the moment to drop in compact or stay high up on the field to attract defenders of the opponent
- Be reachable in behind and try to find the free space or know when to drop in and create space for the overlapping midfielder
- Be attentive to finish the counter attack





# 'Profiles'

## Attacking Midfielder (10)



Attacking

Transition O→D

Defending

Transition D→O

# Position Specific Best Practice Example

Football	Performance Physical	Performance Mental
<ul style="list-style-type: none"><li>• Create space for other midfielders in build up by dropping in or moving higher up on the field</li><li>• Create triangles in the midfield by being reachable in combination play</li><li>• Recognise the moment for the through pass in the free space</li></ul>	<ul style="list-style-type: none"><li>• Able to break the lines by being in constant motion at different speed levels and explosive direction changes</li><li>• Able to cover a the final third fast to support the striker and position himself to react immediately</li></ul>	<ul style="list-style-type: none"><li>• Confidence to get the ball, determined to dominate the 1v1 and make the action</li><li>• Concentrated in making effective decisions in towards the goal during the game</li></ul>
<ul style="list-style-type: none"><li>• Know when to close down the space high on the field immediately in interaction with the forwards</li><li>• Recognise when to drop in to support the two layered defensive structure in compact shape</li></ul>	<ul style="list-style-type: none"><li>• Able to react fast and make short explosive direction changes towards opponents and ball to counter press</li><li>• Able to recover in between high intensity action to play his role in reforming shape</li></ul>	<ul style="list-style-type: none"><li>• Taking responsibility in his task to drop in in transition towards defending</li><li>• Able to reset and deal with mistakes and immediately make transition towards defending</li></ul>
<ul style="list-style-type: none"><li>• Detect the moments to fully press and close down passing lines high on the field</li><li>• Be attentive for the zone outside the penalty area to protect early crosses and shots</li></ul>	<ul style="list-style-type: none"><li>• High capabilities to continuously press opponents out of possession in the final third</li></ul>	<ul style="list-style-type: none"><li>• Enthusiast and dedicated to defend, mark and press the opponent and to keep the team compact in his zone</li></ul>
<ul style="list-style-type: none"><li>• Attempt for the first pass forwards - through balls or open wide</li><li>• Be reachable between lines and try to retain the ball if playing forwards is not possible</li><li>• Support the attacking players in the box to finish and score</li></ul>	<ul style="list-style-type: none"><li>• Able to change speed and make explosive runs in between the lines over and over again during the entire game</li><li>• High level of balance to mislead the opponent whilst chasing the goal with the ball</li></ul>	<ul style="list-style-type: none"><li>• Able to identify the moments in the game and take the lead in facilitating and supporting the attack</li><li>• Determined to be decisive in finishing and scoring</li></ul>

---

# Evaluation





Offensive

Transition  
 $O \rightarrow D$

Defensive

Transition  
 $D \rightarrow O$

# Profiling

- Now we know what we want from the individual player in the game
- The profiles are the starting point for Individual development
- But where are the players compared to what we expect from them?





## EXAMPLE



Offensive

Transition  
O → D

Defensive

Transition  
D → O

Football	Performance Physical	Performance Mental
<ul style="list-style-type: none"> <li>Create space for other midfielders in build up by dropping in or moving higher up on the field.</li> <li>Create triangles in the midfield by being reachable in combination play.</li> <li>Recognise the moment for the through pass in the free space.</li> </ul>	<ul style="list-style-type: none"> <li>Always moving between the opposition's lines to help progress attacks.</li> <li>Accelerate explosively to sprint into the optimal space behind the defensive line by making deep runs.</li> <li>Able to react fast and change direction to lose their opponent in an explosive way in a 1/1 situation or by performing 1-2 combinations with a teammate.</li> </ul>	<ul style="list-style-type: none"> <li>Confidence to get the ball, determined to dominate the 1v1 and make the action.</li> <li>Concentrated in making effective decisions in towards the goal during the game.</li> </ul>
<ul style="list-style-type: none"> <li>Know when to close down the space high on the field immediately in interaction with the forwards.</li> <li>Recognise when to drop in to support the two layered defensive structure in compact shape.</li> </ul>	<ul style="list-style-type: none"> <li>Able to react fast and make short explosive direction changes to recover the ball by aggressively pressing an opponent on the ball or to close passing lanes.</li> <li>If not close, shift across at high intensity in the ball zone to reform shape.</li> </ul>	<ul style="list-style-type: none"> <li>Taking responsibility in his task to drop in in transition towards defending.</li> <li>Able to reset and deal with mistakes and immediately make transition towards defending.</li> </ul>
<ul style="list-style-type: none"> <li>Detect the moments to fully press and close down passing lines high on the field.</li> <li>Be attentive for the zone outside the penalty area to protect early crosses and shots.</li> </ul>	<ul style="list-style-type: none"> <li>Able to continuously press opponents on the ball in the final third.</li> <li>After being beaten by the ball; move in a constant motion across the area in a coordinated way while being connected with the striker and the rest of the team to produce a negative press.</li> </ul>	<ul style="list-style-type: none"> <li>Enthousiast and dedicated to defend, mark and press the opponent and to keep the team compact in his zone.</li> </ul>
<ul style="list-style-type: none"> <li>Attempt for the first pass forwards - through balls or open wide.</li> <li>Be reachable between lines and try to retain the ball if playing forwards is not possible.</li> <li>Support the attacking players in the box to finish and score.</li> </ul>	<ul style="list-style-type: none"> <li>Able to change speed and make explosive runs in between the lines during the whole game to allow the first pass to be played forward.</li> <li>Cover ground quickly to attack the space in behind the defensive line.</li> </ul>	<ul style="list-style-type: none"> <li>Able to identify the moments in the game and take the lead in facilitating and supporting the attack.</li> <li>Determined to be decisive in finishing and scoring.</li> </ul>

## EXAMPLE

Offensive

### Football

- Create space for other midfielders in build up by dropping in or moving higher up on the field.

### Performance Physical

- Always moving between the opposition's lines to help progress attacks.



Question 1: How does the coach rate the player's performance?

Question 2: Is the player's physical match performance above the benchmarked positional average?

Question 3: Is the player's test performance above the acceptable benchmark?

EXAMPLE

Question 1: How does the coach rate the player's performance?

NOT ACCEPTABLE

Question 2: Is the player's physical match performance above the benchmarked positional average?

YES

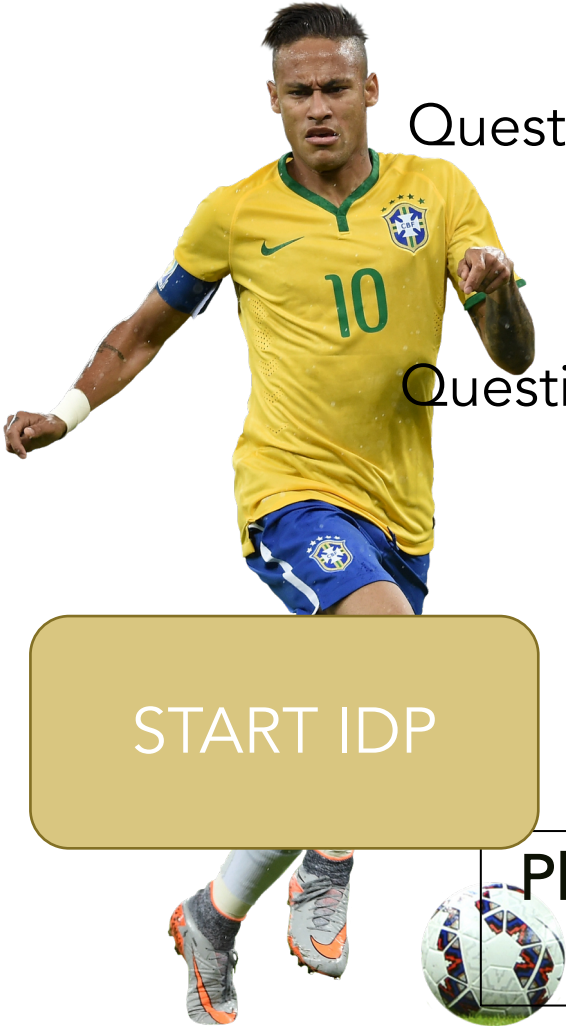
Question 3: Is the player's test performance above the acceptable benchmark?

YES



START IDP

Player's individual development could be centered around developing tactical understanding.





## EXAMPLE



	Strengths	Working points
Priority 1	Accelerate explosively to sprint into the optimal space behind the defensive line by making deep runs.	Always moving between the opposition's lines to help progress attacks.
Priority 2	Confidence to get the ball, determined to dominate the 1v1 and make the action.	Taking responsibility in his task to drop in in transition towards defending.
Priority 3	Well balanced nutrition plan.	Sleep routine and sleep hygiene.

START IDP

# I Difference between Potential and Performance.





# Player Barometer







## Team Barometer

FILTER

### CURRENT PLAYER STATUS

Flip all cards

Sort by

Name

Best Status

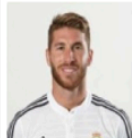
Worst Status

Performance

Potential

Position

#### Sergio Ramos



Age 34  
DOB 30-03-1986  
Team double pass D  
Nationality Spain  
Availability

Performance  
5.6

Potential  
4.7

Performance

Potential

#### Cristiano Ronaldo



Age 35  
DOB 05-02-1985  
Team double pass D  
Nationality Portugal  
Availability

Performance  
5.6

Potential  
4.9

Performance

Potential

#### Neymar Da Silva



Age 28  
DOB 05-02-1992  
Team double pass D  
Nationality Brazil  
Availability

Performance  
8.1

Potential  
8.6

Performance

Potential

#### Eden Hazard



Age 29  
DOB 07-01-1991  
Team double pass D  
Nationality Belgium  
Availability

Performance  
8.5

double pass



## Player Barometer

Measure your player's performance and forecast potential

Dashboard Filters

Player Details



Country	Team	Position	DOB	Age
Belgian	double pass Dream Team	WF	07/01/1991	29



Potential

8.40



Performance

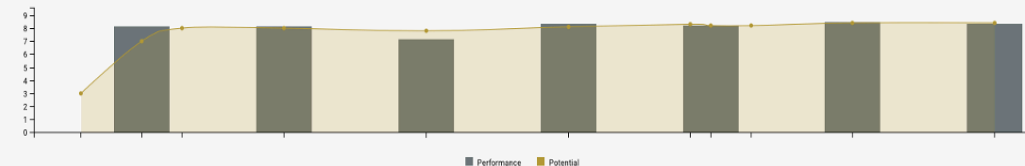
8.30



Last Review Date

16/05/2020

Performance - Potential Curve



Potential



- ✓ Long term orientation
- ✓ Potential of the player in the future

Performance



- ✓ Short term orientation
- ✓ Current performance of the player

# Testing & Monitoring

```
graph TD; A[Testing & Monitoring] --> B[Specific Profile]; A --> C[Test Battery]; A --> D[Generic Profile];
```

Specific Profile

We measure a player's game performance via:

- ✓ subjective Expert Opinion
- ✓ objective Performance Analysis

Test Battery

We measure a player's capabilities via a valid Test Battery that corresponds with each Individual Key Quality.

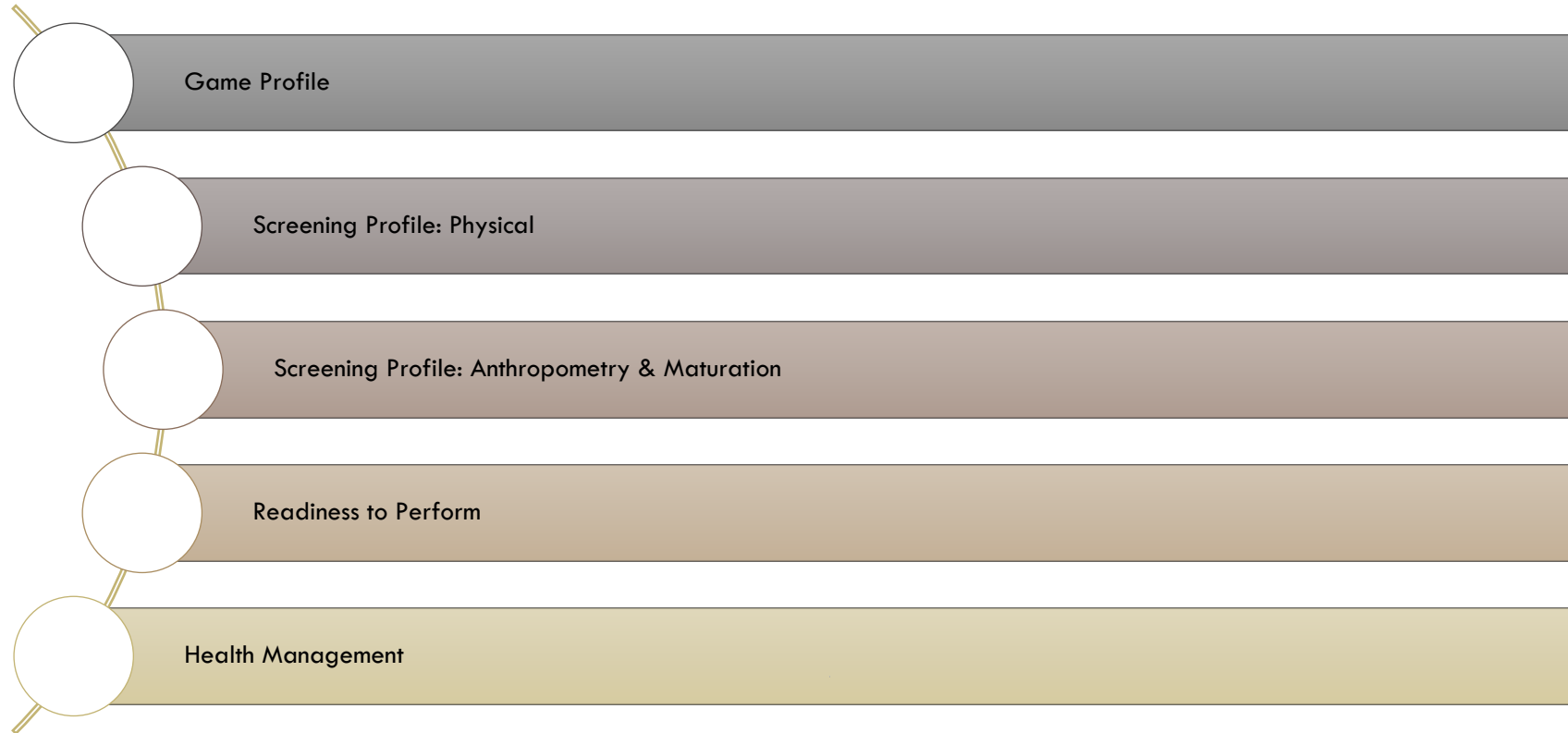
Generic Profile

We, subjectively and objectively, analyze every aspect that impacts a player's performance to create a clear profile.

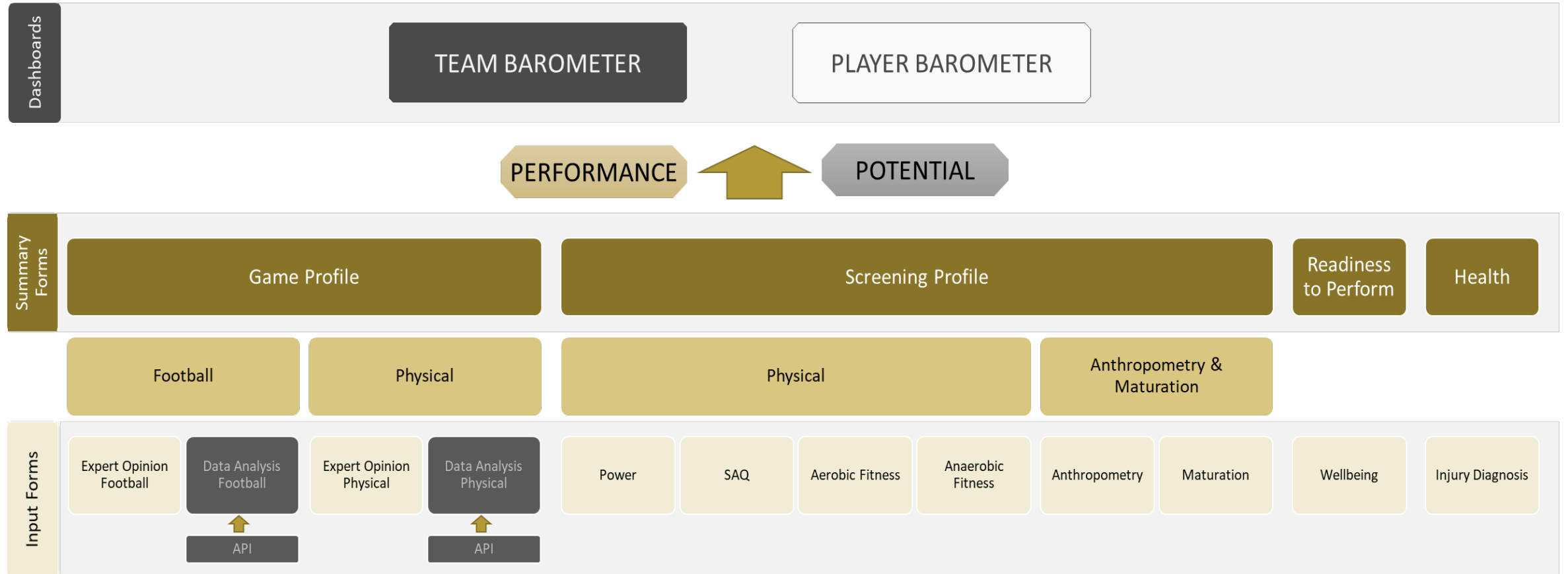
**BENCHMARKING ?**



# Barometer Breakdown: Structure



# Barometer Breakdown: Structure



# Barometer Breakdown: Game Profile

## WHAT?

Measuring a player's performance during the game, based on specific position profiles guided by their football philosophy.



## HOW?

### **EXPERT OPINION**

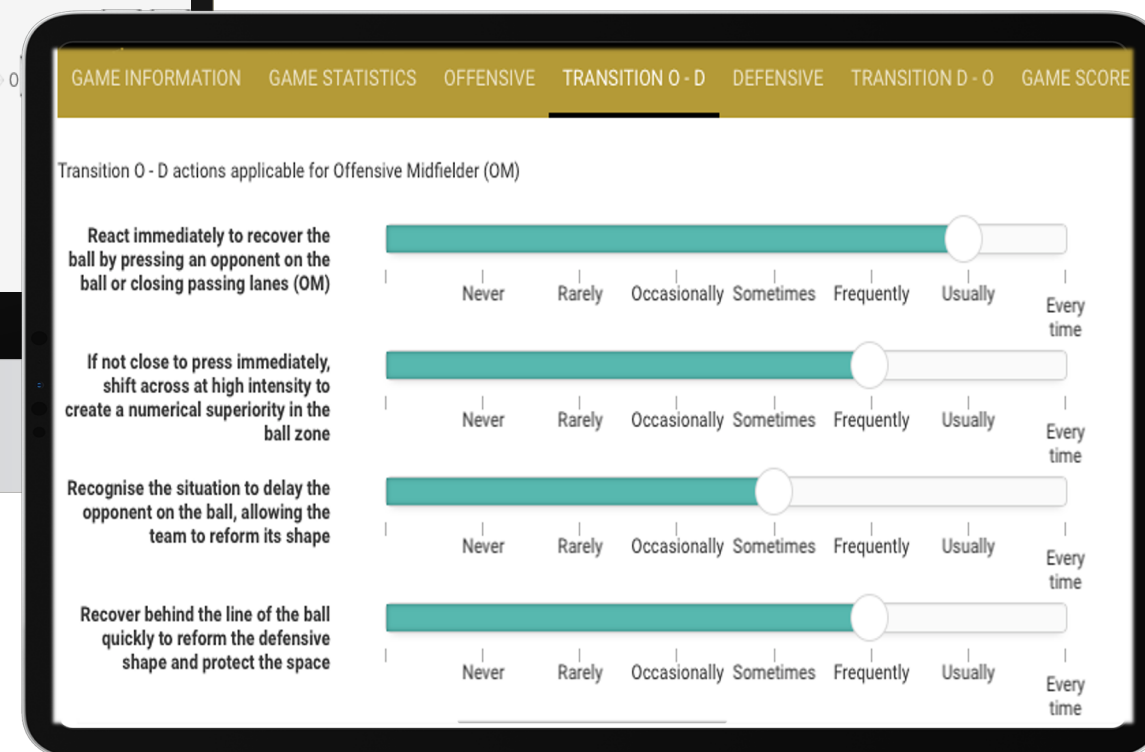
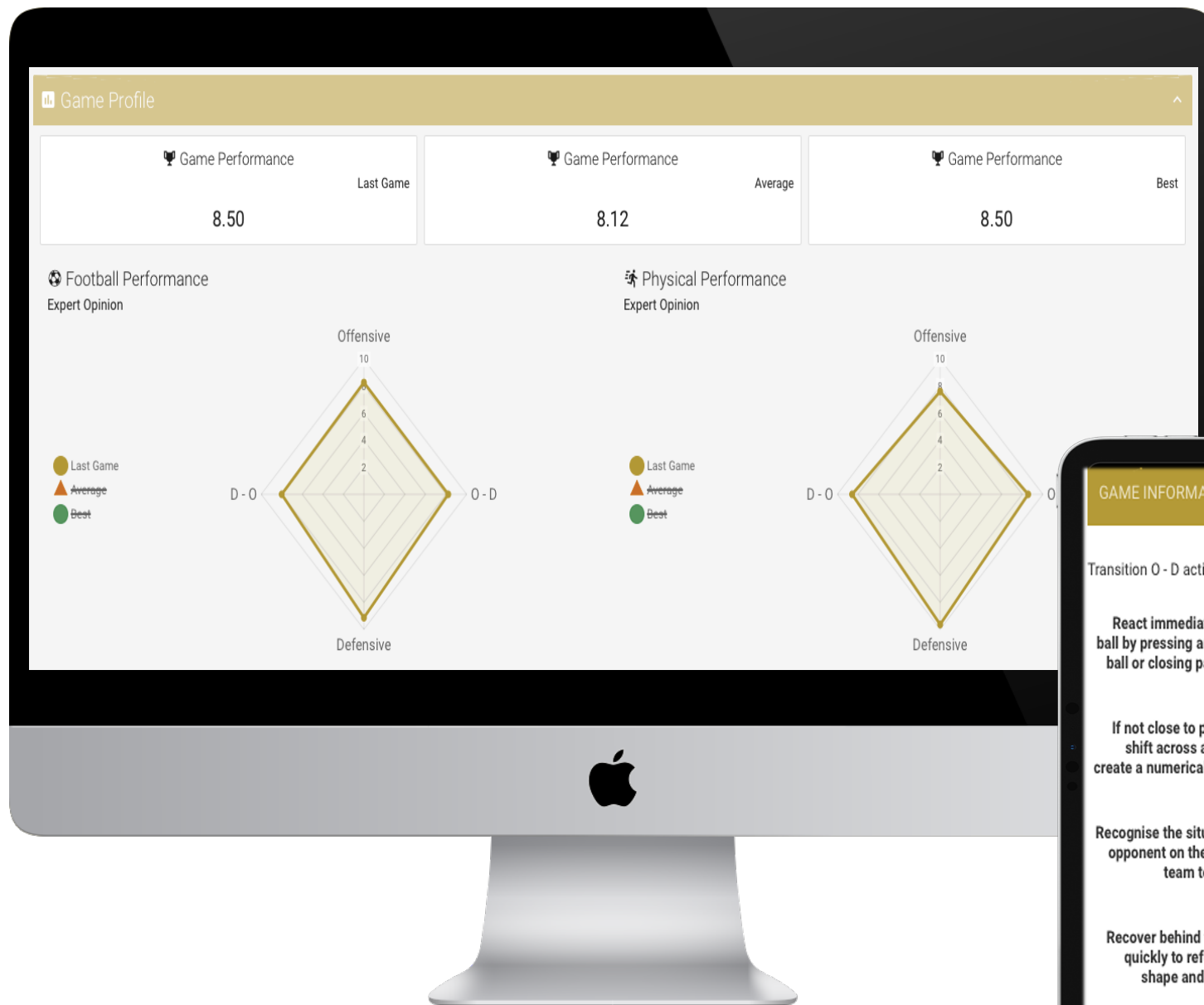
Subjective scores via the 'EO Event form' for both Football and Physical.

### **DATA ANALYSIS**

Objective benchmarked football/physical data derived from API for both Football and Physical.

### **GAME RECAP**

Informative data regarding the game in general and the overall stats.





# Barometer Breakdown: Screening Profile

## WHAT?

Measuring a player's physical capacities and correlating them to their physical state with regards to anthropometrics and maturation.



## HOW?

### **PHYSICAL SCREENING**

Testing for each physical aspect benchmarked to international data.

### **ANTHROPOMETRICS**

Anthropometrics data collection, benchmarking and visualising.

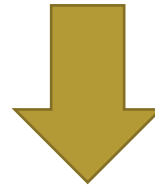
### **MATURATION**

Maturation data collection, benchmarking and visualising.

# Barometer Breakdown: Readiness to Perform

## WHAT?

Measuring a player's readiness to perform and correlating this to their current performance and potential.



## HOW?

### WELL-BEING

Capturing and visualizing a player's well-being and response to training load.

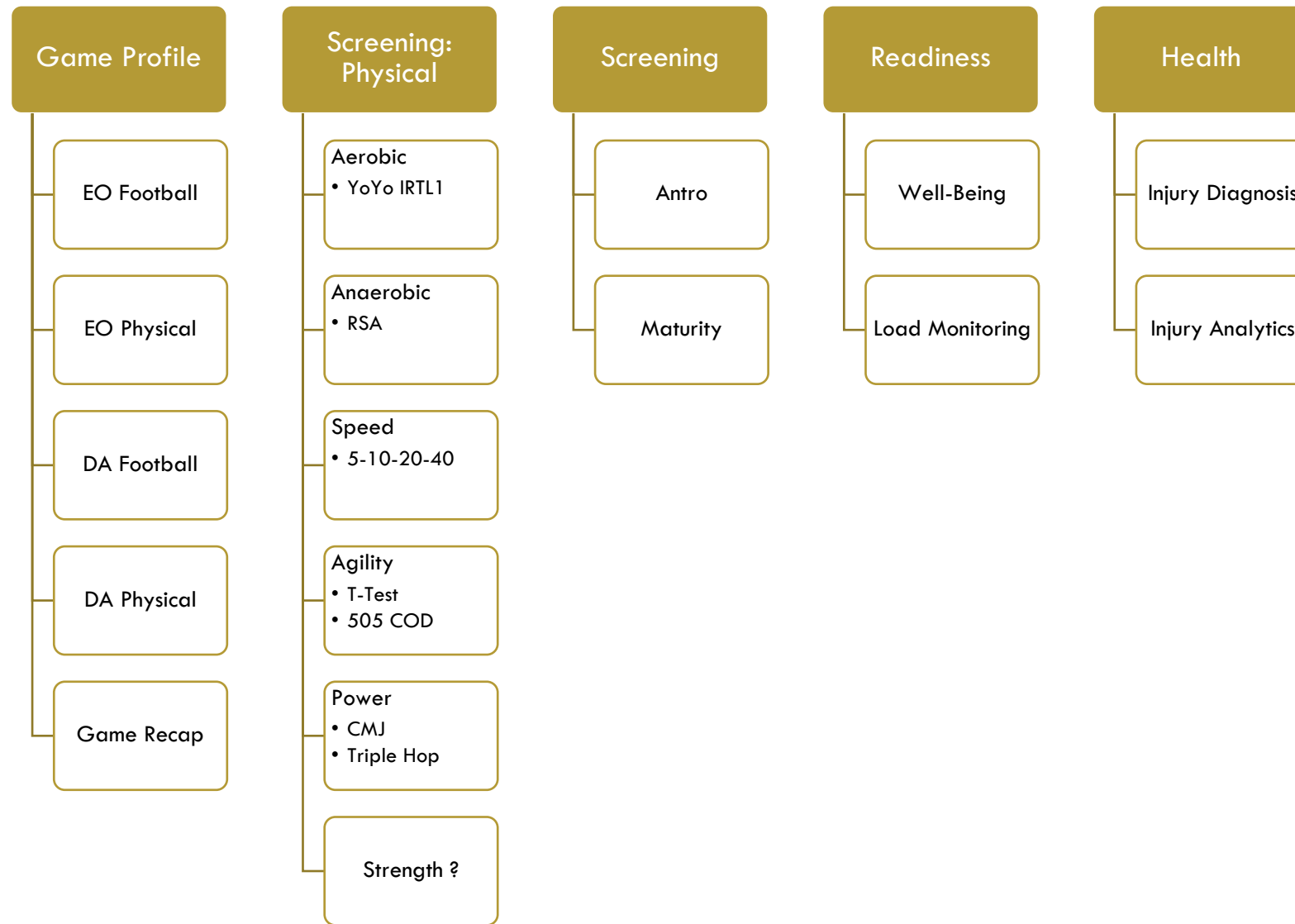
### INJURY MANAGEMENT

Capturing and visualizing a player's injury history.

### LOAD MONITORING

Capturing and visualizing a player's load and benchmark this with international/first team data.

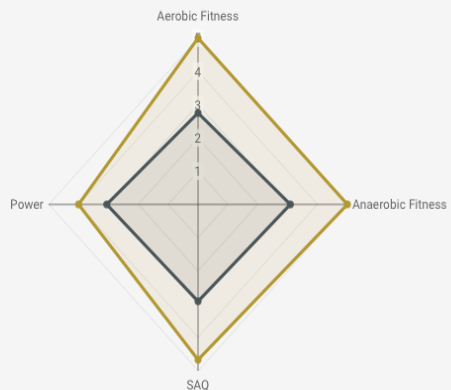
# Barometer Breakdown: Structure



## Physical Screening

### Physical Profile

- Player
- Team
- Position
- Bio-Band



### Aerobic Fitness

Date Test ▾	YoYo Test (m) ▾	VO2max (mL/kg/min) ▾	MAS (m/s) ▾
01/06/2020	3,400.00	64.96	18.60
01/05/2020	3,280.00	63.95	18.30
01/04/2020	3,160.00	62.94	18.00

### Anaerobic Fitness

Date Test ▾	RSA Result (s) ▾
01/06/2020	6.20
01/05/2020	6.20
01/04/2020	6.30

double pass



## Readiness to Perform

Measure your player's readiness to perform

### Player Details



Country ▴	Team ▾	Position ▾	DOB ▾	Age ▾
Belgium	double pass Dream Team	WF	07/01/1991	29

Fatigue  
Steady

Stress Levels  
Steady

Mood  
Steady

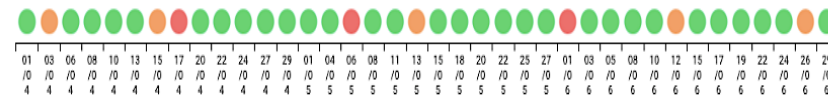
Muscle Soreness  
Steady

Sleep Duration  
Steady

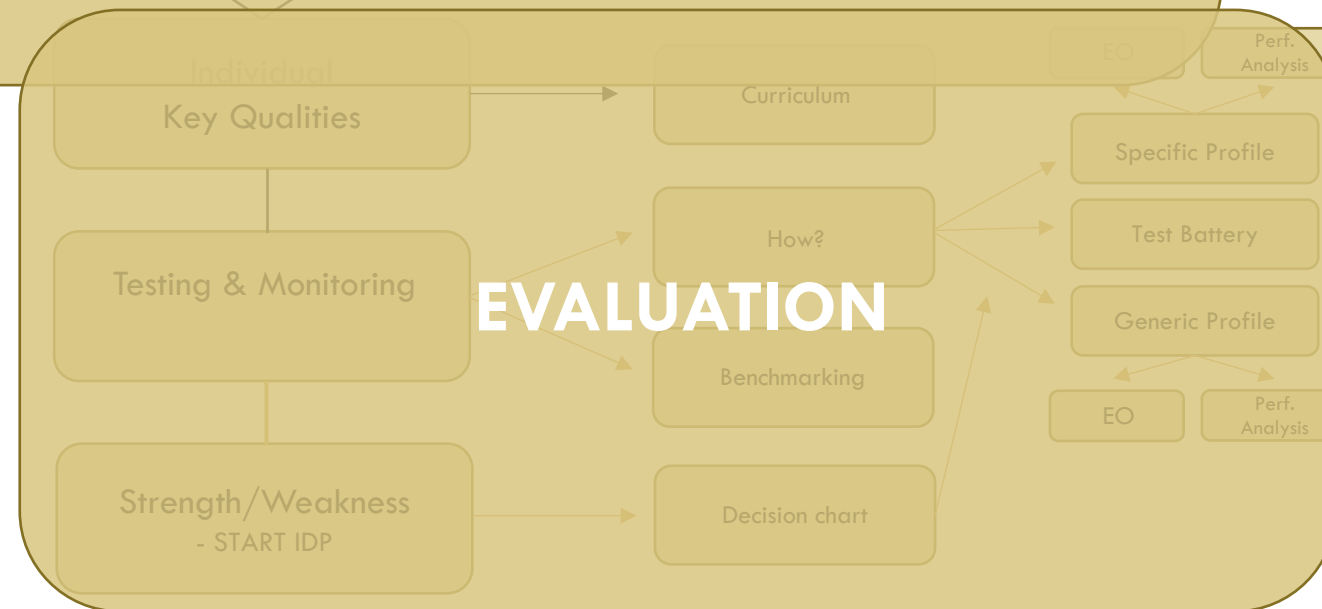
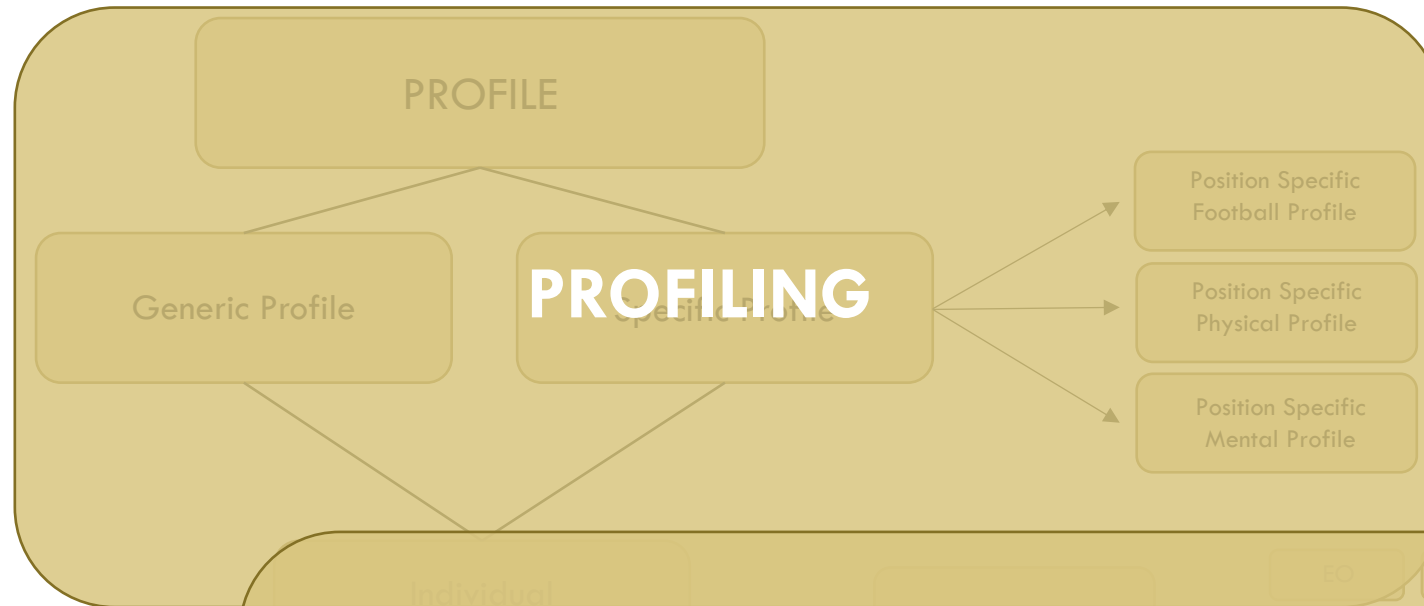
Sleep Quality  
Steady

Availability (Last month)

% 77







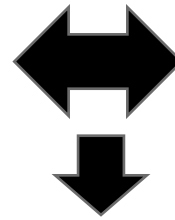
---

# IDP - IAP



# Integration Process

Evaluation  
by the coach



Self evaluation  
by the player

Individual Development Plan (IDP)

Individual Action Plan (IAP)

Team  
Training

Team  
Performance  
(on/off field)

Individual  
Performance

Game

Video

Homework

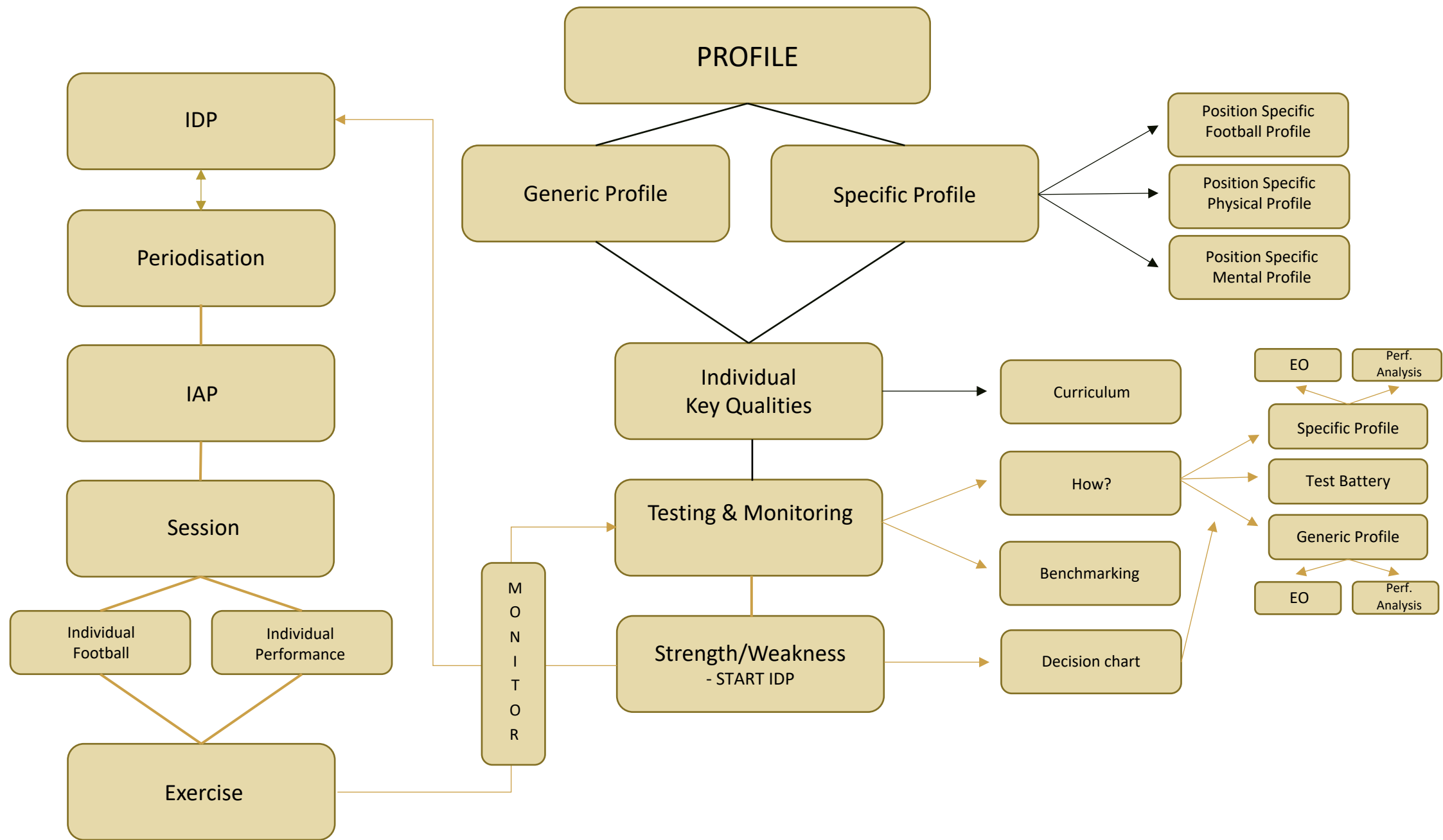
What? – How? – When? – With who? – Monitoring?

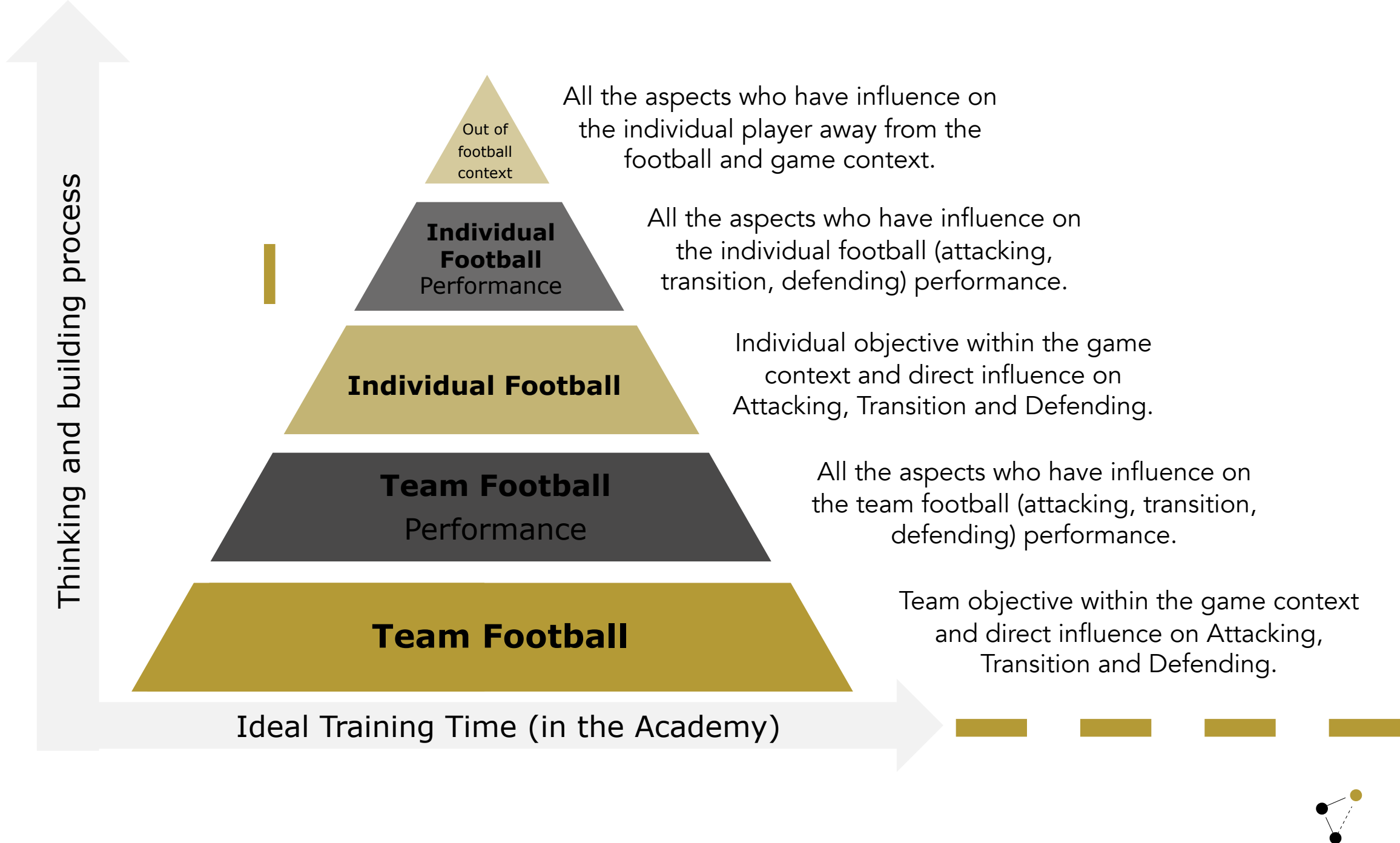


# Integration









## STRENGTHS

WHAT?

Accelerate explosively to sprint into the optimal space behind the defensive line by making deep runs.

HOW?

By practicing it in game format during the team performance training and during the game in the weekend.

WHEN?

On Tuesday during the team performance training and during the game on Saturday.

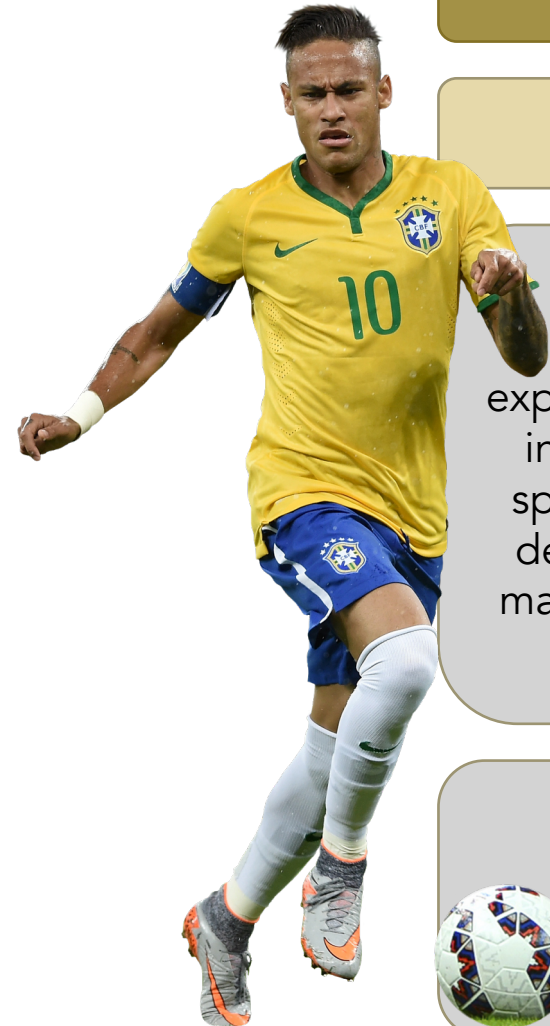
WHO?

With teammates.

## MONITORING?



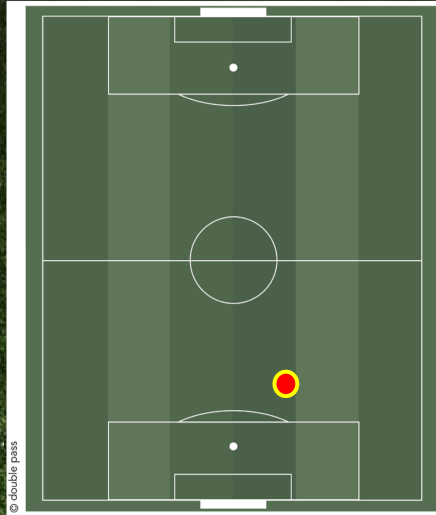
By referring to the data analyst regarding training and game performance data.





# Session Target

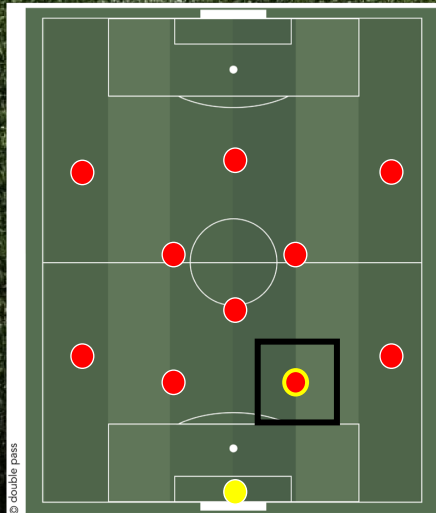
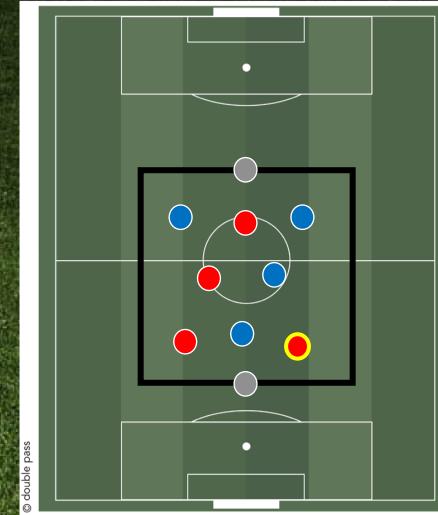
Individual Skills



Unit & Group Specific



Small Sided Games



Position Specific



Small Group work



Full Pitch Tactical / 11v11

“Teams don’t learn.  
Individuals within the  
team learn.

Development is a  
personal process even  
when conducted in a  
team environment.”

Johan Cruyff







[Education.doublepass.com](http://Education.doublepass.com)

THANK YOU

[WWW.DOUBLEPASS.COM](http://WWW.DOUBLEPASS.COM)