TECHNICAL - STRATEGY PLAN 2020 - 2024

THE CENTRAL CIRCLE





THE CENTRAL CIRCLE

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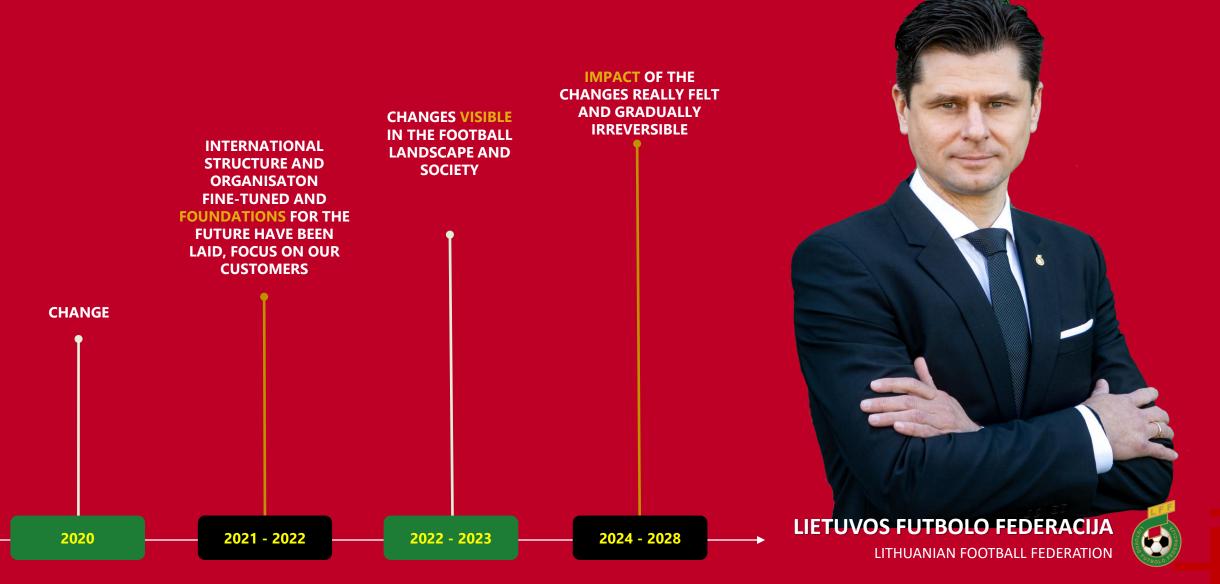
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THE CENTRAL CIRCLE | WRITING HISTORY





IT IS NOT THE STRONGEST OF THE SPECIES THAT SURVIVES, NOR THE MOST INTELLIGENT. **IT IS THE ONE THAT IS** THE MOST ADAPTABLE **TO CHANGE**



THE CENTRAL CIRCLE | WHO WE ARE

WE WILL HAVE PLAYERS AND STAF FULLY ENGAGED IN THE CULTURE AND IDENTITY OF REPRESENTING LITHUANIA AND CLUBS FULLY SUPPORTING PLAYER RELEASE

CULTURE AND IDENTITY
 EXTERNAL SUPPORT



LIETUVOS FUTBOLO FEDERACIJA LITHUANIAN FOOTBALL FEDERATION



THE CENTRAL CIRCLE | HOW WE PLAY

WE WILL HAVE A DETAILED HWP MODEL ACROSS ALL LITHUANIAN CLUBS, ACADEMIES, SCHOOLS RELATED WITH RSC ANDERLECHT VISION

1. HWP MODEL: COACH PLAYBOOK

2. HWP METRICS: SET PLAYS AND TRAINING TEMPLATES





THE CENTRAL CIRCLE \int_{THE}^{DNA} LITHUANIAN PLAYER

WE WILL OPTIMISE TALENT THROUGH HIGHLY EFFECTIVE PLAYER PROFILES, TALENT IDENTIFICATION SYSTEMS AND INTERNATIONAL DEVELOPMENT PLANS

ALL PLAYERS PROFILES AND TALENT ID

LIETUVOS FUTBOLO FEDERACIJA LITHUANIAN FOOTBALL FEDERATION



THE CENTRAL CIRCLE | COMPETITIVE ADVANTAGE

WE WILL USE BEST PRACTICE AND KNOW - HOW **OF PROCESSES AND TECHNOLOGY** TO GIVE THE LITHUANIAN PLAYERS, COACHES AND STAFF A COMPETITIVE ADVANTAGE

PEOPLE AND PROCESS



LITHUANIAN FOOTBALL FEDERATION



MISSION | WE CARE ABOUT FOOTBALL



VISION | ALL TOGETHER

Lithuanian senior men's and woman's teams ready to win, supported by highly qualified technical staff and coach education

The strategy reflects the ideas of implementing the development program and moving to a new level



NAPOLEON HILL

A DREAM IS A GOAL WITH A DEADLINE

THE DESTINATION | MOVING TO A NEW LEVEL

- FORMATION OF A POSITIVE IMAGE OF THE LFF, NATIONAL TEAMS, AND FOOTBALL PLAYERS
- ATTRACTING CHILDREN AND YOUTH FOR FOOTBALL AT GRASSROOTS AND PROFESSIONAL LEVEL
- TIMELY PROVISION OF FANS AND STAKEHOLDERS WITH RELIABLE AND DIVERSE INFORMATION, PROMOTION OF MAXIMUM OPENNESS IN ACTIVITIES OF LFF
- ESTABLISHMENT OF A CULTURAL AND OPEN DISCUSSION WITH ALL STAKEHOLDERS
- STIMULATING THE ARRIVAL OF NEW BUSINESS PARTNERS IN FOOTBALL

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STRATEGY PLAN

DESIGNED TO DETERMINE MAIN PRIORITIES AND MAIN GOALS OF FOOTBALL DEVELOPMENT

THE JOURNEY IMPLEMENTATION

- DEVELOPMENT OF ANNUAL PLANS INCLUDING SPECIFIC ACTIVITIES, RESPONSIBLE PERSONS AND COORDINATORS AND HUMAN RESOURCE SUPPORT
- CORRECT EVALUATION AND FORECAST IN DETAIL TYPES OF HUMAN RESOURCES FOR IMPLEMENTATION OF THE STRATEGY PLAN
- FIND FINANCIAL SOURCES AND GUARANTEE THE RATIONAL AND EFFICIENT USE OF FUNDS

 PROGRESS ON THE IMPLEMENTATION OF WORK PLANS AND PROJECTS WILL BE REVIEWED AND ANALYZED ANNUALY

THE LIFT OFF THE PLAN

- FOR EACH AREA AN ANALYSIS OF THE EXISTING SITUATION IS PRESENTED IN THE FORM OF QUANTITATIVE CRITERIA ALLOWING OBJECTIVELY ASSESSING THE REAL SITUATION AND IMPLEMENTATION
- EACH AREA HAS ITS OWN GOALS AND OBJECTIVES WITH MEASURABLE TARGET INDICATORS DEFINED

- CHANGE ATTITUDE
- A POSITIVE RESULT COMES ONLY WHEN EVERYONE TOGETHER IN A SINGLE DESIRE TO ACHIEVE IT UNITING COACHES, PLAYERS, FANS, VOLUNTEERS, MEDIA REPRESENTATIVES, PARTNERS, CLUBS, LFF EMPLOYEES

LITHUANIAN FOOTBALL FEDERATION

THE PRESENT AND REAL SITUATION **IN LITHUANIAN FOOTBALL REQUIRES** BOTH NON STANDARD, UNPOPULAR, **BUT THOUGTFULL AND WELL-GROUNDED APPROACHES AND DECISIONS AND THE PARTICIPATION OF ALL STAKEHOLDERS**



KEY STRATEGIC GOALS 2020 – 2024 | LINE UP



EACH KEY HAS ITS OWN GOALS AND OBJECTIVES WITH MEASURABLE TARGET INDICATORS DEFINED





KEY STRATEGIC GOALS 2020 – 2024 | LINE UP



- 1. NATIONAL TRAINING CENTRE
- 2. GRASSROOTS
- 3. RSC ANDERLECHT
- 4. REGIONAL YOUTH
- 5. SCOUTING SYSTEM
- 6. NATIONAL TEAMS
- 7. ELITE YOUTH EDUCATION
- 8. WOMEN'S FOOTBALL
- 9. COACH EDUCATION10. UNIVERSITIES11. CERTIFICATION



KEY STRATEGIC GOAL | NATIONAL TRAINING



2020 - 2024



- LFF will use its own national training center in Kaunas for training the most talented youth players and developing them into high-class football players.
- All talents from all over the country will be brought together in a national training centre. The regional selection events will be used and arranged to scout the talents of clubs and to offer them extra regional activities. From the regional selection events, at a certain age, the best players will be selected for the training camps at national training centre.



KEY STRATEGIC GOAL | NATIONAL TRAINING : ENTRE



TARGET

 By using national training center in full extent, to create the best conditions for developing young talents and their skills, by adapting the experience of the leading football nations.



KEY STRATEGIC GOAL | **GRASSROOTS**



2020 - 2024



ISSUE

 Grassroot football projects have been successful in introducing a large number of new players to the game, but we have struggled to provide them with regular training.



KEY STRATEGIC GOAL | GRASSROOTS



STRATEGIC GOALS

- Promotion of a healthy lifestyle through football by everyone, regardless of gender and age. We need to create conditions that allow everyone to find themselves in football, becoming involved in the game and everything that surrounds it, to give everyone the opportunity to join the game.
- It is very important to strengthen cooperation with the Regional Football Federations. The Federation in this direction will systematize work so that not only in men's football, but other types of football will receive the necessary and sufficient support.

This will contribute to:

- Increasing the role of regional football federations in the promotion and development of grassroots, youth, women football.
- Providing the regional football federations with methodological assistance in their plans for the development and improvement
- ✓ Increase of registered football players.

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EXAMPLE 6 CONTINUES OF A STRATEGIC GOAL | GRASSROOTS



STRATEGIC GOALS

- Development of league structure to ensure there are suitable competitions for all football participants. We also need to develop our league structure to make sure it is able to involve everyone that wants to play and based on their needs. We will work on grassroots projects to increase the number of football participants and to help them develop as individuals and as football players.
- We will create stronger links between schools and clubs to ensure that all grassroots players get the opportunity to take part in regular training and continue their football activities.



KEY STRATEGIC GOAL | GRASSROOTS



TARGET

- A further increase in the number of football players, participating in football from 31.000 to 45.000.
- Delegation of rights to organize lower level championships to regional federations.
- Covering all areas to include everyone who wants to be involved in football. To help achieve this, expansion of leagues system with new competitions and adding new age groups where required, will be made.



KEY STRATEGIC GOAL | **RSC ANDERLECHT**



2020 - 2024

DEIMANTAS BIČKA

ISSUES (situation before RSC Anderlecht project)

- Lithuanian youth football development was not efficient as football schools worked without any system without focus on individually strong player development.
- Old model municipality schools were focused on teams results achievement and private football schools were orientated just on financial support from parents.
- Youth national teams have no possibility to build teams with individually strong players.
- Football academies faced big problems in infrastructural, management and sportive criteria.





EXAMPLE 6 KEY STRATEGIC GOAL | RSC ANDERLECHT



Why the Club Vision was choosen

 Football club has to become the strongest unit in football development with modern working academy inside. This model is common in western football world and shows its efficiency in many countries.

Why Anderlecht Vision

 It was taken RSCA Vision as one of the best examples how Youth development has to be built in football club and how systematic and progressive way of youth development can strengthen the whole football in Lithuania.

What is exactly the VISION?

 RSC Anderlecht Vision is to develop new generation of technical directors, coaches and players. It has to be created modern Youth development system in Lithuanian football based on western club model with efficient pyramid of youth development.

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EXAMPLE 6 KEY STRATEGIC GOAL | RSC ANDERLECHT



What is the MISSION?

RSC Anderlecht project Mission is:

- To change mentality of coaches, technical directors, managers and leaders of organisations working in Lithuanian youth football development.
- Implement modern way of educating and coaching in LT football schools and academies.



EXAMPLE 6 KEY STRATEGIC GOAL | RSC ANDERLECHT



TARGET

What is the plan on short term/long term?

RSCA project short term plan is:

- to recover football schools and academies by matching modern academy's criteria.
- Implementation new positions in academies and starting working in systematic way with the help of ProFootballData and RSCA youth development program.

RSCA project long term plan is:

- to establish systematic youth development model in LT academies
- educate Lithuanian coaches and technical directors to work independently, but with one vision together with LFF.



KEY STRATEGIC GOAL | REGIONAL YOUTH





2020 - 2024



LFF has the funds to organize and execute development system. Anderlecht vision will encourage local academies to develop. FIFA and UEFA will provide support the youth player development and infrastructure.



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STRATEGIC GOALS

- Maintain the number of regional coaches for each region on a regular basis at least for one football season.
- Analyze the existing training system and make adjustments taking into account the identified shortcomings and current trends in the development of the game.
- Pay more attention and make scouting for talented players in every region and in every school and academy.
- At the same time, it is required to identify young coaches, who seek to increase professional intelligence, and who care about Lithuanian football.
- In addition, it is necessary to systematize the search for talented children in grassroots football.
- Involve as much as possible more football organizations.





STRATEGIC GOALS

- Create possibilities for national teams coaches, in order to watch players, analize them and give feedback about every player.
- Provide feedback to each organization about their player, who participated.
- Establish a unified selection and scouting system for a transparent selection process for regional teams.
- Establish a clear and stable schedule for both selection and event dates, taking into account the various age groups' competitions. Schedule shall be ready at the start of the each year.
- Regional coaches should have possibilities to participate in internships at national teams coaching staff.
- National teams coaches must attend selections and match-day event.
- Camps for each age group regional team, tactics must be the same as National team plays.



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TARGET

Every child has the opportunity to play football and...achieve a dream.
 #playfornationalteam



KEY STRATEGIC GOAL SCOUTING SYSTEM



2020 - 2024

RIMANTAS ŽVINGILAS



Search and retention of talents.

ISSUES

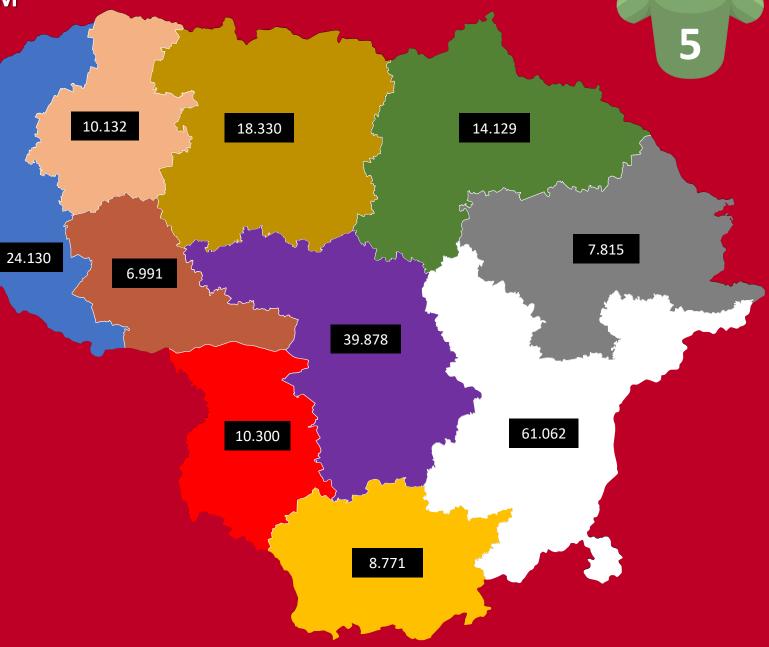
- Total population 2.800.000 inhabitants, number of registered players • – 27.600 (youth registered players 12.600 and adult registered players 15.000). The statistical data shows that only 1% of all population is playing active football.
- It was no clear and common established system in recruiting the best • players and selecting bring them into the national teams.



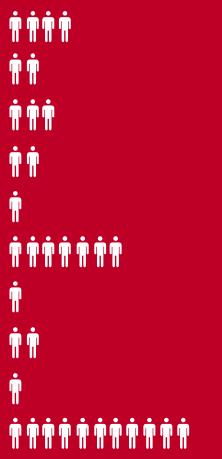
KEY STRATEGIC GOAL | SCOUTING SYSTEM LITHUANIAN BOYS BETWEEN 0 – 12 YEARS OLD (BORN 2006 - 2018)

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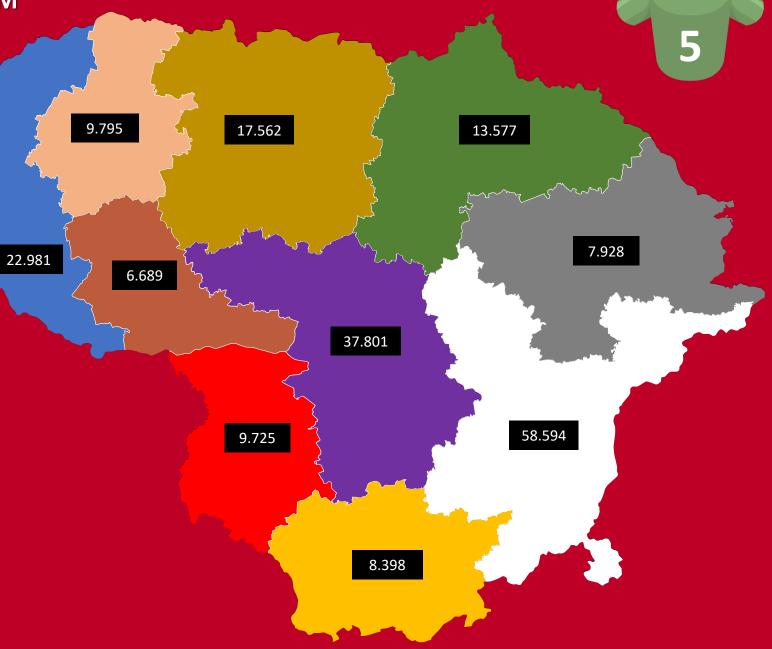




KEY STRATEGIC GOAL | SCOUTING SYSTEM LITHUANIAN GIRLS BETWEEN 0 – 12 YEARS OLD (BORN 2006 - 2018)







OKEY STRATEGIC GOAL | SCOUTING SYSTEM



STRATEGIC GOALS

 It is important to make as system of the selection and monitoring of potential candidates for national teams at all age groups and both genders, create a single database of promising football players candidates for the national teams and monitor the development of each football player by using ProSoccerData system.





SCOUTING SYSTEM U10 – U14

- Every player shall have a chance to be invited many times in all kind of events selection days, tournaments.
- All clubs will receive information about the events and the players invitations will be provided by LFF Youth Department by using data from COMET.
- Youth representatives at each county football federation also will be involved as responsible persons.
- All coaches of relevant age group national team, regional team coaches, youth department shall participate at all events and form the scouting group.
- After each event the meeting will be organized and the feedback of the observed players will be given.
- The feedback will be included into the Scouting system of Pro Soccer Data.





SCOUTING SYSTEM U15 – U21

- Each final selection concerning a game or camp will be discussed in meeting at the technical department.
- For National Teams U15 U21 particants of the meetings:
 - ✓ Technical Director
 - ✓ Staff of Technical department
 - ✓ Head of scouting
 - ✓ National team coach of relevant team
- No any player will enter a national team selection group without a scouting report in the PSD evaluation





SCOUTING SYSTEM U15 – U21

- For players playing abroad: every new player will be tested by a member of a national team staff in individual training or camp.
- Each talented player, who is scouted, shall have evaluation in PSD scouting-system.
- 1-3 days camps for regional teams of different age groups will be organized.
- The feedback to each organization about their player, who participated in an event, camp or game, will be provided.
- All regional coaches will have possibilities to participate in internships at national teams coaching staff.
- Regional team squads will be expanded up to 25 players, so we will give a lot of players the change to show themselves.
- Each region will appoint the person, responsible for scouting and this group will be led by the head of scouting.





SCOUTING SYSTEM FOR PLAYERS, PLAYING ABROAD

- The head of scouting will control and update constantly the list of Lithuanian players, who play abroad.
- The national team coaches will support the head of scouting by giving updated information.
- This groups of players will be contacted and follow-up on regular base by the scouting department





TARGET

Development of a centralized and regional scouting system by establishing strong scouting network by reviewing all potential candidates.

• Established unified selection and scouting system for a transparent selection process for all players in PSD scouting data.

#playfornationalteam



KEY STRATEGIC GOAL | NATIONAL TEAMS



2020 - 2024



The training of national football players must combine both decentralized and centralized principles. This shows not only international experience, but also our own practice in clubs by the RSC Anderlecht Vision.



© KEY STRATEGIC GOAL | NATIONAL TEAMS



STRATEGIC GOALS

- To rise in the FIFA ranking of men's and women's national teams
- Increase the number of local football players in professional clubs of the highest level.
- Create a system for the selection and development of an elite player through the combined efforts of clubs and LFF.
- Improving the prestige of the national teams of the country
- Using national team training center in full extent as football development center.
- Use of one common development system in all national teams, in such case the young players will not have an adaptation period when moving to a new club or national team, implementation Anderlecht Vision.





2020 - 2024



MARIUS STANKEVIČIUS

ANDRIUS SKERLA

ISSUES

Improving the level of skill is associated with improving physical fitness, tactical, technical and mental areas, which directly affect the football results. This is a properly developed educational process.

- Due to the fact that the direct feedback National Teams > Clubs > National Teams is not working efficiently, the coaching staff of the national teams does not have urgent (operational) information about the health and current functional state of the players.
 - ✓ This will be solved by using ProSoccerData.
- For professional growth of players of national teams it is necessary to play with teams, variable from top to the same level teams.
 - The schedule of matches will be drawn up a year in advance and the planning process will be strengthening.





ISSUES

- The interests and needs of all age National teams shall be always a priority for the clubs, football schools, academies and Federation.
 - Changes in the regulations concerning compulsory release players from clubs to all age group national/regional teams will be implementing.





STRATEGIC GOALS WITH RSCA DEVELOPMENT PROGRAM

- Elite competition will follow Anderlecht development program, grassroots competition flexible (depending on participants).
- Improving coordination and management of the development of youth football.
- Informational support for youth competitions, not only Elite League or finals.
- Improving the system of youth competitions.
- Increase in the number of teams participating in Ateitis Cup or development of new LFF Youth Tournament.
- Development of parents volunteer programs.
- Identification and training of highly professional youth coaches...UEFA COACH EDUCATION COURSES







STRATEGIC GOALS WITH RSCA DEVELOPMENT PROGRAM

- Training high-quality youth football players for professional football clubs and national teams.
- Education of coaches for football schools and academies and monitoring their work.
- Implementation of selection and scouting system.
- Providing equipment for football schools and academies.





TARGET

Successful performance of national teams at international competitions as a result of high skill youth football players.





2020 - 2024

INGRIDA SILIŪNIENĖ

ISSUES

The analysis of women's football showed a number of key factors that negatively effect its development and hinder the quality training.

- A persistent stereotype of a non-female sport, the skepticism of many male coaches towards working with women's teams.
- Low attractiveness for attendance or even investors due to insufficient popularity.
- Only 5 teams participate in the A league among women due to unstable local municipality funding.
- Weak material and technical base.
- Lack of highly qualified specialists.
- Low percentage of girls involved in football of the total number of youth aged 6-18 years, (statistical data) around 1.000 players, participating in LWFA competition, not grassroots).
- The lack of perspective for young football players for selection in the national teams in the near future

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STRATEGIC GOALS

The goal of the development of women's football should be to provide equal opportunities for playing football for both boys and girls. It is necessary to support attraction and selection of boys and girls in primary training groups.

- Football among girls should be more widely represented in the system of various competitions. It is time to form the same development system of women's national teams, combining the interests of women's teams with a single goal of preparing players for the national team.
- In this regard, all regions of Lithuania must be involved in the process of popularization and development of women's football.
- Successful performance of national teams in the international arena.





- Development of a target program for the women's football for 2020 2024.
 - Women's football community is quite small and it could be easier to start changes and do some "experiments" with women's football first of all and to observe results .
 - ✓ The same strategy for boys and for girls, for men and women will be used, including the implementation Anderlecht vision.
- Achieving the attractiveness of women's football by marketing tools
- An increase in the number of women playing football.
 - To recruit players from grassroots (5000 or more female participants)
 Data What we have now and where we can go.
 - ✓ Restructure the pyramid of women's football competitions. We already implemented WU-15 elite league and next year we are talking about WU-13 elite league, expect to raise number of teams in the highest league.







- An increase the number of clubs developing women's football through licensing system.
- Develop women's football pilot project Regional Youth Competitions.
 ✓ Selection days, regional events.
- Coach education more qualified coaches working with women's football.
- Use government support for women football on all levels.
- Women's national and youth teams:
 - ✓ To create a profile of Lithuanian women's player.
 - ✓ To implement elite players program.
 - ✓ To create player profile data by using ProSoccerData system





- Structural changes
 - One person, Head of Women Development, should be leading women's football and dealing with all strategical matters of women's football. This is person will be reporting and managed by the Technical director and the Technical department.
- Ensuring the availability of football infrastructure for women's teams and sections.





2020 - 2024



Education of highly qualified coaches, by Highly qualified specialists.





ISSUES

- We have to admit that without improving the level of coach education and level of educators, its qualitative and constant progress is very difficult. Specialists should educate coaches, provision of new modern methods, materials and knowledge at first.
- Improving the skills of football players depends on the professional development of coaches. At the moment, the format of coach education will be revised. The training system shall be based on reality, i.e. less theoretical, more practical material.
- Interactive education methods will allow coaches to acquire the skills of modern communications. The Technical department will implement control over the quality of knowledge of coaches through educators.
- We shall implement the Anderlecht Vision by educators and candidate coaches.





ISSUES

- It is necessary completely revise approaches to assessing the effectiveness of the work of coaches, who are working in youth football.
- Priority indicator of the coach work shall be given to the number of developed football players for the national teams and clubs, and not to the places in championships and tournaments, which are not always of a high level.





STRATEGIC GOALS

- Improving the level and quality of education in coaching courses of all categories.
- Improving the qualifications of specialists working in all areas of football.
- Ensuring the development of football with scientific, methodological and technical recommendations.
- Achieving a new level of analytical work in clubs and national teams, the effectiveness of scouting and medical support for football players.
- Courses for using electronic registration system COMET shall be organized.
- A common education system for coaches shall be formed to obtain licenses of all categories.





STRATEGIC GOALS

- Seminars and meetings are systematically held with various local and foreign experts - organization of regular events and courses for the exchange of experience of specialists of various clubs with the invitation of instructors from other associations, federations, UEFA and FIFA, including women's football.
- Strengthening the role of the technical department in the processes of education of highly qualified specialists.
- Development of new educational programs for educators and coaches
- An increase in the number of coaches licensed by UEFA.





- To increase the level of highly qualified education of football coaches in Lithuania.
- Provide all football groups with qualified coaches for all age categories from grassroots football to the National teams.
- Maintain the professionalism of coaches through a modern coaching system and attract international educators.



KEY STRATEGIC GOAL UNIVERSITIES





2020 - 2024



DONALDAS URNIEŽIUS

Education at universities



KEY STRATEGIC GOAL | UNIVERSITIES



Unfortunately, there is not a unified program at university in which the training of football coaches would be conducted under the requirements and conditions provided by LFF.

The following measures could be taken in order to solve this problem:

- Create an opportunity for students to combine and synchronize the internship at LFF Technical department in coaching and studying at the University.
- Involve students in the testing and measuring the players, nutrition advice, etc. in order to take part in general in the player profile development.



KEY STRATEGIC GOAL | CERTIFICATION





2020 - 2024



DIANA JONAITIENĖ

ISSUE

• Quality and football development processes shall be raised.



KEY STRATEGIC GOAL CERTIFICATION

STRATEGIC GOALS

- Release of a new version of the certification scheme rules in 2020.
- Detailed audits in the Top and lower division clubs/academies/schools as well as those, which participating in the Anderlecht project.

FOR YOUTH FOOTBALL SCHOOLS AND ACADEMIES

 Implementation of certification system. One of the tools is the Anderlecht program for youth academies, which provides a list of requirements, which football academies need to fulfill if they wish to develop with the process being supervised by professionals.





KEY STRATEGIC GOAL

CERTIFICATION FOR YOUTH FOOTBALL SCHOOLS AND ACADEMIES



- Development a certification scheme for football schools and ensure that at least 30-50 football schools are certified under this scheme.
- The aim of these standards and the certification will be to create more qualified coaches, planned training sessions linked to players' development not the results of the team, the creation of a safe environment in which to play etc.



KEY STRATEGIC GOALS OVERVIEW





LIETUVOS FUTBOLO FEDERACIJA LITHUANIAN FOOTBALL FEDERATION



ACTION WITHOUT VISION IS ONLY PASSING TIME, VISION WITHOUT ACTION IS MERELY DAY DREAMING, **BUT VISION WITH ACTION CAN CHANGE THE WORLD**

NELSON MANDELA

THE CENTRAL CIRCLE | LET'S KICK OFF

#playfornationalteam



"There's only one moment in which you can arrive in time. If you're not there, you're either too early or too late" (Johan Cruijff)



(a)

