

# THE TECHNICIAN

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**NEWSLETTER  
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## IMPRESSUM

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Michael Ballack (13)  
of Germany tussles  
with Dutch player  
Hedwiges Maduro.  
For Jürgen  
Klinsmann and  
Marco van Basten,  
their respective coaches,  
it's time to prepare for  
the World Cup this summer.

(PHOTO: HASSENSTEIN/BONGARTS/GETTY IMAGES)

**THIERRY HENRY  
AND ARSÈNE WENGER'S  
ARSENAL FC  
HAVE CONTRIBUTED  
TO THE GROWING  
APPEAL OF THE  
UEFA CHAMPIONS  
LEAGUE.**

# CELEBRATING UEFA COMPETITIONS

## EDITORIAL

BY ANDY ROXBURGH,  
UEFA TECHNICAL DIRECTOR

Everything in football stems from its competitions. It is core business because each competition provides the vehicle for the status and funding of the clubs/national associations, for the development and fame of the players, for the progress and reputation of the coaches, and for the enjoyment and commitment of the fans. UEFA's two flagship competitions, the European Championship for national teams and the European Champion Clubs' Cup/UEFA Champions League, have been 'magic carpets' which have turned the dreams and aspirations of many into a reality. In a year when UEFA will celebrate 50 years of its competitions (the first European Champion Clubs' Cup final was won by Real Madrid in 1956 in Paris), we should reflect for a moment on the responsibility which everyone in football has for promoting, protecting and enhancing our competitions.

Since its inception, the European Cup has been won by 21 clubs from ten countries and is unquestionably the greatest club competition in the world. It has set tactical trends and created a benchmark for competition organisation, marketing and branding. In 1971, Dutch coaching guru Rinus Michels gave us 'total football' with his free-flowing Ajax side, while Arrigo Sacchi created the high-intensity pressing game with AC Milan in the 1980s. Just two examples of coaching methods emerging on a European and ultimately world level via UEFA's top club competition, a competition which is authentic and now steeped in football folklore. As the UEFA president, Lennart Johansson,

stated recently: "All the magic moments in the European Cup are part of our rich heritage."

You cannot buy tradition and European football's value is in its history. The European Football Championship for national teams has produced a rich tapestry of unforgettable memories. When Joe Venglos and Václav Jezek plotted Czechoslovakia's victory over West Germany in the 1976 final, they added a thick slice of romance to the championship. Denmark guided by Richard Møller-Nielsen in 1992 and Greece moulded by Otto Rehhagel in 2004 added to the competition's intrigue, fascination and legend by producing unexpected winners. Marco van Basten's right-foot volley which gave the Netherlands their second and decisive goal in the 1988 final against the USSR, was pure art – a golden moment in the annals of a precious competition.

We must not forget the effect that UEFA's club competitions have had on the domestic leagues. Qualification for Europe has become a primary target for many clubs and because of the number of places available, particularly in the major leagues, interest in the domestic championships has been enhanced and maintained. In each country, winning the league title has always been the big prize, but the runners-up who successfully gain a ticket into Europe also receive the promise of glamour, money and international glory. Remember, Liverpool FC won the 2005 European crown despite the fact that they were not participating as the champions of England – you don't have to climb the Alps to be capable of reaching the summit of Everest, although the first experience might be advantageous.

The strength of UEFA's competitions is the strength of European football. Everyone who contributes to the UEFA Champions League or the European Football Championship is responsible

for the promotion, protection and advancement of the game – players, coaches, referees, clubs, administrators and fans. The quality depends on the depth. It is not enough to have a few elite teams dominating the scene. We need variety and competitive intensity. Just think of Valencia's sterling efforts in 2000 and 2001 – twice the UEFA Champions League bridesmaid, never the bride! Or 'the added' value which Arsène Wenger and Arsenal have given to the UEFA Champions League without actually winning it (so far). Yes, everything in football stems from its competitions. For the last 50 years, UEFA's top club and national team championships have created a showcase for the best in European football, and it is vital for the future health of the game on our continent that we recognise, defend and develop UEFA's flagship competitions – the UEFA Champions League and the European Championship. They are, after all, our core business and our priceless heritage.



A jubilant Otto Rehhagel after Greece's victory over Portugal in the EURO 2004 final.



## INTERVIEW

BY ANDY ROXBURGH,  
UEFA TECHNICAL DIRECTOR



**TO SAY THAT JÜRGEN KLINSMANN WAS A GOOD PLAYER IS AN UNDERSTATEMENT. JÜRGEN WAS EXTREMELY GIFTED, AND HIS PLAYING RECORD PROVES IT: FIFA WORLD CHAMPION (1990), EUROPEAN CHAMPION (1996), OLYMPIC BRONZE MEDALLIST (1988), TWICE UEFA CUP CHAMPION (1991 WITH INTERNAZIONALE AND 1996 WITH BAYERN MÜNCHEN), GERMAN CHAMPION (1997 WITH BAYERN MÜNCHEN), 108 CAPS AND 47 GOALS FOR GERMANY. THERE IS MORE: FOOTBALLER OF THE YEAR IN GERMANY (1988 AND 1994), FOOTBALLER OF THE YEAR IN ENGLAND (1995), EUROPEAN FOOTBALLER OF THE YEAR RUNNER-UP (1995), AND GOALS GALORE IN THE TOP LEAGUES OF GERMANY, ITALY, FRANCE AND ENGLAND. WHAT A PLAYER, WHAT AN IMAGE. INEVITABLY, JÜRGEN, THE GREAT COMMUNICATOR, WENT THROUGH THE METAMORPHOSIS FROM ELEGANT PLAYER TO HUNGRY COACH, NOT TO MENTION SHREWD BUSINESSMAN. AS THE LEADER OF THE GERMAN NATIONAL TEAM AT THE 2006 FIFA WORLD CUP, HE WILL TRY TO SATISFY THE ASPIRATIONS OF HIS COUNTRYMEN AND CAPTURE FOOTBALL'S ULTIMATE PRIZE. DESPITE THE HEAVY BURDEN, HE CARRIES HIS RESPONSIBILITIES WITH IMPRESSIVE DIGNITY, FOCUS AND STYLE. THE MAN IN THE SHARPLY DEFINED SPOTLIGHT IS...**

# JÜRGEN KLINSMANN

### 1 • When you were a player, were you already thinking about a coaching career?

No, not at all. As a player you focus on giving your best for the team and try to be the best you can be. In England, where they sometimes go for the player/manager solution it was an option, but this does not happen anywhere else, and I never really thought about becoming a coach or manager. There are some players who already show the characteristics for becoming a coach when they are playing or training, but I was not one of them.

### 2 • For you, what are the biggest differences between coaching and playing?

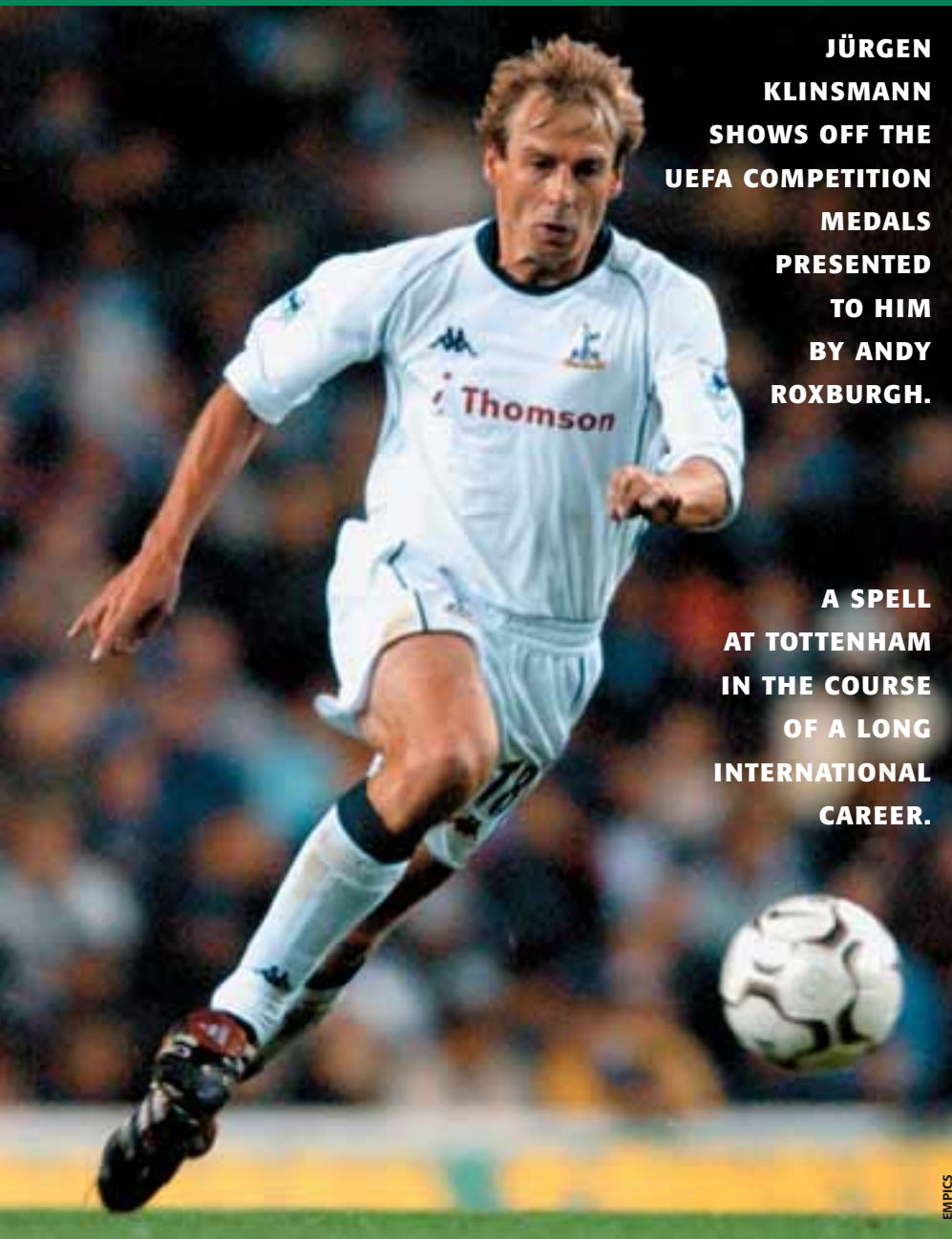
As a coach, you realise that your influence on the game is minimal once the action begins. The emphasis as a coach is on the preparation, the tactics, com-

munication with the players; but once the game starts it becomes mainly a game for players. From the technical area you can have an influence through tactical moves or substitutions, but you really have to let go a little once the action starts. As a player, you can take responsibility because you have the power to make things happen. As a coach, you have fewer possibilities to make an impact once the game is in progress.

### 3 • What has changed around the national team since you were a player?

Things are always changing. For example, the media attention now is far greater than it was ten or 15 years ago. The professional environment has changed and in many ways has improved. Different aspects have developed: like the profession-

alism of scouting, the analysis systems and the medical side, which continues to reach new levels of expertise. You are always looking for ways to make a difference. The new generation of players have grown up in a different environment from my day. The work has become more individual, whereas in my day everything was team-orientated. Now we have small groups or we work with individual players. It is a fascinating evolution and you try to do the best you can for every single player. Money, of course, has had an effect – it is not easy for young players to deal with large amounts of money, but that has always been the case. It is clear that the education of players will become even more important in the future. You need to develop people, not just football players. You need to help the players with their technical work to make



**JÜRGEN  
KLINSMANN  
SHOWS OFF THE  
UEFA COMPETITION  
MEDALS  
PRESENTED  
TO HIM  
BY ANDY  
ROXBURGH.**

**A SPELL  
AT TOTTENHAM  
IN THE COURSE  
OF A LONG  
INTERNATIONAL  
CAREER.**



and successful coaches. I also worked with Otto Rehhagel, Giovanni Trapattoni, Ossie Ardiles, César Luís Menotti, Arsène Wenger – an amazing number of high-profile coaches. And I picked up something from them all. I learned a lot from Arie Haan during my time in Stuttgart, and with Arsène Wenger at Monaco, such as the way to handle people and to be respectful because the person comes first. I am very thankful for the opportunities I have had. Each coach had his own style and I learned from them that it is much more than just thinking about the result at the end of the week.

If I think back to my time in the national team, I was impressed by Franz Beckenbauer's easy way of handling things and how he was always positive. Above all, he was incredibly charismatic. Berti Vogts was such a detailed worker – he was extremely well prepared for every training session. Arie Haan was very influential in my early years, but all the others gave me something. The way Arsène Wenger developed players was very impressive – at the time in Monaco, I often wondered why he did certain things but then later I would see the positive results of his work with particular players.

them better players and you must offer them assistance to help them become stronger personalities. Players will become more conscious about their careers – they will plan their careers better and will invest in their own development, which was not the case before. In US sport, the athletes take part in preparation programmes to make sure they are ready for the pre-season training with their teams. Areas like sports science and psychology have become more significant in recent years. But we must remember that it is in the games and the tournaments that your work will be measured and the players will be judged.

**4 • How would you describe your style as a manager/coach?**

I see myself as the leader of a team – I am a team player. I have a big staff and I discuss everything with them.

Of course, I have to make the final decisions if we do not have an agreement. So far we have always had a solution before the decision is made and that makes me feel very comfortable. I was used to making my own decisions as a player – I did not have an agent and I negotiated my own contracts. There will be times when it will be difficult, especially when you need to say no to people. I can make the difficult decisions even though it is not pleasant. I deal with everyone on a personal basis when I am communicating my decisions.

**5 • Who have been the biggest influences on you as a player and as a coach?**

I was very lucky. For almost 18 years as a professional player, I worked with people like Franz Beckenbauer and Berti Vogts, both World Cup winners

**6 • What are the main difficulties you have faced since becoming Germany's national coach?**

Firstly, it was important to analyse the problems I was facing. Then, how to build the 'team behind the team'. Deciding who was responsible for what. You need to put a group of people together that you feel comfortable with and who are extremely competent in their roles. I had to learn quickly to deal with the players' side and also the environment I was facing. Certain questions took priority. For example: What type of football would we like to play with the German national team? What will we stand for? What is our identity? I had to learn fast to understand the various mentalities I faced in my new role. The media were critical and curious – my lack of coaching experience was





## ONE OF THE DEFINING MOMENTS IN JÜRGEN KLINSMANN'S CAREER: WINNING THE WORLD CUP IN 1990.

confidence to perform. It is also important to keep the environment around the team as relaxed as possible – this is very important especially as we are playing a World Cup in our own country and the pressure, especially through the media, might get too high. I want all of us to feel relaxed but very focused. Our goal is to win the World Cup, and we have declared that early so that the players learn to deal with that expectation. When top countries like England or Italy play a tournament in their own country, people dream about winning it. In Germany, the expectations are there and the players must handle that.

a factor, as was the residence issue with my commitment to commute between the United States and Germany. Although the media would like to have you available 24/7, not being there actually helps me to focus on our priorities. I don't get caught up in the day-to-day domestic issues. The Confederations Cup helped us a lot – it was a big step. The people saw that we were doing a good job and working very hard, and it has developed from there.

### 7 • What are your priorities when preparing the German national team?

My priority is to get the team behind the team working together to produce the right chemistry in the squad. To make sure that the fitness is right and that our young players have the

### 8 • In your view, which teams will start out as favourites for the 2006 World Cup in Germany? Any surprises?

Based on our experience of the Confederations Cup, we see that Brazil and Argentina are ahead in terms of quality and how to deal with certain moments in the game. Other big teams like England, France and Italy are strong and capable of making a difference. We believe that Ukraine could be a surprise because Oleg Blokhin has developed them very well over recent years. Pre-tournament, it looks like Brazil and Argentina are up to the challenge, but we will see.



Jürgen Klinsmann gives instructions to his players.

### 9 • What do you think about the UEFA Champions League?

The UEFA Champions League sets the tone for football because you have the best players in the world performing in the competition and they put their stamp on it. Top coaches are also there and they influence how the game is developed – they lead the trends because they are working at it every day. If you look at the big teams there, they are international teams put together from many different countries. The UEFA Champions League coaches/players definitely lead the way.

### 10 • How do you handle pressure from the media?

I have no problem with pressure – everybody talks about it, but it is not a physical thing and therefore does not create a problem for me. As a player, the higher the expectations, the more I liked it; the bigger the game, the more I liked it. Maybe that is why I always pushed myself in big tournaments. In every tournament, I was right there, at the right time, because I felt those special moments had to be grabbed. Even as a national coach, I accept the challenge and the responsibility. Being in control, you can set the limits and decide how much you do yourself, for example with the media. It is not easy for the media today – their focus is on selling and not just information. We have to find our way to deal with it – for sure, we will not change it. But, as I said, I have no trouble dealing with the pressure – I am used to it.

### 11 • Tactically, what do you expect the trends to be during the World Cup?

As with the UEFA Champions League, the World Cup will emphasise compact play, less and less space, team efficiency. Even with teams well prepared, including physically, it will often be down to the mental aspect and who can make a difference. A set-play, a counter, an individual effort can be decisive. The transition becomes more and more important. Reaction speed





**PREVIOUSLY IT WAS THE GERMAN NATIONAL TEAM STRIP, NOW IT'S THE NATIONAL COACH'S TRACKSUIT.**

EMPICS



Still fit enough to take part in training.

is vital – players must be alert and in peak physical condition. Even in training, this awareness must be developed.

**12 • To what extent do you believe in using technology, psychologists, and fitness specialists as aids for your team's preparation?**

I think we will go in this direction more and more because it is not possible for a coach to be an expert in all these areas. You need to have a big staff who filter information and pass it down to you. You learn a lot from these experts – I profit a great deal from their input. In the past, the coach did everything – now you manage a big staff and a team. You could say that you are the manager of two teams. I try to communicate with the players directly, but if

**JÜRGEN KLINSMANN WITH ANOTHER FOOTBALLING LEGEND, PELÉ.**

FIFE/AFP/GETTY IMAGES



KÖPSEL/BONGARTS/GETTY IMAGES

I feel that certain things are better relayed by a third party, then I do it that way.

**13 • How do you deal with the stress of the job?**

I am a workout fanatic. I train for an hour and a half every day and I play for a local amateur team. I swim, cycle, run, etc. I even went running in Montreux on the morning of the EURO 2008 draw in January. If you come up with a veterans' World Cup, I could maybe make a comeback as a player!

**14 • You were a great striker – to what extent has that background influenced your philosophy as a coach?**

It definitely has had an influence on my coaching philosophy because I am definitely more attack-minded than I might have been. To make sure I was not on the wrong track, I asked the national team coaching staff and the players if they agreed with my view. They accepted that it is our mentality

to put people under pressure, to be very physical, to be very dynamic and attack-orientated. We defined our style in discussions with the team. The key players, that is the leaders in the team, have a big influence on how we play, especially with so many youngsters in the squad. In my day, we were more playful, probably because we learned to play in the streets. Today's young players are more focused – they are planners. They are more calculating in their attitude towards their performance and careers than we were.

**15 • What has been your best moment in football so far?**

There are so many personal memories that you carry around with you. A special moment for me was in 1994 when we played in South Africa. As the captain of Germany, I introduced my team-mates to Nelson Mandela and this is something that I will never forget. It is all those moments that prove that football is about so much more than just a result. It goes so deep into the social and educational aspects of life. It helped me to develop as a young person. I learned languages, created a worldwide network of contacts – I would never have met my wife and lived in another continent if it had not been for football. I would never have had any of that without the game. Jürgen the player is now in the archives – it is my role as a coach which now takes centre stage.



Jürgen coping with pressure from the media.

MARIT/AFP/GETTY IMAGES



GETTY IMAGES

**RAFAEL BENÍTEZ.**

# A LICENCE TO COACH

**UEFA CHAMPIONS LEAGUE WINNERS RAFAEL BENÍTEZ OF LIVERPOOL AND FABIO CAPELLO OF JUVENTUS ARE GOOD EXAMPLES OF COACHES WHO HAVE REACHED THE TOP OF THE COACHING PROFESSION THROUGH YEARS OF TRAINING, STUDY, COACHING PRACTICE AND WORK EXPERIENCE. BOTH HAVE A UEFA PROFESSIONAL LICENCE, THE RESULT OF THEIR INTENSIVE EDUCATION IN SPAIN AND ITALY RESPECTIVELY.**

Of course, having a licence does not guarantee that someone will become a success at the top level of football. Just because you have a driving licence does not mean that you will become Michael Schumacher, but it does provide an assurance that you have reached a minimum standard and that you can be put in charge of a car. Those responsible for managing and coaching football teams should also prove their basic capacity to do the job before they are allowed to take control of football's greatest asset – its players. Good coaches create talented players and successful teams, and UEFA is committed to assisting the national associations with their training programmes. The European coaching licence (UEFA Convention on the Mutual Recognition of Coaching Qualifications, to give the programme its official title) has given the associations the stimulus, the criteria and the support to raise the benchmark in the field of coach education.

The idea of a European coaching licence was born in New York in 1991 at a UEFA Executive Committee meeting. A working group was formed under the leadership of Dr Václav Jira of Czechoslovakia who, at the time,

was chairman of UEFA's Committee for Technical Development. Although Dr Jira died in 1993, his name was given to the commission (later called a panel) which had the job of implementing the project. Following three years of research and discussion, the inaugural meeting of the Jira Commission was held in Paris in March 1995, and three months later the first UEFA Coach Education Directors Conference took place in Nyon. The convention

concept and the criteria for a three-level educational system – B, A and Professional – were introduced. The ball was rolling and, in January 1998, the first six associations (Denmark, France, Germany, Italy, Netherlands and Spain) signed the UEFA coaching convention. By the end of 2005, 48 associations had UEFA-sanctioned programmes – 28 of them with professional licence approval. Today, approximately 150,000 coaches



The president of the French Football Federation Jean-Pierre Escalettes and UEFA CEO Lars-Christer Olsson sign the convention.



## FABIO CAPELLO.



SERINELL/AP/GETTY IMAGES

throughout Europe have a UEFA-endorsed coaching licence.

Why did we do it? Firstly, the aim was to keep football's development in the hands of football people. We did not want other agencies taking over this crucial area of the game. In addition, our aim was to facilitate and control the cross-border movement of qualified coaches; raise standards throughout Europe, create greater cooperation between European technicians, establish football as a regulated profession, offer greater opportunities for further education, protect players from unskilled 'coaches', overcome insular attitudes, and improve the position and recognition of European coaches. Many of these targets have been achieved, but more has to be done to further improve the general quality of coach education throughout Europe, and especially to achieve a professional status (with appropriate regulations, conditions and protection) for those who make their living as a football coach.

The next step will be to close the circle – to have all 52 associations as members of the convention, at least at B level. The Jira Panel is working on a project to add a specialised youth licence to the UEFA structure, while other areas, such as futsal, fitness training and goalkeeping are being examined. A renewal policy, which requires associations to have their coach education programme reassessed every three years, has been introduced and will be fully implemented in the next few years – the credibility of the convention depends on this requirement. Furthermore, the convention regulations and criteria will continue to be examined and modifications made where appropriate. Coaching coaches is a dynamic process – past practice is not neces-



BAUWANN/BOZZANI

The Jira Panel is the driving force behind the UEFA coaching convention.

sarily best practice, and improvements must constantly be sought.

When associations compete, they remain independent – when they develop their coach education programmes, they become interdependent. We have seen this in the development of the European coaching licence. It has been a cooperative venture, with many top technicians from all over Europe investing their time, energy and knowledge in UEFA's coaching programme.

If you have been a great player, do you really need to be trained as a coach? High-level playing experience does not necessarily equate with coaching acumen – a big career as a player can be an advantage and can open doors, but it does not automatically lead to coaching success. Of course, there will always be exceptions to the rule (i.e. the natural), but a system of education cannot be based on a few exceptional talents. Progress is based on design and not on chance. Well-organised

coach education programmes and compulsory licences in the top professional leagues have become the norm, and the UEFA coaching convention and the UEFA club licence have aided this positive evolution.

Having a licence to coach is one thing – emulating Rafael Benítez and Fabio Capello is another. Their formal training certainly gave them a solid start, pointed them in the right direction, and helped them to define their coaching style and philosophy. They added the rest. Thus, the aim of the UEFA coaching convention is to create a coach education environment throughout Europe, where those with talent can flourish, become self-reliant and be free to live their coaching dreams. Some, like Rafael Benítez and Fabio Capello, will even become the champions of Europe.

### **ANDY ROXBURGH**

*UEFA Technical Director  
and Chairman of the Jira Panel*



**A FEW OF THE  
PUBLICATIONS AVAILABLE  
TO THE MEMBERS  
OF THE COACHES CIRCLE.**

# THE UEFA COACHES CIRCLE

**REGULAR READERS OF THE TECHNICIAN WILL BE NO STRANGERS  
TO THE COACHING CONVENTION. BUT, IN RECENT MONTHS, WE'VE BEEN ASKED TO CLARIFY HOW  
THE COACHES CIRCLE FITS INTO THE PICTURE. HERE GOES:**

UEFA operates two major programmes to support coach education in Europe: the UEFA Coaching Convention (training coaches) and, the UEFA Coaches Circle (serving coaches).

The UEFA Coaching Convention is an endorsement programme concerned with the training of coaches. To date, 48 of the 52 member associations have had their coach education certification programmes approved by UEFA at least at B level. Courses of instruction and qualifications that meet the

UEFA criteria are recognised at the Basic (B), Advanced (A) and Pro (Professional) levels.

At the same time, UEFA organises a wide range of specialised events for coaches working with national teams, elite club teams, player development, coach education and grassroots football. In addition, UEFA has built up an information service that includes publications such as The Technician, The Women's Technician, The Grassroots Newsletter, The Futsal Technician as

well as technical reports, coaching videos, training materials, research data and technical material, all of which is published on [www.uefa.com](http://www.uefa.com).

In order to enhance the service provided, a framework with a distinct European identity has been created. This framework, the UEFA Coaches Circle, is designed to meet the needs of qualified, practising coaches working with national associations or top professional clubs. Sir Alex Ferguson of Manchester United is the inaugural honorary leader of the Circle.

The Coaches Circle, including UEFA's technical events, supports the work of associations and clubs by providing an ongoing information flow for coaches with the aim of giving them a chance to keep abreast of trends and to make use of an extensive 'reference library', as well as maintaining contact with each other.

As part of the UEFA coaching programme, the Coaches Circle members have access to a password-protected UEFA Coaches Circle extranet.

The advantages of an extranet are that it provides a simple one-stop paperless reference for the time-challenged coach. The extranet has immensely more capacity than a paper archive: it can be accessed any time and anywhere the coach has



Rafael Benitez surrounded by his Liverpool players.



**SIR ALEX FERGUSON,  
INAUGURAL LEADER OF THE  
CIRCLE, WITH THE  
2006 ENGLISH LEAGUE CUP.**

**FRANK RIJKAARD:  
INTERVIEWED FOR THE  
TECHNICIAN.**



Internet access. In addition, it provides material in all media with text, graphics, audio and video files already available. Unlike paper-based files and reference shelves, the online archives are easier to access and it is impossible to lose or mislay documents!

The rich content is designed to be used by coaches and can also easily be printed off or displayed for coaches and players. So far, over 200 members of the Coaches Circle working in European national associations and clubs have accepted the invitation and have signed up to use this coaching tool.

#### **The services on offer include the following:**

- Case studies of young player development, for example, at AFC Ajax, FC Bayern München, Real Madrid CF and Tottenham Hotspur FC.
- The outline of the German national association's 50 professional coaching diploma courses.
- Over 20 animated Tactfoot training practices (with many more to follow).
- Research reports, including a survey of the top 200 youth academies in Europe.
- Sports science features provided by Liverpool's John Moores University.

- The digital archive of back numbers of The Technician, The Women's Technician, Medicine Matters and the Grassroots Newsletter in the languages in which they were originally printed.
- Digital copies of previous technical reports on the UEFA Champions League, European Championships and European Futsal Championships.
- Syllabuses and recommended reading from over 40 European national associations.

**In January, the first audio and video files were made available and these now include:**

- Video interviews, for example, with Rafael Benítez and Frank Rijkaard.
- Video skills features.
- A video review of successful tactics, for example, wide free-kicks in the attacking third.
- Keynote lectures with accompanying PowerPoint slides from Per Ravn Omdal, UEFA vice-president, on grassroots development in Norway, and Packie Bonner, Technical Director of the Football Association of Ireland, on the FAI's Technical Development Plan.

The extranet also provides a comprehensive directory of member telephone and email contacts as well as an informative calendar of events.

The majority of the written text is provided in English, but where material has already been translated by UEFA into the other UEFA languages these are also provided. All members of the Coaches Circle who have signed up for the extranet receive a monthly e-newsletter from UEFA's Technical Director, Andy Roxburgh, informing them about the current status and updated features to be found on the extranet. "Coaches need to be aware of the range and depth of material available, which is growing monthly," he says. "Even if technicians use the service only once a month, I am absolutely sure they will find it useful."



**LARS LAGERBÄCK,  
ONE OF THE TECHNICIANS  
INVITED TO THE DIALOGUE  
WITH THE REFEREES.**

# SEARCHING FOR UTOPIA

**CYNICAL VOICES MIGHT MAINTAIN THAT GETTING COACHES AND REFEREES ONTO THE SAME WAVELENGTH IS TANTAMOUNT TO SEARCHING FOR UTOPIA. BUT THIS IS ONE UTOPIA THAT UEFA IS DETERMINED TO KEEP SEARCHING FOR – AND THAT IS WHY A GROUP OF TECHNICIANS ATTENDED THE UEFA ADVANCED COURSE FOR ELITE AND PREMIER REFEREES STAGED IN BARCELONA.**

It was heartening to read, in the foreword to the event programme, that “representatives of UEFA’s Technical Group have now attended the last two UEFA referee courses and the understanding between technicians and referees is visibly improving”. The presence of Roy Hodgson, Lars Lagerbäck, György Mezey, Holger Osieck, Andy Roxburgh and Frank Rijkaard’s right-hand man at FC Barcelona, Henk ten Cate, represented another step in the right direction – and the ‘right direction’ leads towards understanding, mutual respect and common interpretation of the game and its laws.

It could be argued that the contact between officials and technicians was just as valuable as the discussions on technical topics. But the debate focused on some vital areas, such as:

## **Offside**

Inevitably, the current offside interpretation was a bone of contention. There was a nod of approval for the decision to draw a line under the guidelines tested at last year’s Confederations Cup, but the desire to experiment was interpreted by many as a symptom that coaches and match officials are still not completely at ease with the current formula. The technicians accepted the thinking behind the ‘wait and see’ approach now adopted by assistants before raising the offside flag but felt that, where there is a clear offside in

a central position, failure to react with an immediately flagged offside decision can create confusion on the field, in the technical area and among spectators. Within the current parameters, there is no easy solution. But the referees took note of the technicians’ conviction that players should not be allowed to take unfair advantage of offside positions or, worse still, that match strategy can easily become more conservative if defensive formations have to contend with opponents who deliberately place forwards in offside positions and channel play to them through other areas of the pitch.

## **Transition**

The technicians stressed that the moments following the switch of ball possession from one team to the other are key components within the structure of the modern game. Situations where the team winning the ball tries to counter-attack quickly and effectively while the team losing possession aims immediately to break up that counter-attack generate a series of challenges for the referee and his assistants. For them, fast transitions demand equally rapid responses in terms of keeping abreast of play in order to judge situations and punishments as efficiently as possible.



One versus one situations in the penalty box are key moments for the referee.





EMPICS

This means getting into a position to spot problems in and around the box or to assess one versus one situations involving the goalkeeper – which are incidents that in terms of penalties or red cards are potential match-deciders. However, the technicians underlined the need for referees to detect and punish the more surreptitious elements during the decisive moments of transition. Pressing systems need to be understood by the match officials and the persistent use of ‘innocuous’ fouls or block-offs in order to break up counter-attacks should not be allowed to go unpunished.

### Simulation

Elsewhere in the course, the referees had, once again, broached the subject of simulation. This is normally associated with players going down in the box and claiming a penalty. But, during the dialogue between match officials and technicians, one of the items discussed was how to detect and deal with situations where a player feigns injury after being dispossessed in order to pre-empt an opposition counter-attack. This is evidently not an issue when the referee adjudges the ball-winning tackle to have been unfair and stops play to award a free-kick. But it does become an issue when a player who has been fairly dispossessed feigns a serious injury convincingly enough to persuade the opposition to kick the ball into touch in order to allow him or her to receive treatment. Insult is often added to ‘injury’ when the dispossessed team responds to the ‘fair play’ gesture by returning the ball deep into their opponent’s half and out of play. Then they press. The coaches reckoned that this constitutes a classic example of unsporting behaviour – and this an issue which must be addressed.

### Holding, pushing, elbowing... What can be done about underhand behaviour?

This was not only a talking point during conversations between technicians and referees in Barcelona but also the subject of an entire session during which the match officials rated the illicit use of



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Shirt-pulling isn't always as obvious as this!

hands and elbows as one of the major challenges facing them in the modern game. More and more, players seem to define the word ‘legal’ as ‘everything that is allowed by the referee’.

The video evidence was fascinating – and disturbing. Imagine, for example, that your team is awarded a free-kick in a wide position in the attacking third, not far from the assistant referee. Your big central defender joins the pack of players in the penalty area and, suddenly, you see him on the floor. Instinctively, you know what’s happened – and you might even feel the urge to tell the fourth official what has happened. But you saw nothing. All you are doing is putting two and two together and making four – or, rather, making four and assuming it’s two plus two. In this case, it is. One of the camera angles shows a defender, without so much as a blink or a change of expression, driving a backward blow with his elbow. The movement can be timed at 0.3 seconds.

For the match officials, the challenge here is not to find the correct punishment. It is patently and blatantly a red card offence. The challenge is detection, as the referee cannot base his decisions on two plus two thinking. If he doesn’t

see it, he can’t sanction it. And, amid the human jungles that spring up in the penalty area at set plays, being focused on the correct pair of players for the critical 0.3 seconds is more a matter of luck than judgement. Or is it? The match officials – and it will be interesting to hear whether the current experimentation with radio communication helps out – are aware that positioning and teamwork are the key elements when it comes to detecting and punishing the illegal use of hands and elbows at set-plays and, very often, the compulsory positioning of assistant referees at corner-kicks means that they can’t always be as helpful as they would like.

But holding, blocking and shirt-tugging are by no means exclusive to situations in a packed penalty box. After their discussions in Barcelona, the referees agreed that there is a need to clamp down on the illicit use of hands. But they also agreed that announcing a ‘zero tolerance’ attitude in mid-season is hardly appropriate. Their feeling was that if a stricter policy on the illegal use of hands was introduced, it could best be implemented at final tournaments or at the beginning of a season, when the participating teams can be given advance warning. Another topic for further discussion!



PHOTO NEWS



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**JOE VENGLOS IS ALSO A MEMBER OF UEFA'S TECHNICAL STUDY GROUPS.**

# JOE VENGLOS

**JOE VENGLOS (VICE-CHAIRMAN AND FORMER CHAIRMAN OF UEFA'S COMMITTEE FOR TECHNICAL DEVELOPMENT) IS 70 YEARS OLD. ANDY ROXBURGH, UEFA TECHNICAL DIRECTOR, PAYS TRIBUTE TO SLOVAKIA'S COACH OF THE 20<sup>TH</sup> CENTURY.**



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What's in a name? When the name is Venglos, it stands for something.

**V stands for value.** Everywhere Joe has worked, he has always given outstanding value. For example, with the Czechoslovakian national team (European Champions in 1976) and with top European clubs like Glasgow Celtic, Aston Villa, Benfica and Fenerbahçe.

**E stands for enthusiasm.** Joe is a great enthusiast and his passion for the game remains undiminished.

**N stands for a 'never say die' attitude.** Throughout his long career, Joe has shown great commitment, dedication and courage. He never gave up on a cause.

**G stands for gentlemen.** Joe has proved that you can be a highly competitive coach, yet show respect for those around you.

**L stands for loyalty.** The former Slovan Bratislava captain and first head coach of the Slovakian national team has always been loyal to his profession, his coaching colleagues, and to the game itself.

**O stands for 'Old Head'.** In an age when the word expert is often misused, Joe, president of the European Union of Coaches, is the genuine article – wise and knowledgeable about the art and the science of the game.

**S stands for sincerity.** Joe is a very sincere man – open, honest and wholehearted.

Without doubt, the name Joe Venglos stands for something in top-level football. I salute Joe Venglos the professional coach, but more so, I salute Joe Venglos the man.

Joe, on behalf of your UFEA coaching colleagues, I wish you a happy 70<sup>th</sup> birthday, and many more years of contributing to European football.

**A. R.**



ONE OF THE  
WORLD CUP VENUES:  
THE ALLIANZ ARENA  
IN MUNICH.



PA/EMPICS

# TRAINING

## MY FAVOURITE PRACTICE



### Technical Skills, Zonal Support and Crossing from the Wing

BY MARIANO MORENO

Coach Education Director, Spanish FA – UEFA Jira Panel Member



at least two or three passes before seeking out a team-mate on the wing. The wide player is limited to two touches.

- The two players in each wing section (one from each team) should shadow each other but not offer any serious opposition so that the attacking move is not obstructed.
- When a team wins or recovers the ball it carries out the same technical and tactical procedures for attack and defence.

#### Development

- Players in the central zone cannot enter the wing sections. They can assist by playing one-twos and receive the ball to shoot at goal, but can only enter the wing section when the coach changes the players' roles.
- As the training is quite intensive for the wide players (they have to defend as well as attack), the coach should change these players regularly.
- The practice should be similar to a real game: it continues at a normal pace and the emphasis is on scoring goals.

#### Key coaching points

- Players on the ball try to keep possession; if in difficulty they should pass to their wide players.
- Players in the central zone should time their attacking runs to meet the crosses from the wide players.
- Each team should maintain a balance between attack and defence; if they lose the ball they have to defend effectively.
- Communication and support should be encouraged.
- The players should be swift and effective in controlling the ball, passing, crossing and shooting.

#### Aim

- To encourage players' creativity, improve skills and vary passing distances.
- To encourage the player with the ball to pass to team-mates on either wing. The wide players drive forward and cross the ball to create a goalscoring opportunity.

#### Numbers

- Two teams of 8 v 8 (including goalkeepers).
- One goalkeeper, two defenders, two midfielders, one striker and one player in each wing section, all attacking and defending zonally.

#### Area

- Reduced pitch (length equal to width, approx. 68 x 68 m).

#### Rules

- A defender receives the ball from the goalkeeper. On the first touch, an opponent may put pressure on the player in possession. The opposition should build up pressure gradually.
- Players in the central zone should support by shaking off their markers and try to gain possession of the ball, then make

# AGENDA

2006

#### April 26-30

Futsal Cup Final: 1st leg

#### May 1-5

1st UEFA Regional Grassroots Workshop (Oslo)

#### May 3-7

Futsal Cup Final: 2nd leg

#### May 3-14

European Under-17 Championship (Luxembourg)

#### May 9

Jira Panel (Eindhoven)

#### May 10

UEFA Cup Final (Eindhoven)

#### May 17

Technical Development Committee (Paris)

#### May 17

UEFA Champions League Final (Paris)

#### May 20

Women's Cup Final: 1st leg (Potsdam)

#### May 23-June 4

European Under-21 Championship (Portugal)

#### May 27

Women's Cup Final: 2nd leg (Frankfurt)

#### June 9-July 9

2006 FIFA World Cup (Germany)

#### July 11-22

European Women's Under-19 Championship (Switzerland)

#### July 18-29

European Under-19 Championship (Poland)

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