



*“Once there is commitment to improve, a formal plan to improve, the tools to facilitate improvement and follow up, chances are greater that improvement will actually happen”*

## COACHING LEADERSHIP – THE 3 POINT IMPROVEMENT PLAN SAMPLE LETTER TO PLAYERS

Here is a sample letter to players I have used with good success:

(Date)

(Name of Team)

### TO ALL PLAYERS: 3 POINT IMPROVEMENT PLAN

We all want our team to be the best it can be, and for each player to continuously improve.

As an important part of meeting these objectives, the coaching staff and management are asking each player to write down on the attached form, and give to us on           Date           your 3 most important improvement goals **that you think would improve your contribution to the success of our team in your opinion.**

Your goals need to be very specific and doable. The coaches will discuss your plan with you. It is important that your most important goals and the coaches' ideas for your improvement to help the team are consistent. We will help you on and off the ice to meet your objectives and give you feedback about how you are doing.

Be honest and frank with yourself and put the most important things first in your personal skill improvement hockey plan for the benefit of the team.

Some examples of improvement points: improve my compete level; want it more than they do on every shift; stop on pucks and engage, reduce my turnovers; backcheck harder; better /quicker snap/slap/backhand shot; improve my passing under pressure; improve finding a passing lane; improve creating a passing lane for the puck carrier; bodycheck and finish my checks better; improve my shot location; talk with teammates on ice more; get to the puck first more often; shoot the puck out of our zone more if no safe pass; close the gap in the neutral zone better; eliminate odd man rushes; take less penalties; play better give-go-receive the puck hockey; learn and be able to execute more 3 on 2 and 2 on 1 plays better; find the open spaces in the neutral zone on regroup at full speed better; win more faceoffs; tie-up on Dzone faceoffs; shoot more; crash the net more; play better all around defensive hockey; eliminate fly-bys; or, win more puck battles. Or for goalies: challenge the shooter on the white ice more; handle the puck better; don't go down too early; get back up in position faster; freeze the puck more; communicate with our D more re their forecheck. There will be others you can think of.

Please let us have your personal 3 Point Skill Improvement Plan on           Date          , and then meetings will take place with each player.

Please remember as we win or suffer some losses and meet other challenges as a team (every team has its ups and downs), that the true strength of a successful team lies **in the team** and how individuals deal with adversity and challenges together as a team. It's easy in the good times but the true character of a



team comes out in the struggles, along with the highest levels of satisfaction when the challenges are overcome.

I know we all feel we have the potential to take our game to the next level.

It's all about the team. So, let's individually document how each player can help the team get better in these 3 Point Skill Improvement Plans and then meet our goals together.

**AND REMEMBER, KNOWING IS NOT DOING, TALKING IS NOT DOING, DOING IS DOING.**

Mark

PLAYER NAME: \_\_\_\_\_

**MY 3 POINT PERSONAL IMPROVEMENT PLAN THAT WOULD CONTRIBUTE TO THE SUCCESS OF THE TEAM THE MOST IS, AND I COMMIT TO THESE GOALS**

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