



9<sup>th</sup> October 2023

Subject: Academy Team Selection Process - A New Approach

Dear Cashmere Technical Members,

We hope this letter finds you in good health and high spirits after a successful season. As we look forward to next season, we want to share some exciting updates regarding our Academy team selection process. While this information focuses on the Academy teams, it will influence our Development teams and also the teams below that.

Traditionally, we have held a one-off “Team Selection” day where players gather to showcase their ability in the hopes of securing a place in our academy teams. While this approach has served us well in the past, we believe it's time to embrace a more comprehensive and holistic method that will not only benefit the players but also contribute to the overall growth of our club.

Starting this year, we will be transitioning to a 3-week selection process consisting of 6 sessions for players to attend and be seen by the coaching staff here at the club. Only players interested in being in the Cashmere Tech Academy teams should attend and if players want to play in our Development Teams (Division 1) and in the grades below that we will run a Team Selection Day like we have done in previous years in February 2024.

This change will only affect the boys Academy teams this year, but we may look at changing this for next season.

We understand that change can raise questions, and we'd like to take this opportunity to explain the reasons behind this decision:

**1. Better Evaluation:** A single trial day may not provide a complete picture of a player's abilities. By spreading the evaluation over several weeks, our coaches can gain a deeper understanding of each player's skills, adaptability, and potential.

**2. Reduced Pressure:** One-off trials often lead to heightened stress and anxiety among players, affecting their performance. With multiple sessions, players will have the chance to settle into the environment, showcase their ability more comfortably, and truly express themselves on the field.

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**3. Skill Development:** The extended selection process allows our coaches to provide more focused feedback and guidance to players that make the Academy team and also to the players who fall just outside the Academy team. This approach aligns with our commitment to player development, ensuring that those who join our Academy and those in the Development teams are set up for long-term success.

**4. Team Dynamics:** Building a successful team requires more than just individual talent. The 3-week process will enable coaches to observe how players interact, communicate, and collaborate with their peers, ensuring a well-rounded and cohesive team.

**5. Fairness and Inclusion:** Our new process offers a fairer chance to players who might have an off day during a single trial. It also accommodates players who might not perform well under pressure but have great potential over a longer period.

**6. Confidence Building:** Players will have more opportunities to learn from mistakes and build on their strengths throughout the 3 weeks. This nurturing environment will ultimately boost the players confidence and contribute to their overall growth.

**7. Shopping Around:** The three-week Team Selection Process will hopefully help the club with players shopping around for clubs. Often we see players trialling at several clubs across the city and then picking the one they feel is the best. We want to avoid this. We will focus on our own player and continue to develop that sense of club spirit.

**8. Ease In February:** The club will be able to focus more on the other teams in the club in February making sure that they get the care and attention that they need when the teams are being selected.

This will only affect the 14<sup>th</sup>, 15<sup>th</sup> and 17<sup>th</sup> Grade Academy teams for 2024 and all other grades will have team selection dates announced very soon. We are confident that this change will elevate the quality of our academy teams and foster a stronger sense of community within our club.

All the Team Selection days will be at **Somerfield Park**.

The dates for the Academy Team Selection are as follows:

**14<sup>th</sup> Grade Academy (2010 born players)**

Tuesday 21<sup>st</sup> November – 4:15pm to 5:30pm

Wednesday 22<sup>nd</sup> November – 4:15pm to 5:30pm

Tuesday 28<sup>th</sup> November – 4:15pm to 5:30pm

Wednesday 29<sup>th</sup> November – 4:15pm to 5:30pm

Tuesday 5<sup>th</sup> December – 4:15pm to 5:30pm

Wednesday 6<sup>th</sup> December – 4:15pm to 5:30pm

**Register here:** <https://docs.google.com/forms/d/e/1FAIpQLScr84D1fX5exMbk6-tZ7Pb16i2lue6qDK-U8fCirzTDjmcPfQ/viewform>

**15<sup>th</sup> Grade Academy (2009 born players)**

Tuesday 21<sup>st</sup> November – 4:15pm to 5:30pm

Thursday 23<sup>rd</sup> November – 4:15pm to 5:30pm

Tuesday 28<sup>th</sup> November – 4:15pm to 5:30pm

Thursday 30<sup>th</sup> November – 4:15pm to 5:30pm

Tuesday 5<sup>th</sup> December – 4:15pm to 5:30pm

Thursday 7<sup>th</sup> December – 4:15pm to 5:30pm

**Register here:** <https://docs.google.com/forms/d/e/1FAIpQLScr84D1fX5exMbk6-tZ7Pb16i2lue6qDK-U8fCirzTDjmcPfQ/viewform>

**17<sup>th</sup> Grade Academy (2007 & 2008 born players)**

Tuesday 21<sup>st</sup> November – 4:15pm to 5:30pm

Thursday 23<sup>rd</sup> November – 4:15pm to 5:30pm

Tuesday 28<sup>th</sup> November – 4:15pm to 5:30pm

Thursday 30<sup>th</sup> November – 4:15pm to 5:30pm

Tuesday 5<sup>th</sup> December – 4:15pm to 5:30pm

Thursday 7<sup>th</sup> December – 4:15pm to 5:30pm

**Register here:** <https://docs.google.com/forms/d/e/1FAIpQLScr84D1fX5exMbk6-tZ7Pb16i2lue6qDK-U8fCirzTDjmcPfQ/viewform>

All players must register. All current Academy players **MUST** register also.

We will aim to have the teams announced alongside the coaching staff for the 2024 season by Friday 15<sup>th</sup> December. This will allow players to relax over Christmas and then focus on the 2024 season. We will endeavour to start the Academy season at the beginning of February 2024.

Thank you for your unwavering support and trust in our club. We look forward to witnessing the positive impact of this new approach on our players' development and the overall success of our teams.

Kind regards,

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