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## SIMULTANEOUS TRANSLATION



- 1 English
- 2 Français
- 3 Deutsch
- 4 Italiano
- 5 Español
- 6 русский язык
- 7 Polski

10th UEFA Conference for European National Team Coaches, 24-26.09.2012, Warsaw

## WHY?

- **Exchange Views**
- **Offer Proposals**
- **Talk Football**
- **Collect Info / Materials**
- **Meet Colleagues**



10th UEFA Conference for European National Team Coaches, 24-26.09.2012, Warsaw

 **10TH UEFA CONFERENCE FOR  
THE EUROPEAN NATIONAL TEAM COACHES**  
24-26 September 2012  
Warsaw, Poland

WE CARE ABOUT FOOTBALL

## Gianni Infantino



**UEFA General Secretary**

## Gianni Infantino



**UEFA General Secretary**

## Grzegorz Lato



**PZPN President**

## Giancarlo Abete



**UEFA Vice-President**

**FIGC President**

**UEFA Development &  
Technical Assistance  
Committee Chairman**



## 10TH UEFA CONFERENCE FOR THE EUROPEAN NATIONAL TEAM COACHES

24-26 September 2012  
Warsaw, Poland

WE CARE ABOUT FOOTBALL

10th UEFA National Coaches Team Conference – 24-26 September 2012, Warsaw

## 10<sup>th</sup> UEFA Conference For The European National Coaches 24-26 September 2012 Warsaw, Poland



- Introduction -

**Frank K. Ludolph**  
Head of Football  
Education Services

## UEFA CONFERENCES FOR THE EUROPEAN NATIONAL COACHES

I	19-21.09.1994	Stockholm, Sweden
II	16-18.09.1996	Copenhagen, Denmark
III	21-23.09.1998	Frankfurt, Germany
IV	11-13.09.2000	Geneva, Switzerland
V	23-25.09.2002	Warsaw, Poland
VI	20-22.09.2004	Stockholm, Sweden
VII	11-13.09.2006	Berlin, Germany
VIII	22-24.09.2008	Vienna, Austria
IX	20-22.09.2010	Madrid, Spain
X	22-24.09.2012	Warsaw, Poland

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## Who? *Wer?* Qui?

- **National Coaches**
- ***Technical Directors***
- **UEFA Development & Technical Assistance Committee**
- ***UEFA Football Committee***
- ***UEFA Technical Experts***
- **Special Guests**
- **Confederations/FIFA**
- **Polish Coaching Community**



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## *How? You!*

- ⚽ **Panel Discussions**
- ⚽ **Interviews**
- ⚽ **Presentations by Coaching Personalities**
- ⚽ **Discussion Groups**
- ⚽ **Active Involvement**
- ⚽ **Voice your opinion**
- ⚽ **Collecting useful material**



## **The National Teams – Celebrating Euro 2012** **- Conference Programme -**



## Monday, 24 September 2012

### Arrival Of Conference Participants

**09:00 UEFA Development and Technical Assistance Committee**

*Committee members only*

**12:00 Lunch** (*Meza Restaurant*)



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## Monday, 24 September 2012

**16:00 Introduction & Welcome Messages**

*Gianni Infantino, UEFA General Secretary*

*Grzegorz Lato, PZPN President*

*Giancarlo Abete, Chairman UEFA Development and Technical Assistance Committee*

**16:30 Conference Programme**

*Frank K. Ludolph, Head of UEFA Football Education Services*

**16:45 EURO 2012 – Technical Topics**

*Andy Roxburgh, UEFA Technical Director*

**17:45 Coffee break**



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## Monday, 24 September 2012

### 18:00 EURO 2012 – The Champion Coach

*Interview with Vicente Del Bosque, Head Coach Spanish National A Team*

### 18:45 Information for the evening & Photo Call

### 20:00 Dinner (Meza Restaurant)

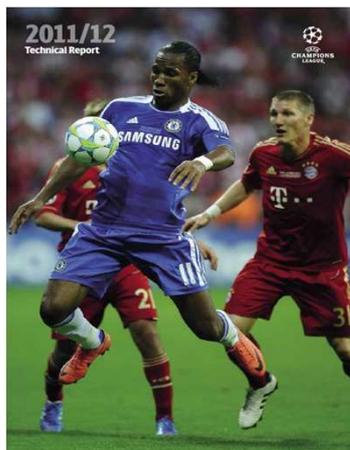


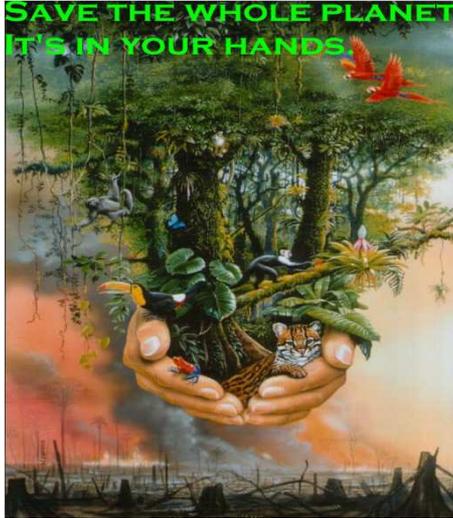
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### Football first

Match organisation Protecting the game Football development

Coaching & Coach Education Elite Youth Development Grassroots HatTrick Knowledge-sharing Study Group Scheme Top Executive Programme

#### National coaches conference set for Warsaw

Published: Friday 14 September 2012, 16:00 CET

The latest UEFA Conference for European National Team Coaches, a biennial forum for coaches to meet and exchange opinions, will be hosted by the Polish FA from 24–26 September.

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The last UEFA Conference for European National Team Coaches, in Madrid in 2010, involved such coaching luminaries as Fabio Capello and Ottmar Hitzfeld

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The tenth UEFA Conference for European National Team Coaches will be hosted by the Polish Football Federation (PZPN) in Warsaw from 24 to 26 September, providing an opportunity for all European national team coaches to meet, discuss recent trends and exchange views.

The national coaches and technical directors of UEFA's 53

#### NEWS

- Technical report published
- National coaches to meet
- Coaches' stamp of approval
- Coaches, UEFA in vital dialogue
- Forum for elite club coaches

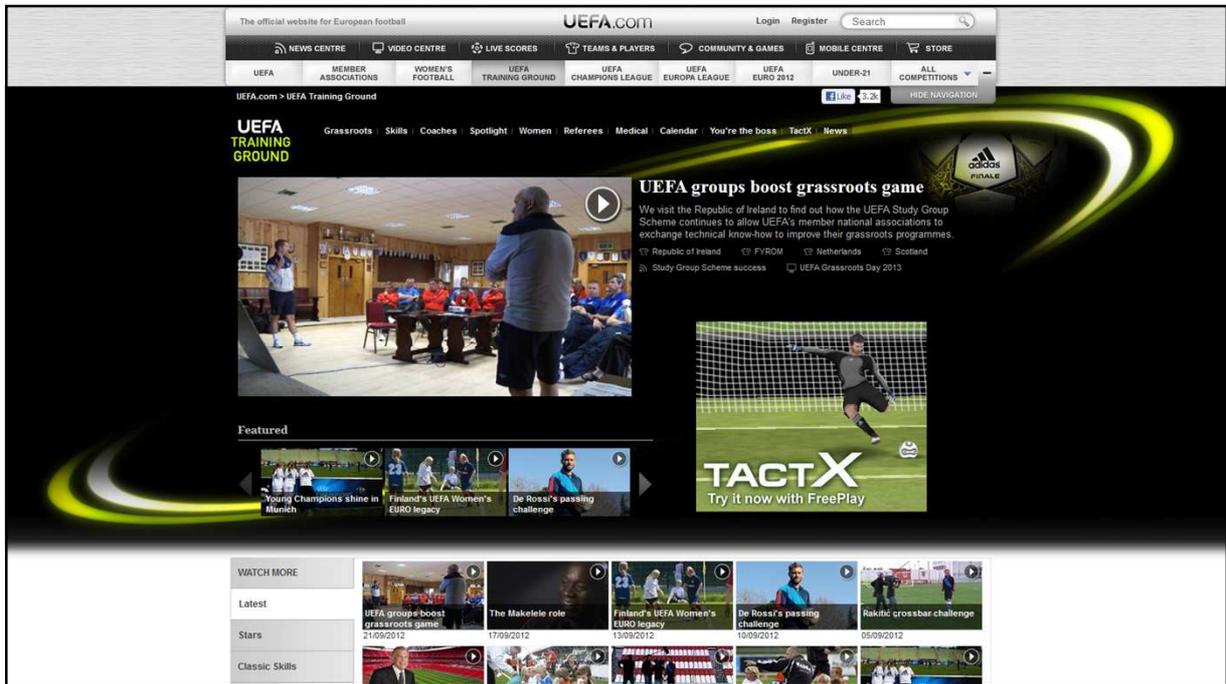
More

#### SUPPORTING DOCUMENTATION

- 2011/12 UEFA Champions League technical report
- Status of UEFA Coaching Convention membership as at 12 March 2012
- UEFA Coaching Convention Pyramid
- UEFA Coaching Convention Structure
- The Technician #52 (07.2012)
- The Technician #51 (02.2012)
- The Technician #50 (10.2011)
- The Technician #49 (06.2011)
- The Technician #48 (02.2011)
- The Technician #47 (10.2010)
- The Technician #46 (05.2010)
- The Technician #45 (02.2010)
- The Technician #44 (11.2009)
- The Technician #43 (08.2009)
- The Technician #42 (05.2009)
- The Technician #41 (02.2009)
- The Technician #40 (11.2008)
- Women's Technician #6 (02.2010)

#### RELATED ITEMS

- Coaches' stamp of approval
- Technical exchanges bear fruit
- Thumbs up for EURO tactics



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... enjoy this conference!

## Monday, 24 September 2012

### Arrival Of Conference Participants

**09:00** **UEFA Development and Technical Assistance Committee**

*Committee members only*

**12:00** **Lunch** (*Meza Restaurant*)

**16:00** **Introduction & Welcome Messages**

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**16:30** **Conference Programme**

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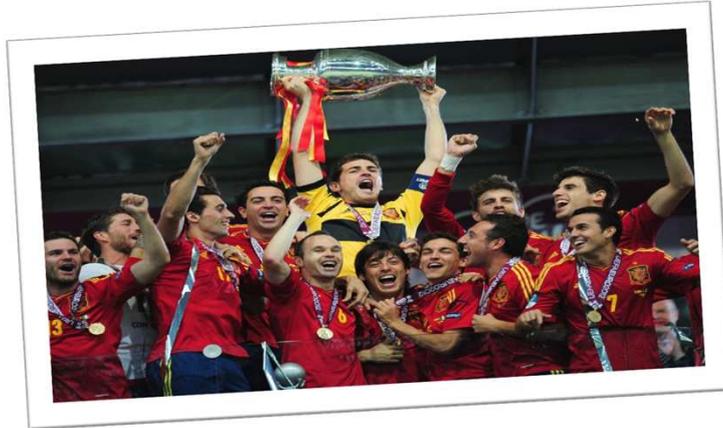
**16:45** **EURO 2012 – Technical Topics**

*Andy Roxburgh, UEFA Technical Director*

**17:45** **Coffee break**



## EURO 2012 – TECHNICAL TOPICS



### SOME REFLECTIONS

Presentation by Andy Roxburgh, UEFA Technical Director





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## THE BENCHMARK COMPETITIONS



**WORLD CUP**



**EURO**



**UCL**

## EURO REVIEW



**Why was the EURO such a success?**

## EURO - A SUCCESS

- Positive Play**
- Good Refereeing**
- Great Atmosphere**
- Impressive Stadiums**
- No Doping**
- Highly Competitive**



## THE HATTRICK



**2008**



**2010**



**2012**

## THE WINNING COACH



**VICENTE DEL BOSQUE**

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## THE WINNING DRESSING ROOM



**WHAT ARE THE KEY ELEMENTS?**

## KEY ELEMENTS?



1. PRESIDENT
2. COACH
3. STAFF
4. PLAYERS
5. TEAM
6. MENTALITY
7. PHILOSOPHY

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## KEY ELEMENTS?



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## VICENTE DEL BOSQUE



**UCL 2000/2002 – WORLD CUP 2010 – EURO 2012**

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## KEY ELEMENTS?



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## CHANCE OR DESIGN?



- National Youths
- Clubs
- Competitions
- Scouting
- Player Development Programme
- Coach Education

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## KEY ELEMENTS?



1. PRESIDENT
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7. PHILOSOPHY

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## CHEMISTRY / RELATIONSHIPS / DEPTH



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## KEY ELEMENTS?



1. PRESIDENT
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6. MENTALITY
7. PHILOSOPHY

## WINNING MENTALITY?



**ATTITUDE  
AND  
HABITS**

---

**PLUS  
CONFIDENCE**



*"Champions behave like champions before they are  
champions."*

Bill Walsh

## KEY ELEMENTS?



1. PRESIDENT
2. COACH
3. STAFF
4. PLAYERS
5. TEAM
6. MENTALITY
7. PHILOSOPHY

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## PHILOSOPHY

*"We set out to play a possession game with a high tempo, a lot of mobility and a nice balance between short and long passing."*

*Vicente del Bosque*



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## KEY ELEMENTS

- Human Relations
- Handling Difficult Moments
- Team Spirit
- A blend of Individuals
- Order and Talent



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## KEY ELEMENTS?



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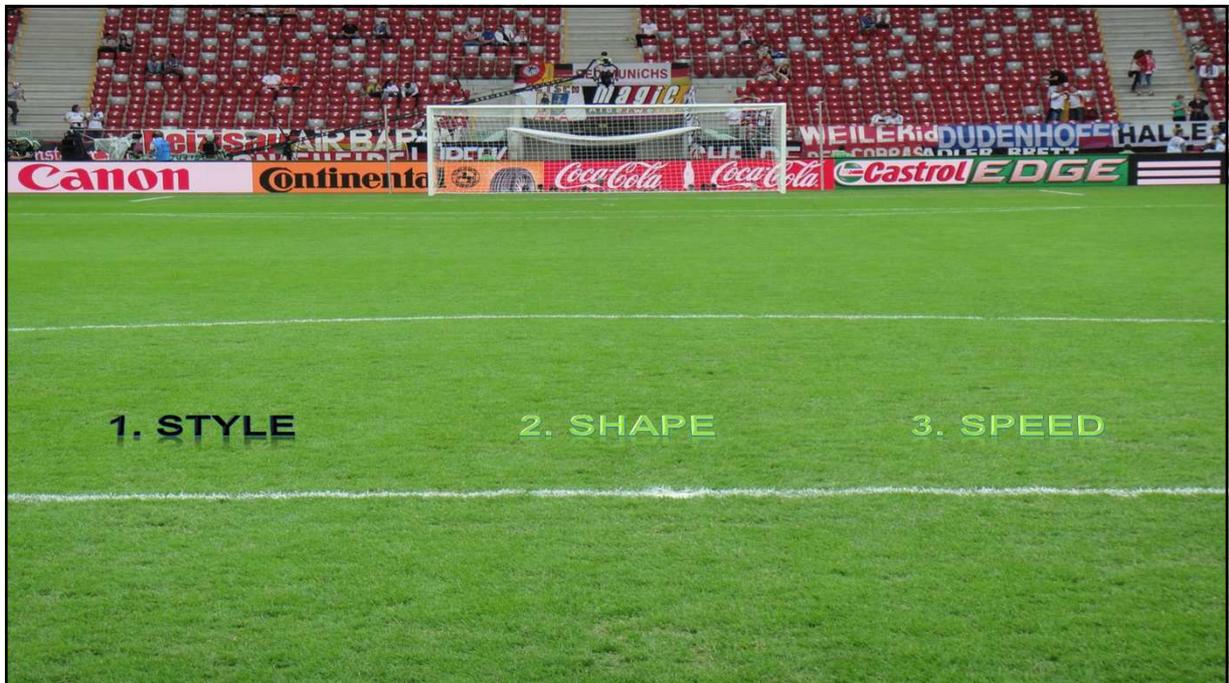
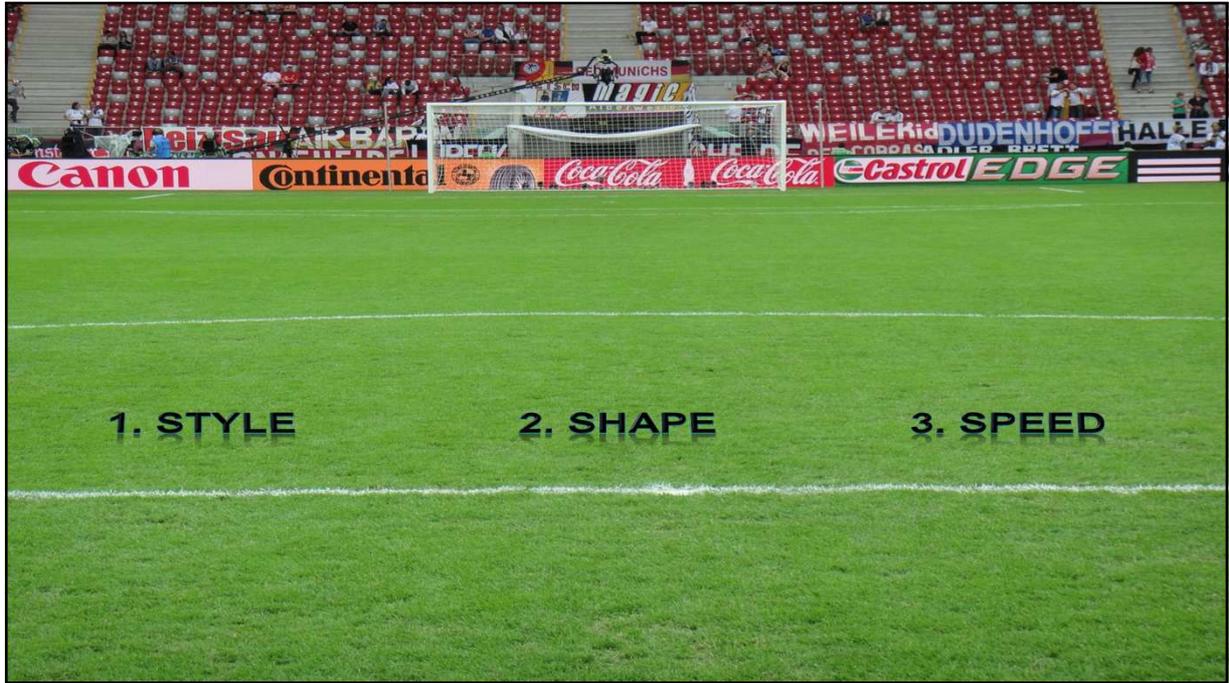


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## WHAT HAPPENED ON THE PITCH?



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## EURO 2012



Which style was successful?



Was the emphasis on:

- **Positive Possession**
- **Contain and Counter**
- **Direct Play**
- **Intense Pressing**



## STYLE

***The trend towards possession-based football is undeniable. The top teams tried to take the initiative.***

## STYLE

***"We are an old country with old methods and structures which we are trying to change."***

**Cesare Prandelli**



## STYLE

***"We decided to concentrate more on ball possession and on initiating the play. We set out the change of our footballing culture and to move away from reactive play".***

**Jögi Löw**



## EURO 2012

**11 Finalists – more than  
500 passes**

-----

**Spain 929 against Republic  
of Ireland**

## EURO 2012



Did the EURO reflect the trends of the UCL?

## UCL WINNERS

**2008** *Manchester United*

**2009** *FC Barcelona*

**2010** *Internazionale*

**2011** *FC Barcelona*

**2012** *Chelsea FC*



## PASSING PARADOX

**2009 Barcelona Av. 63%**

**2010 Inter Av. 45%**  
(32% in the final)

**2011 Barcelona Av. 68%**

**2012 Chelsea Av. 47%**  
(28% v Barca x2)



## PASSING



**Must successful teams above  
500 average**

## **RUNNING**

**Most distance covered –  
teams eliminated**



***“The game speed has increased because of the pace of the passing.”***

Frank De Boer

## **FC BARCELONA**

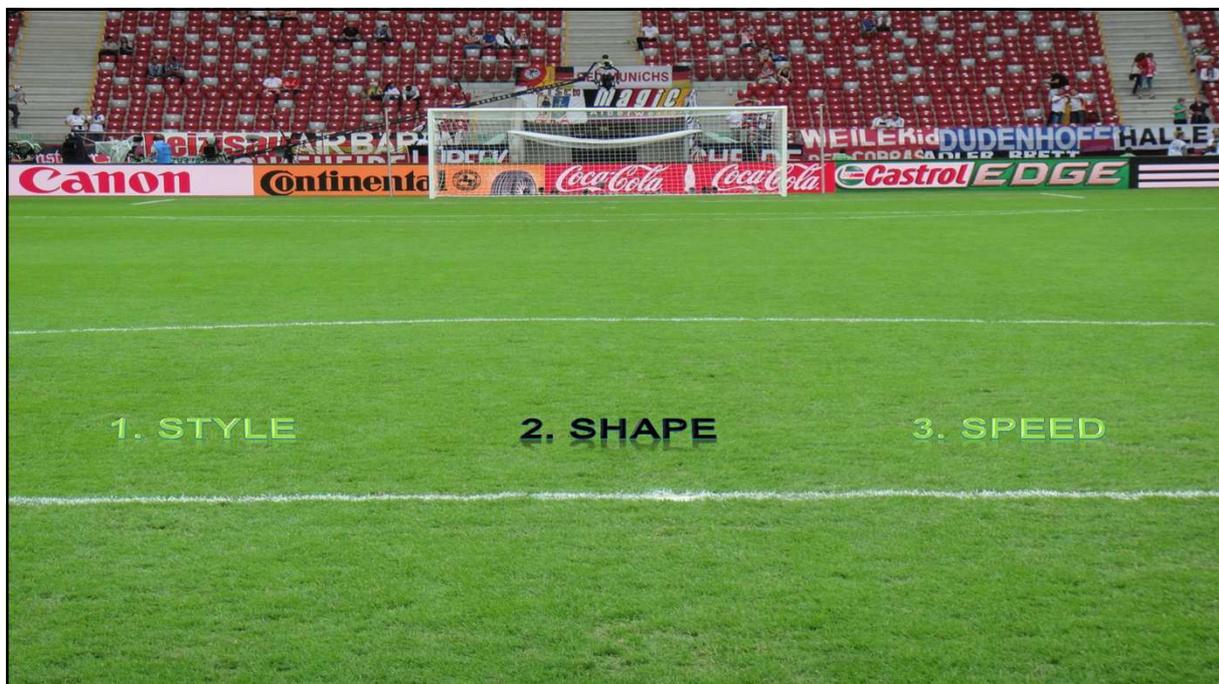


***Attack with and without the ball***



***“Good supporting positions in possession help teams to be in position to press”***

*Howard Wilkinson*



## SHAPE SELECTION DEPENDS ON...

- **COACHING PHILOSOPHIES**
- **PLAYER QUALITIES**
- **SPECIFIC SITUATIONS**
- **THE OPPONENTS**
- **PREVIOUS RESULTS**



## SHAPE



***"It is all about balance.  
Then there are the  
characteristics of the  
players. I use three  
attackers."***

*José Mourinho*

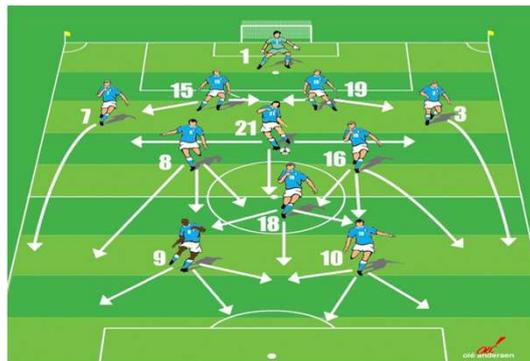
## SHAPE

***"We are the generation that uses old shapes. Players define the shape."***

*Arsène Wenger*



## EURO 2012 FINAL



**4/2/3/1: 7 - 4/3/3: 5 - 4/4/2: 4**  
(also 3/5/2 by Italy)

## EURO 2012 THE SCREENERS M/F

- **Pirlo** (Italy)
- **Tymoshchuk** (Ukraine)
- **Busquets & Xavi Alonso** (Spain)
- **Khedira & Schweinsteiger** (Germany)



## EURO 2012 Wandering Wingers

- **Robben** (*The Netherlands*)
- **Silva** (*Spain*)
- **Özil** (*Germany*)
- **Ribery** (*France*)
- **Ronaldo** (*Portugal*)



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## EURO 2012 THE ATTACKING FULL-BACKS

- **Srna** (*Croatia*)
- **Lahm** (*Germany*)
- **Cole** (*England*)
- **Zirkov** (*Russia*)
- **Alba** (*Spain*)
- **Clichy** (*France*)



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**4 / 6 / 0**



***"Ten years ago my friend Mario Zagallo said: the way football is going we will soon reach the 4/6/0 formation, and to be successful we will need all-round players who can defend and attack as required."***

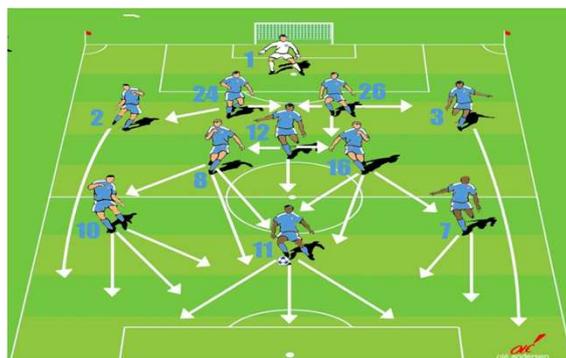
***Carlos Parreira (2002)***

# 4 / 6 / 0

**When there is no defined striker, there is no reference point for the central defenders.**



# UCL FINAL 2012



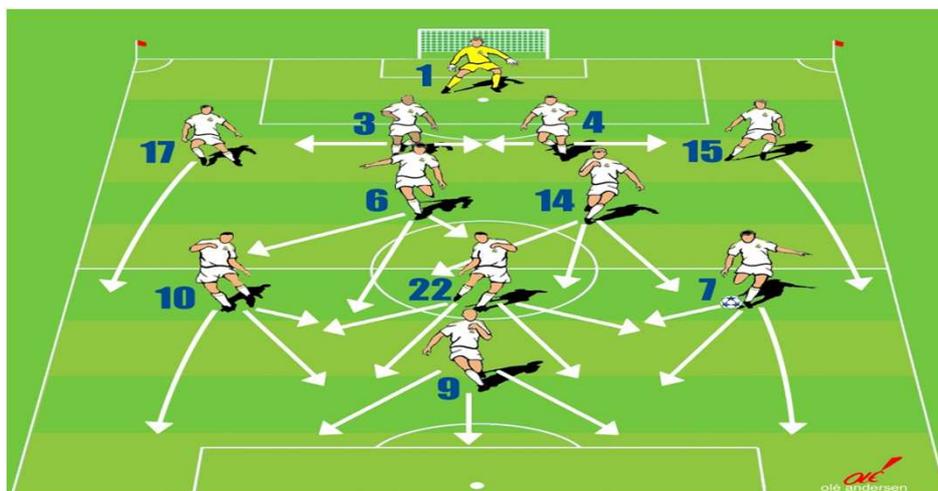
**4/2/3/1: 6 - 4/3/3: 4 - 3/4/3: 1 - 4/4/2: 5**

## FC BARCELONA



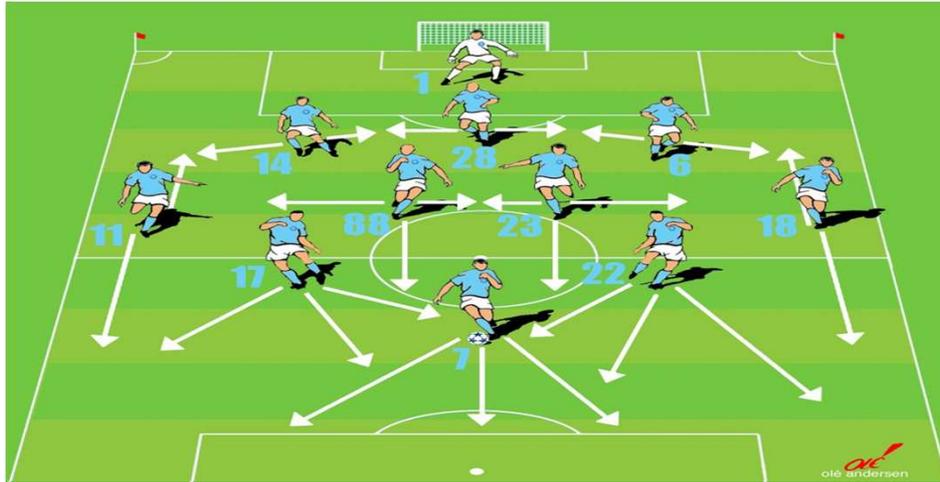
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## REAL MADRID CF

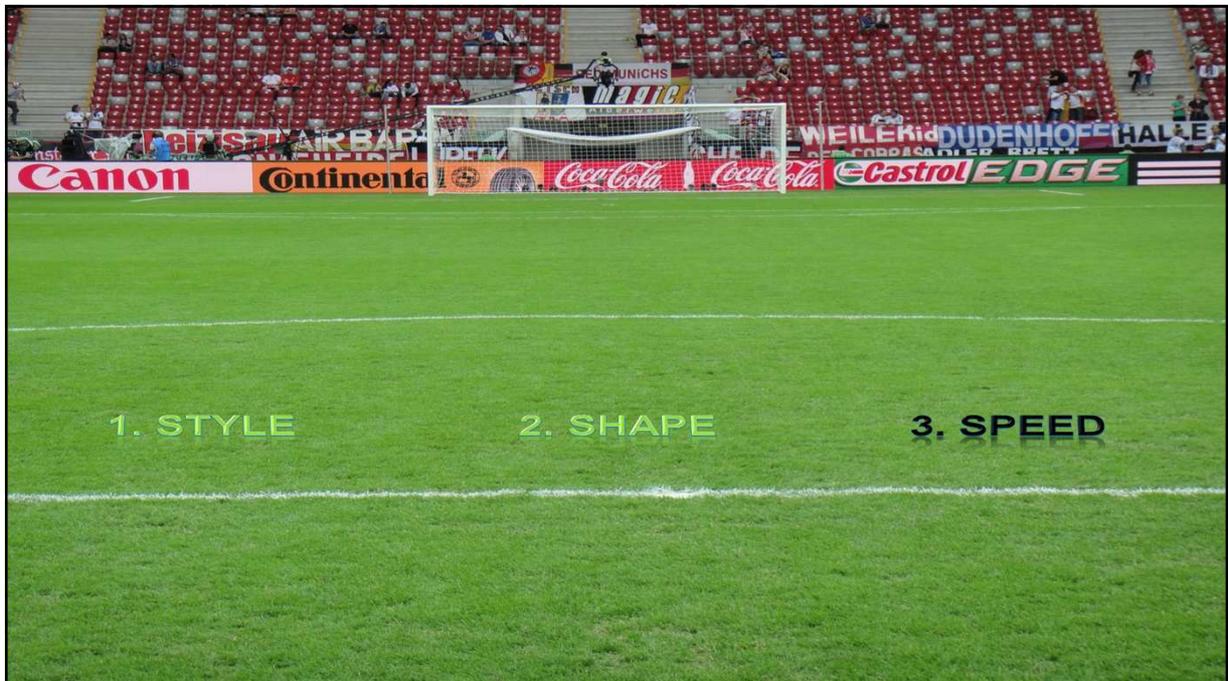


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## SSC NAPOLI



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## TYPES OF SPEED



- Speed to sack the Coach
- Players to make Money
- Media to create Crisis
- Speed of Transition
- Ball Speed

## FAST BREAK PRINCIPLES



- **Transition Speed**
- **Immediate Forward Action**  
(passing or running with the ball)
- **Willingness to Support**
- **Explosive Running**
- **Quick Ball Speed**
- **Minimum Number of Passes**
- **Swift Solutions** (i.e. opportunities)
- **Fast Finishing**



*"The quick transition is the most important aspect – quickly restructuring to defend, or exploiting the opponent with speed when the ball is regained."*

*José Mourinho*

## COUNTER



*"The speed of the transition play is much quicker today and most counters involve a group of 4 or 5 players flooding forward."*

*Sir Alex Ferguson*

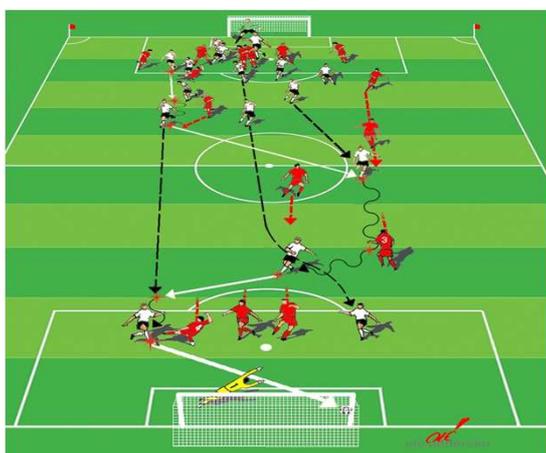
## COUNTERS



*“We need to exploit the space, so countering has become one of our main weapons.”*

*Jürgen Klopp*

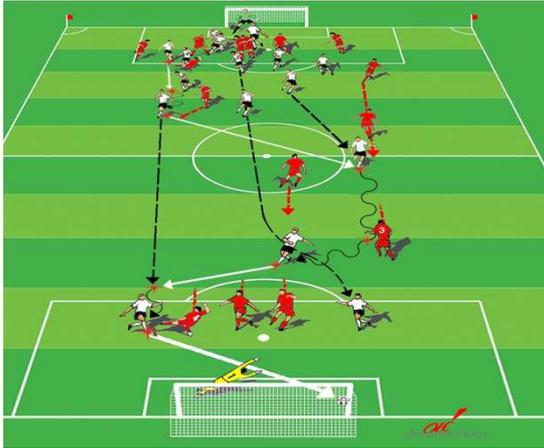
## THE THREE PHASES OF COUNTERING



**1. The Trigger**  
(e.g. clearance or interception)

**What triggered the counter?**

## THE THREE PHASES OF COUNTERING



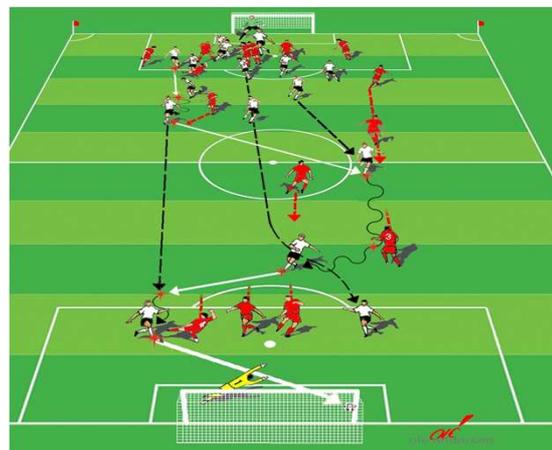
- 2. The Transfer**  
(e.g. running with the ball or forward pass)

**How was the ball transferred?**

## THE THREE PHASES OF COUNTERING

### **3. The Target**

- a. Did the counter reach the target?
- b. Which tactical move created the goalscoring opportunity?



## COUNTERING THE COUNTER



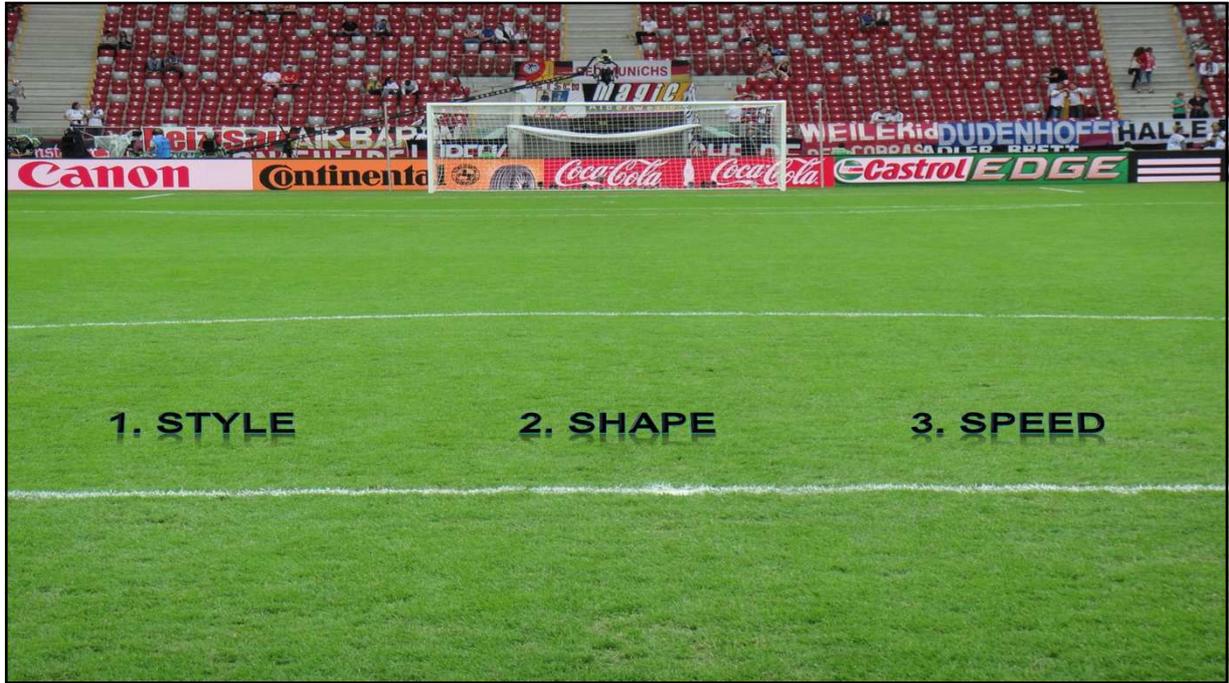
***"With counter-attacking becoming increasingly important, countering the counter has become the main trend."***

Arsène Wenger

## COUNTERING THE COUNTER



- ***Quickly Reform***
- ***Press the Ball***
- ***Midfield Screen***
- ***Minimise the Risk***
- ***Technical Fouls***
- ***Defend Deep***
- ***Force Opp. Back***



## MANAGEMENT MATTERS



**What were the main challenges/pressures facing national coaches in their management/leadership role?**

## THE ROLE OF A TOP COACH



Coach



Manager



Leader

## CHALLENGES



### Dealing with ...

- Handling Expectations
- Players Power
- Crisis / Defeat
- Media Pressure
- Team Announcements
- Staff Selection
- Stress Management

## PRESSURE

***“I felt, I had the weight of 40 million people on my shoulders. Great pressure – great stress. Some players were paralysed with the pressure.”***

***Franciszek Smuda***



## SPANISH SUCCESS



***Spain's previous success created high expectations which were difficult to bear.***

## FOOTBALL TODAY

- **Intense Competition**
- **Public Scrutiny**
- **Impending Crisis**
- **Constant Stress**
- **Money Issues**
- **Player Power**
- **Time Limits**



## THE REALITY

***"The football environment has changed with players having top contracts and more influence."***

***Arsène Wenger***



## THE REALITY



***"Sometimes football is irrational, unpredictable – then you add the media and the money."***

***Michel Platini***

## THE FOOTBALL BUSINESS



- **Results Orientated**
- **Team Based**
- **Leadership Driven**
- **Crisis Threatened**
- **Talent Dependant**

## CREDIBILITY

- Reputation
- Competence
- Commitment
- Character
- Composure
- Courage
- Results





## COURAGE

- **Make Decisions**
- **Handle Criticism**
- **Manage Adversity**
- **Keep Convictions**

*“Each coach has his own personality. My leadership is based on human values, on sharing and on being friendly.”*

Vicente del Bosque



## LEADERS



### OLD VIEW (Positional Power)

- Larger than life
- Demanding
- Aggressive
- Dictatorial

### NEW VIEW (Personal Power)

- People Person
- Quietly Confident
- Human
- A Guide



*“We are transforming from  
a demanding role to a  
convincing person – we  
need to be persuasive.”*

Arsène Wenger



***"If you have the leader, others adapt."***

Rinus Michels

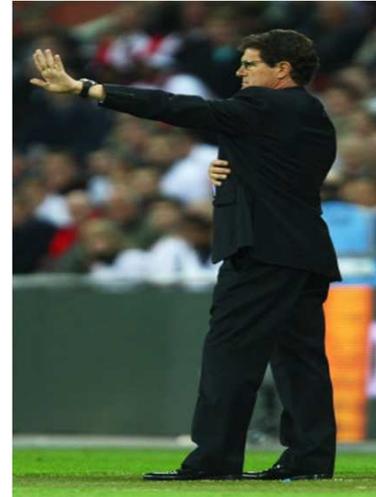
***"The players must feel  
that they have a sure  
and strong guide."***

Marcello Lippi



***“When you became a manager, you have to think about the physical and mental preparation of the whole squad, building team spirit, being aware of medical issues. Above all, you have to develop your leadership skills.”***

Fabio Capello



## **LEADERSHIP**



***“The essence of Leadership is influence”***



*“As a top coach, 50% of the job is management / leadership skills.”*

Frank de Boer

## TODAY'S TOP PLAYERS



- Rich
- Demanding
- Knowledgeable
- Influential
- Professional
- Famous
- Free

## PLAYER PRESSURE



- Demanding Coaches
- Excessive Expectations
- Physical Demands
- Public Scrutiny
- Constant Competition
- Rotation System
- Outside Temptations

***"He learned to win without  
feeling like God, and to lose  
without feeling like  
rubbish."***

Eduardo Galeano



## FAILURE AND RECOVERY

*A Rebound Mentality*

---

*Talent always  
Rebounds*



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## EURO 2012 THE FIRST GOAL

**31 matches**

➤ **0-0 x2**

➤ **1-1 x5**

➤ **2-1 x2**



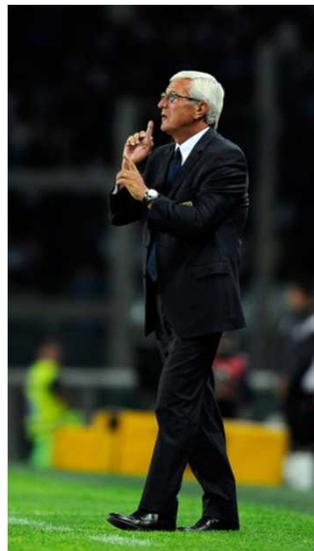
***(Team won the game x22)***

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## CHANGES

***“The game starts one way,  
changes, and then ends up  
another way.”***

Marcello Lippi



## MATCH MOODS

- ***Bright or Cautious***
- ***Euphoric or Depressed***
- ***Composed or Angry***
- ***Confident or Frustrated***
- ***Resilient or Resigned***
- ***Satisfied or Disappointed***





***"If you are going to be  
a top-level coach, you  
better learn how to  
handle defeat."***

Sir Alex Ferguson

## **RESULTS**



***"We have a lot of  
power, but we don't  
control the result of the  
match."***

Carlo Ancelotti

## DEFEAT

***“How you handle  
defeat defines your  
career.”***

***Arsène Wenger***



## THE COACH AND THE MEDIA

1. Written Press
2. Photographs
3. TV
4. Radio



## ANNOUNCEMENT

***“Announce the team late.  
Put all your energy into  
those who will play and  
deal with the others later.”***

Arsène Wenger



***“There are so many challenges  
that you can’t do everything –  
you need a staff to do what you  
can’t do.”***

Sir Alex Ferguson





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## FAILURE IN LEADERSHIP



- Disloyalty
- Indecision
- No Vision
- Fear
- Arrogance

## FAILURE IN LEADERSHIP



- Bad Behaviour
- Poor Communications
- Lack of Imagination
- Weak Personality
- Evading Responsibility

## MANAGEMENT MATTERS



**What were the main challenges/pressures facing national coaches in their management/leadership role?**

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***“It is not the same to talk of bulls as to be in the bullring.”***

Spanish Proverb



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## EURO 2012 – TECHNICAL TOPICS



### SOME REFLECTIONS

Presentation by Andy Roxburgh, UEFA Technical Director

## Monday, 24 September 2012

**18:45** Information for the evening

**20:00** Dinner (*Meza Restaurant*)



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A promotional poster for the 10th UEFA National Coaches Team Conference. The background is a monochromatic blue image of a soccer player's legs and feet on a field, with a soccer ball in the foreground. The UEFA logo is positioned on the left side. The event title and dates are prominently displayed in the lower right quadrant. At the bottom left, the slogan 'WE CARE ABOUT FOOTBALL' is written. A small footer at the bottom right repeats the event details.

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THE EUROPEAN NATIONAL TEAM COACHES**

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# SIMULTANEOUS TRANSLATION



- 1 English
- 2 Français
- 3 Deutsch
- 4 Italiano
- 5 Epsañol
- 6 русский язык
- 7 Polski

10th UEFA Conference for European National Team Coaches. 24-26.09.2012. Warsaw

## Tuesday, 25 September 2012

- 09:00** Introduction of the day
- 09:15** **Final Four Forum**  
*Vicente Del Bosque, Head Coach Spanish National A Team*  
*Cesare Prandelli, Head Coach Italian National A Team*  
*Joachim Löw, Head Coach German National A Team*  
*Paulo Bento, Head Coach Portuguese National A Team*
- 10:15** **Break**
- 10:45** **EURO 2012 Refereeing Matters**  
*Including Pierluigi Colina, UEFA Chief Refereeing Officer*
- 11:45** **Lunch** (*Meza Restaurant*)



## Tuesday, 25 September 2012

- 11:45** **Preparation Meeting: UEFA Student Exchange Programme**  
*Season 2012/2013*  
*Course 1: Serbia, Slovenia, Croatia, Netherlands*  
*Course 2: Latvia, Lithuania, Slovakia, Turkey*  
*For representatives of these national associations only*
- 14:15** **Introduction To Discussion Groups**
- 14:30** **Discussion Groups**
- 16:30** **Break**



## DISCUSSION GROUPS' QUESTIONS

1. What are the main challenges facing international football? Do you have any proposals?
2. What are the main challenges facing you as a national coach? Do you have any advice to offer?
3. Should there be a limit on the number of backroom staff during a final tournament?
4. Should the "professional foul", inside the penalty box, result in a triple punishment?
5. Is the penalty shoot-out the best solution to a tied match in the knock-out round?
6. Did the use of the additional assistant referee have a positive impact on EURO 2012?

	<b>HM1</b>		<b>ENGLISH 1</b>
1	Leader	Van Gaal	Louis
	<b>HM2</b>		<b>ENGLISH 2</b>
1	Leader	Lagerbäck	Lars
	<b>Lightroom</b>		<b>ENGLISH 3</b>
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1	Leader	Zaugg	Hans-Peter
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1	Leader	Maranda	Piotr



## Tuesday, 25 September 2012

- 17:00**     **EURO 2012 Technical Team**  
*A Panel Discussion*
- 18:00**     **Information for the evening & Introduction to Wednesday**
- 19:15**     **Departure For Dinner**
- 19:30**     **UEFA/PZPN Dinner** (*Legia Warsaw Stadium*)



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25 September 2012  
Warsaw, Poland

Pierluigi Collina, UEFA Chief Refereeing Officer

WE CARE ABOUT FOOTBALL

The background of the banner features a blue-tinted image of a soccer player's legs and feet on a field, with a soccer ball in the foreground.

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- Degree in Economics at University of Bologna, 110 cum laude
- Doctorate "honoris causa" in Science at The University of Hull (UK), July 14<sup>th</sup>, 2004

### Referee since 1977 and till 2005

- Serie A/B Referee from 1991 to 2005
- FIFA Referee from 1995 to 2005
- UEFA Elite Referee from 1997 to 2005

### Matches officiated (till 24.08.2005) :

- |                    |     |  |
|--------------------|-----|--|
| - Serie A          | 240 | (first match on 15.11.1991, Verona v Ascoli) |
| - Serie B          | 79  |  |
| - Coppa Italia     | 42  | (Finals 1995, 2002, 2004 and 2005)           |
| - Italian Supercup | 2   | (Finals 2003 and 2004)                       |
| - Internationals   | 109 | (first match on 8.3.1995, Turkey v France)   |

### Tournaments and Finals:

- Olympics Games Atlanta 1996 Final Argentina v Nigeria
- World Cup Francia 1998
- Champions League 1998-99 Final Bayern Munchen v Manchester United
- European Championship Euro 2000
- World Cup Korea-Japan 2002 Final Germany v Brasil
- Uefa Cup 2003-04 Final Olympique de Marseille v Valencia
- European Championship Euro 2004

### Honours:

Commendatore dell'Ordine al Merito della Repubblica Italiana , honour given by Republic of Italy's President mr.Ciampi on 7.1.2003 for the contribute to the image of the Country worldwide (it's one of the highest honour in Italy)



**Pierluigi Collina**

**UEFA Chief  
Refereeing  
Officer**

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### UEFA EURO 2012 and Refereeing

Euro 2012 was very positive in terms of refereeing.

February 2010 UEFA Executive Committee appointed a UEFA Chief Refereeing Officer and two Refereeing Officers

Their task is:

- ✓ To coordinate the activity of the UEFA Referees Committee
- ✓ Fix the UEFA refereeing technical strategy
- ✓ Prepare and appoint referees for UEFA competitions.

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## What does “prepare referees” mean?

Four main areas:

- Physical
- Technical
- Tactical
- Development and future



## Physical preparation

- Training programs delivered through FAME (internet)
  - ✓ Macro and micro cycle - weekly programme
- Remote fitness level monitoring
  - ✓ Cardio with GPS to record training sessions
  - ✓ Data sent head coach every week
- Fitness tests during the season
- Medical examination
  - ✓ Visual ability test
  - ✓ Weight control and body composition monitoring

## Technical preparation

- Courses for different level of referees:
  - ✓ Introductory Course for new UEFA referees
  - ✓ Summer Course for UEFA top categories referees before the start of UCL/UEL group phase (Sept. 3<sup>rd</sup> – 5<sup>th</sup> in Nyon)
  - ✓ Advanced Course for UEFA top categories referees before the start of UCL/UEL knock out phase (beginning of February, after winter pause)
- Referees are regularly followed by UEFA Refereeing Officers, UEFA Referees Committee members and Observers for assessment and coaching purposes
- FAME

## Tactical preparation

For a long time referees were interested in knowing the Laws of the Game only:

- ✓ "I'm a referee and a match is a match. I don't care to know something else other than the Laws of the Game"

Now referees are encouraged to know everything about the match they are going to officiate:

- ✓ Different shapes applied (3-4-3, 4-2-3-1, 4-4-2) as play could flow very differently.
- ✓ Offensive & defensive tactics at set pieces (blocks)
- ✓ Players' characteristics
- ✓ Offside tactic (for assistant referees)

## Development and future

Activity of scouting:

- ✓ Identify talented referees
- ✓ Regularly follow these referees
- ✓ Promote these referees to upper categories

Tuition for young talented referees through:

- ✓ CORE, the UEFA Centre of Refereeing Excellence
- ✓ Talent & Mentor programmes



## Assistant referees

Assistant referees became more and more important

Since EURO 2012 a new preparation program has been introduced, involving a staff of former top assistant referees to give a specific preparation

- ✓ Before the tournament
- ✓ During the tournament



## Additional Assistant referees: the main goal

*"Everyone agrees on the need to help referees. With football getting ever faster and the players ever fitter, it sometimes seems the men in black face a mission impossible. Two extra pairs of eyes focusing on the penalty areas are of valuable assistance to the referee and strengthen the referee team in confidence and numbers, while allowing the game to flow."*

The main goal of having two more match officials involved in the match is to give the referee support in taking decisions when something occurs in and around the penalty area

## Results achieved

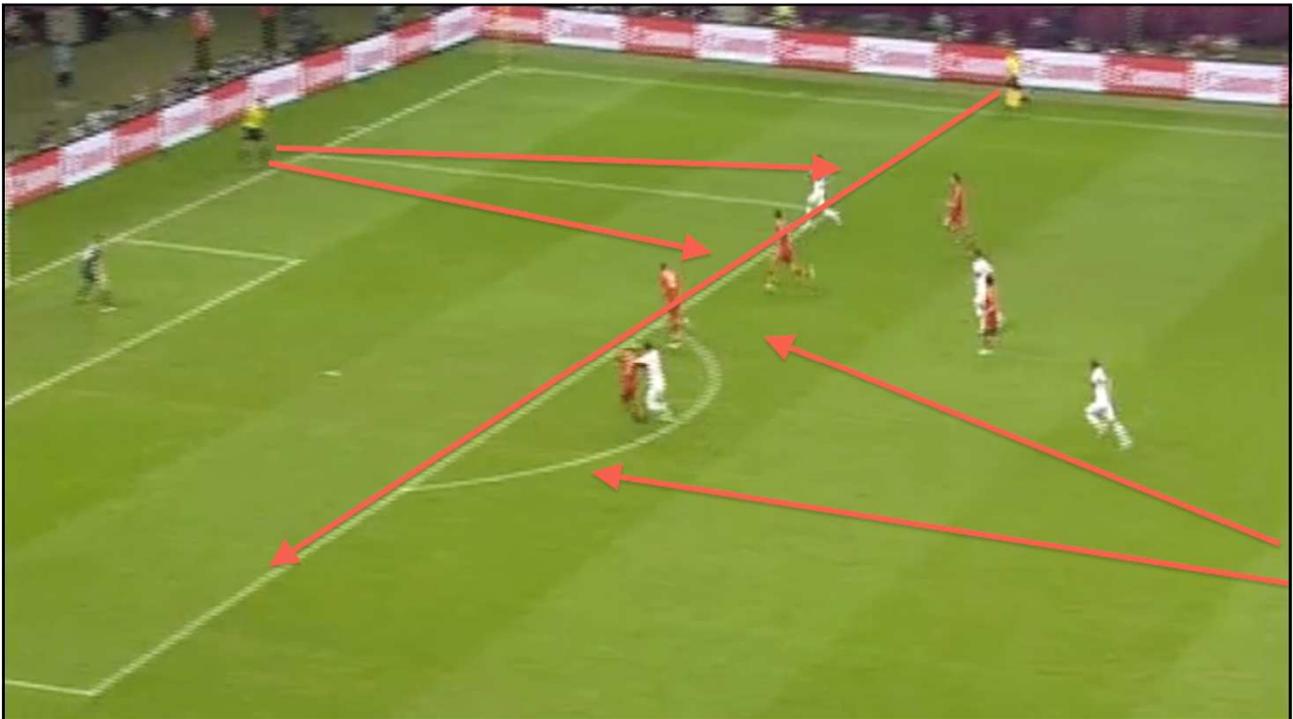
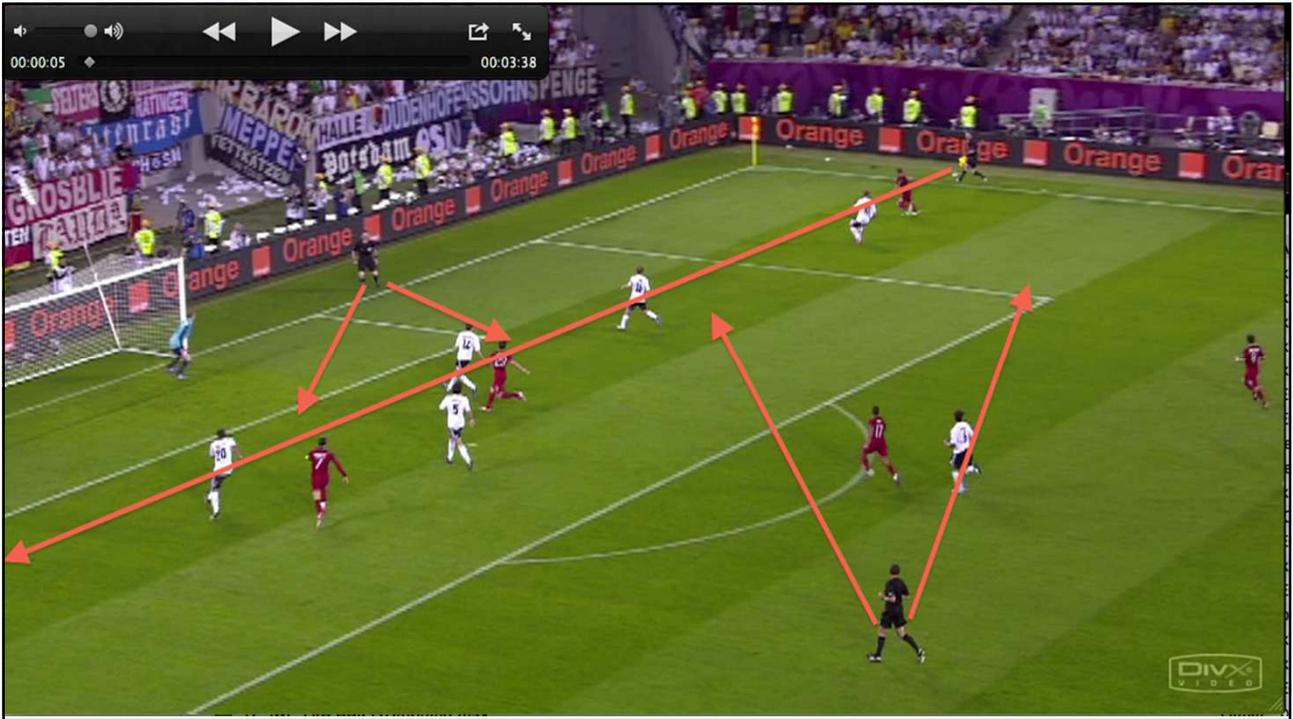
After around 1000 matches played, the results achieved are:

- A better assessment of incidents (fouls) occurred inside the penalty area with the referee not able to take a decision
- A reduction of incidents (holding, pulling and blocking) at set pieces (corner kicks and free kicks) has been widely noticed as the AARs' presence works as a deterrent.
- An increased number of goals scored by head: 21 at Euro 2012 so far compared to 15 in total at Euro 2008
- A better control of the goal line to determine when a ball crosses the line
- An improved standard of Assistant Referees' decisions accuracy as they can focus their attention on offside only
  - 95,9% accuracy on 435 decisions taken
  - 28 goals scored on difficult offside/onside positions

## Some examples from EURO 2012

Please have a look at the following clips taken during the EURO 2012.  
The voices are from the radio communications between the match officials  
(subtitled in English) .







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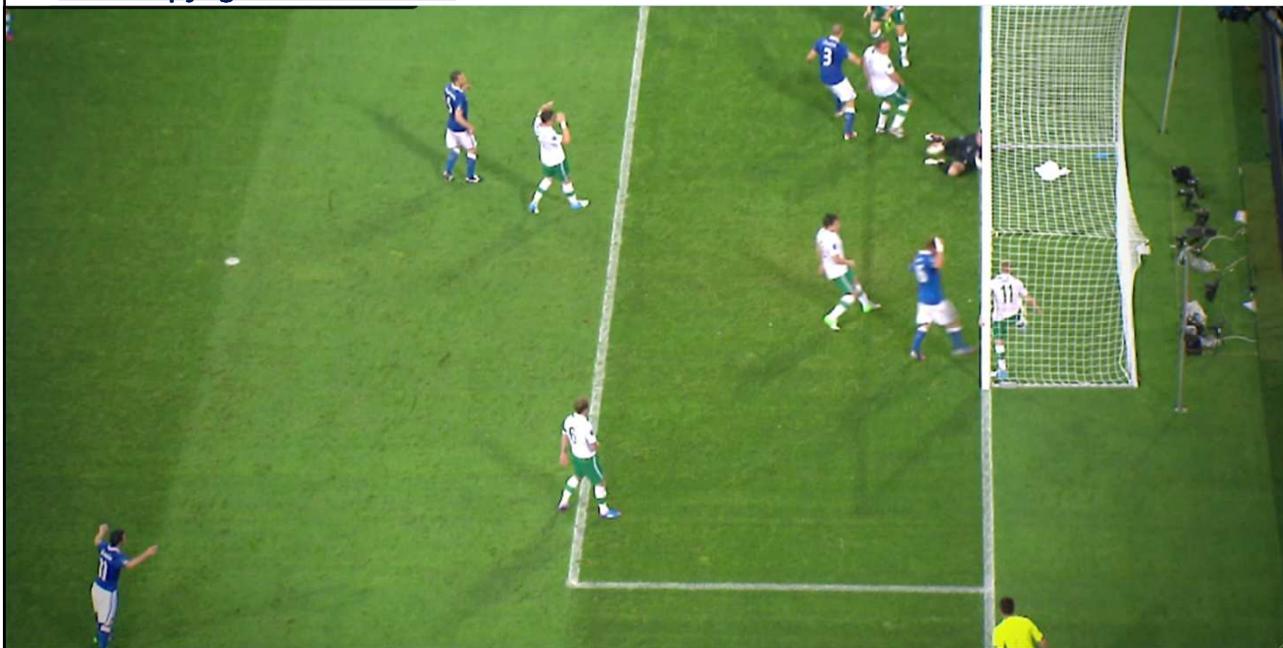


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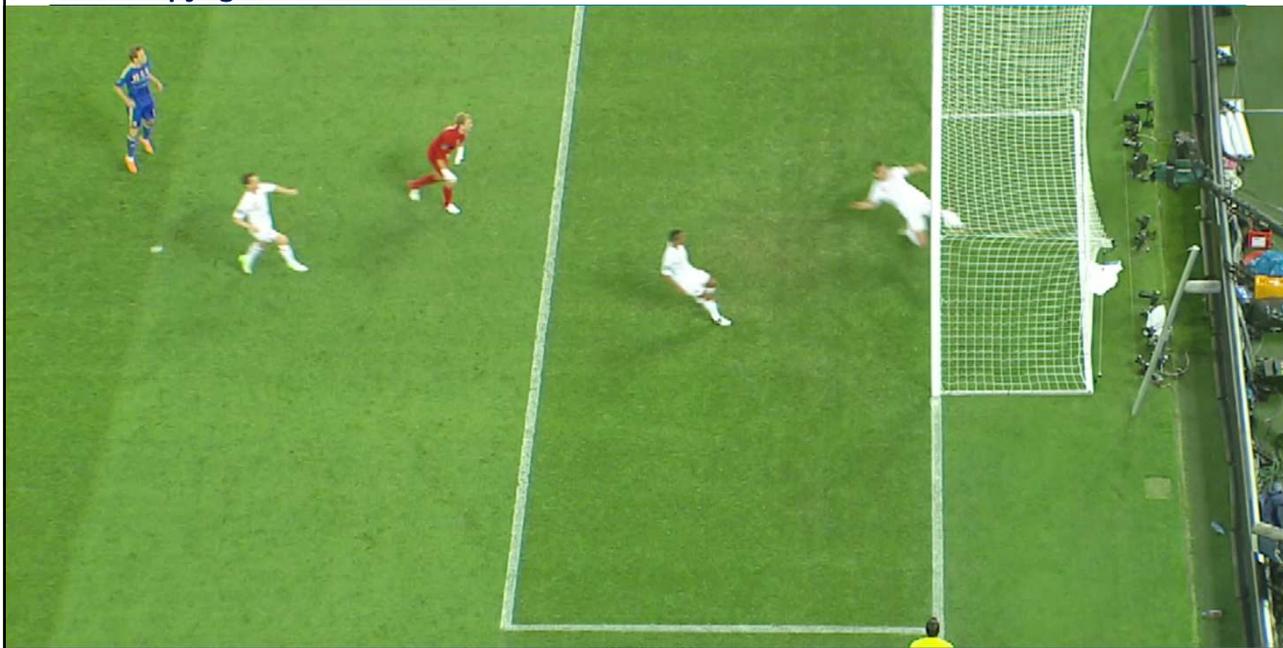
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## Some examples also from UEFA Champions League 2011-2012

- Barcelona v Chelsea, UCL semifinal
- Real Madrid v Apoel Nicosia, UCL Round of 16
- Basel v Manchester Utd, UCL Group Phase MD6



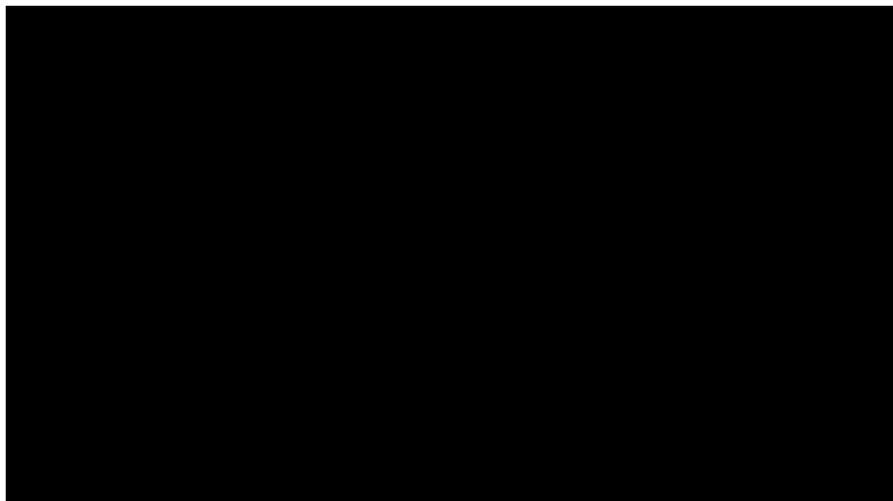
## Specific preparation

AAR are experienced referees who are used to take important decisions.

UEFA provides specific training exercises to practise in

- assessing incidents from in front of play instead of behind
- controlling the goal line

## The opinion of the “protagonists”: Howard Webb



## Conclusions

The experiment had a very positive outcome as referees today see their mission “less impossible”:

- ✓ Better control of the match
- ✓ More respect of the Laws of the Game by players
- ✓ Higher accuracy of the Assistant Referees’ decisions

Since 2012, July 5<sup>th</sup> AAR are part of the Laws of the Game and every Confederation and/or National Association is free to use them in their competitions.



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