

CONCACAF PRO DIPLOMA

Minimum Content Syllabus
2023 Edition



Concacaf



The Concacaf Pro Diploma coaching course aims to support student coaches in developing the competences essential to lead a professional environment. Student coaches will be provided with the tools to create a positive learning environment to enhance the professional player's footballing skills, knowledge, and attitudes. Throughout the course, student coaches will be encouraged to engage in reflective practices, whether formal or informal.

The Concacaf Pro licensed football coach must display competence in the following four pillars:

THE COACH

- Assessing own needs and implementing a personal and professional development plan
- Working as the head coach of a professional club's first team or, in some cases, as a member of the coaching staff at the professional level
- Leading and working closely with the coaching and supporting staff
- Developing and applying a club's philosophy and game model
- Ensuring the right balance between the players' professional and private lives
- Working with professional players from diverse cultural backgrounds, of different ages and experience, e.g., young talented players, experienced players, star players
- Dealing with all factors affecting the team's performance: media, players' agents, fans, scouts, sports ethics, etc.
- Being accountable to the club's management: club owner, club board, technical director, etc.
- Contributing to the club's overall policy
- Assessing and reflecting on own performance

THE PLAYER AND THE TEAM

- Planning, executing, and supporting individual player development, including the players' own objectives, and complying with the club's technical policy
- Providing direction and supporting players, enabling them to take responsibility for their individual development and involving them in the process (stimulating self-regulation)
- Working on the team's development in collaboration with the high-performance staff
- Managing all aspects of the team's performance
- Creating a high-performance culture in a positive environment

THE TRAINING

- Assessing team and players' needs and identifying appropriate training goals and objectives aligned with the game model in a professional environment
- Understanding and applying the principles of planning for the team and individuals (tactical and physical periodization) across the season
- Planning, organizing, implementing, and analyzing appropriate training sessions in the week that are aligned with the game model, the team and individual periodization plan, and upcoming opponent characteristics
- Designing, organizing, implementing, and analyzing appropriate training sessions or activities that are focused on individual player development, position specificity, and the player's role and status within the team
- Monitoring and analyzing team and players with other club/staff members (performance analysts, fitness/sport scientists, medical and other performance staff)

THE MATCH

- Analyzing and interpreting opponent team performance
- Working with the staff to prepare the team through a match plan based on the game model and the opponent
- Coaching players and analyzing performance during the match with the staff
- Analyzing, interpreting, and reporting team and individual performance in a match relative to the game model, the match plan, and the opponent's team performance





THE COACH

LEARNING OUTCOME	COMPETENCES	TOPICS
<p>Create a coaching and a playing philosophy</p>	<ul style="list-style-type: none"> ● Assessing oneself as a coach in the professional environment ● Understanding the roles and responsibilities of a coach in the professional environment ● Building, implementing, monitoring, and evaluating a professional development plan and a coaching philosophy ● Demonstrating a personal values system regarding the spirit of the game, sports ethics, and doping ● Preparing self to identify and manage the stress and pressure of the professional environment ● Understanding the trends of the game at the international level ● Analyzing and understanding the cognitive and physical demands of different playing styles ● Creating own style of play and game identity ● Understanding the laws of the game 	<p>Leadership in the professional environment, creating a style of play and game identity, cognitive and physical demands of the game</p>

Collaborate with the high-performance staff to create a culture of high performance

- Assessing the club/team culture and current situation
- Building the coaching staff based on the club and your own vision of football
- Collaborating with high-performance staff in the development and performance process (including innovation and research)
- Collaborating with high-performance staff in building, implementing, monitoring, and evaluating a team identity aligned with the club culture and club policies
- Building, implementing, monitoring, and evaluating a game model
- Preparing the staff to identify and manage the stress and pressure of the professional environment
- Supporting and playing an active role in the club's CSR policy: social interactions with local constituents, club's social responsibility projects, supporters, etc.
- Understanding and utilizing communication strategies to influence the environment
- Setting and maintaining high standards considering the internal and external demands
- Understanding the importance of collaborating with the media
- Engaging the high-performance staff in professional development

Assessing the high-performance environment, game model, communication, team culture, high-performance plan

This section of the syllabus must be delivered in no less than 30 hours of reality-based learning.





THE PLAYER AND THE TEAM

LEARNING OUTCOME	COMPETENCES	TOPICS
<p>Collaborate with the high-performance staff to influence player development and performance</p>	<ul style="list-style-type: none"> ● Assessing and identifying the needs of professional players ● Collaborating in creating player and positional profiles aligned with the style of play and game model ● Co-creating, implementing, and monitoring an individual development plan aligned with the cognitive and physical demands of the game model ● Tracking match and training performance to guide players and measure progress analysis results effectively, in conjunction with the performance ● Analyzing team to guide players through their individual development process. ● Demonstrating the ability to use various assessment, reflection, and feedback methods to evaluate player performance. ● Understanding and utilizing communication strategies to influence, support, and inspire players at the professional level ● Preparing the players to deal with the stress and pressure of a professional environment. ● Integrating high-potential players into the professional team and a result-based environment. ● Collaborating with the high-performance staff to support players in the rehabilitation phase, return to exercise, return to training, return to play, and performance ● Informing, advising, and supporting individuals on off-field aspects (health, wellbeing, social issues, etc.) 	<p>Professional environment, player management on and off the field</p>

Collaborate with the high-performance staff to influence team development and performance

- Understanding the characteristics of successful teams in the professional environment
- Assessing and identifying the needs of a team in a professional environment
 - Understanding emotions and their influence on the team
 - Understanding social roles within the team
- Building, implementing, monitoring, and evaluating the team development plan and the team dynamic:
 - Clarifying the various roles and responsibilities within the group
 - Co-creating team values with players and the staff aligned with the club's code of conduct
 - Setting standards on and off the field
 - Defining team goals, objectives, and key performance indicators
 - Motivating, inspiring, and creating an enjoyable environment
 - Conflict resolution amongst players and/or staff
 - Maintaining emotional balance during successful and unsuccessful periods of the season

Professional team development

This section of the syllabus must be delivered in no less than 60 hours of reality-based learning.



TRAINING SESSION

LEARNING OUTCOME	COMPETENCES	TOPICS
<p>Develop training cycles within the season in collaboration with the high-performance department</p>	<ul style="list-style-type: none"> ● Understanding various theories and principles related to physical and tactical periodization in professional football ● Collaborating with the high-performance staff to assess the demands of the style of play and individual player and team needs ● Collaborating with the coaching staff to create, implement and analyze a game model and position profile ● Collaborating with the high-performance staff to create a process to evaluate team and individual performance (i.e. player assessment and testing, procedures, and reporting) ● Collaborating with the high-performance staff to identify optimal training cycles relative to the season schedule with training objectives to improve performance in professional football ● Collaborating with the high-performance staff on how to integrate young prospects ● Collaborating with high-performance staff in designing strategies and re-integration plans for players in recovery 	<p>Physical and tactical periodization in the professional environment, training cycles, integration of young prospects</p>
<p>Develop weekly plans and design training sessions with appropriate reality-based training session goals and objectives</p>	<ul style="list-style-type: none"> ● Assessing the demands of individual players and the need of the team to develop and improve performance ● Defining appropriate reality-based training session goals and objectives with specific tactical and physical objectives in relation to past and upcoming matches ● Defining team and player behavior relative to the next match considering the opposition – Identify key performance indicators aligned with the plan ● Planning for teaching, considering the expected challenges and opportunities presented by the opponent – Description of visual cues that the team/players will identify and pair with appropriate actions 	<p>Development of weekly plans, individual and team demands of the game model</p>

Develop a seasonal plan based on the club philosophy, and the needs of individual players and the team

- Designing different types of reality-based individualized and team training sessions with your high-performance staff
- Selecting appropriate activities and game forms to achieve the session and the week's objectives.
- Considering individual and team development and performance, injury resistance, and injury rehabilitation through the return to play and return to competition
- Integrating reality-based team and individualized activities adapted to the position profile, players' level, career stage of development, and playing history
- Collaborating with the coaching staff to plan and prepare methodological steps within the session/activities.
- Preparing a variety of coaching actions and behaviors to create a reality-based learning environment
- Defining post-training sessions reflection routine and procedures to enhance individual and team performance

Development of seasonal plan, Selection of activities based on player readiness and game model demands, Influence of the opponent



Deliver and reflect on training sessions based on the week's objectives

- Creating a challenging and positive learning environment for professional players, both on and off the pitch
- Delivering and analyzing match-related training sessions (opponent, pressure, intensity) in cooperation with support staff using different leadership and teaching methods
- Delivering and analyzing integrated fitness training sessions in cooperation with support staff, using different leadership and teaching methods, taking into account the physical goal of the session, expected physical load, appropriate content, exercises, and methodological steps
- Delivering and analyzing individualized technical, tactical, or physical training sessions adapted to the players' level and stage of development, e.g., young high-potential players
- Using technology to analyze, evaluate and manage the training process with the player, high-performance, and coaching staff
- Reviewing and reflecting constantly to enhance individual and team performance with the coaching staff
- Implementing & monitoring principles of planning, and methods to sequence training sessions within the week based on variables
- Implementing, monitoring, maintaining, or adapting realistic training sessions or activities for the team and individuals with your coaching and high-performance staff
- Orienting and engaging players with planned coaching actions/ behavior to help players recognize the Identified game situation and the key moments (intensity/complexity) and execute appropriate decisions
- Using subjective and objective data to assess training - effectiveness of the training design, the coach, and the staff
- Identifying gaps and recognizing areas of improvement for next sessions - Connect team periodization and individual development plan for programming upcoming training sessions
- Analyzing team and individual performances during training sessions and matches to decide if adjustments are needed
- Evaluating and adapting the periodization plan as needed with the coaching and high-performance staff to optimize effectiveness

Leading and managing players in training sessions, preparing for match performance

This section of the syllabus must be delivered in no less than 60 hours of reality-based learning.



THE MATCH

LEARNING OUTCOME	COMPETENCES	TOPICS
<p>Analyze team and individual performance and opponents over multiple matches</p>	<ul style="list-style-type: none"> ● Reading and analyzing the match at the professional level ● Knowing and using modern analytical tools before, during, and after the match ● Analyzing team trends, strengths, and weaknesses and creating a longitudinal study including individual player performance ● Analyzing opposition trends, strengths, and weaknesses and creating a longitudinal study including individual player performance 	<p>Analyzing the game at the professional level, longitudinal game analysis of opposition and team</p>
<p>Prepare the match plan for the team and individual performance</p>	<ul style="list-style-type: none"> ● Applying the conclusions from the longitudinal analysis of your team and the opponent - the match plan ● Collaborating with the high-performance staff to prepare a match plan (including strategies considering anticipated opposition behavior) ● Considering the individual readiness (all the controllable performance-influencing factors -nutrition, hydration, sleep, emotion, and others) ● Clarifying players' roles, responsibilities, and the requirements of their tasks ● Providing players with information on opponents' characteristics ● Defining key performance indicators (KPIs) ● Clarifying staff responsibilities for the match ● Engaging and supporting players and the team for the match performance in collaboration with support staff, e.g. team selection, match plans, team talks, etc. ● Designing and developing before, during, and post-match talks, reflection routines, and processes 	<p>Preparing a match plan, player readiness, KPIs, roles and responsibilities</p>

Implement the match plan for the team and individual performance

- Managing and leading coaching staff (be aware of emotional impact)
- Preparing players and checking for match plan understanding
- Observing and analyzing team and individual performances and opponents' behavior
- Reflecting in-action, adjust the strategy based on team and individual performance related to match plans
- Coaching players effectively during the match (supports players' autonomy during the match)
- Managing halftime and taking actions if necessary - help players evaluate their own match performance and adapt their behavior during the match

Preparing the team and individual for the match, reflect in action and making adjustments, coaching during the game

Analyze team and individual performance after the match

- Analyzing team & individual performance in the context of the match plan in cooperation with the high-performance staff
 - Analyze the patterns and trends
 - Interpret and evaluate: compare and contrast with the match plan (consider the influence of the opponent) and the periodization plan
- Analyzing the individual players' performances in relation to their tasks and development plan
 - Help the players to evaluate their own match and adapt their behavior
- Analyzing and reflecting on one's influence on individual and team performance
 - Review and reflect on your staff's influence on individual and team performance
 - Optimize and evaluate your post-match reflection processes and procedures

Analyzing team and individual performance, reflect and prepare for next match

This section of the syllabus must be delivered in no less than 30 hours of reality-based learning.



Course Hours Breakdown

Guided interactive content (inclusive of in-class, on-field, and/or virtual sessions with the entire course cohort and coach educators)	Minimum 300 hours → Theory & practical off-field content → Practical on-field content
Development Period (guided work experience in club environment)	Minimum 60 hours
Minimum hours of reality-based education (inclusive of work experience)	Minimum 360 hours

Assessment

Formative and Summative Assessment

Theory: The coach must be able to understand and explain the following

Practice: The coach must demonstrate an ability to apply the following

<h4>The Coach</h4> <ul style="list-style-type: none"> Creating a personal philosophy and playing philosophy Collaborate with the high-performance staff to create a culture of high performance 	<h4>The Player and Team</h4> <ul style="list-style-type: none"> Collaborate with the high-performance staff to influence player development and performance Collaborate with the high-performance staff to influence team development and performance
<h4>The Training Session</h4> <ul style="list-style-type: none"> Develop a seasonal plan based on the club philosophy, individual players, and team needs Develop cycles within the season with the high-performance department Develop weekly plans and design training sessions with appropriate reality-based training session goals and objectives Deliver and reflect on training sessions based on the week's objectives 	<h4>The Match</h4> <ul style="list-style-type: none"> Analyze team and individual performance and opponents over multiple matches Prepare the match plan for the team and individual performance Implement the match plan for the team and individual performance Analyze team and individual performance after the match

Summative Assessment:

- Analyze two matches utilizing the game model and principles (opponents, own team, and individual performance)
- Utilize the match analysis to develop a weekly plan and design and deliver a training session within the week
- Project

Personal coaching logbook:

- Keep a logbook of experiences and assignments linked to the course
- Reflection journal
 - Analyze and reflect on each experience and assignment



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