



FORT SASK.

FORT SASKATCHEWAN
BANTAM AAA TRYOUT
PACKAGE

RANGERS HOCKEY

Hello Parent(s) and Players,

First of all, I would like to take this opportunity to introduce myself and welcome you all trying out for 2019/20 Bantam AAA Rangers. My name is Ty Wyard-Scott and I am privileged to be this year's coach for the Rangers. My assistant coaches are Justin McCaughey, Jarrett Belliveau, Aaron Tiessen, video coach Turner Wyard-Scott and former ACAC goaltender Aaron Boyce as our goalie coach.

The team this year will most likely consist of 2 goalies, 6 defensemen, and 11 forwards for a total of 19 players. This team plays in the AMBHL and will play against teams province wide. It will consist of a 33 game regular season, and hopefully a long playoff run. We will be going to at least 1 tournament, with any mid-season invitational tournaments (example: John Reid) TBD.

The expected commitment level throughout the season will be approximately 2 games a week, 1 skills session and 1-2 practices a week. We will also meet once a week for dry-land training, and have video sessions throughout the season. The team budget will be discussed at our PARENT/PLAYER MEETING, Saturday, August 24 @ 1:30pm-2:30pm at the Lakeview Inn & Suites, along with more details in regards to the team and the club.

We will have quite the mix of players trying out for this team, with first and second year players looking to make the Bantam AAA Rangers. Our team will focus on DEVELOPING these players and getting them to the next level, whatever that may be. We are also committed to developing "good people", learning many life skills and philosophies they can use both on and off the ice.

The main focus area for the Rangers this year will be on the DEVELOPMENT of these players based on these key components; CHARACTER, RESPECT, SKILLS and HOCKEY IQ. A "successful" season in my eyes is not solely based on results and what we do, but more on how we do things in order to achieve these results. These things include our P.A.W. (Preparation, Attitude, and Work Ethic), 212 degrees of effort, and many other subcomponents that will ultimately give the Rangers "success" and will separate us from other teams we will be competing against. There are a lot of lessons to be learned about hockey and life, and you will see many different philosophies and ideas given to the players that will be our tools for successful.

Being a development first mentality, I am more worried about giving each player the opportunity to respond to different situations as the game goes on, and the FAIR treatment of all the players. I want them all to have the opportunity to compete and excel in all situations. Details regarding this philosophy will be stated prior to the season once the team is finalized.

This newsletter contains our philosophy 'THE RANGERS WAY', what we will be looking for during the evaluation process, a reading on the All Blacks rugby team dynamic that we would like to strive for, a schedule for the first weekend of tryouts, and our four try out rosters. There will be an October newsletter at the end of October, and one a month for the duration of the season for those who become a part of the AAA Rangers.

I am looking forward to bringing this team together and meeting all of you, as we get closer to finalizing the roster. Thank you for being a part of the building process for the Bantam AAA Rangers.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ty Wyard-Scott', is positioned to the left of the 'FORT SASK.' text.

Ty Wyard-Scott

***“For the strength of the pack is the wolf, and the strength
of the wolf is the pack.”***

OUR PHILOSOPHY: THE RANGERS WAY

- **CHARACTER:** Our main focus will be on conducting ourselves to the highest of standards of character, GOOD PEOPLE. The development of each Ranger as a player is important, but secondary to developing character people.
- **COMPETE:** Our players will be expected to give “their very best” day-in and day-out, with compete and a high work ethic. Our preparation and execution in practices and games will be our top priority.
- **COMMITMENT:** Wear the crest with pride, commit to the process, and commit to your teammates! By committing ourselves to the ‘Rangers Way’, we will find the success we seek.
- **CHAMPIONSHIP HABITS:** At the end of the day, the Fort Saskatchewan Rangers will have to hold ourselves to ‘The Way of the Champion’. We are going to be the class of the AMBHL, which will be displayed by our efforts on every level, down to the littlest details.

Evaluation criteria

Character/Attitude- “Good People”

- *Plays with PRIDE, PASSION, and PURPOSE*
- *Wants to LEARN and get better while being open to new things, and accepts advice*
- *Plays with SACRIFICE and is willing to “Pay the Price” for the better of the team*
- *Leads by example and attempts to be the hardest working player on the ice*
- *Shows MATURITY and RESPECT for teammates, coaches, opponents, refs*
- *Shows that the “WE” is bigger than the “ME” and doesn’t “whine”, “pout”, or “chirp”*

Compete/Work ethic

- *Shows desire to compete and battle for pucks, position, space, face-offs*
- *Plays with grit and energy*
- *Determination with DISCIPLINE*
- *Uses strengths to gain advantage over other players, for example big players must play big etc.*
- *No “drive-bys”, as finished checks are counted as a stat*
- *How big do you play regardless of your size?*
- *Defensibly responsible and understands a good defense is a good offense*

Intangibles

- *Enthusiastic and excited to play and has the DESIRE to be part of this team and develop*
- *Plays with EMOTION and INTENSITY*
- *Provides leadership and is committed to the “team” on and off the ice*
- *Is a good TEAMMATE*

Skating

- *Speed, quickness, deception and the ability to distance yourself from the check*
- *Stability and balance, being strong on your feet and strong on the puck*
- *Skates with a PURPOSE, **not taking short cuts**, finds open ice, and first to the puck*
- *Skates with power and can skate through checks*
- *Can move well laterally, pivot, and has fundamental skating skills for both offensive and defensive situations*
- *GOALIES: quick side to side, fronts the puck, good second shot positioning, challenges shooter*

Skills

- *Plays to their skill set, understanding their role and playing to their strengths*
- *Good hockey sense for both offense and defense, while understanding what is going to happen as well as what is currently happening*
- *Good puck skills*
- *Strong puck pursuit skills and the desire to be first to the puck (That’s OUR PUCK)*

- *Effective away from the puck, finds open ice, driving the net, physicality, puck support, etc.*
- *GOALIES: "MUST STOP THE PUCK"*

Goaltenders

- *Quickness: up and down, glove, and a quick response to deflections and rebounds*
- *Consistency*
- *Handles puck well*
- *Challenges shooters, makes the big save, and battles during scrambles in front of the net*
- *Performs under pressure staying calm and composed*
- *Communicates well with the defensemen*
- *Good positioning and angles*
- *Reads the play well, controls rebounds*
- *Can stop the puck, showing himself as big to the shooter*
- *Works hard during practices*

Defensemen

- *1 vs. 1: tight gap, inside positioning, controls speed, strong stick, plays the chest not the stick*
- *1 vs. 1 in the defensive zone keeping good positioning, battles for pucks and position, wins races to pucks and races back to the net*
- *Strong stick control with sticks on puck, puck strength, and ability to angle*
- *Strong in front of the net, having toe caps facing up ice, boxing out, fronting the puck, and communicates well with D-partner*
- *Direct passes for breakouts vs. rims, making a good first pass while creating passing lanes with his skating ability*
- *Supports the rush, understanding the risk vs. reward*
- *Shots get through to the net, looking for sticks and sees forwards in scoring position*
- *Transitions quick from defense to offense, and offense to defense*

Forwards

- *Ability to create scoring chances and get to scoring areas*
- *Strong on the puck, strong on the walls and handles the puck well*
- *Skates to open ice, reading the play and creating passing lanes*
- *Battles for open ice and position in front of the net*
- *Not afraid to stand in front of net to create screens in front of opponents net*
- *Drives the net strong and finds the puck*
- *Strong vision seeing teammates and shares the puck*
- *Good timing reading plays and reacting accordingly*
- *Face-offs- intensity, battle, "Don't Lose" mentality*
- *Finishes checks*
- *Will block shots*
- *Commitment to the D zone and is responsible defensively*

A Strong Message on Being a Ranger

As you can see by looking at the Evaluation Criteria, at the very top of the list is CHARACTER. This team will be made up of CHARACTER players and people. Yes, skill is important and will go a long way in making this years' edition of the Rangers, but above all else is CHARACTER. The Rangers follow a similar philosophy that is implemented by the New Zealand Rugby team, The All Blacks. They are the most SUCCESSFUL professional sporting team in the past century. Here is a little insight into their philosophy and the changes they've made to ensure the All Blacks are a highly functioning TEAM.

"No D*heads"**

LEADERSHIP LESSONS FROM THE ALL BLACKS

Well it is finally upon us and I cannot wait to watch the World Cup final (from home unfortunately) and to see the All Blacks retain the World Cup, you know they will!! Earlier this week we explored how the Aussies went from Wannabes back to the Wallabies in just one season through strong LEADERSHIP. Today we are going to explore how Leadership works in the All Blacks. First up the All Blacks are the most successful sporting franchise in the history of the world. I'm just going by straight stats here. With a win ratio of 76% over 115 years. Back in 2004, something was wrong. The 2003 World Cup had gone badly, and by the start of the following year senior All Blacks were threatening to leave. Discipline was lacking with players drunk and disorderly and to make things worse....the All Blacks were losing. In response, a new management team under Graham Henry began to rebuild the world's most successful sporting team from the inside out. They wanted a fresh culture that placed emphasis on individual character and personal leadership. Their mantra..... 'BETTER PEOPLE MAKE BETTER ALL BLACKS' The result.... An incredible win-rate of just over 86% and a Rugby World Cup.

Since Steve Hansen took over as head coach (after being Henry's assistant) after the world cup victory in 2011, he has achieved a remarkable 93% win record! What has contributed to this is that inside the team they have a Leadership group, a group of players who keep the standards high for the culture of the team and the integrity of the jersey. Gone are the days where you would hear of drinking incidents, and loutish behaviour. It became a mantra within the coaching group a number of years back that better people make better All Blacks and they began working on the CULTURE within the team ethos that was about becoming a BETTER MAN. The values shifted to living BALANCED lives, with focus on FAMILY and COMMUNITY. For example the wives and girlfriends are with the team for this world cup, yet there is no media frenzy like what happened with the England football team debacle in Germany. They are there to keep

the guys entered and balanced. Better people make better LEADERS. Leadership isn't just about being the best in your field in terms of KNOWLEDGE and SKILL. These attributes are important, yet what really is important is the way you are at HOME, out of the spotlight. Are you balanced with work/ home life (always a juggling act). Are you in harmony in your relationship? Are you faithful and loyal with your energy? Are you putting others before yourself? The greatest expression of LOVE is SERVICE. Real LEADERS make LEADERS of others.... Not FOLLOWERS..... Real leaders are there to SERVE, not to be SERVED and have their followers gratify their ego's Which is often the case in sport and I am sad to say the health and fitness industry. I mean how often do we see idiotic behaviour, or big ego's in sports... One of the key VALUES of the ALL Blacks culture is HUMILITY. For example after every match the biggest names in the team sweep the changing rooms. That's right the All Blacks clean up their own changing rooms after each and every test. How humble is that. In Maori culture WHANAU means extended family, it's symbol is a spearhead.

Every All Black follows the mantra 'NO D***HEADS'. The All Blacks management select on character as well as talent. So a super promising player would never pull on a jersey if they are considered a dick head, their place in the team would be detrimental to the WHANAU. The team has a mantra 'CHAMPIONS DO MORE'. This means finding incremental ways to keep improving. For example this year at fitness testing Richie McCaw at the ripe old age of 35 performed his personal best on the fitness tests! His attitude as captain sets the tone for the rest to follow; he is always looking to improve. The team has created an ethos to leave the jersey in a better place. Meaning that their task is to represent all those that came before them, they are playing not for themselves, yet the truly remarkable club of people who have reached the pinnacle and have represented the jersey before them. It's clear that better people make better ALL BLACKS. And that better people make better LEADERS as well. So how is your FAMILY LIFE? Is it in harmony do you have enough time with them which is the most valuable resource you have. Do you stay HUMBLE even when things are going amazing for you? Do you gather people around you based upon CHARACTER as well as skill? Do you always find ways to keep improving even though you have mastered something?

And most importantly are you trying to LEAVE A LEGACY and if so what does it look like? Food for thought as you step up your PERSONAL LEADERSHIP and INFLUENCE. Here's to a great World Cup Final on Saturday.

Going from Great to Great...

I have written a lot about organizational culture across recent posts and so with the Rugby World Cup coming to an end yesterday with a scintillating performance from the New Zealand All Blacks I thought it pertinent to revisit culture and to look at what the

rest of us can learn from the All Blacks - the most successful sporting team in history...

HUMILITY & OPENNESS

To be an All Black is to have earned the right to hold and wear the famous black jersey with the silver fern. Gilbert Enoka, the All Black's long standing psychology mentor recalls Richie McCaw receiving his first - "I can still remember Richie McCaw's first jersey, he spent about 45 seconds to a minute with his head just buried in it."

Those famous shirts are pulled on over their massive frames, the game faces switch on and it's time to do battle - more often than not resulting in an All Black win.

Back in the changing room after the match and it's time to debrief. The All Blacks choose an "off field captain" for each match, perhaps an injured player from the squad who couldn't take part. This captain leads the debrief in the style of a "*whare*", a Māori meeting house where every attendee is given equal status to voice their opinion, to share their reality. From the 100 cap skipper to the first cap newbie, from the head coach to the kit man everybody is heard and everybody's opinion is respected.

We see similar patterns in other successful organizations. Toyota, the worlds highest selling car company, have a policy in it's factories where any member of the team, whether CEO or cleaner, can stop the production line at any time if they see something which doesn't meet the strict quality code they work to. When it comes to upholding the values of the organization, every team member has an equal stake and their opinion is equally valued.

Following the debrief, something wonderful takes place - the players sweep and clean the changing room, nobody is too big to do the small things that need to be done.

This level of humility from some of the biggest sports stars on the planet sets them apart from many other organizations and sports teams. One only has to hear stories of the England football team complaining that they had to walk 100 yards to get a massage at the last European Championships to see where the differences lie.

Wayne Smith, the All Blacks assistant coach says "Exceptional results demand exceptional circumstances". The All Black culture of humility and openness allows them to keep reinventing themselves in the face of new challenges, whilst never losing sight of their binding vision - to be the best. All team members are invited to offer solutions to the problems and challenges they face - a key advantage that allows them to build sustainable performance and above all to build character.

CHARACTER OVER TALENT

In 2004 the All Blacks management team and senior players came together to try to put in place the foundations for sustainable All Black success. The meeting lasted 3 days and

resulted in the biggest cultural overhaul the All Blacks had seen since their inception.

Their objective - "To create an environment that would stimulate the players and make them want to be part of it". Brian Lochore, the team manager, came up with 6 simple words that epitomise this ethos even today.

"Better people make better All Blacks"

By developing the overall character of each individual in the squad off the pitch and by taking a more holistic approach, each individual would, in theory, be in a better place to perform on the pitch.

As a team they identify the values and behaviours that are expected of an All Black, their "what it takes to win model" and cultivate those values and behaviours in every aspect of what they do. Every member of the team lives those values to a man, regardless of their status in the squad.

We see similar traits in other successful teams. In the UK Special Forces for example, new recruits to the unit are "stripped" of their rank - not because they are being punished or because they are new, but because everybody in the unit is an equal and has the right to question and the right to lead.

I have been immensely privileged to spend time working with a serving SAS training officer (again, a tremendously humble man) which gave an insight into what the Special Forces are looking for when they select. Physical fitness is a given, every soldier who puts themselves forward for selection has the fitness of an elite athlete. What they are looking for is character - the traits that will allow you, in the heat of battle, to look into the eyes of the man next to you and know he has your back as you have his. Character over talent.

VISION & PURPOSE - AIM BIG

A common theme amongst highly successful organizations and teams is that they share a common vision of where they are going and they have a common purpose - they know why they are going there.

When they sat down to reinvent the All Blacks in that meeting in 2004, they didn't look to the next match of the next World Cup as a goal. They had bigger ambitions - "To play the best rugby the world has ever seen played." It is an almost impossible goal, but not completely. What it does do is set the teams sights on the bigger picture, beyond the next match or the next tournament. To answer the question of playing the best rugby is to continually strive to be better, to keep shifting the goal posts and to keep the drive and hunger.

"Set goals so big that you feel uncomfortable telling small minded people"

It all points to the All Black legacy - "To leave the jersey in a better place"

Tryout Schedule up to First Releases

Aug. 23 Group 1 (TEAM 1&2) 6:15 pm-7:30 pm @ JRC
Aug. 23 Group 2 (TEAM 3&4) 7:45 pm-9:00 pm @ JRC
Aug. 24 TEAM 1 VS TEAM 2 10:30 am-11:30 am @ JRC
Aug. 24 TEAM 3 VS TEAM 4 11:45 am-12:45 pm @ JRC
Aug. 24 PARENT&PLAYER MEETING 1:30 pm-2:30 pm @ Lakeview Inn
 & Suites
Aug. 24 GOALIE SESSION 3:30 pm-4:30 pm @ JRC
Aug. 24 TEAM 1 VS TEAM 3 4:45 pm-5:45 pm @ JRC
Aug. 24 TEAM 2 VS TEAM 4 6:00 pm-7:00 pm @ JRC
Aug. 25 TEAM 1 VS TEAM 4 1:00 pm-2:00 pm @ JRC
Aug. 25 TEAM 2 VS TEAM 3 2:15 pm-3:15 pm @ JRC

List of players moving on to the next set of tryouts will be posted in the Evening of August 25.

Any additional information will be posted on <http://www.fortsaskminorhockey.com/> or emailed to you.

ALWAYS CHECK THE WEBSITE DAILY FOR CHANGES***.**

TRYOUT ROSTERS

TEAM 1	TEAM 2	TEAM 3	TEAM 4
B. Clifton-G	A. Dubinsky-G	S. Culham-G	E. Norman-G
C. Gist-G	P. Lewis-G	J. Houle-G	G. Roberts-G
L. Zorn-G	H. Bennett-D	J. Stybel-G	I. Abougouche-D
L. Carey-D	R. Boser-D	B. Ambeault-D	T. Denvir-D
C. Cunningham-D	L. Henley-D	N. Balmer-D	D. Gaunt-D
N. Leroux-D	B. Rowsell-D	K. Kinjerski-D	A. Parker-D
Reese Walsh-D	Rylan Walsh-D	K. Marsden-D	J. Sjogren-D
O. Cox-F	P. Carriere-F	L. Sterner-D	P. Boettger-F
R. Heuser-F	R. Enns-F	M. Dechaine-F	E. Bossel-F
L. Kofluk-F	T. Meunier-F	J. Ethier-F	R. Dubitz-F
B. McFatridge-F	D. Puk-F	B. Lambert-F	C. Kuncio-F
R. McRobbie-F	R. Semeniuk-F	D. Myshaniuk-F	A. Urquhart-F
E. Therres-F	Q. Szpak-F	D. Onushko-F	D. Van der Torre-F
R. Watton-F	T. Van Brabant-F	C. Pewarchuk-F	