

# Pillars

# Agenda

- An explanation of the 5 performance pillars
  - Specifically the first 3 pillars
    - Accuracy (Technical); Tactical; Management

# Referees Five Performance Pillars

| Accuracy<br>(Technical)   | Tactical  | Management   | Physical  | Mental  |
|---|---|--|---|---|
| <ul style="list-style-type: none"><li>• Skills</li><li>• Knowledge</li><li>• Laws</li><li>• Standards</li></ul> | <ul style="list-style-type: none"><li>• Game sense</li><li>• Anticipation</li><li>• Feel</li><li>• Flow</li></ul> | <ul style="list-style-type: none"><li>• On the job</li><li>• Game time</li><li>• Game analysis</li><li>• Game plan</li></ul> | <ul style="list-style-type: none"><li>• Stamina</li><li>• A to B</li><li>• Recovery</li><li>• Nutrition</li></ul> | <ul style="list-style-type: none"><li>• Control</li><li>• Response</li><li>• Resilience</li><li>• Communicate</li></ul> |

- The referee reviews their performance based on these 5 pillars
  - Self analyse and coach analyse

# Accuracy v Tactical Knowledge

| Accuracy<br>(Technical)      | Tactical                                      | Management                                       | Physical   | Mental   |
|------------------------------|---|--|--|--|
| Observes what<br>he/she sees | Makes a<br>decision on<br>what he/she<br>sees | Reviews the<br>decisions made<br>during the game | Ability to be in<br>a position to<br>observe and<br>decide | Thoughts that<br>determine<br>outcomes on<br>and off field |

Observe

Decide

Review

Position

Thoughts

# Four Scenarios of the 3 pillars

- Accuracy (Technical)
- Tactical
- Management

## For...

- Scrum
- Tackle
- Lineout
- Foul play

# Scrum example

- Team – tactically
  - Ball feeding team – stable steady platform
  - Opposition team – disrupt
- Referee – tactically
  - Fair and safe contest
- Referee – Accuracy (Technical)
  - Heads above hips
  - Props straight
  - Binding
  - Ball in quick
- Referee – management
  - Opposition loosehead driving in and up
    - Visualise technical set up and actions
    - Act upon with appropriate sanction

# Tackle example

- Team – tactically
  - Team in possession – quick ball
  - Opposition team – slow ball or turnover
- Referee – tactically
  - Quality so either quick ball or turnover ball
- Referee – technically
  - Tackle type – is attacker at risk or defender at risk?
  - Tackler – release or get out
  - Ball carrier – play ball
  - Post tackle – entry

# Tackle example – contd.

- Referee – management
  - Technically observed 4 penalties in a row
  - Tactically decided to penalise the 4 times
- So now from the management aspect what is the referee going to do?
- Referee - Management is about processing the tactical decisions made during the game
  - The trends



# Lineout example

- Team – tactically
  - Team in possession – off the top; quality ball
  - Opposition team – disrupt
- Referee – tactically
  - Quality so either team clean ball
- Referee – Accuracy (Technical)
  - Gap
  - Number's & 2x2
  - Throw
  - Jumpers & lifters
- Referee – management
  - Opposition early lifting
    - Identify issue
    - Act upon with sanction

# AR Foul play report example

- Referee – Accuracy (Technical)
  - Listen to the Assistant Referees report
- Referee – tactically
  - Make decision based on the AR's report
- Referee – management
  - Act on report by talking to captain and player

## Foul play on the field example

- Referee - Accuracy (Technical) – “Have I seen it?”
- Referee - tactically – “Do I play advantage?”
- Referee - management – “What's the ACC?”

# Referee Questions...

- Technical
  - “What does that look like?”
- Tactical
  - “What am I doing about it?”
- Management
  - “Is there a trend here?”

# Importance of 4<sup>th</sup> & 5<sup>th</sup> Pillars

- As a referee develops and is selected for higher honours the demand increases on the :
  - **Physical** pillar
  - **Mental** pillar
- Physical ability to be at the right place at the right time as the game gets faster
  - We call this creating time and space
- Physical longevity of the athlete
- Mentally the referee has to cope with new experiences and pressures on and off the field
  - Look at the referees profile on how best he/she manages themselves and handles situations

# Game Plan

- Whose the Ref
- Pre-match and post-match game plan examples
- **Important:** This is a referee driven document supported by the coach

# Questions

