



This poster has been designed by Coach Teji Aujla.

Comparative analysis of 2026 F.I.H. & F.I.F.A. World Cups.

What WE can learn from F.I.F.A. 2026 World cup?

Background:

During the 1980's Richard Aggiss, FIH master coach, was also the Head coach of the Australian Kookaburras national hockey team. He guided them winning their first ever 1986 London World Cup. I had a good fortune of having regular mini scholarly conversations – small talks - with him, during the various international tournaments. Learning from his experience was highly valuable and a privilege. I do remember him saying, **“Shiv football is 10 years ahead of hockey and Basketball is 20 years ahead of hockey.”**

Present situation:

Now after observing the 2026 FIFA World Cup and viewing some of the top matches from the 2026 FIH league, 2026 FIH World Cup and reflecting on Coach Richard's statement, I have no hesitation in saying that **“Football is definitely still 10 years ahead and may be even 20 years of our beloved but not so beautiful game of**

hockey.” It sure is uncomfortable to read this but is true to the best of my knowledge. Especially whereas:

- Game intelligence
- Tactical creativity
- Problem solving and decision-making ability under pressure
- Ball mastery under pressure
- 4 D skills – Deliberate delay, deception, diversion, and dexterity **are concerned**

Why so?

It is as simple as ABC. Here are my advocacy views, to support my controversial statement.

The way our past and current hockey gurus, especially from Europe, and FIH Coach education instructors see, think, and preach about the game is different than the way football coaches do. It has reflected how our players approach and play it universally.

Quote:

There is nothing either good or bad, but thinking makes it so.
William Shakespeare

How football and hockey have evolved and changed over the decades?

The way both games, football and hockey have evolved and changed over the past 4 - 5 decades is marvelous. Although both have taken different coaching philosophical paths during this exciting journey. Yes, this is due to their governing bodies, especially the International Football Association Board (IFAB) and the FIH Rules Committee made key decisions. One has been very keen on making rule changes and the other has been thoughtful of only making when it was obvious and needed. As we know, one too many facial plastic surgeries hurt Michael Jackson badly. And ultimately took him away from us. So sad but true.

Concept:

Have you ever heard about the hedgehog concept?

As we know, fox knows many things, but the hedgehog knows one big thing. And during their confrontations hedgehog always conquers.

Ancient Greek poem by Archilochus

In a way our FIH Rules Committee operated on the fox concept and the Football Association Board tilted more towards the hedgehog concept.

Do we remember?

We were also on the list of the International Olympic Committee's (IOC) chopping board. Yes, we dodged the bullet due to our top FIH officials diplomacy and the art of negotiating. In the first place why even give anyone a chance. Please think and rethink about this. Let's bring our game to such a peak level where the spectators come to the matches as the bees swarm to honey. And do get mesmerized from the marvelous skills and tactical creativity demonstrated by our players.

Quote:

Raise your selfhood to such heights that before writing any destiny, God Himself asks His servant: 'Tell Me, what is your desire

Dr Allama Muhammad Iqbal

Memory lane:

Looking back in the 1960's to 1990's three teams, who had an entirely different style of play compared to the Europeans were India, Pakistan, and Australia.

Australia, a highly successful team had the European fitness and mindset with the Asian skills. IOW **Soft silky artistic skills**, a deadly combination. The reason they embraced the Asian skills was due to the positive influence of the Anglo Indians, who had immigrated to Australia from India, after the end of the British rule in 1947. Yes, this also resulted in the partition of India and Pakistan.

Please visit glossary in the end of this article for the definitions of Soft and Hard skills.

Quote:

According to Ric Charlesworth, arguably one of the most successful players cum coach for Australia had this to say about his Anglo-Indian coach Merv Adams, in his book, The Coach, managing for success."

Merv Adams the man who helped us believe we could beat India and Pakistan in the 1970's. Perhaps the most influential figure in my sporting development.



At the 1964 Tokyo Olympic Games, the gold, silver and bronze medals were won by India, Pakistan and Australia. The same was at the 1968 Mexico Olympic Games. Only difference was that Pakistan, Australia and India finished in that order. And this has not happened since then, when these three teams shared the podium. In a way we can see how beautiful the outcome is when soft and hard skills are blended optimally. Especially the way Australia also added their supreme natural fitness and mental toughness to get a winning edge.

Do we remember?

In the 1990's Australian women's national team – Hockeyroos - won 2 Olympic and 2 World Cups back-to-back under the leadership of Coach Ric Charlesworth.

This team had an optimum fusion of soft and hard skills.



Australian women's national team celebrating after winning the 2000 Sydney Olympic Games gold medal.

What has changed and why?

With all due respect, it is a no secret that the Asian teams India, Pakistan, and Malaysia have been coached by mainly European coaches, during this millennium. No question, they have been a tremendous help in bringing **several positive changes in these teams**, but have also discarded them of their biggest asset – strength - which was:

- Flair and flow
- Artistic silky soft skills
- 4D skills
- Tactical creativity ... which was not at its best for India from the 1970's onwards because some Indian national team players, who were selected had developed the habit of over-dribbling. And this sharply diverted the team collectively away from a highly effective style of play, which was played by Indian teams during the 1960's and prior. And this started their downward trend – with the addition of several other factors. Thus, making them fall on their own sword.

Reality:

In my humble opinion it will be very hard – I am not saying impossible – to defeat the mighty Europeans while completely imitating their style of play. Especially at the Olympic or World Cup championships. India, Pakistan and Malaysian players **don't have the physical physique of the Europeans**. They – Asians - have been gifted by mother nature with its different unique natural strengths and innate talent. Simply make the best of it.

Quote:

Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.

Albert Einstein

Indian Women's national team:

Under the **leadership of Dutch Coach Sjoerd Marijne**, Indian women's national team has made a leapfrog progress. Especially the way they circulate the ball in the back is highly commendable.

Now after winning the 2026 Asian Games gold medal Coach Sjoerd will have more time to prepare and develop his Indian team for the 2028 LA Olympic Games and be able to infuse:

- A higher degree of game intelligence

- Tactical creativity
- 1 on 1 elimination skills by his offensive players in a confined space in the opponents circle after crossing the 23 meters line

This way if and when they will be able to achieve this ... most probably they will be able to not only challenge but defeat the top four teams from the 2026 FIH World Cup. They have come a long way, and they have a long way to go to be feared and respected by the top teams like The Netherlands and Argentina. BTW, this Indian team has a potential to become a good example where soft and hard skills are blended optimally.

Asian Football teams:

How come why did the Asian Football teams Korea and Japan did so well against Germany at the 2018 and 2022 FIFA World Cups? Germany was denied from qualifying their pool on both these occasions due to their defeats against these Asian teams in the pool. Please think about it. Keeping in mind the Asians physique and playing style.

What about the men down under?

Now whereas Australia is concerned, in a way they shifted more towards the European style of play, when Coach Colin Batch became their head coach in Dec. 2016.

Kookaburras, rather than maintaining and refining their unique effective style of play, which gave them a winning edge for decades, made this shift. Another way to look at it is that they stopped developing play makers in the midfield, as they had a tradition of developing in the past. Facts don't lie. This did cost them – Kookaburras - the top four positions at the 2024 Paris Olympic Games and the 2026 FIH World Cup. Strange but true.

The importance of contradictions:

As we know, Toyota Motor corporation have succeeded by deliberately embracing and cultivating internal contradictions and paradoxes rather than seeking comfortable compromises. Whereas we in hockey have shied away from contradicting each other openly in a logical way. Thus, this has hindered our optimum development and improvement.

What is the core theme of this comparative analysis study:

The core theme of this comparative analysis study is to study and dissect both these games – Hockey and football - under a microscopic eye. And make one aware that how similar and still different they are simultaneously, from a playing – strategic game plan - perspective. And why so? **Furthermore, what we can learn from football to make hockey as spectator friendly as they are?**

Is this about East versus West?

This Comparative analysis study is not only about the European hockey, nor about the Asian hockey. **It is ultimately about the timeless and priceless principles. And the seven universal laws of the game.** Furthermore, how one can blend all the above ingredients with the science and art of hockey. Hence to create a form of play, which will be the **best ever played**. Thus, we enjoy our game to the maximum degree, while playing and observing the way football does.

Envision the future by imagining:

After attending FIH coaching seminars, observing and learning from the various national teams, and their coaches, in the 1980's. who played a different style of hockey in those days. I developed an understanding of how they played and how to creatively blend the various styles of play. First, in my mind's eye - imagination. Later I did blend these styles of play with the soft and hard skills seamlessly. To make sure that it was practical I – we – tested them on the field. How? It was a regular feature to play mini hockey games on a small pitch with my students who needed extra work. Being young I did play with them. And it was so much fun and a learning experience for all of us. This is how the Canadian Men's national team developed and improved. Yes, they also improved their FIH ranking. In less than two years they jumped from being ranked in the 20's to 10 in 1984. On top of this defeating Argentina for the first time in the history of Canadian hockey. And later in 2 years defeating Spain, and Pakistan for the first time and India the second time. Yes, this was done, when Pakistan were the defending Olympic and World cup Champions.

No question, self-praise is no recommendation. Once in a while, It's no harm to blow one's own trumpet, to bring home a point, as long as it is done softly and gracefully while not being too obnoxious.

What is our - my - mission, vision and goals?

Bring a positive change in our game where there is an optimum blend of:

- Soft and hard skills
- Brain and braw
- Speed and change of pace. 4 D skills
- Tactical creativity and hit and hope strategy, which is in vogue at present to a large extent.

Quote:

**"Beauty comes first. Victory is secondary. What matters is joy.
Socrates, Legendary football player from Brazil**

What were and are the advantages of silky soft skills?

All the magical silky soft skills apart from playing a major role in tactically creative plays/moves also facilitated creating special breathtaking moments. And they made the spectators stand, and dance with joy. Especially when the giants from Asia and Europe clashed during the era from 1970's – 2006. Unfortunately, this has vanished, making the game more homogenous, robotic and boring to a certain extent. Of course, this will depend on who you are talking to and how you see and understand the game. The good news is that the spectators of football can still experience and enjoy these amazing moments, as was witnessed over and over during the 2026 FIFA world cup. Why so? As we have discarded the soft skills and football has not and embraced them closely to their heart, mind and soul.

Please remember:

Vision and action makes dreams come true:

Learning Objectives:

- What we can learn from football from a technical and tactical skills point of view?
- What are the key differences between football and hockey from the tactical playing styles? When played at the highest level?
- Identify the knowledge gap which is missing in our game from the technical and tactical aspects
- Bridge this knowledge gap while covering examples from these two world cups

What will this do?

- Develop awareness and expose the need for change
- Create a desire to participate actively and support the much-needed change
- This will only happen when the authorities of our game at the top level, including the associations and clubs, see the current state of our game with a **growth mindset rather than a fixed one tilted more towards the hard skills**
- We collectively brainstorm to provide information and knowledge on why, what, and how to bring this positive change
- Mainly focusing on how to do it while focusing on the key principles and laws of the game
- Train the elite youth payers and their coaches to implement new skills and behaviors
- Follow up, and reinforce to sustain the change

How will it be done?

Subject to one's desire to learn and excel we can educate the respective associations, clubs, and coaches in a systematic way, step by step. Elaborating on what exactly needs to be changed and improved. Thus, they view these changes as more acceptable, understand and embrace them:

- Why we are suggesting the change
- When and where the change will be executed
- What benefits will it bring
- A strategic plan to bring the change
- A plan of action to execute the change step by step systematically

In which specific areas is football ahead of hockey?

Following are the areas where football is ahead of us:

- Stance and Footwork
- Ball mastery
- Passing and receiving techniques on the run
- Tactical awareness. Especially space awareness and its creation, in the opponents attacking zone
- Game intelligence. Problem solving and decision-making ability in a pressure cooker game situation
- 1 on 1 elimination skills in a confined space
- Tackling
- Goal scoring
- Circulating the ball in the back
- Rules. No offside rule and the story of the FIH Dutch Technical director
- Safety issue

Disclaimer:

I understand that there are more than one way to do things. This does not mean that Coach Tom, Dick, or Harry are wrong. Their coaching philosophy is simply different, just as mine. **I respect and honor this.** I am sharing the way I have coached while being flexible and adaptable when and where needed. I have followed the motto of **continuous learning and improving.** And always embracing the principle-based, time-tested coaching philosophies and concepts, which will never ever go out of fashion. No wonder they are still strictly followed by the great footballers/teams and their coaches. And we in hockey have **quietly drifted away from some key ones.** And with this came the consequences. Yes, I will cover them at the appropriate time, with specific examples in this comparative analysis study.

Please note:

These are my original views and writing after discussing hockey with my three intellectual partners and the top-class hockey scholars – thought leaders - around the globe. Furthermore observing, playing, studying, and coaching our game since the mid 1960's.

Quote:

If the art of war were nothing but the **art of avoiding risks, glory would become the prey of mediocre minds. I have made all the calculations; fate will do the rest.**

What do the current generation of coaches and players think?

When I talk to the current international players, their coaches, and knowledgeable hockey enthusiasts, majority of them take a lot of pride in saying that the game has changed and there is no place for silky soft skills and tactical creativity. I accept it with a grain of salt and a mild smile. It is not their fault, as they don't know what they don't know. As do I of lot of things in life. The naked fact is that they – younger generation - have never ever been exposed to these types of tactically creative moves, plays and the magical skills which do wonders. Thus, here is an **opportunity to learn new skills, and bridge the knowledge gap**. This will only make the youth players and our aspiring coaches more knowledgeable and intelligent to play the game more efficiently and effectively, in the near future.

Quote:

Yes, we can agree to disagree, but we don't need to be disagreeable
John Wooden, Father of US Basketball

Here is another vital point to be considered

It is one thing to say that current hockey gurus have discarded soft skills and with it the tactical creativity of the highest order. **It is not fair on my part to point fingers**, than why am I doing so? Cruel to be kind. Just for the good of our game, so we may become aware, learn and improve. We must be true to ourselves and ask,

- why has this happened?
- Why has football become the most popular sport in the universe and not hockey?
- What is the root cause? A tough one to answer!

There is not an ounce of intent to play a blame game. The point is to reflect, rethink and come more stronger together, to raise the overall standard of our game.

Quote:

I believe that you – Coach Shiv - **think we are stronger than I think. But what you expect is attainable.**

Joe Leveque a member of the Canadian Junior national team said this at the 1982 Kuala Lumpur Junior World Cup.

The gift we can give each other by intellectual collaboration is to **THINK and BELIEVE that BIG THINGS** can – will - happen.

Critical thinking:

Look at a bigger picture, while keeping in mind the long-term gains over short-term pains. Hence, it is my moral obligation to make our younger fellow coaches aware of this current alarming situation. In a way our game has become saturated with hard technical and tactical skills, leaning more towards a stagnation point while running on autopilot mode. This sure has sharply diverted us away from an innovative and tactically creative style of play.

Unnecessary injuries:

In addition, we must **strictly not allow any unnecessary injury happen to our innocent players.** Which sure has left a bad taste among the players and their near and dear ones, who were involved. **Totally unacceptable.** We need to get out of this current mode of playing phase which does have its fair share of injuries , due to some strategic plays – invented and introduced by our coaches and rule changes - which has exposed our players to be prone to injuries. We can also achieve higher standards of play, just as football has been doing for decades without discarding their core values and tactically creative style of play. And we sure have discarded them to a large extent.



Will you allow your child or grand child to play hockey, where this happens way to frequently to our innocent players?

There is absolutely no reason for these injuries to happen. If we know how to tackle from the left safely. And place the ball pinpoint accurately, where one wants, rather than hitting it widely and injuring our own teammate.

Quote:

**You haven't taught until they – students - have learned.
Coach John Wooden**

What is the most precious gift of Europe and Football to hockey?

Simply it is:

- Circulating the ball in the back
- Playing direct and indirect hockey.
- Running off the ball to create time and space. The two most searched elements on the field to control the game and score goals
- Innovative variations in set plays
- New technical and tactical skills

Germany's gift:

I had the good fortune of witnessing Germany implementing the above – first three tactical plays for the first time during the 1982 Bombay World up and 1982 Kuala Lumpur Junior World Cup. In the former Germany won the silver medal and in the later under the leadership of Coach Paul Lissek won the JWC for the first time and did it again during the next 3 additions of this JWC. And these naughty and mighty Germans are still doing the same by winning the JWC's. I believe they have won **8 out of the total 14 JWCs**. What a record! And this sure reflects on the performance and results of their senior national teams. They did it again at the 2026 FIH World Cup, with several new and young faces performing in the peak performance zone, when it mattered the most. They have won four Olympic Gold medals and four World Cups. The most than any other country since 1972 Munich Olympic games. What an accomplishment! It will be dumb on one's part to not see and learn from them.

What has football learned from hockey?

It won't be fair if we don't recognize hockey's gift to football. Football authorities sure have admired some of our tactical plays. And had no hesitation in stealing our great hockey minds and tactical plays. There have been quite a few. For example, the German national team hockey coach, Bernhard Peters.

Evidence based successful story:

Bernhard Peters, the highly successful Germany national team coach, under whose leadership Germany won two World Cups back-to-back in 2002, Kuala Lumpur and 2006 Mönchengladbach World Cup. He later took a coaching position with a German football Club TSG Hoffenheim's. It sure was hockey's loss and football's gain.

Here is what he had to say about Pakistan players tactical creativity, due to their soft skills.

“There are quite a few similarities in the tactical structure of football and hockey. During my time, we often played with the national team in international matches or the Champions Trophy in Pakistan. Sometimes we were completely overwhelmed by the impressive offensive skills of the Pakistan players; it felt like they were playing with more players than we were. Waves of attack constantly surged towards our defensive lines. Often, there was no chance for us: a dribble or a short pass against a defender, and the next one was already bypassed – a dribble or a pass always very quick and short, and there was always a teammate ready to receive the ball. I often watched videos of their offensive play because I wanted to learn from their strengths.”

Do you know?

How Pakistan's 1978 Buenos Aires FIH World Cup winning team inspired Argentina win their first ever 1978 FIFA World Cup in the same city. Here is what Argentina winning Coach Cesar Luis Menotti had to say, to the coach of the Pakistan winning team,

Quote: “Your tactics helped us win the World Cup. Pakistan's attacking plays came in very handy. My deepest thanks to you – Coach Abdul Waheed Khan - and your team.” **This is what is called CLASS**

Coach Menotti personally observed Pakistan's training sessions in Buenos Aires and sat down with Coach Waheed Khan to dissect their fluid, wave like attacking movements.

Is it easier or harder to play the game at present?

I very strongly feel and believe that there has never been a time when it was so simple and easy to play the game then in recent times. Subject to one knowing how to play it intelligently, **using one's brain more than their legs. Brain over brawn.** And be fully equipped with the required essential skills – technical, tactical, physical and mental - especially the ones for controlling the ball under pressure and manipulating the tight game situations in one's favor. No question lately the rules have been designed and flexed in favor of the offensive players to operate and score goals. Unfortunately, we the

coaches have not been able **to develop the optimum degree of game intelligence and the soft and 4D skills required to score classic goals**. Moreover, the game intelligence to recognize or create those game situations – Patterns of play – which divert the game gracefully in one's favor are also sadly missing. We need to shift our paradigm and adopt the evidence-based operating system, which were demonstrated by almost every competing football team at the 2026 FIFA World Cup. Yes, with their own flavor – style of play to add beauty, which was to be seen and enjoyed.

Why are you making yourself vulnerable Coach Shiv?

My key objective is to wake us up as a hockey community and see what is best for our game in the long term. Moreover, in a positive way stir things up and provoke our hockey pundits, gurus, and the lawmakers, who have been the catalyst for these changes, some good and some not so good. This sure has led to our game becoming more fast and furious. A robotic style of play with tremendous brute force. Nothing wrong in it. **But BALANCE between soft and hard skills is necessary**. As they will bring a positive change and breath of fresh air. **Although the changes I am envisaging seem to be problematic, but in fact, they are disguised as an opportunity to improve our game**. And developing a brand of hockey which will be in its own class. As was the football played by the Spanish National team, at the 2026 FIFA World Cup. No wonder, Spain are the current 2024 European and 2026 FIFA World Cup Champions. True Champions!

They even made teams like France and Argentina starve to touch the ball, who were the heavy favorites to win the World Cup. In fact, if I am not going too far, they even toyed with them, in their semifinal and final matches respectively, before winning the 2026 FIFA World Cup .

What are the consequences of not changing?

- We as a hockey community will be missing opportunities to take our game to the next level
- As per now we will see less enjoyment and thrill while observing our game

Shared vision:

When one likes to bring a positive change to raise the standard of our game. **No one can do it on their own**. It is a team effort with a shared vision. When we will create a hockey community, which understands clearly and can see the knowledge gap – which is presently missing in our game - and want to do something about it. We sure can – **WILL** – achieve wonderful things. I can envisage a soft skills revolution, which sure will raise the standard of our game. It is a collective team effort **We need to creatively collaborate and bring our collective intelligence together**. And be thoughtful of not diluting our – Asian or European - core collective natural strengths and do cover our weaknesses. **Think big. Start small**.

For example:

In the mid 1960's The Beatles infused Indian classical music with Western pop and rock by combining traditional instruments like the sitar and tabla with western chord structures, song forms, and continuous musical tones called drones. George Harrison even learned to play the sitar.

Succes story

In the summer of 2008, when India failed to qualify for the 2008 Beijing Olympic Games for the first time since 1928 Amsterdam Olympic Games. Sukhvir Singh Grewal, Director, Punjab Institute of Sports, India invited me to work with their coaches and the youth players, who were in their pre-to-early teens. We all worked together under the leadership of Sukhvir and with the blessing of Pargat Singh, who was the Director of Sports, Punjab and a budding politician. Now he is the president of Indian Congress party in Punjab. This created an opportunity, with a flourishing environment which harvested rich dividends. **The final outcome was that 60-70% of the members of the Indian Junior and senior national teams which won the 2016 Junior World Cup and 2 Olympic bronze medals back-to-back at the 2020 Tokyo and 2024 Paris Olympic Games were the products of the Punjab Institute of Sports.** Unfortunately, Pargat and Sukhvir stepped away from the Punjab Institute of sports several years ago. I can see its negative side effects, as coming events caste their shadow. One has to be optimistic, but at the same time realistic. Be true to oneself.

. Moral of the story:

- The power of community with a cause can make extraordinary things happen
- Where there is a collective will, there is a way
- The word impossible is written in the dictionary of fools

Sequence of presentation:**Please be aware:**

As this comparative analysis study is a long article cum research paper. We will divide it into 5 or more parts. Hence, it will be easy for the readers to study and digest each segment. Moreover, it will give me the opportunity to cover each topic in more depth to bring home the vital points.

First Topic: Part 2

The first topic we will cover is the **Safety issue. How to avoid unnecessary injuries?** The remaining topics we will cover one by one under the following headings.

Foundational skills:

- Stance
- Footwork
- Holding the stick
- First touch

Technical skills:

- Ball mastery
- Possession skills under pressure
- Passing & receiving skills on the run
- Dodging. 1 on 1 elimination skills in a confined space
- Tackling
- Goal scoring

Tactical skills

- Game intelligence
- Reading the play
- Pattern recognition
- Play making moves
- Problem solving & decision making

Conclusion:

Most of my advocacy has been based on **counterfactual thinking**. Hence suggesting and showing alternative methods to play our game to make it as attractive and popular as football is today. I strongly believe in the principles, concepts and strategies which have been embraced and implemented by football for decades. They sure have made some refinements with delicate touches here and there. We can also do so with our game. Unfortunately, we have discarded – to a large extent - the universal concepts and principles which had made our game beautiful, while attracting reasonable number of spectators. **We can still make our game beautiful**, just the way the Dutch women had not only demonstrated but knocked out every opponent which came their way up till the 2026 FIH World Cup, where they lost to Argentina in the finals. A class team. If they can do it why not – we all – and especially men. **Why simply rely only on brute force and speed**. When I observe the USA NBA Basketball players in action. It is very hard to not marvel their footwork and silky soft skills, which are a beauty to watch. And that also in a confined space under immense pressure.

Why How and What?

With reference to the various coaching topics/points I have mentioned, we will throw deep light on them. Thus, make a sincere attempt to bring a paradigm shift in the thinking of our current hockey gurus. When succeeded we will be able to take our game to the next level. Please reflect, think, and rethink how to make a positive difference in our game via:

- Growth mindset
- Introduce the technical and tactical skills the way they were implemented during the 20th century. Especially the following ones
- Passing and receiving on the run, in an offensive open stance
- Tackling and dodging techniques
- Midfield play. Especially the buildup play
- 4 D skills

Acknowledgment and appreciation:

Collective intelligence emerges from intellectual collaboration?

I have a good fortune of knowing three intellectual partners with whom I regularly discuss hockey. They are namely. Tejinder Aujla, TJ Bamrah and Allan Scally. So fortunate is Coach Shiv to also intellectually partner with these hockey brains and very many other coaches – thought leaders - globally. They have deeply impacted on my hockey thinking in the most powerful and positive way. **I can't Thank you all enough!!!**

Glossary

Soft skills:

“Soft” skills, where there are lots of equally good ways to accomplish a goal. Soft skills are about flexibility; having a lot of options to get past an infinitely varying set of obstacles. They're skills where you want a tiny skateboarder inside you, making the moves in response to whatever obstacle comes next. Examples of soft skills include:

- communication skills - writing and speaking
- the improvisatory parts of sports/music/business

Danial Coyle

Hard skills

“Hard” skills are where there is a single right way to do something. Precision counts for everything. They're skills where you want a tiny Swiss watchmaker inside you, performing the task with absolute control, doing it the same every time. Some examples:

- a swimming stroke

Danial Coyle

Executive skills:

Executive skills are also called executive function. They are a set of mental processes and brain-based tools that act like an air traffic control system for our mind. Furthermore, they help us plan, focus, remember instructions, and juggle multiple tasks

Please note:

I am having difficulty finding a short name for the **4 essential intellectual foundational** skills. Hence calling them 4D skills. If you have any suggestions, please provide them. It will be much appreciated.