



NATIONAL TEAM PROGRAMMING

CZECH WOMEN'S NATIONAL TEAMS 2022 – 2026

TEREZA SADILOVÁ

ABOUT ME:



TEREZA SADILOVÁ

HOCKEY CANADA INTERNSHIP



GM CZECH WNT 
SENIOR, U18, U16
(2022 - 2026)

**PROJECTS HOLKY NA LED,
FUTURE OLYMPIANS**

IIHF WOMEN'S COMMITTEE
(SINCE 2023)



DEPUTY GENERAL SECRETARY -
2025 IIHF WWCH

2X , 11X IIHF WCH, 2X UNIVERSITY GAMES

CZECH WOMEN'S HOCKEY BEFORE 2022

- **NO VISION, NO PLAN, NO PROJECTS**
- **THIS ALLOWED US TO START FROM STRATCH**
- **MAIN FOCUS WAS ON DEVELOPMENT PROGRAMS, BUILDING THE RIGHT CULTURE WITHIN THE CZECH WOMEN'S HOCKEY, PUSHING OUR HIGH PERFORMANCE PROGRAM**
- **THE PAST FOUR YEARS HAVE BEEN THE MOST SUCCESSFUL PERIOD IN THE FEDERATION'S HISTORY FOR WOMEN'S HOCKEY. THE GROWTH, PERFORMANCES, AND ACHIEVEMENTS OF OUR PLAYERS HAVE SET A NEW BENCHMARK FOR THE SPORT IN OUR COUNTRY.**



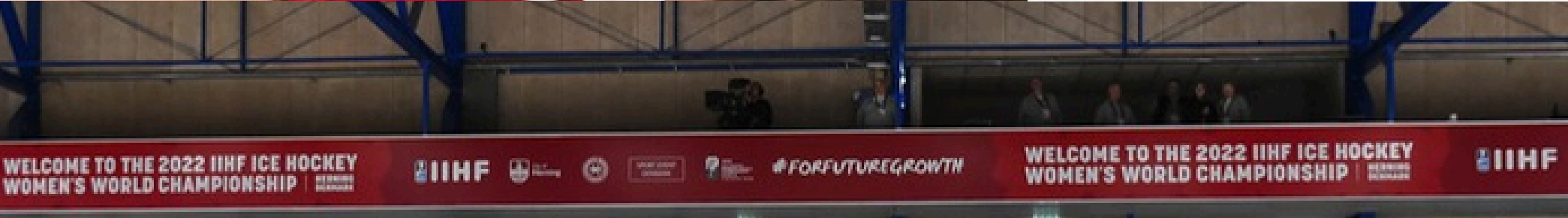
FROM ZERO TO MEDALS

PATH TO SUCCESS
2022 - 2026

2022 IIHF WWCH Denmark	
2023 IIHF WWCH Canada	
2024 U18 IIHF WWCH Switzerland	
2025 U18 IIHF WWCH Finland	
2026 U18 IIHF WWCH Canada	
2023 Winter University Games	
2025 Winter University Games	



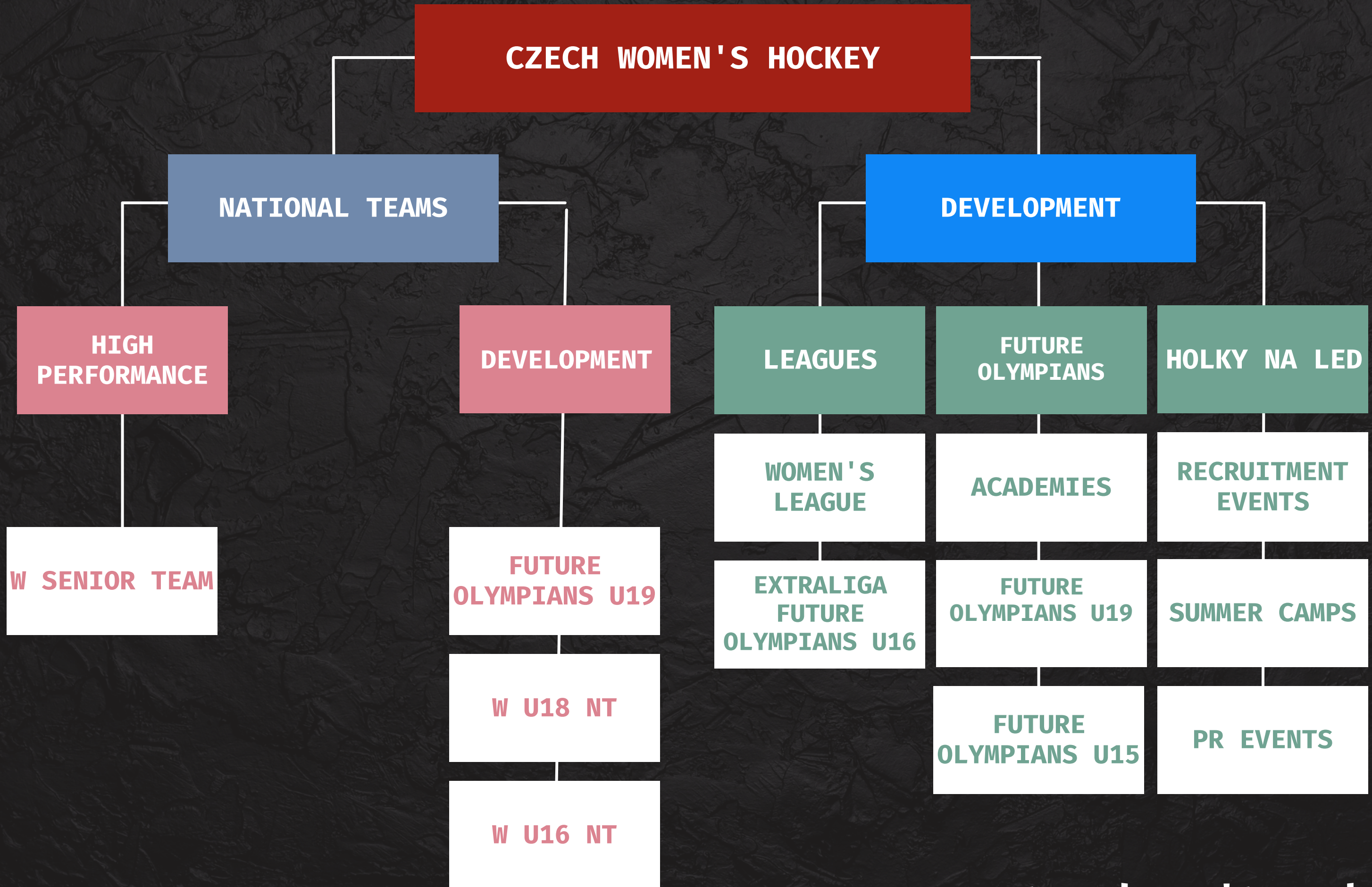
BUILDING A POWER HOUSE OF WOMEN'S HOCKEY



VISION STRATEGY GOALS



HIGH PERFORMANCE



DEVELOPMENT

system doesn't work for you
you gotta work the system

PROGRAM IDENTITY – SET THE TONE

- SAFE ENVIRONMENT
- LONG-TERM GROWTH FOCUS
- BUILDING TRUST, NOT FEAR
- BIG, BIG GOALS, AMBITION
- THE RIGHT STAFF
- OPEN DOOR POLICY
- LANDSCAPE OF WOMEN'S SPORTS IS SHIFTING – DON'T STAY BEHIND

HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

TRUST THE PROCESS – ONE DAY AT A TIME



system doesn't work for you
you gotta work the system



STANDARDS



don't lower your standards

REMEMBER THE IMPORTANT STUFF:

As proud representatives of the Czech Republic, each member of the Women's National Team is expected to uphold the highest standards of professionalism, integrity, and respect. As role models on and off the pitch, we commit to the following principles:

1 Respect for Staff and Teammates

Treat all coaching staff, medical personnel, teammates, and support staff with courtesy, dignity, and professionalism at all times.

2 Positive Role Modeling

Recognize our influence on young athletes and the wider public. Behave with integrity, humility, and discipline in every setting — on the field, in the media, and in public life.

3 Unity and Team Spirit

Promote a culture of support, collaboration, and shared responsibility. Differences are respected, and the team comes first.

4 Accountability and Professionalism

Take responsibility for our actions and decisions. Uphold team rules and standards, and be punctual, prepared, and focused in all team activities.

5 Respect for the Game and the Nation

Compete with honor, fairness, and sportsmanship. Represent the Czech Republic with pride and gratitude.





HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

***HIGH STANDARDS DRIVE PERFORMANCE, AND HIGH SUPPORT ENABLES ATHLETES TO REACH THOSE STANDARDS.**

AREAS OF FOCUS

- TALENT IDENTIFICATION / SCOUTING (THROUGH PROJECTS OR DIFFERENT LEAGUES), VIDEO ANALYSIS
- TECHNICAL AND TACTICAL DEVELOPMENT, INDIVIDUAL SKILLS, GAME DECISION-MAKING
- PLAYER DEVELOPMENT, PATHWAY TO PROFESSIONAL HOCKEY
- PHYSICAL PREPARATION: SPEED, STRENGTH, INJURY PREVENTION, RECOVERY
- LEADERSHIP AND TEAM CULTURE
- MENTAL AND COMPREHENSIVE DEVELOPMENT, RESILIENCE AND CONCENTRATION, PLAYER WELLBEING, NUTRITION & RECOVERY

PHYSICAL PREPARATION, MENTAL PREPARATION, SCOUTING

BUILDING FROM THE GROUND UP
HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

SENIOR WOMEN'S NATIONAL TEAM

FUTURE OLYMPIANS U19 (BRIDGE)

U18 W NATIONAL TEAM

U16 W NATIONAL TEAM

EXTRALIGA FUTURE OLYMPIANS U16

FUTURE OLYMPIANS U15 (SKILLS)

***TALENT IDENTIFICATION**

HOLKY NA LED U10 (FUN)



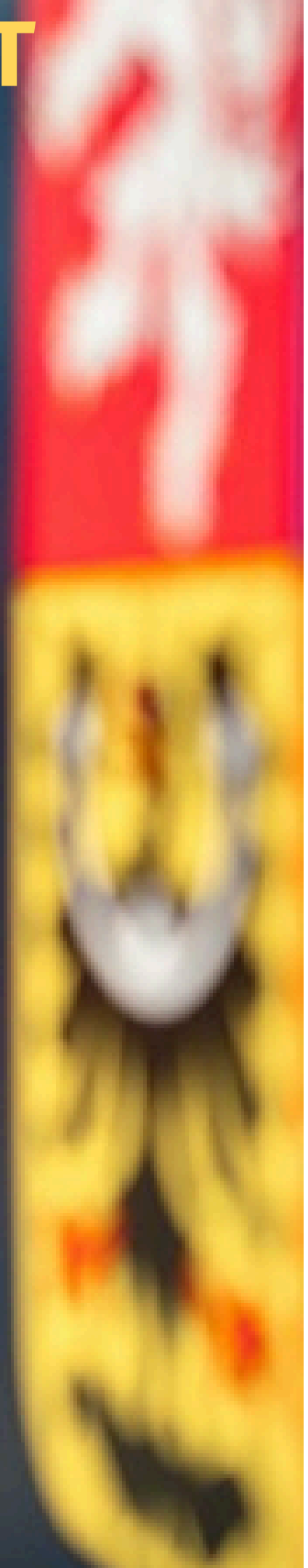
HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT



HÉŘKOVÁ 48

FLOROVÁ 22

BE GREAT



FEMALE LEADERSHIP



CARLA MACLEOD

- FIRST FEMALE ON THE CZECH NT BENCH
- HOCKEY CANADA BACKGROUND
- 2X OLYMPIC MEDALIST
- BOOSTED CONFIDENCE WITHIN THE TEAM
- EMOTIONAL INTELLIGENCE
- PLAYER-CENTERED COMMUNICATION

HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

THE STAFF

IT TAKES A VILLAGE



- ALIGNMENT
- LEADERSHIP
- PROFESSIONALISM



GM

HEAD COACH

ASSISTENT
COACH

ASSISTANT
COACH

GOALIE COACH

VIDEO COACH

S&C COACH

EQUIPMENT
MANAGER

EQUIPMENT
MANAGER

EQUIPMENT
MANAGER

PHYSIO

PHYSIO

PHYSIO

DOCTOR

MEDIA MANAGER

HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

ALIGN, WORK TOGETHER...WATCH THE MAGIC HAPPEN

- **SHARED PLAYBOOK – ONE PLAYING STYLE ACROSS ALL AGE GROUPS (WITH RESPECT TO DIFFERENT LEVELS OF PLAY)**
- **SAME PHILOSOPHY**
- **SHARING KNOW HOW**

WOMEN'S SENIOR TEAM	
HEAD COACH	CARLA MALEOD
ASSISTANT COACH	DUŠAN ANDRAŠOVSKÝ
ASSISTANT COACH	JAN LUCÁK
ASSISTANT COACH	SCOTT RIVETT

U18 WOMEN'S TEAM	
HEAD COACH	DUŠAN ANDRAŠOVSKÝ
ASSISTANT COACH	MARTIN POUSKA
ASSISTANT COACH	JAN LUCÁK

U16 WOMEN'S TEAM	
HEAD COACH	JAN LUCÁK
ASSISTANT COACH	KAROLÍNA ERBANOVÁ
ASSISTANT COACH	MARTIN CIMRMAN

COOPERATION



USA HOCKEY



FRÖLUNDA HC, GOTHENBURG

“If you want to improve your game, raise your game.”

HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT



HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT



DEVELOPMENT SYSTEM



2022 - 2026		
Holky na led	34 events	906 players
Future Olympians U15	41 events	290 players
Future Olympians U19	36 events	173 players

1,369

PROJECTS

“HOLKY NA LED” GIRLS ON ICE PROJECT

HOLKY
NA
LED



HOLKY NA LED “GIRLS ON ICE”

906 GIRLS

- **GIRLS (OFTEN AGED 6–10) GET ON THE ICE TO TRY BASIC HOCKEY SKILLS, HAVE FUN WITH COACHES AND VOLUNTEERS, AND LEARN BITS OF THE GAME IN A POSITIVE ENVIRONMENT**
- **THEY MEET AND SKATE WITH CURRENT CZECH WOMEN’S NATIONAL TEAM PLAYERS, WHICH MAKES IT INSPIRATIONAL AND MOTIVATIONAL**
- **ACTIVITIES INCLUDE DRY-LAND AND ON-ICE DRILLS, MINI “MATCHES,” AND TEACHING ABOUT TEAMWORK, FAIR PLAY AND HOCKEY CULTURE**
- **THE PRACTICAL GOAL IS TALENT IDENTIFICATION AND RECRUITMENT – GETTING MORE GIRLS INTO HOCKEY AT A YOUNG AGE AND SHOWING THAT IT’S A SPORT FOR THEM TOO. OVER A FEW YEARS THIS HAS GROWN INTO A SERIES WITH MULTIPLE STOPS AROUND THE CZECH REPUBLIC**

FUN EVENT, NO FEE, FIRST EXPERIENCE AMONG GIRLS GROUP



FUTURE OLYMPIANS PROJECT



FUTURE OLYMPIANS

- **COMPREHENSIVE DEVELOPMENT PROGRAMME THAT FOCUSES ON YOUTH FEMALE HOCKEY PLAYERS WITH THE AIM OF STRENGTHENING THE OVERALL WOMEN'S HOCKEY SYSTEM IN CZECHIA**
- **IT SITS ALONGSIDE COMPETITIONS AND CAMPS DESIGNED TO GIVE PROMISING GIRLS CONSISTENT HIGH-QUALITY TRAINING, COMPETITION, AND A PATHWAY TOWARD NATIONAL-TEAM SELECTION**
- **IT'S INTENTIONALLY DESIGNED TO DEVELOP TALENT WITH AN OLYMPIC HORIZON IN MIND. A KEY FOCUS IS PREPARING PLAYERS NOW SO THEY CAN POTENTIALLY COMPETE AT THE 2026, 2030 OR EVEN 2034 WINTER OLYMPIC GAMES**
- **ALIGNING ITS MISSION SPECIFICALLY WITH OLYMPIC TIMEFRAMES**





FUTURE OLYMPIANS U15

- **EARLY TALENT IDENTIFICATION (U16 WNT) & SKILL DEVELOPMENT**
- **THE FUTURE OLYMPIANS U15 PROGRAMME BRINGS TOGETHER PROMISING YOUNG PLAYERS (OFTEN BASED ON RECOMMENDATIONS FROM CLUB COACHES) FOR STRUCTURED, HIGH-QUALITY ONE-DAY CAMPS ACROSS CZECHIA**

AT THESE CAMPS, ATHLETES:

- **WORK ON CORE INDIVIDUAL SKILLS (SKATING, PUCK HANDLING, SHOOTING, TECHNICAL SKATING HABITS)**
- **LEARN FUNDAMENTAL GAME PRINCIPLES USED IN WOMEN'S INTERNATIONAL HOCKEY**
- **PLAY SCRIMMAGES, ALLOWING COACHES TO SEE HOW SKILLS TRANSFER INTO GAME CONTEXTS**
- **THESE EXPERIENCES ARE PRECISELY THE KIND OF SPORT-SPECIFIC PREPARATION AND HIGH-PERFORMANCE HABITS THAT ELITE PLAYERS NEED LONG BEFORE THEY REACH JUNIOR AND SENIOR NATIONAL TEAMS**
- **ONE OF THE PROJECT'S FORMAL AIMS IS TO BUILD A NATIONAL DATABASE OF TALENTED PLAYERS – ESSENTIALLY A TALENT POOL THAT NATIONAL TEAM STAFF CAN MONITOR AS THESE ATHLETES GROW**

INDIVIDUAL SKILLS (SKATING, STICK WORK, PUCK PROTECTION)

OFF-ICE PRACTICE (FUN-GAMES, COORDINATION)

COACHES: SENIOR W NT PLAYERS WHENEVER POSSIBLE

FUTURE OLYMPIANS U19



- THIS AGE CATEGORY IS CRITICAL BECAUSE IT SITS BETWEEN JUNIOR (U18) HOCKEY AND FULL SENIOR NATIONAL TEAM LEVEL – THE EXACT TRANSITION PHASE WHERE MANY FEDERATIONS EITHER LOSE ATHLETES OR FAIL TO PREPARE THEM PROPERLY FOR ELITE COMPETITION
- THE CZECH FEDERATION CREATED THE U19 LEVEL TO BRIDGE THAT PERFORMANCE GAP
- PLAYERS WHO FINISH THEIR TIME WITH THE CZECH REPUBLIC WOMEN'S NATIONAL UNDER-18 ICE HOCKEY TEAM OFTEN NEED:
 - MORE PHYSICAL DEVELOPMENT, FASTER TACTICAL ADAPTATION, EXPOSURE TO SENIOR-STYLE SYSTEMS, TIME TO MATURE MENTALLY
 - THE U19 FO PROGRAMME KEEPS THEM INSIDE THE NATIONAL DEVELOPMENT SYSTEM INSTEAD OF LEAVING THEM ONLY IN CLUB ENVIRONMENTS
 - CENTRALIZED DEVELOPMENT CAMPS
- U19 FO ORGANIZES:
 - MULTI-DAY TRAINING CAMPS: POSITION-SPECIFIC TRAINING BLOCKS, HIGH-INTENSITY SCRIMMAGES, TACTICAL WORKSHOPS USING SENIOR-LEVEL SYSTEMS
 - THESE CAMPS OFTEN INCLUDE: ADVANCED SKATING SESSIONS,, STRENGTH & POWER DIAGNOSTICS, VIDEO ANALYSIS SESSIONS, GAME SIMULATION UNDER PRESSURE

FUTURE OLYMPIANS U19 X HC SPARTA PRAHA

- THE FIRST CLUB PARTNER OF THE FUTURE OLYMPIANS U19 PROGRAMME WAS HC SPARTA PRAHA (A HISTORICALLY STRONG AND INFLUENTIAL HOCKEY ORGANISATION IN CZECHIA)
- THAT PARTNERSHIP WAS IMPORTANT BECAUSE SPARTA MADE ICE-TIME AND FACILITIES AVAILABLE FOR THE PROGRAMME WHICH GAVE THE U19 GROUP A HOME BASE FOR REGULAR PRACTICES AND TRAINING BLOCKS
- THE COLLABORATION SYMBOLISED A “CLUB + FEDERATION” APPROACH TO GROWING THE WOMEN’S GAME BEYOND JUST NATIONAL TEAM WEEKENDS AND CAMPS





EXTRALIGA FUTURE OLYMPIANS U16

- **FIRST-OF-ITS-KIND U16 GIRLS' HOCKEY LEAGUE IN CZECHIA**
- **DESIGNED FOR 2010–2013 BIRTH YEARS AND PROVIDES REGULAR WOMEN'S COMPETITION WITHOUT AFFECTING PLAYERS' OTHER CLUB COMMITMENTS (PLAYERS CAN STILL PLAY IN BOYS' COMPETITIONS OUTSIDE THIS LEAGUE)**
- **INCLUDES A REGULAR SEASON AND FINAL FOUR PLAYOFF, AND HELPS IDENTIFY TALENT FOR U16 AND U18 NATIONAL TEAMS**

EXTRALIGA FUTURE OLYMPIANS U16



- **THERE ARE 10 TEAMS IN THE LEAGUE**
- **52 GAMES**
- **THE LEAGUE WAS CREATED WITH SEVERAL DEVELOPMENT GOALS IN MIND: REGULAR GAME EXPERIENCE, YOUNG FEMALE PLAYERS GET CONSISTENT, HIGH-QUALITY COMPETITIVE GAMES IN A GIRLS' LEAGUE**
- **RETENTION & DEVELOPMENT**
- **IT AIMS TO KEEP PLAYERS ENGAGED IN HOCKEY DURING A CRITICAL AGE PERIOD – A TIME MANY GIRLS LEAVE THE SPORT DUE TO LACK OF TAILORED COMPETITION**
- **COACH EDUCATION & FEDERATION LINK: THE LEAGUE INCLUDES JOINT WORK WITH COACHES AND COLLABORATION WITH THE NATIONAL WOMEN'S PROGRAMME – HELPING SHARE TRAINING METHODOLOGY AND RAISE COACHING QUALITY**



THE ENGINE

FUTURE OLYMPIANS ACADEMIES



NATIONAL TEAMS





U16 W NATIONAL TEAM

- **IT SERVES AS AN EARLY STAGE IN THE DEVELOPMENT PATHWAY FOR YOUNG FEMALE PLAYERS WHO MAY PROGRESS LATER TO THE U18 TEAM AND ULTIMATELY THE SENIOR WOMEN'S NATIONAL TEAM**
- **THE U16 TEAM PARTICIPATES IN INTERNATIONAL FRIENDLIES, DEVELOPMENTAL TOURNAMENTS SUCH AS THE OLYMPIC YOUTH TOURNAMENT**



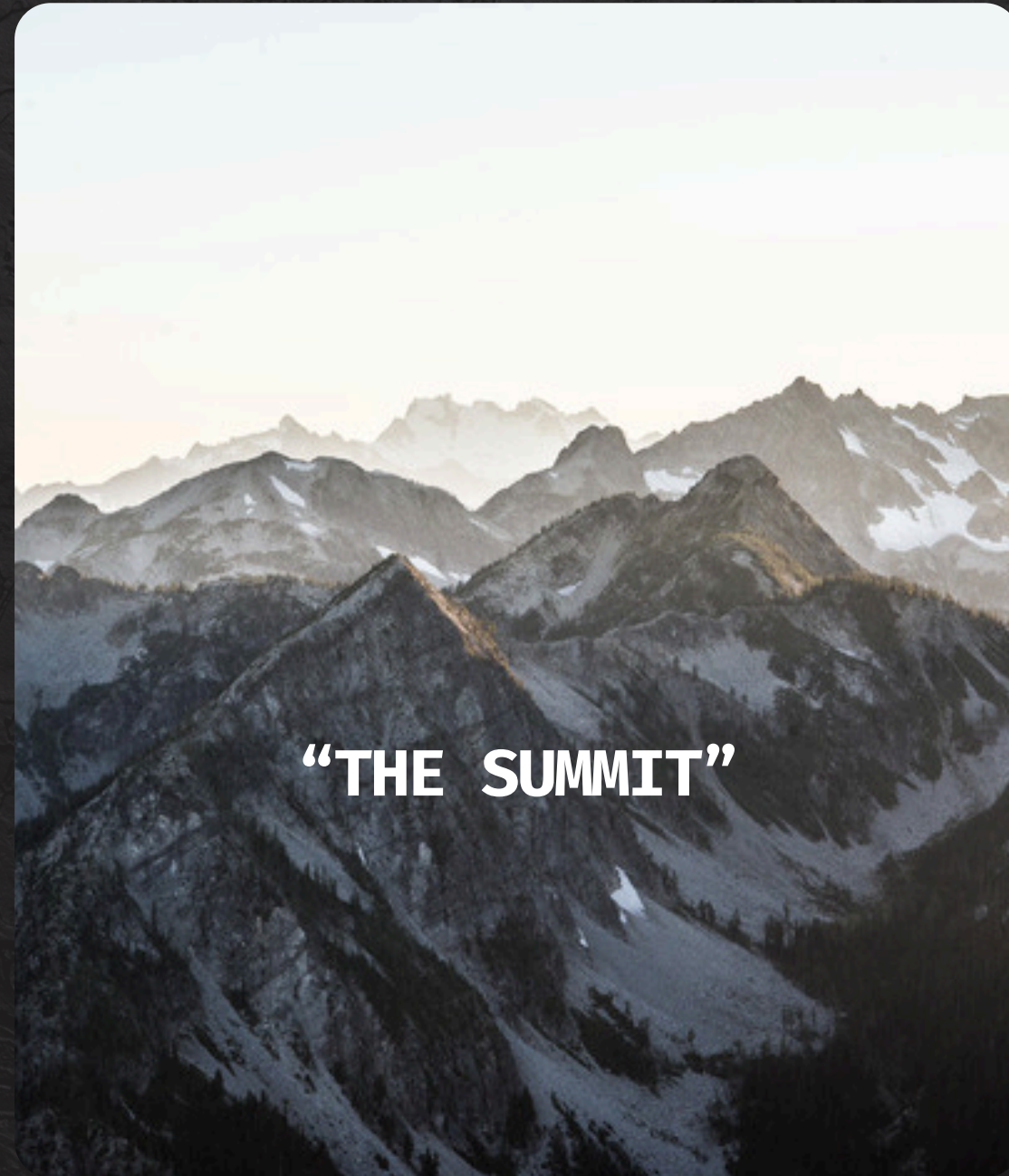
U18 W NATIONAL TEAM

- **THE U18 TEAM IS A KEY DEVELOPMENT BRIDGE BETWEEN YOUNGER AGE GROUPS AND THE SENIOR WOMEN'S NATIONAL TEAM**
- **MANY PLAYERS WHO EXCEL AT U18 GO ON TO PLAY FOR THE SENIOR TEAM**
- **THE U18 PROGRAMME PARTICIPATES IN THE U18 WOMEN'S EURO HOCKEY TOUR TOURNAMENTS AND THE U18 CHAMPIONSHIPS**
- **THE TEAM HAS BEEN REGULARLY COMPETITIVE, OFTEN PLACING AMONG THE TOP FOUR TEAMS AND USING INTERNATIONAL EXPOSURE TO DEVELOP ITS TALENT FOR THE SENIOR LEVEL**

HIGH PERFORMANCE



SENIOR WOMEN'S NATIONAL TEAM



POOL OF PLAYERS: AROUND 50

CZECH WOMEN'S NATIONAL TEAM CAMPS AND IIHF BREAKS

DEVELOPMENT

TOP PERFORMANCE TEAM

DEVELOPMENT

JULY

AUGUST

NOVEMBER

DECEMBER

FEBRUARY

APRIL



SUMMER CAMP

IIHF BREAK I.

IIHF BREAK II.

IIHF BREAK III.

IIHF BREAK IV.

2026 IIHF WWCH

END-OF-SEASON EVENT

SECOND HALF OF JULY

CZE



SUI

4 NATIONS



FIN

4 NATIONS



SWE

4 NATIONS



CZE



CZE

CZE



TOP PERFORMANCE +
DEVELOPMENT TEAM

TOP PERFORMANCE TEAM

TOP PERFORMANCE TEAM

TOP PERFORMANCE TEAM

TOP PERFORMANCE TEAM

TOP PERFORMANCE TEAM

DEVELOPMENT TEAM

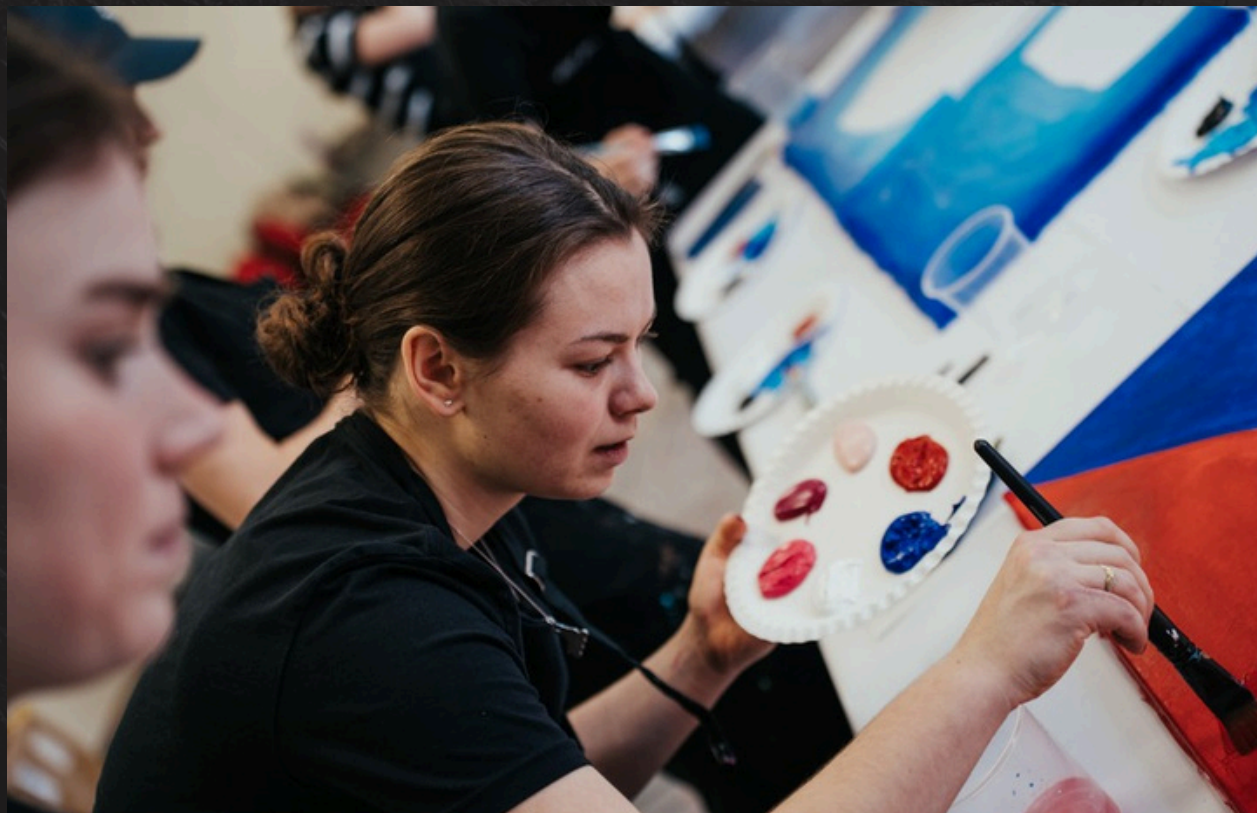
AREAS OF FOCUS

- **STRENGTH & CONDITIONING**
- **TEAM PERFORMANCE**
- **VIDEO ANALYSIS**
- **HIGH-INTENSITY PRACTICES**
- **MENTAL PERFORMANCE TRAINING**
- **LEADERSHIP & TEAM CULTURE**
- **NUTRITION & RECOVERY**

OFF ICE TRAINING

- **PHYSICAL TESTING EVERY SUMMER**
- **OFF-ICE TRAINING PLAYS A KEY ROLE IN OUR NATIONAL TEAM PROGRAM BECAUSE IT HELPS PREPARE ATHLETES TO COMPETE AT THE HIGHEST INTERNATIONAL LEVEL.**
- **NATIONAL TEAMS OFTEN HAVE LIMITED TIME TOGETHER, SO CONSISTENT OFF-ICE TRAINING PROGRAM ENSURES PLAYERS ARRIVE AT CAMPS AND TOURNAMENTS ALREADY IN TOP PHYSICAL CONDITION. THIS ALLOWS COACHES AND STAFF TO FOCUS MORE ON TEAM TACTICS AND GAME PREPARATION INSTEAD OF BASIC FITNESS**

TEAM CULTURE



WOMEN'S EURO HOCKEY TOUR

went

Women's Euro Hockey Tour



- 4 NATION TOURNAMENTS
- QUALITY PREP BEFORE WORLDS/OLYMPICS
- BETTER PROMOTION = INCREASED AUDIENCE





MILANO CORTINA 2026



- CZECH TEAM MINDSET



HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

KONTOLUJ KONTROLOVATELNÉ

MARKETING

if you can see it
you can be it



narodnitymzen ...

Hokejová reprezentace žen

2,528 posts 45.6K followers 114 following

Professional sports team

Oficiální Instagram České hokejové reprezentace žen 🇨🇪

linktr.ee/ceskyhokej @narodnitymzen



Robert Záruba

@robertzaruba

Show translation

Zásah olympijského programu ČT sport a ČTS PLUS je obrovský. Zápasy 🇨🇪 hokejistek se v průměrném zásahu dostávají nad 1 milion 100 tisíc diváků = 2x víc v porovnání se ZOH 2022 v Pekingu. Ano, časový posun, ale stejně je to víc než u jiných sportů. Skvělá inspirace pro malé holky.

11:02 AM · Feb 9, 2026 · 32.8K Views



**NEW WORLD RECORD
OVERALL ATTENDANCE**



2025
WOMEN'S WORLD
CHAMPIONSHIP
CZECHIA
České Budějovice

122 331





HOLKY NA LED!

ČESKÝ HOKEJ NOCHifilm brandStudio

REŽIE TEREZA VEJVODOVÁ + VERONIKA DONUTKOVÁ
NÁMET MARTIN BOŠKA + ANDY SITTA + PAVEL HLUCHÝ KAMERA VERONIKA DONUTKOVÁ
STŘIH ALEŠ VALTR ZVUK ANNA ŽIHLOVÁ + PETER HILČANSKÝ HUDBA SÁRA VONDRÁŠKOVÁ
LINE PRODUCER ALŽBĚTA NOEL PRODUCENTKA JULIE MARKOVÁ ŽÁČKOVÁ

Kouffland SEZAMH.CZ SKODA POWER ADE FORTUNA VINCI BONTONFILM

JIŽ BRZY V KINECH





inspire the next



THE CHERRY ON TOP

NEW WORLD RECORD OVERALL ATTENDANCE



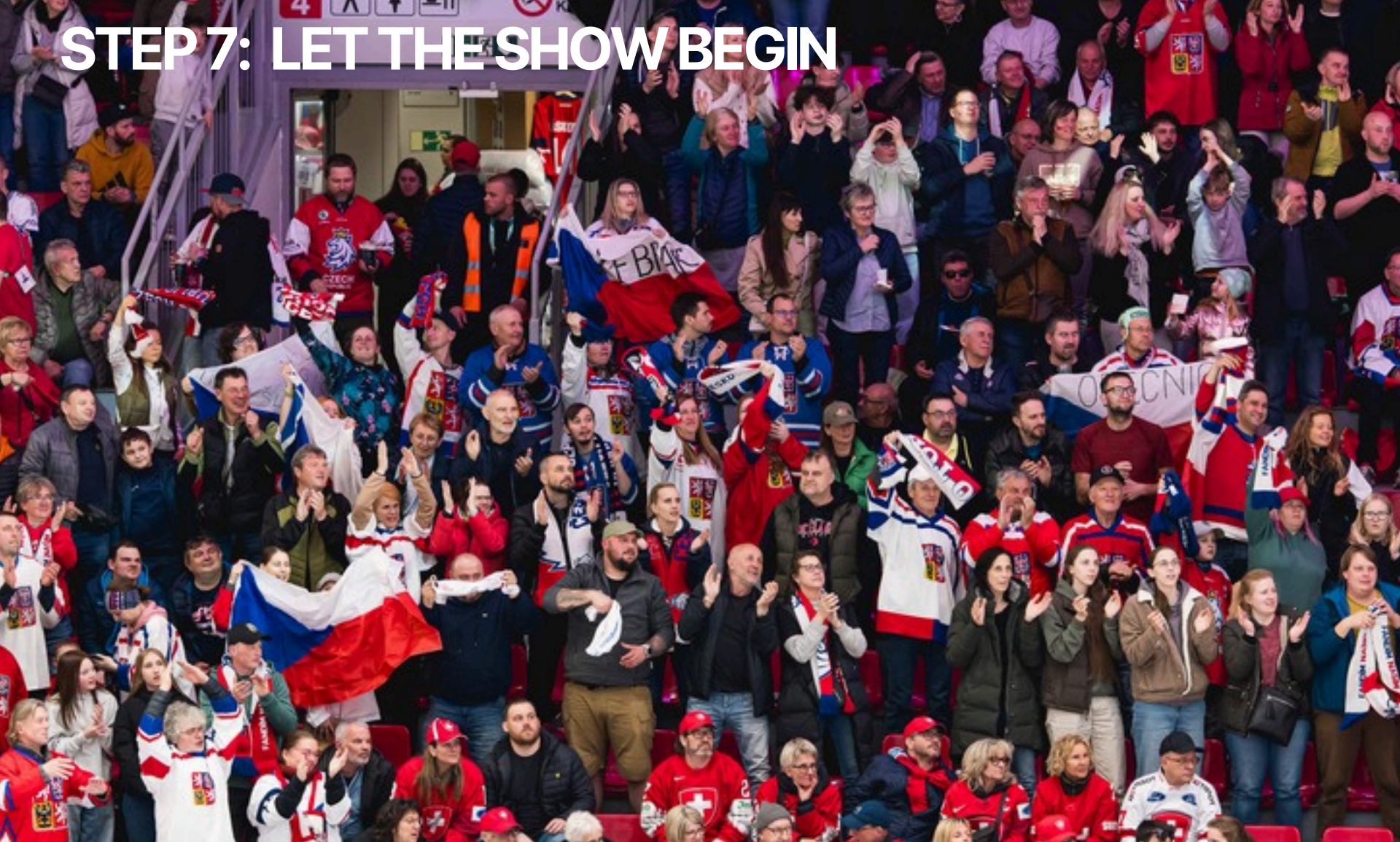
WOMEN'S WORLD
CHAMPIONSHIP
CZECHIA
Ceske Budejovice

122 331



STEP 7: LET THE SHOW BEGIN

WWCH 2025 CZECHIA



HIGH STANDARDS + HIGH SUPPORT = ELITE ENVIRONMENT

WE ARE WORKING WITH HUMAN BEINGS!!!

LET'S HAVE FUN





ČESKÝ HOKEJ

HOLKY NA LED



THANK YOU FOR YOUR ATTENTION,
AND THANK YOU FOR THE
OPPORTUNITY TO PRESENT TODAY

 SADILOVA@CZEHOKEY.CZ
 @TEREZASADILOVA