1. History
In this short article we would like to inform you about our Dutch ideas playing our great sport Handball. Learning from each other is important, a good way to develop the next step.

As you know, we Dutch are ...: ‘Dutch’.

We wanted to learn from the past and other countries, but also decided that we want to play the handball game "Our way ".

2. Why a Dutch Handball vision?
After several years of taking ideas from foreign handball coaches from major handball countries, we realized that we sometimes copied their work. There is nothing wrong with this, we have learned a lot from them, but we are Dutch, we responded sometimes strange to the ideas of those (good) coaches.

They were right; sometimes we really are strange, but we are Dutch...!

In 2000 our Secretary General Vince Evers asked us if we wanted to go on copying other countries, or think about a Dutch way of working in and for our handball sport. He asked the question to Ton van Linder, Bert Bouwer and Sjors Röttger, all former or actual national coaches. Later Henk Groener (current national coach) joined the group. We came together and it took two years and 76 pages on paper before we presented the ‘Dutch Handball Vision’.

Why?
- Yes, we copied and didn’t think enough about handball because good coaches explained us how to play.
- So, we didn’t develop enough as trainers.
- Often we played like other countries.
- There was no Dutch vision or idea playing the game.
- We are Dutch.
- In time, more likely to be successful.
- Better / more attractive for players and spectators.
- It is a recognizable way of playing the objective and the result of.

Dutch Hanball Vision
Why not our own vision?
- Loss of uniqueness by teams?
- You don’t want to be recognizable?
- You don’t want somebody else to determine direction?
- You don’t want anybody else to prescribe what you have to do?
- You want to find out yourself?

Our answer was: we want to have a Dutch way because:
- We want to be recognizable for ourselves.
- First of all we need a clear direction for our national teams.
- If necessary we will change things to keep our vision/direction in motion.

When you want to have a future vision you need to know:
- Who you are
- Where you are
- In which time you live
- A lot about your society
- Which path you have to take to develop.

3. Advantage of our own playing style
How can we develop a Handball Vision, in which we make use of the specific characteristics and abilities of Dutch in the most optimal way?

Taking into account, inter alia:
- Our place in the handball world
- Specific cultural and social aspects of the Dutch (behaviour / attitude)
- Our capabilities

A Dutch Handball vision because we want:
- Our own recognizable way of playing Handball.
- The direction we want to take in Handball to be clear
  To be able to explain why we are working in a certain direction.
- Guidance to substantiate medium and long-term goals.

4. Develop a Dutch way of playing handball
How can we develop a Dutch vision about the ‘Worldly ‘ game handball? Using the specific qualities and skills of Dutch young handball players.

- We started to discuss all the issues to create our own handball vision.
- In all aspects related to sport outside our country.

Are we really unique? I don’t know for sure, but I think for a part we are, even our Belgium (neighbours, speaking for a part the same language) friends are a bit different.
We looked at:
  a. The past, present and future of The Netherlands.
  b. Our place in the handball world.
  c. The cultural and social specific elements of Dutch people.
  d. The physical and mental details of Dutch people.
  e. The Dutch school system.
  f. The behaviour (cultural) elements of Dutch people.
  g. Our position and ambitions in handball.
  h. Our possibilities for our handball sport.
  i. What will be our vision for our handball game?
  j. What will be our vision for trainers and coaches?
  k. What will be our way to success?
  l. Who do we need to be realizing our ambitions?
  m. Look beyond our handball sport.
  n. Make handball more pleasurable.

It took us two years discussing the above-mentioned topics. Great discussion between handball coaches with each having his/her own ideas and topics.

5. Inventory positive and less positive aspects of Dutch people

What is typical Dutch?

We spoke and discussed a lot about these topics, we (Ton van Linder) wrote it down and made it our start for a new future in talent education and top sport (our national teams). An important fact was that we realized that we needed time because it is not easy to tell Dutch people what to do. Also education used as an important way to success needs a lot of years.

But the most important was the outcome of our questions; Ton van Linder wrote it down in almost 80 pages.

How to develop / design / affect a Dutch Handball vision where we make use of the specific characteristics and skills of the Dutch in the most optimal way?

Identify positive and negative aspects of Dutch people are, some examples:

<table>
<thead>
<tr>
<th>Talkers</th>
<th>Stubborn</th>
<th>Fast</th>
<th>Creative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tall * handball not!</td>
<td>Good trainable</td>
<td>Workers</td>
<td>Democratic</td>
</tr>
<tr>
<td>Want to know everything</td>
<td>Think they know a lot</td>
<td>Fast thinkers</td>
<td>Like to work together</td>
</tr>
<tr>
<td>Some are arrogant</td>
<td>Some are farmers</td>
<td>Different cultures</td>
<td>We prefer to live in concentrated crowded areas</td>
</tr>
<tr>
<td>We don’t like to be told what to do</td>
<td>We are not very nationalistic</td>
<td>Old culture</td>
<td>Not a big sport culture</td>
</tr>
<tr>
<td>Quite rich</td>
<td>A little bit spoiled</td>
<td>Sometimes lazy</td>
<td>Fast information</td>
</tr>
<tr>
<td>400 handball clubs</td>
<td>Culture important</td>
<td></td>
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</tbody>
</table>

Dutch Hanball Vision
We hope you recognize some aspects. Some we are proud of, some we know we have to work on. But: it is how we are as Dutch people.

The next step was to look and use these elements. Sometimes it was funny, for example; we are one of the tallest people in the world, but not in handball! Orange: usable for vision. Red: important to know, not always usable. Yellow: facts, not directly important for vision.

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The other elements we looked at were certain important aspects for young people in our society.

<table>
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<tr>
<th>School systems</th>
<th>Learning systems</th>
<th>Social media</th>
<th>Media</th>
</tr>
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6. Conclusion playing Dutch in keywords

The positive parts we wanted to use, the negative we wanted to know and use them in our way of thinking and working.

After writing it down we looked for a couple words usable as key words for our vision.

**We want to play our handball game: fast, dynamic, creative and effective.**

- **Fast**: we are not tall and strong and it belongs to the handball game.
- **Dynamic**: we are fast and dynamic and it belongs to the handball game.
- **Creative**: we are creative.
- **Effective**: necessary and normal, we cannot play to fast and dynamic.

These are our keywords we use to explain our vision in our handball federation.

The words fit because:

1. Our youth is good trainable, our healthcare, food, water etc. have very high standards.
2. Our handball players are not the biggest; even though we are one of the tallest people in the world most handball players are not tall (they play volleyball in our country).
3. Playing with a lot of speed is a way to beat other countries.
4. Playing fast is attractive.
5. Dynamic is the result of wanting to play fast, in the small spaces dynamic is necessary and belongs to the game.
6. Creative because we have creative people out of our ‘being Dutch’. As a small country we always had to be creative, from the past, and also in this modern time. We are proud of what we achieved; the success of Philips, Heineken, Shell, the harbour Rotterdam.
7. Creativity is a part of our school education programs. Competence learning is: find your own way to know more.
8. We are Dutch?!

7. How to implement the vision
A long way to go! We realized that, we thought we needed 10 years for the implementation of our vision. It is more I can tell you.

Why?
- As you probably know Dutch people are stubborn, one of the outcomes of our investigation.
- It is difficult to reach the trainers and coaches.
- It is difficult to bring in some new aspects; we did it a long time in another way!

How?
- Presentations in the country.
- Education! Use education to introduce the new way.

**The vision has to be an important part of your trainer/coach educational program!**

Education; what kind of education and what type of trainers and coaches do we need?
Yes, we need a new type of trainer; a new type of coach was the outcome of the new handball vision.

- More asking then telling.
- From tactical always telling how to play to let the players decide more and more.
- Greater participation by players.
- To devise / Players perform their own solutions.

8. **Required characteristics**, attributes and skills trainers and coaches
Of course very important, they work with our young people!
Using education and presentations in the country we were sure that this was a big step, we were not used to work as new trainers and coaches!
We tried:

- To explain that we need trainers who are going to let players find out their own solutions in certain exercises.

Example:

Instead of explaining the tactical solutions 3 against 3 in a small space let the players play 3 against 3 and let them draw and explain their tactically used solutions.

- To explain that coaches have to ask more questions instead of telling how to play. And let players find their own solutions playing the game.

Example:

Instead of telling the way to play during games give them a certain time the responsibility to find out their own tactical solutions.

9. Possible resistance / obstacles

Changing hearts, why do we have to chance?! Who are they to tell us how to play?!

Of course there was, sometimes still is, resistance, it belongs to changing.

- Resistance of clubs / coaches because they do not want to get prescribed how to play; do not want anyone tell them what to do.
- Would like to reinvent itself?? Niet duidelijk wat je bedoelt willen het zelf uitvinden
- Want to retain their own distinctive style of playing the Dutch way

Discussion, always open for other ideas is our way. Of course can we change again, no problem; but tell us your new way of playing the game from the fact we are Dutch!

10. Future

A long way to go. We realized it, changing things is difficult! Especially in The Netherlands as you read it above; we are stubborn!

- Let the national teams play as soon as possible (asap) the new Dutch way.
- Inform all trainers about the new ideas.
- Accept the fact that some will say: how are you, and so on??
- Write the vision in your educational programs.
- Start a dialogue about the vision.
- Accept a long road to a Dutch way of playing.
- Realize a vision at coaching, training and education ASAP.
- Educate your lecturers.
- Make the vision visual by the movie: ‘The Dutch Handball vision’.
- Let the vision be in motion, update in time.
- Dialogue REGARDING vision.
- Patience.

_Dutch Hanball Vision_
It is never ready; visions have to be in motion, new rules might affect your way of playing. Looking and learning from other countries stays important. We are not the best, when we are; somebody will beat you at the end.

11. Epilogue
In this short article we would like to inform you about Dutch ideas about our great sport Handball. Learning from each other is important, a good way to develop. As you know, we (Dutch) … so we wanted to learn, but also decide that we want to do it "Our way'.

Some quotes or triggers:

- We hope you see a part of our playing ideas, of course not all!
- Would, if everybody would invest in his/her country culture and other specific matters, their handball be different? Maybe better?
- Of course we know we are not alone in this, great handball countries did this before us.

This is never ready; a vision has to be in motion!

We wanted to learn, we still want to learn from you, we want to win from you dear handball friends.

We are not the best, we do it our way, we are Dutch.

Netherlands, July 2014

Sjors Röttger

Technical director Dutch Handball Federation

Thanks goes out to: Ton van Linder (writer), Bert Bouwer, Henk Groener (thinkers and dialogue handball friends) and Monique Tijsterman (brought it in practice with young national teams).