



4 YEAR-MASTERPLAN FLH 2023-2027

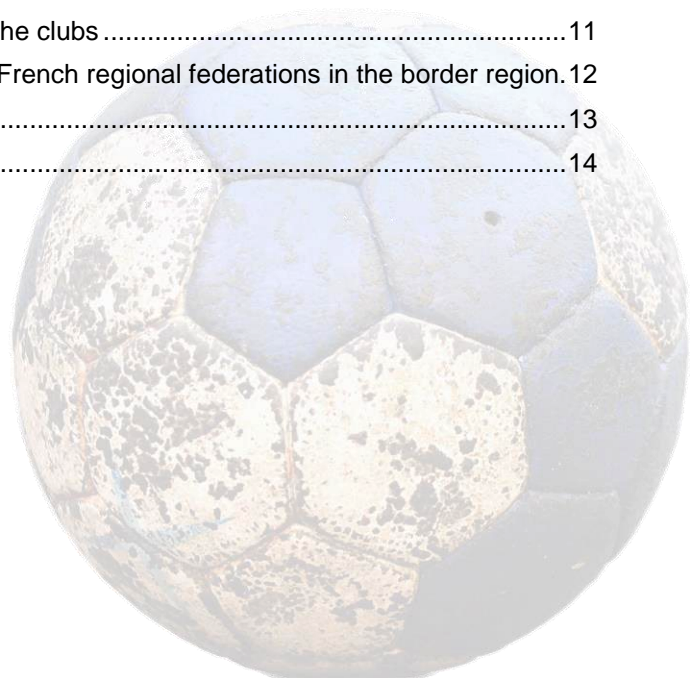
#HANDBALLASSMÉI

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A word from the president:

“Dear friends of Luxembourg handball,

I am pleased to present to you the Master Plan for the years 2023 to 2027. This plan is the result of intensive work, and it is intended to be another, important step in our continuous modernisation and professionalisation. The motivation for this ambitious strategic plan is our desire to be competitive internationally.

Our goal is to take the sport of handball in Luxembourg to a new level and to further develop our position in international handball. The 4-year master plan includes a wide range of initiatives aimed at improving the quality and quantity of men’s and women’s handball in Luxembourg.

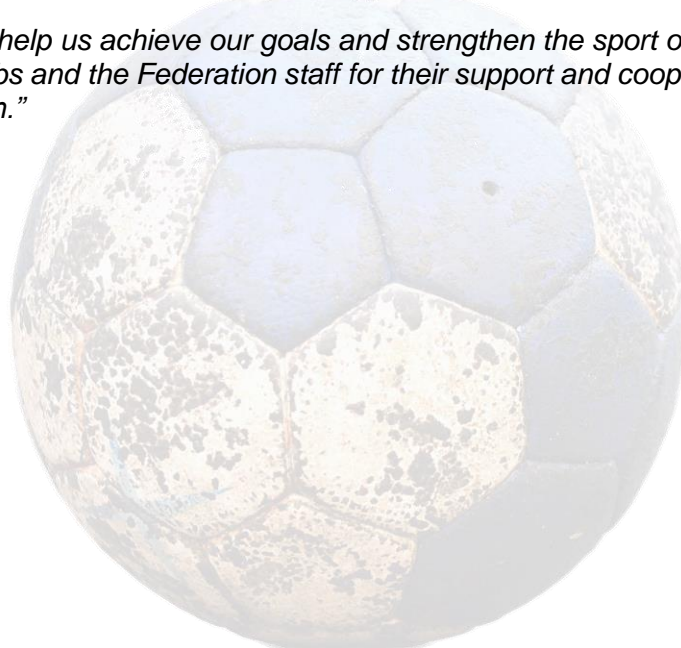
We will focus on promoting youth development to ensure that we have a strong base for the future. We will also improve the education of coaches and referees to ensure that we develop and nurture the best talents in our country.

In addition, we will focus on improving the organisation and the conditions of competition to ensure that our players have the best possible conditions to reach their full potential.

I am confident that this master plan will help us achieve our goals and strengthen the sport of handball in Luxembourg. I thank the clubs and the Federation staff for their support and cooperation in the implementation of this plan.”

Yours sincerely,

Dr. Romain Schockmel





1. Status quo

FLH: Founded 1946. Founding member of IHF (1946) and EHF (1991). FLH is member of the Luxembourg Olympic Committee (COSL) and the Sportsmen's Mutual Aid Fund (CSMS). Regarding the fight against doping, the federation submits itself and all its members to the authority of the Luxembourg Anti-Doping Agency (ALAD). The federation currently has 2853 members.

CLUBS: Luxembourg currently has 15 clubs. At present, 14 clubs have their own youth section. 11 clubs also have a women's section.

PLAYERS: In 2023 Luxembourg has a total of 1575 male and 755 female handball players. Of these, 964 players and 363 female players are active at youth level.

COACHES: Luxembourg has around 300 trained coaches and currently about 120 coaches are active. 3 master coaches are working in the federation and 2 more coaches are expected to have completed the master coach training by 2024.

REFEREES: Luxembourg currently has 60 active referees, 12 female, 48 males and 26 young referees. FLH has 1 EHF pair and 1 EHF/IHF referee pair. Furthermore, the federation has 5 national delegates, 2 of whom are also EHF delegates.

STAFF: FLH currently has 3 administrative staff and 4 full-time coaches. The board of directors consists of 12 voluntary members.





2. Values - Missions - Visions

Values

Integration: Handball is a team sport for everyone. Our task is therefore to eliminate any kind of discrimination.

Responsibility: We must spread the values of handball "Respect and Fair play". We are aware of our role model function and always adhere to the given rules.

Leadership: Pushing ahead with modernisation, create structured training programs and develop a philosophy of play for Luxembourg.

Discipline: Spread a healthy lifestyle, promote relations between players, fans, and officials. Implement tactical discipline.

Excellence: Our goal is to always achieve the best possible performance. We are constantly working on the optimal development and improvement of our players, coaches, and referees.

Cohesion: Forming a functional team (every person matters equally). Create competition, inclusion, and integration for young players. Every value combined will lead to a functional team and group.

Missions

Widening the base.

Promote and help young players to improve.

Teach values.

Create an optimal environment.

Visions

Steadily expand the Luxembourgish handball family.

Establish an own handball academy in Luxembourg.

Cooperation with handball associations in neighbouring countries (Interreg).

Have several players in foreign professional leagues.

Promote professionalism in the clubs.





3. Grassroots

We are looking to improve our structures to progress on every level. A key point is to increase the quantity and quality of handball. Together with their clubs, the federation must increase the number of young and motivated athletes. Our task will be to provide them with the best possible education and to inspire them in the long term.

A new coordinator will enable our federation to actively promote handball in schools and day-care centres from September 2023. This was not possible until now and gives us new opportunities. The coordinator will work out a concept on how we want to approach the project "Handball in School". In the first year we want to visit 20 to 30 schools and the local clubs will be involved in the organisation. The project is to be continuously developed.

In cooperation with the INEPS (National Institute of Physical Education and Sports), a new concept for coach training was developed. In this way, the coaching profession has been upgraded and made more interesting.

Regarding our referees, we want to offer referee training to all our youth national players from the 23/24 season onwards. It has many advantages. The players know their rules better, have more understanding of refereeing, can earn pocket money and the referee's licence remains valid for later when the player career ends.

And why not set up your own Handball academy in the future? A new sports school was approved by the state in early July 2023 and will be built in a few years. We hope to get our own handball hall there.





4. Strategic pillars

4.1 Talented players in Luxembourgish Sports high school “Sportlycée”

The project has been running for over 10 years and currently over 70 young female and male handball players are active in this school. 3 coaches from FLH and 5 external trainers hold about 2.300 training hours per year. The external coaches are mainly paid by the Sportlycée. However, the training is organised completely by the handball federation. The institute has grown steadily in recent years, so that it has become too small. Another location has been approved in July 2023. This was needed to shorten the training distances and improve the conditions in the future.

Objective: Having more Talents in the Sportlycée.

What do we need to do?

- Convincing more parents to send their children to the Sportlycée.
- Support the players in the school area as well.
- Cooperate with the Sportlycée on every level.

Target: 90 students (+25%) in handball section in 2027.

4.2 Talented players abroad

Our best talented players must be able to follow their formations at professional clubs. Therefore, we are engaged to promote our network and encourage the players to develop a professional career. Now, about 7 players are member of handball academies in Germany (Dormagen, Gummersbach, Grosswallstadt) and France (Nancy). The first players are already gaining experience in the 3rd Bundesliga.

Objective: Having more Talents in handball academies abroad.

What do we need to do?

- Strengthen the communication between clubs, parents, players, and federation.
- Improve networks with handball academies.
- Organise detection days.
- Help and guide the talents in the process to becoming professional (dual career).

Target: Establish Luxembourg players in top foreign leagues.





4.3 Luxembourgish philosophy of play

To be competitive, we try to find new ways to compensate for the lack of players compared to our neighbours. Every handball player counts, and no talent should be lost. In addition, there is a physical and athletic disadvantage because the Luxembourgers are not very tall and usually only train as amateurs 4-5 times a week. The playing philosophy should therefore include the strengths and weaknesses of our handball players.

This philosophy must be implemented consistently in the clubs in all youth age categories. Training exercises are provided by the federation in a training tool app (LTAD) using easy to understand videos. Coach training in the youth sector is based on this philosophy. In this way, all girls and boys learn the same basics of handball. Later, this simplifies tactical and physical training.

The Technical Director Maik Handschke describes the playing philosophy as:

“Playing a tactically disciplined and modern offensive game with rhythm changes focused on a clear plan to minimize opponents’ strengths and exploit weaknesses. Focusing on own strengths in defence through quickness and combativeness. A modern playing style with which everyone can identify with, and which is executed systematically.”

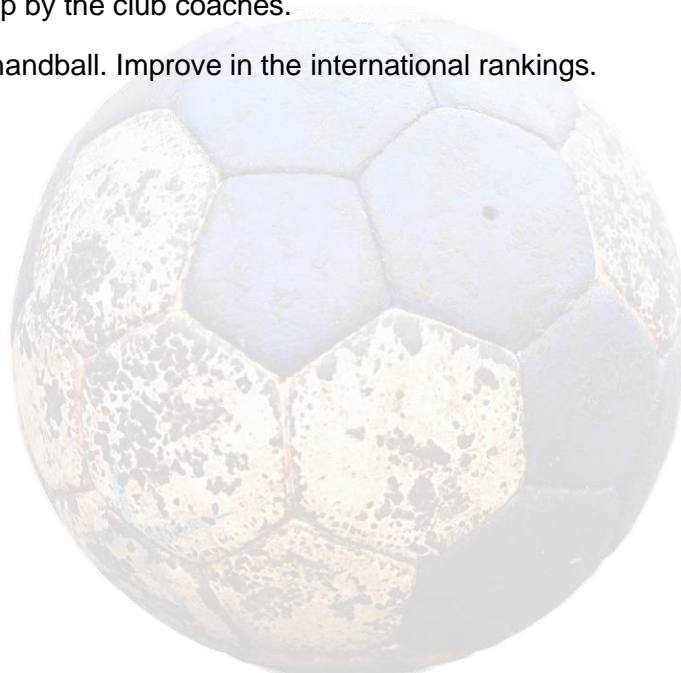
The federation and their clubs are committed to respect the elaborated youth formula. Nobody shall deviate from this strategy, and everybody must pull in the same direction. Attitudes need to be improved and a certain national pride should lead to a winning mentality.

Objective: Implement an own handball playing philosophy in Luxembourg.

What do we need to do?

- A consistent development of coaches following these values.
- Regular analysis and improvement of the playing philosophy through the right statistics (pace, time of possession, Goals scored and conceded, shots).
- Expansion of the LTAD app for all age categories.
- Encourage the use of the app by the club coaches.

Target: Play modern and attractive handball. Improve in the international rankings.





4.4 Growing the number of qualified coaches

The coaches play a major role in our development. They are the transmitters of our ideas, values, and missions. To give justice to our high goals we are aware that coaches play a very big role. They must teach our kind of handball and need to be masters of what they are doing. As a RINCK member federation we commit ourselves to educate our coaches and provide them with the necessary resources to either follow their formations or implement our playing style in their clubs. The new project of the Ministry of Sport "Pro Sport" is intended to support the clubs in the future on the administrative as well as on the sporting side. The aim is to create opportunities for professionalisation that will relieve the clubs and compensate for the loss of volunteers.

Objective: Having more trained coaches.

What do we need to do?

- Regular coaching education courses of high quality from C-level to A-level.
- Teaching and promote our playing concept and coaching style.
- Introduction and expansion of our LTAD training app in the clubs.
- Make the job of a coach more attractive and offer clubs the opportunity and support to become more professional in this area.

Target: 20 more C-level, 8 more B-level and 6 more A-level coaches in 2026.





4.5 Growing the number of referees

To reach our ambitious goals of building a sustainable sporting success more educated referees are crucial, to cope with more games. Our goal is to inspire a young generation of referees to be a part of this project and provide them with an outlook on the future possibilities. Furthermore, we are engaged to provide fit, knowledgeable, smart, and quality referees. To improve the image of the referees, we are engaged to improve the behaviour towards referees, and we generally support values such as respect and fair play.

All matches up to the U15 category are arbitrated by children of the local clubs who must provide them with an adult companion to help and to protect them from aggression. This project "Children whistle children" has been running very successfully for years. Many of our current referees come from this project.

Starting next season, we also want to involve our young national players in the sports school in the young referee's project. If we can get all these young players a beginner's licence, that will certainly benefit us in the future.

Objective: Having more referees

What do we need to do?

- Making refereeing more attractive (social benefits).
- Showing opportunities for international careers.
- Continue to push our young referee projects.
- Promoting through publicity and networking at events.
- Motivating young players and youth national players to do an introductory referee course.
- Refereeing as a mean to gain a pocket money for their passion.
- Further training for our elite referees.

Target: 20% more referees in 2026





5. Growing Handball in Luxembourg

5.1 Making more children aware of handball

New project season 23/24: Going into primary schools and children day care centres to engage kids regularly in handball activities. Sending professional handball coaches to schools weekly and promote the sport with the help of local clubs and sports teachers from the schools. Contact between schools and local clubs must be strengthened.

Objective: Reach more than 2000 kids between 6-11 years old.

What do we need?

- A coordinator for the organisation.
- Staff going into the schools.
- A concept "Handball at school".
- A van for the transportation of the material.
- Cooperation with schools, day care centres and clubs.

Target: We want to bring 3% - 5% of these kids into the clubs.

5.2 Growing memberships in the clubs

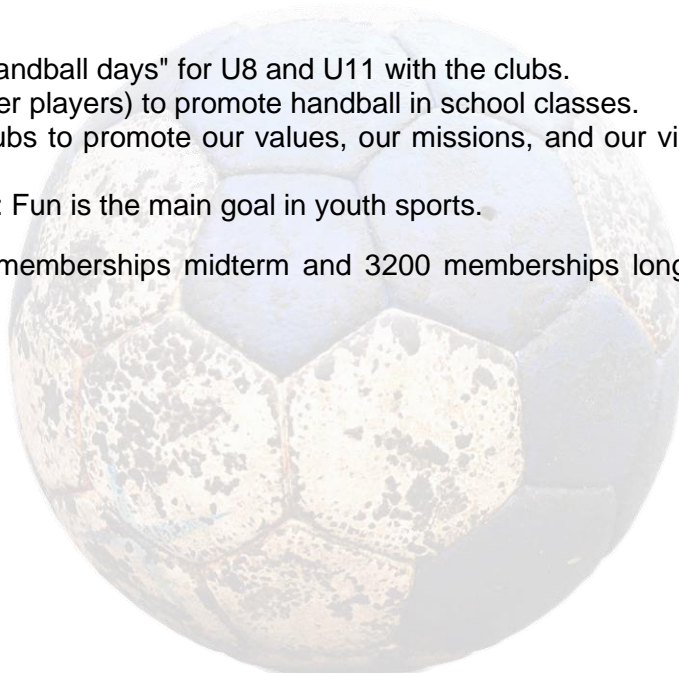
To have a better and broader base, we need to engage our clubs to invest in youth work. In June 2023, a conference took place in this regard to sensitise the clubs to the topic and to exchange ideas.

Objective: Convince clubs to become more active in the youth sector.

What do we need to do?

- Organizing additional "Minihandball days" for U8 and U11 with the clubs.
- Working with teachers (former players) to promote handball in school classes.
- Intensify contact with the clubs to promote our values, our missions, and our visions.
- Create positive environment: Fun is the main goal in youth sports.

Target: Reaching more than 3000 memberships midterm and 3200 memberships long term.





6. Cooperation with German and French regional federations in the border region.

As Luxembourg is a small country and there are big differences in performance in some age categories, the InterRegional Handball project (Greater Region with Luxembourg, Moselle-France Region, Rhineland/Palatinate, and Saarland-Germany) will be resumed. Unfortunately, the project has come to a complete standstill during the pandemic.

In May 2023, the statutes were signed by all participating federations and a company "Inter-Regional Handball Asbl" was founded in Luxembourg. In the coming months, a programme will be developed to work together on the development of young handball players, young referees, and coaches. In the next few years, there will also be an interregional championship in different age groups.

Why is this particularly important for Luxembourg? The players get to know other teams and players, because always playing against the same teams leads to boredom. The level is more balanced. The players always must prove themselves and give their best if they want to progress. This creates more motivation, and the players learn to make better decisions.

Objective: Revive cooperation between the federations of the Greater Region.

What do we have to do?

- Explain the benefits of this project to the clubs and get them excited about it.
- Encourage cooperation and build teams made up of players from several clubs.
- To be brave to go beyond borders.

Target: To obtain funding for the development of handball in the Greater Region through the EU's Erasmus+ funding programme.





7. Social Responsibility

Social responsibility is an indispensable part of handball. We must set an example in our social and environmental role. Regardless of gender, age, race, religion, sexual orientation or political views, everyone is welcome. Integration is important. "Handball welcomes all!"

On an ecological level, the Luxembourgish Handball Federation has always tried to take a pioneering role through various measures. For example, we were the first federation to ban plastic bottles in 2018. In the future, we will continue to use all the possibilities available to reduce CO2 emissions.





8. Good Governance

Good governance strengthens us in our daily work, our association policies and the dissemination of our visions and strategies in the associations. The implementation and promotion of good governance is therefore one of our strategic priorities and is guided by the principles formulated by the EHF.

- Clear strategy
- Modern leadership
- Improving education, innovation, and technology
- Building a competent staff
- Open-mindedness, integrity, and transparency
- Accountability
- Transparency in financial matters and corporate documents
- Programmes for volunteering
- Promoting ethical values and integrity
- Clear association statutes and rules

