



TALENT DEVELOPMENT FRAMEWORK

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The Talent Development Framework (TDF) has been established to support The Oxfordshire Cricket Board (OCB) to achieve a sustainable and high-performing talent development system by embedding an aligned and coherent approach to player development across the performance programmes. The TDF will act as a reference tool to guide development of a depth of players that will have the necessary skills to achieve performance outcomes in training and competition and who will be able to adapt to the varied demands of recreational and professional cricket environments in the present and the future.

The TDF will assist the long-term health of the OCB talent development system by ensuring the development of a balanced depth of batting, pace bowling, spin bowling, wicket keeping and fielding skill-discipline. It will achieve this by detailing the key indicators of successful performance that will be used to guide player development, the delivery of environment and coaching provision and the identification, development, confirmation and selection of players.

The TDF articulates the key performance outcomes and the key attributes of performance that underpin successful performance for each skill-discipline. Skilled performers have the attributes that allow them to perform a skill-discipline in one specific format, or across multiple formats. The key performance attributes are designed to develop an understanding of the key characteristics that underpin successful performance of the skill discipline to aid players to prepare for the future challenges of the game, and not as an exhaustive and prescriptive list that must be attained. Performance outcomes at any point in development are made up of a range of variables that depend upon the performance demands of the sport, with the requirements of performance vary depending upon the age and stage of development.



It is intentionally pitched through the lens of successful, high-level performance so that it can guide player development through ages and stages of development. This approach will enable a player to first build the crucial foundations that will underpin their later sporting success, to progress the foundational elements of performance and others as the requirements of performance change, with the aim that the performance attributes will contribute to successful performance outcomes in training and competition both today and in the future. The TDF has aimed to identify the types of variables that are indicators for successful performance, and which are suggested as most beneficial to focus time investment on.

The OCB recognises that the complex, dynamic and nonlinear nature of talent development means that players will develop at varying ages, stages and often through non-linear development trajectories in response to the right coaching and environment. The talent development environments we create have a major influence on player development and the aim of the talent development framework is to guide the environments, practice design, coaching and support players receive with the aim of maximising their potential and performance. The identified indicators of performance are the priority areas that should form the basis of our talent development environments when working with players and act as a guide on the areas of focus for players to explore, learn and develop which will underpin performance and later sporting success. As the game of cricket continues to evolve, we must respond to the demands of the game and the needs of the players as it changes. The TDF will therefore need to evolve to ensure that the performance outcomes, attributes and core fundamentals of a player are relevant to the current and future needs of the game.



The TDF is intended to support the development of players who will be able to meet the game demands and deliver performance outcomes within it. The aspiration is that the impact of the TDF will lead to the development of success performance by skilled players with standout strengths, who can find solutions and execute skills that influence a format, or multiple formats of the game, across multi-disciplines.

TDF provides guidance on the performance outcomes, performance attributes and core fundamentals that underpin successful performance across the skill-disciplines of batting, pace bowling, spin bowling, wicket keeping and fielding. The content is a guide on how a player can build and progress the underpinning elements of successful performance.





Performance Outcomes

Indicators of successful performance



Performance Attributes

Key characteristics that underpin successful performance of the skill-discipline



Core Fundamentals

Crucial elements of performance





PERFORMANCE OUTCOMES



Score runs that
impact the game
and opponent



Combat threat and
periods the
opponent controls



Manage an
innings to meet the
game demands





PERFORMANCE ATTRIBUTES



- Effective core fundamentals and understood method 
- Bats with intent and assertion at the crease, accumulating runs at differing rates, time periods and formats
- Clear decision making of when to attack, defend, leave and management of risks
- Robust in defence and secure when leaving or evading off the front and back foot
- Manipulates the ball into space to rotate strike through non-boundary scoring options off front and back foot
- Skilled in attack off the front and back foot, with boundary scoring options all around the ground
- Effective against pace bowling, contending with high pace, movement, bounce and angles of attack
- Effective against spin bowling, contending with variations of movement, turn, bounce mystery and angles of attack
- Reads and adapts to different surfaces, conditions and situations, shifting mindsets when required
- Perform in a specialised batting position or variety of different roles across formats



CORE FUNDAMENTALS



Effective set up, step and swing sequencing and control of strike



Adopts dynamic positions to transfer weight forward and back



Identifies line and length and recognises when to play forward and back



Run between the wickets with purpose and intent



Performance Outcomes

Indicators of successful performance



Performance Attributes

Key characteristics that underpin successful performance of the skill-discipline



Core Fundamentals

Crucial elements of performance





PERFORMANCE OUTCOMES



Take wickets
and create wicket
taking chances



Restrict
run scoring and
force mistakes




Execute skills and plans
to meet the game
demands





PERFORMANCE ATTRIBUTES



- Effective core fundamentals and understood method 
- Threatens the batter with high, raw pace
- Dictates play through control and bowling very accurately
- Bowls with clarity and assertion, applying pressure and exploiting the weaknesses of right- and left-hand batters
- Executes a range of deliveries and variations with deception and disguise
- Generates bounce and may deliver the ball from a high release point
- Creates lateral movement in the air and seam movement off the pitch
- Skilled in attack and defence with a clear understanding of plans and field setting
- Perform in more than one phase of the game, across formats and with the new and old ball
- Reads and adapts to different surfaces, conditions and situations with success



CORE FUNDAMENTALS



Aligned and directed energy towards the target, adopting a rhythmical approach



Bowl with a strong, safe and robust action



Understands and can frequently deliver their best ball



Performance Outcomes

Indicators of successful performance



Performance Attributes

Key characteristics that underpin successful performance of the skill-discipline



Core Fundamentals

Crucial elements of performance





PERFORMANCE OUTCOMES



Take wickets
and create wicket
taking chances



Restrict
run scoring and
force mistakes




Execute skills and plans
to meet the game
demands





PERFORMANCE ATTRIBUTES



- Effective core fundamentals and understood method 
- Able to spin the ball hard at the correct pace to create drop, drift, turn and bounce
- Spin the ball both ways, or generate above or significantly above average turn
- Perform in more than one phase of the game, across formats and with the new and old ball
- Fields effectively on their own bowling
- Dictates play through outstanding control of line and length and bowling very accurately
- Bowls with clarity and assertion, applying pressure and exploiting the weaknesses of right- and left-hand batters
- Skilled in attack and defence with a clear understanding of plans and field setting
- Reads and adapts to different surfaces, conditions and situations
- Executes variations of spin, pace, flight and angles, with a degree of mystery



CORE FUNDAMENTALS



Aligned and directed energy towards the target, adopting a rhythmical approach



Bowl with a strong, safe and robust action



Understands and can frequently deliver their best ball



Performance Outcomes

Indicators of successful performance



Performance Attributes

Key characteristics that underpin successful performance of the skill-discipline



Core Fundamentals

Crucial elements of performance





PERFORMANCE OUTCOMES



Converts wicket taking
chances



Commands the
position and
influences the game



Fulfil a specialised or
varying role in the
batting order






PERFORMANCE ATTRIBUTES



Photo by Charlie Carter

- Effective core fundamentals and understood method 
- Catch reliably and prevent extras when receiving and tidying up deliveries from bowlers and throws from fielders
- Keep with energy, intensity and presence to create pressure and force mistakes
- Turns the opponents' mistakes into caught behind, stumping and run out dismissals
- Deal with variations of pace, bounce, turn or lateral movement of the delivery when standing up and standing back to spin and pace bowlers
- Throw safely with speed and accuracy from a range of distances and angles
- Reads and adapts to different surfaces, conditions and situations with success
- Execute skills over extended periods and in different surfaces and conditions
- Make 'On' and 'Off' the ball contributions, influencing game strategies, tactics and taking control of angles and fielding positions
- Field in a range of positions when not in specialised wicket keeping role



CORE FUNDAMENTALS



Have a mindset of wanting the ball to come to them



Deploy a ready position, holding posture throughout the delivery until needing to move and until the ball pitches when standing up



Catch, gather and stop the ball safely when diving, sliding and rolling



Underpinning movement competency to allow a breadth of skill execution



Performance Outcomes

Indicators of successful performance



Performance Attributes

Key characteristics that underpin successful performance of the skill-discipline



Core Fundamentals

Crucial elements of performance





PERFORMANCE OUTCOMES



Converts wicket
taking chances



Prevent and save
run scoring




Commands the
position and
influence the game





PERFORMANCE ATTRIBUTES



- Effective core fundamentals and understood method 
- Impacts play by converting wicket taking chances and capitalising on mistakes
- Catch reliably with strong hands from a range of heights, distances and speeds when in front, behind and close to the wicket
- Stop the ball and land safely when diving, sliding and rolling in the inner and outer fielding circles
- Fields with energy, intensity and presence to create pressure and force mistakes as part of the fielding unit
- Attacks and defends space within the inner and outer fielding circle
- Anticipates and adapts dynamically to the actions of the batsman, movement of the ball and reads changes in the game
- Make 'On' and 'Off' the ball contributions when executing skills, meeting game demands and influencing tactics
- Throw safely with speed and accuracy from a range of distances and angles
- Perform a variety of fielding positions



CORE FUNDAMENTALS



Have a mindset of wanting the ball to come to them



Deploy a ready position that enables a powerful and dynamic first movement



Underpinning movement competency to allow a breadth of skill execution



- ⌘ This Talent Development Framework (TDF) shall be reviewed regularly by the OCB Performance Director and OCB Pathway Manager to ensure it remains effective and efficient. Any amendments to the TDF will take effect the day in which they are communicated.
- ⌘ The TDF will also be reviewed annually to ensure that it remains accurate to any rule or policy amendment change, and to make amendments in response to relevant feedback from the England and Wales Cricket Board (ECB) or our partners Sussex County Cricket Club. Any amendments to the TDF will take effect the day in which they are communicated.
- ⌘ The TDF will be communicated to OCB employees and be accessible to parents, guardians or carers of any player recommended for the OCB pathway and to wider stakeholders.
- ⌘ Any matters arising from the development of players that are not covered within this TDF shall be determined by the OCB at their sole discretion.

