

# TALENT ID & RECRUITMENT

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## Player Integration

6 tactics for integration of new players



THE FUTURE OF YOUTH DEVELOPMENT  
11/12/2020





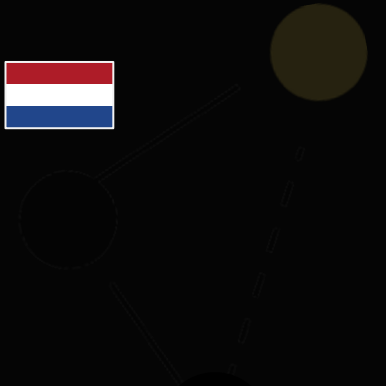
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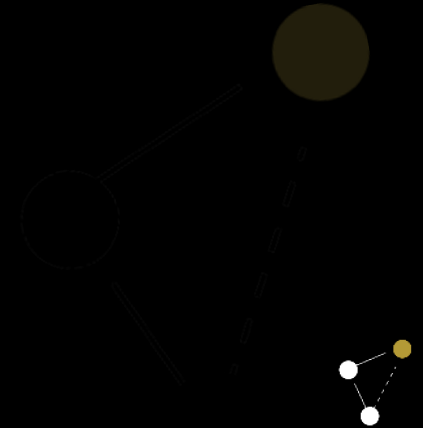
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# Talent ID & Recruitment: Player Integration

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1. Intro: Club, Football & Talent ID Model
2. Talent ID & Recruitment Process
3. Player Integration
4. Six Tactics



Context

General Environment

Football Environment

Club Environment

Strategic Enablers

Finance


Staff


Facilities


Administration Communication

Data & Technology

Club & Academy Management

Strategy

Organisation

People

Football

Football Philosophy

Team Development

Individual Development

Goal Keepers


Practice On-Field


Coaching & Mentoring


Practice Off-Field


Football Analysis

Health & Performance

Performance Physical

Performance Mental


Readiness To Perform

Health


Talent ID & Recruitment


Landscape Analysis


Talent ID Strategy

Scouting Blueprint


Player Care


Welfare & Safeguarding


Education

Parents

Transition to 1st Team

Player Pathways


Connection & Integration

Transition Protocol

Productivity & ROI

Productivity

Return On Investment

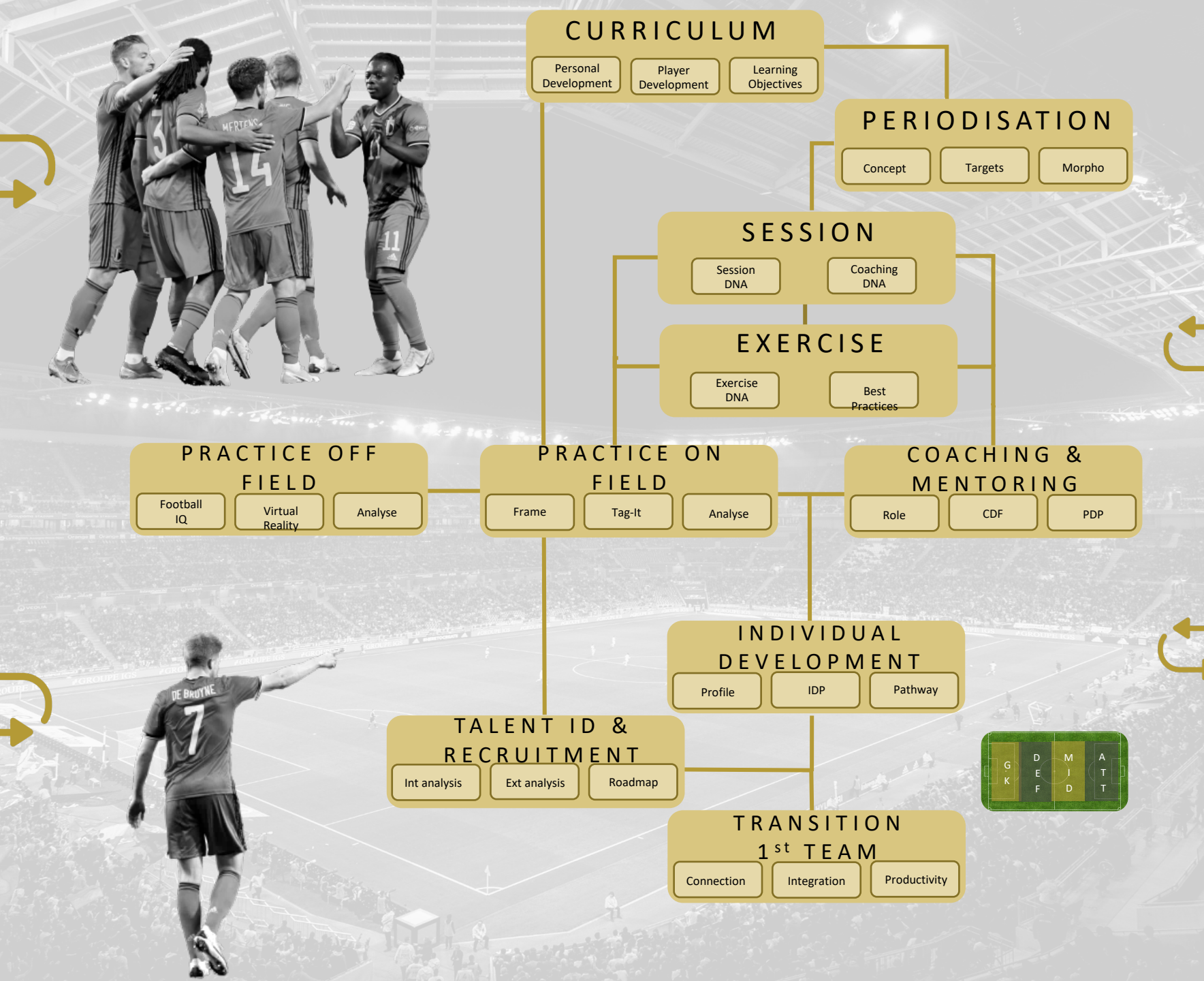
Benchmarking

# Football Model




- IDENTITY DNA
- STYLE OF PLAY
- GAME PHASES
- PRINCIPLES
- SYSTEM OF PLAY
- GAME SITUATIONS
- SET PLAYS
- PROFILES

## FOOTBALL PHILOSOPHY




## FOOTBALL ANALYSIS

  
Data Analysis

- Events
- Tracking

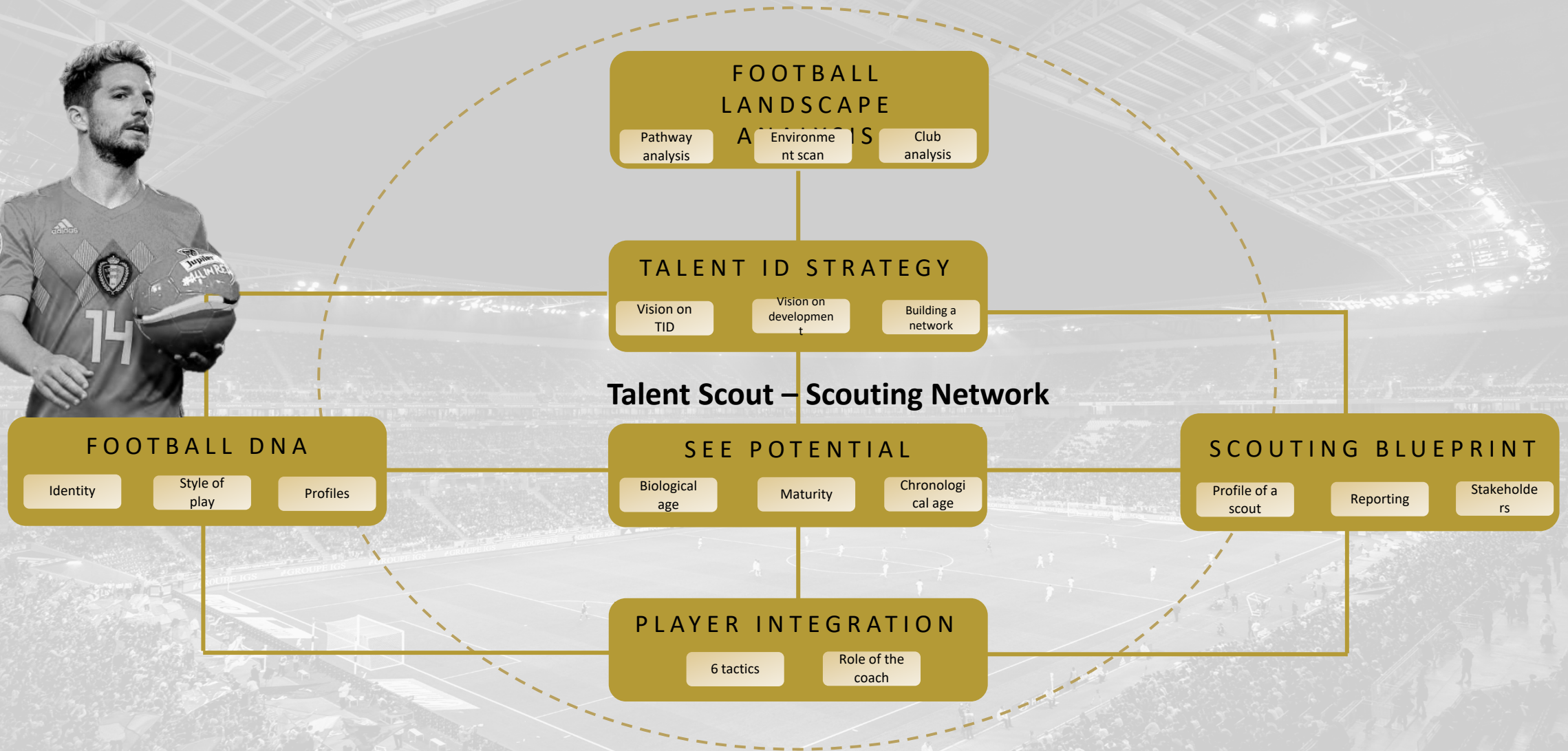


  
Video Analysis

- Software
- Hardware



# TALENT ID & RECRUITMENT MODEL



# INTEGRATION, WHY?

“

## How to Integrate Players in a New Environment



Dianna Lepore

Dianna is currently undertaking a PhD in professional women's football exploring players' perceptions and experiences of integration influencing team cohesion, at La Trobe Universi... [more](#)



“

## SOCCER COACH WEEKLY



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### Soccer coaching tips to ease the integration of new players

by Dave Clarke in [Team Management](#), [Tips and advice](#)

PRINT

A successful soccer team is often a stable team. Here are some soccer [coaching](#) tips to reduce the sometimes unsettling nature of adding new players to the team.

1. Get to know your players

“



### INTEGRATING YOUR NEW TRANSFER WINDOW SIGNINGS (ENGLISH PROFESSIONAL FOOTBALL)

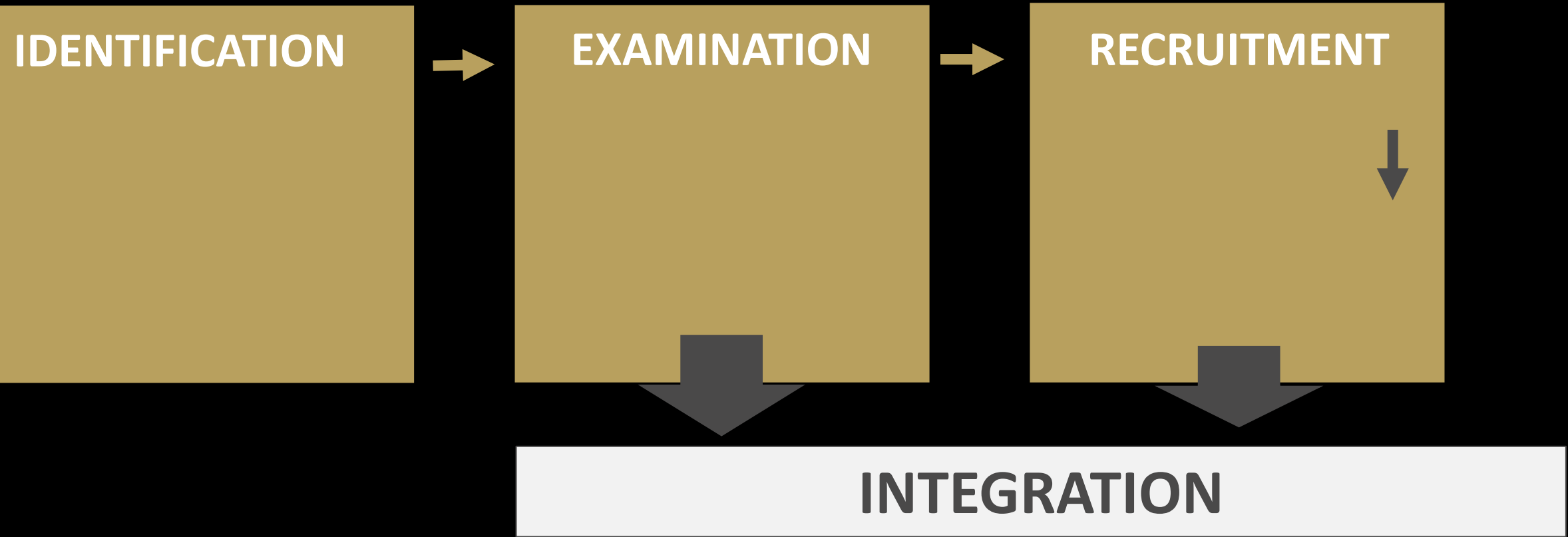
Written by [Sean Ryder](#)

The transfer rumour mill is starting to crank up as Premier League and Football League clubs prepare to return for pre-season training in the very near future. Successful recruitment is generally accepted in the professional game as the no.1 critical factor with regards to success on the pitch.

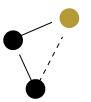
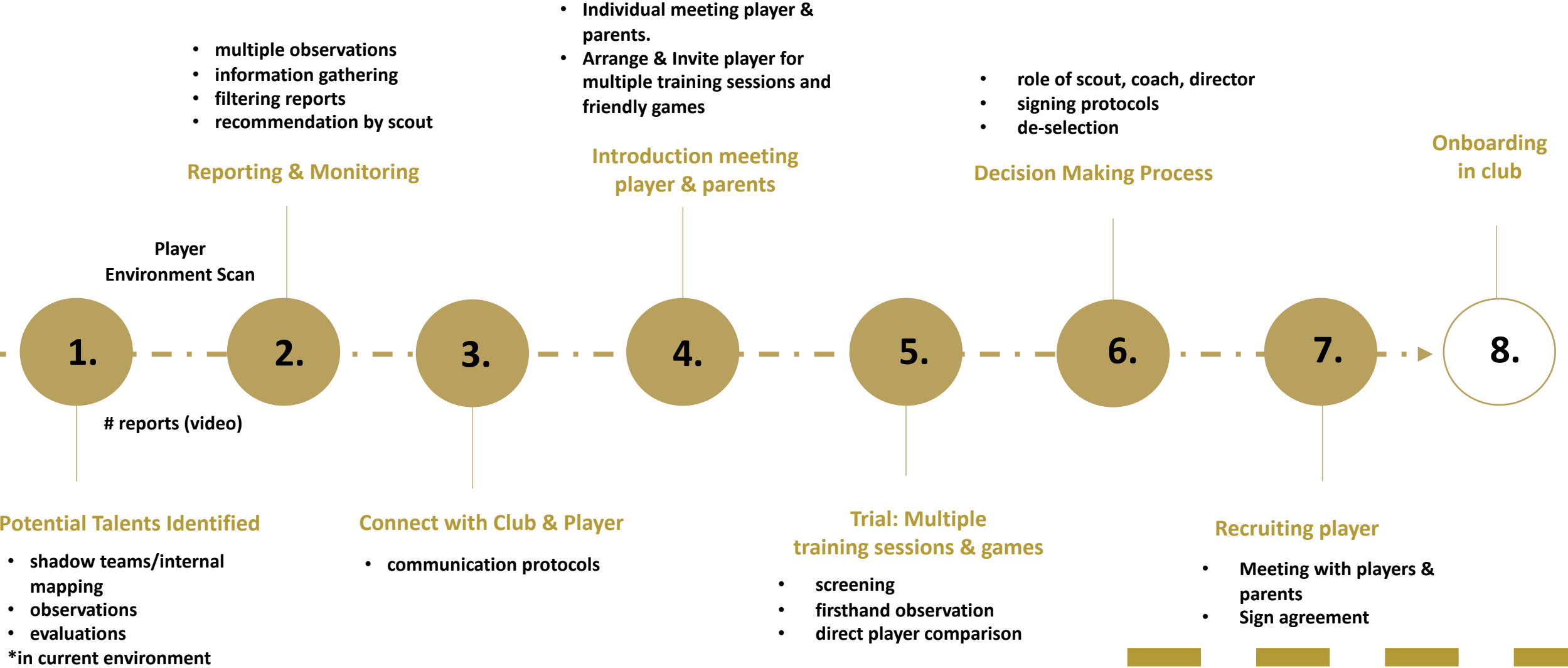


# SCOUTING & RECRUITMENT PROCESS...

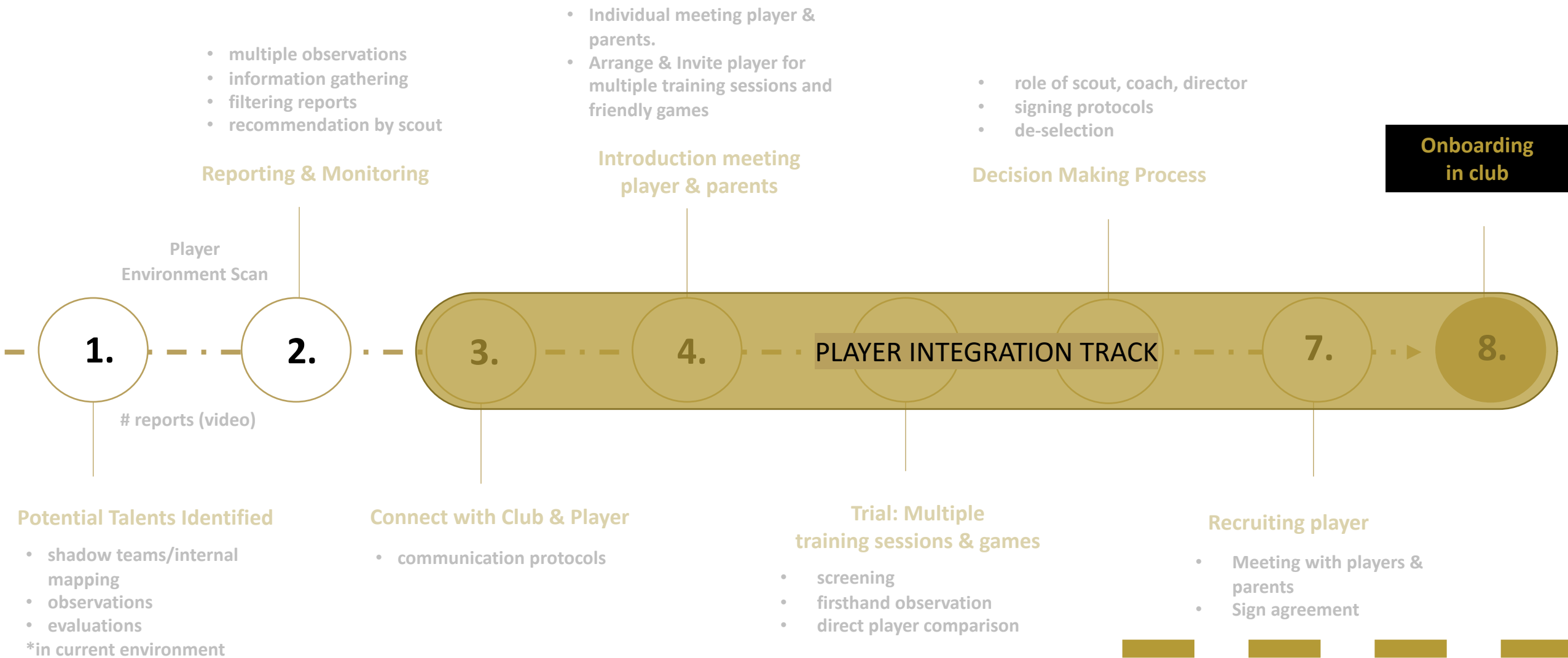
Stages of Talent ID in the club



# THE CHAIN IS AS STRONG AS ITS WEAKEST LINK...



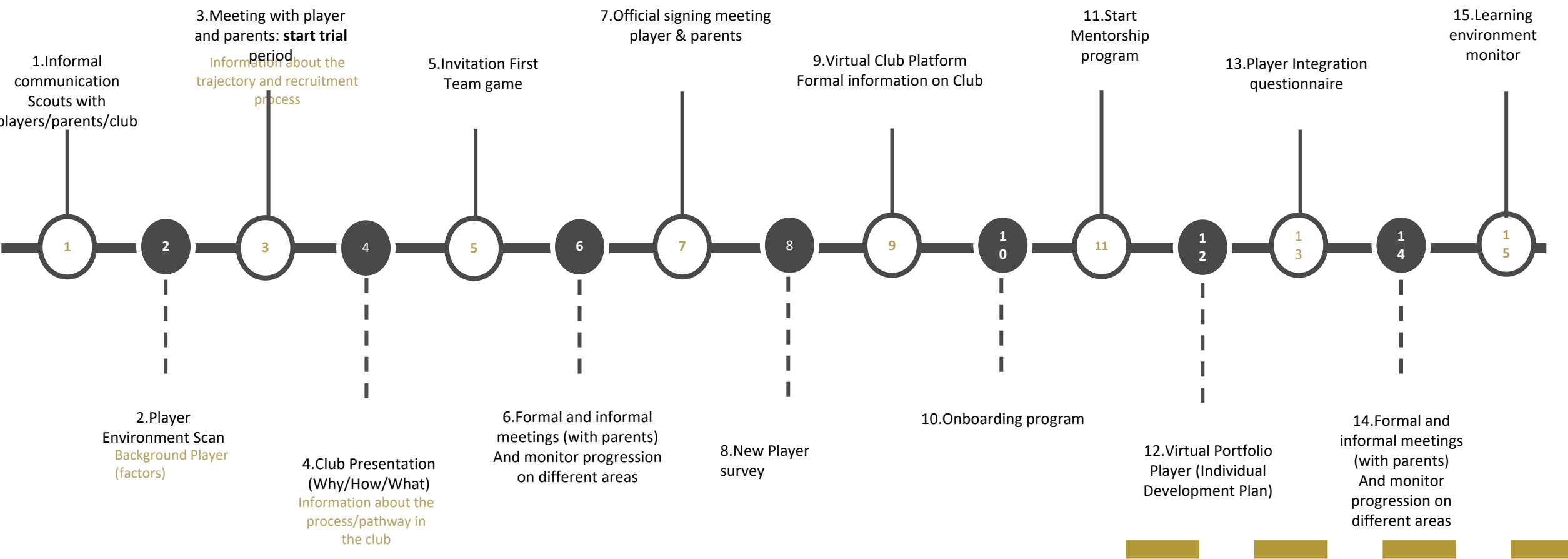
# THE CHAIN IS AS STRONG AS ITS WEAKEST LINK...



Integration already starts before (trial period) the player signs for the club



# PLAYER INTEGRATION - Onboarding process

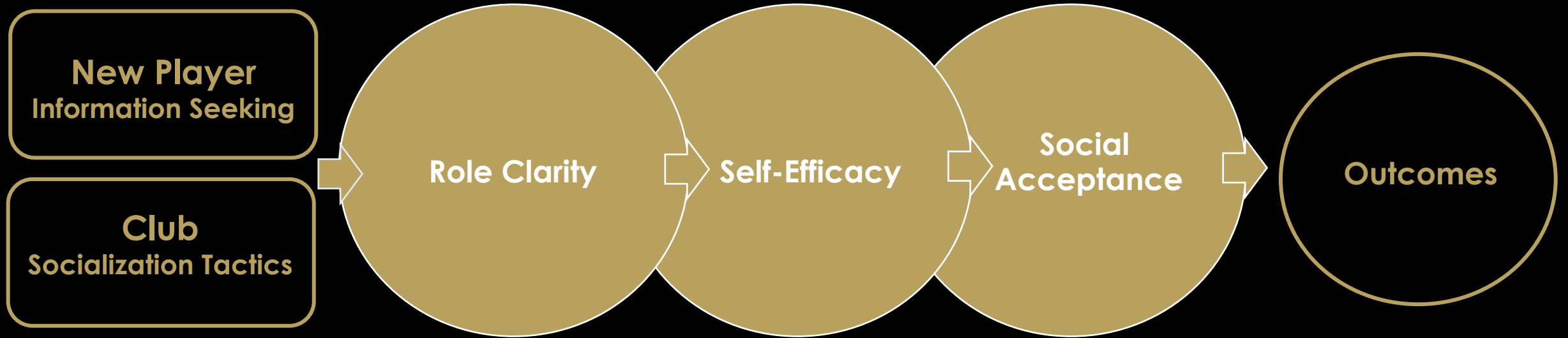




**A new player** needs help  
in order to **maximize**  
his/her  
**potential.**

Relationship  
Commitment  
Satisfaction

# Integration Strategy New Players



Model of New player adjustment during socialization

Social dynamics are a crucial part of any team environment. Integrating new players and ensuring they have a positive experience is a key component of coaching.



## New Player Information Seeking



Antecedents and outcomes of new player adjustment during club socialization. Newcomer information seeking can be broken down into

### Referent information:

What is required to function in the team/club?

### Appraisal information:

Degree of functioning successfully in the team/club.

### Relational information:

Nature of relationships with others.

### New Player personality traits & characteristics

Extraversion  
Conscientiousness  
Openness  
Agreeableness  
Neuroticism  
Proactive personality  
Age  
Players Experience  
Gender

## Club Socialization Tactics



For socialization tactics, high soccer indicate institutionalized socialization. Organizational tactics can be broken down in:

### Content tactics:

Clear stages exist for training, and there is a clear timeline for a player to adjust.

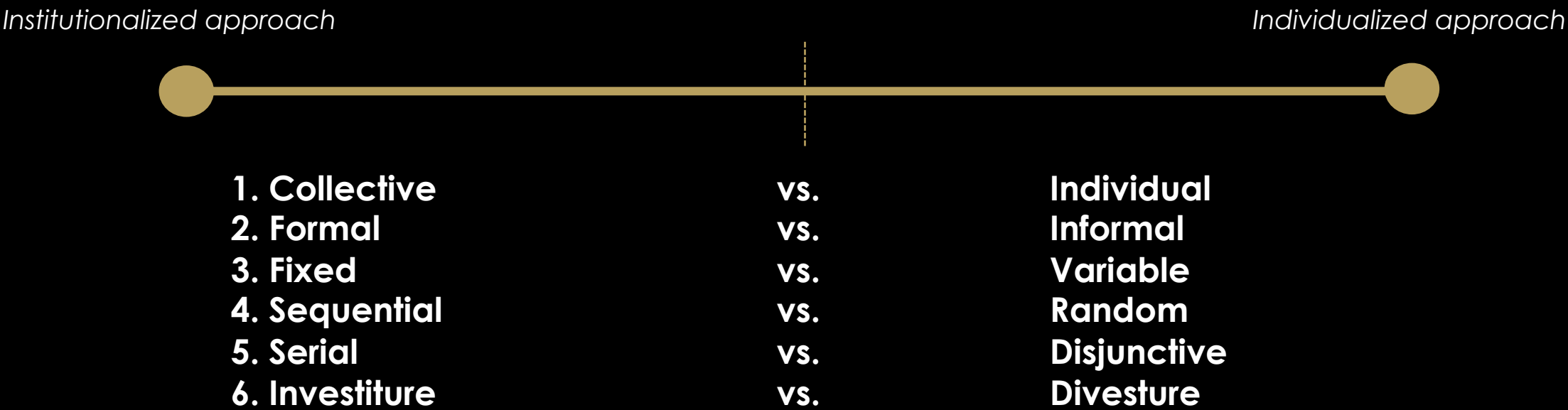
### Context tactics:

Learning task requirements as part of a team/club and having formal training before starting.

### Social tactics:

Receiving positive feedback and identify affirmation from club insiders and having a trusted insider to guide the player within the organization

# The socialization of new players into clubs and teams – 6 dimensions



	Institutionalized	Individualized
Context Area	Institutionalized Context tactics	Individualized Context tactics
Content Area	Institutionalized Content tactics	Individualized Content tactics
Social Area	Institutionalized Social tactics	Individualized Social tactics

Model:Van Maanen and Schein (1979) typology of socialization tactics.

*Institutionalized approach*

## **Collective**

New players go through a common set of experiences designed to produce standardized responses to situations

## **Formal**

New players are segregated from other team members and put through experiences tailored to new players

## **Fixed**

New players are given a fixed timetable about when they will move through stages

## **Sequential**

New players are given a clear sequence of experiences or stages they will go through

## **Serial**

New players observe and get training from experienced role models, who give newcomers a clear view of the experiences they will encounter in the organization

## **Investiture**

New players receive positive feedback confirming their prior identity

*Individualized approach*

## **Individual**

Each new player receive unique training in isolation from others.

## **Informal**

New players receive on-the-job training to learn their roles

## **Variable**

The timing of role transitions is variable

## **Random**

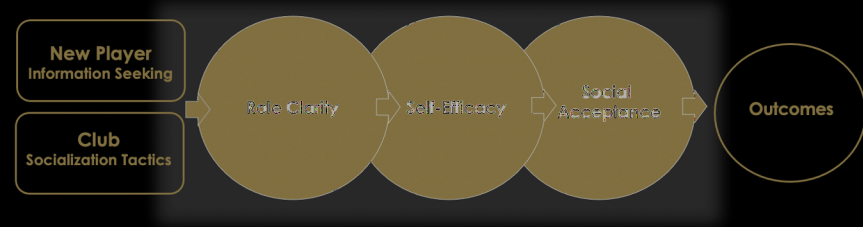
The sequences of stages isn't communicated in advance

## **Disjunctive**

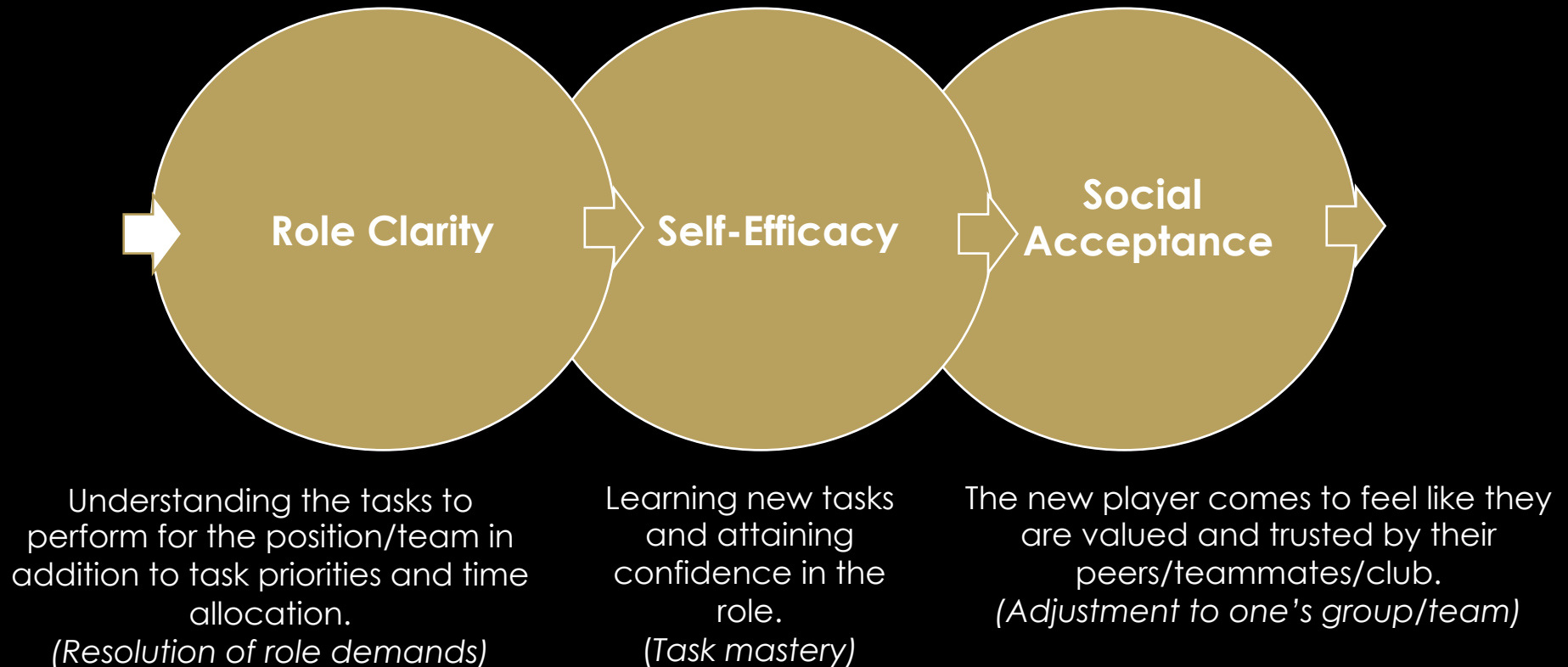
New players must develop their own definition of the situation and do not have more senior people to observe

## **Divestiture**

New players receive negative feedback expressing organizational disapproval of their prior identity



## Three main influences/key indicators on adjustment for new players





### Performance (+)

Players who are clear about role expectations are more likely to develop and perform well, and those who believe they can accomplish their tasks tend to have greater goal accomplishment.

### Attitudes (+)

**Satisfaction**, **commitment** and **intentions to remain** are three most studied outcomes of socialization. New player adjustment is related to all three attitudes.

### Turnover (-)

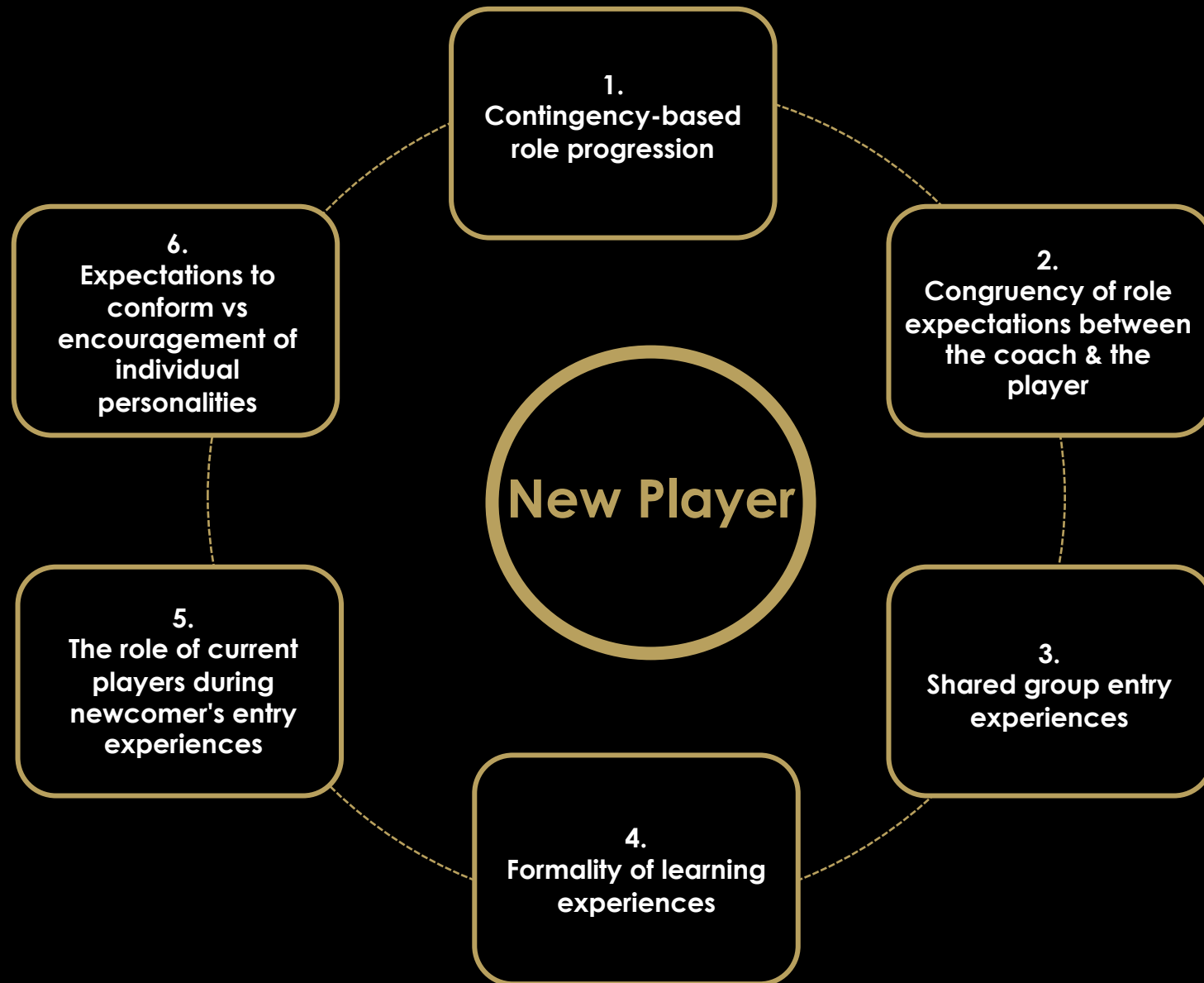
When players successfully adjust to their roles and environment, they should be less likely to quit.



What does this mean:

- Create clear role expectations for players
- Stimulate confidence of players
- Give social support to players

# **Six** Tactics/Methods for Integration of New Players



**Six Tactics for integration of new players**

# 1. Contingency-based role progression

Create a realistic picture of what the players role may entail (manage expectations).

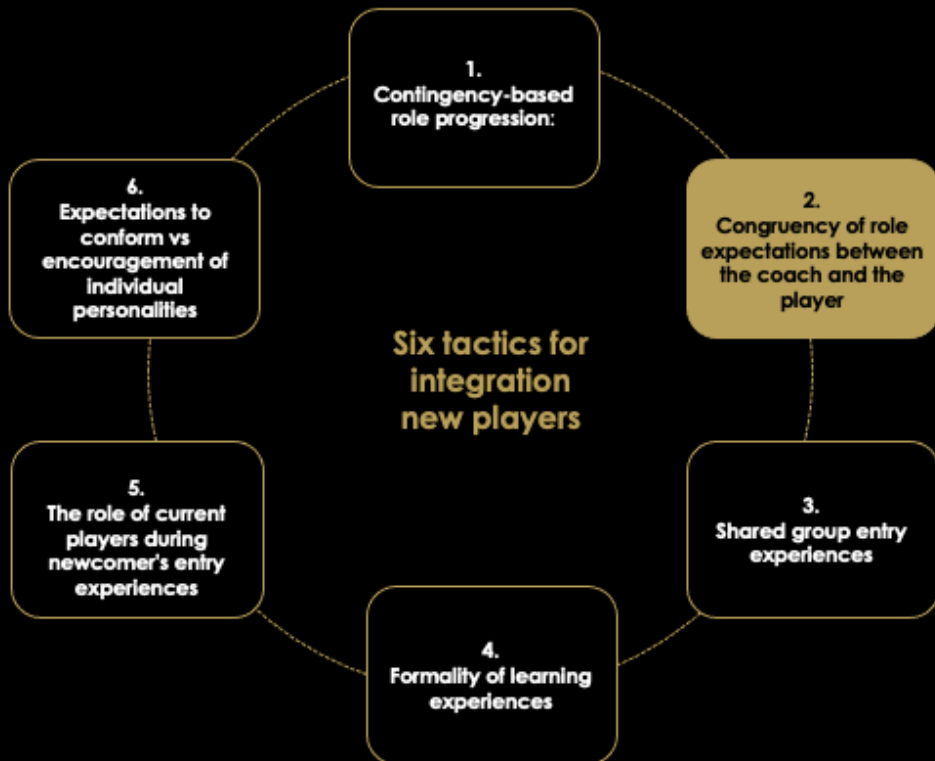


- Position of the player
- Playing Minutes

Contingency: There is no best way to organize a club, to lead a team, or to make decisions. Instead, the optimal course of action is contingent (dependent) upon the internal and external situation. A contingent leader effectively applies their own style of leadership to the right situation. Contingent leaders are flexible in choosing and adapting to succinct strategies to suit change in situation at a particular period in time in the running of the club

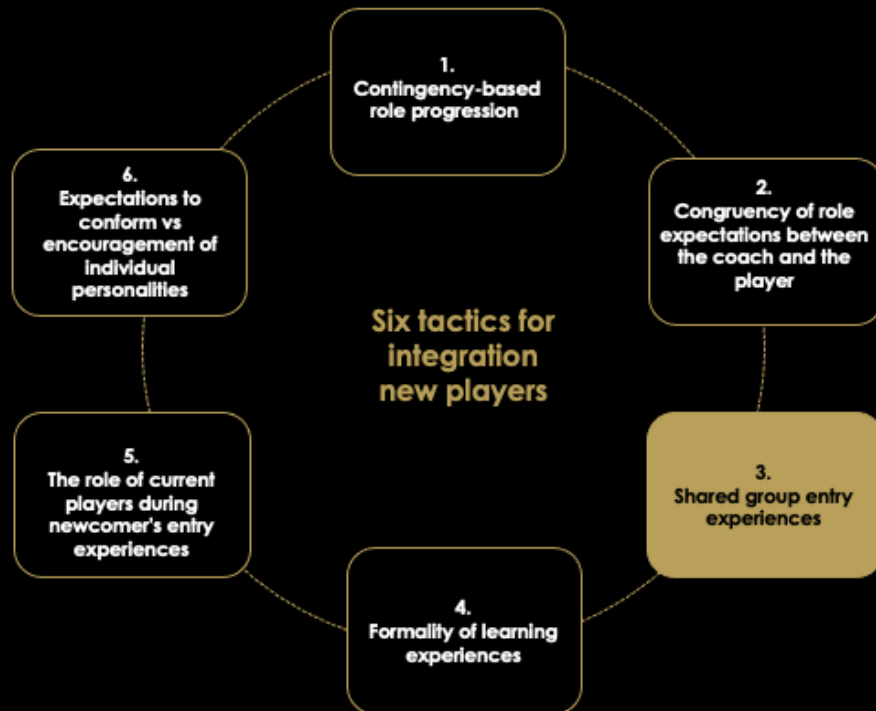
## 2. Congruency of role expectations between the coach & the new player

Establishing and maintaining clear role expectations for new team members as well as current team members



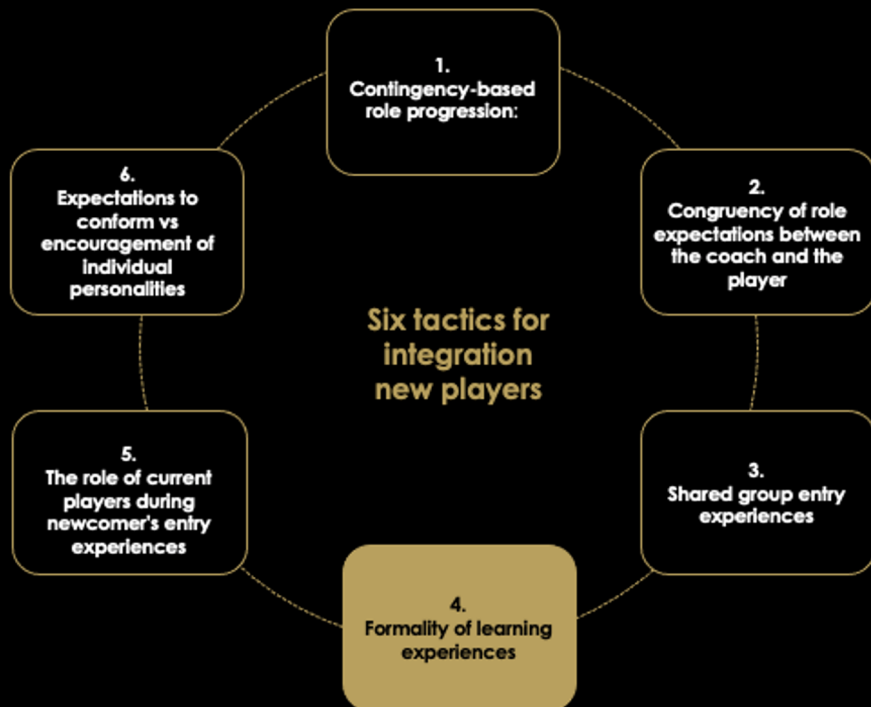
# 3.Shared group entry experiences

Frequent group-oriented activities & peer interactions provide players enough opportunity to socially connect (bond) with other



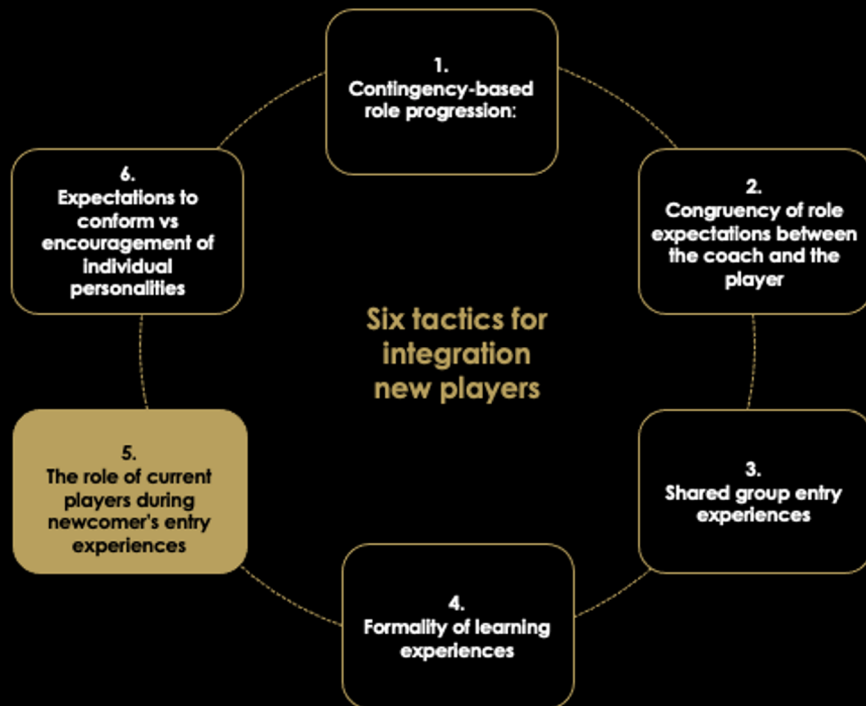
# 4. Formality of learning experiences

A combination of written mandates. Allow players to democratically establish certain team principles to foster a sense of accountability in the group. Emphasis on providing continued learning opportunities.



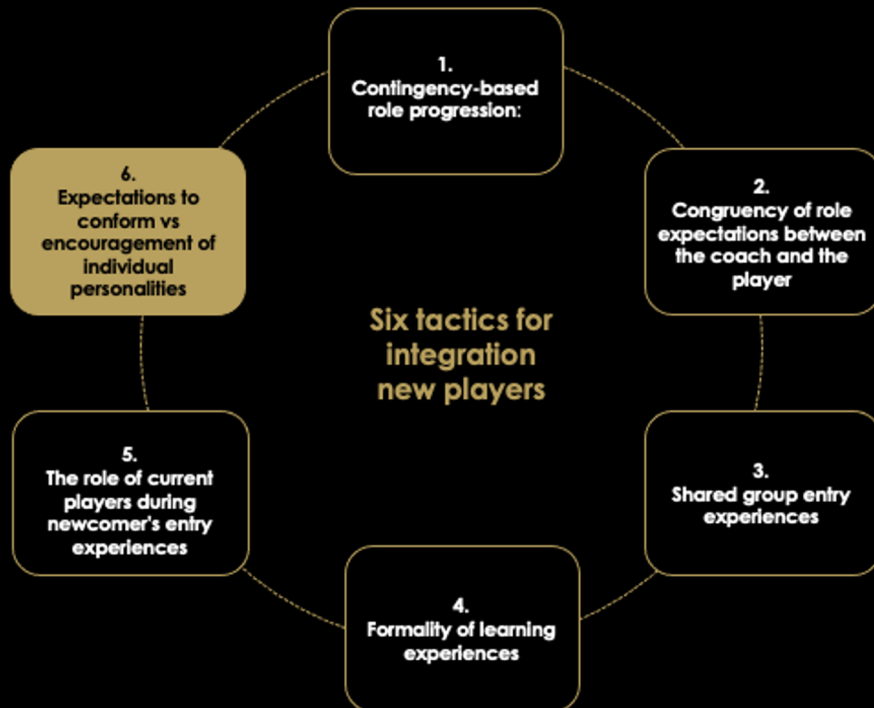
# 5.The role of current players during New players entry experiences

Players in the club/team play a prominent role in helping new players integrate



# 6. Expectations to conform vs encouragement of individual personalities

Efforts to create an environment of social acceptance. The nature of conformity expected of players, little room for individuality when it comes to matters that are task oriented, personal acceptance is encouraged on matters that are social in nature.



# Blueprint for successful team member socialization?

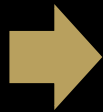
## Practical implications

Many of the challenges related to effective socialization in sport teams centered on the potential for players to enter a group with **realistic** expectations for **their** performance/development and role within the team.



### **Recruiting stage**

The recruiting stage is an essential time to ensure players task expectations are congruent with what they actually experience



### **Provision of Information**

Provision of accurate and detailed information prior to group entry has been shown to offset some of the issues linked to unmet expectations by leading to less role ambiguity and greater commitment.



### **Progression expectations**

but also, proactively state that players should not expect a *linear upward* progression in role responsibilities and development from year to year.



### **Gaining Social Acceptance**

Efforts to establish social bonds are particularly relevant in sport settings because players compete at a more competitive level often occupy roles relatively lower status compared with roles that they may have previously occupied (star of grassroots club).



### **Veteran Mentorship**

Veterans are seen as integral contributors to players transition experiences into the group, Information passed down is one of the most influential tactics for alleviating role ambiguity and role conflict, improving performance outcomes, and influencing a more acceptant stance toward organizational expectations. No negative attitudes or behavioral tendencies but cultivating mentorship through the identification of appropriate leaders and empowering them to help newcomers may serve to enhance group and individual performance and experiences.

