

YOUTH SCOUTING AGES 17-23

10 CHALLENGES / OPPORTUNITIES FOR CLUBS AND SCOUTS

WHY IS THIS SUCH A CRITICAL AND FASCINATING AREA?

- What is generally understood to be true scouting - identifying someone new or having an earlier/better idea of how far someone can go - and critical to the game and to clubs to identify the best talent
- A main area where over-achieving clubs excel
- The main area for live scouts to excel because projecting is key
- Will approach this topic through **10 Challenges / Opportunities** and introduce some of my ideas to over-come and exploit those

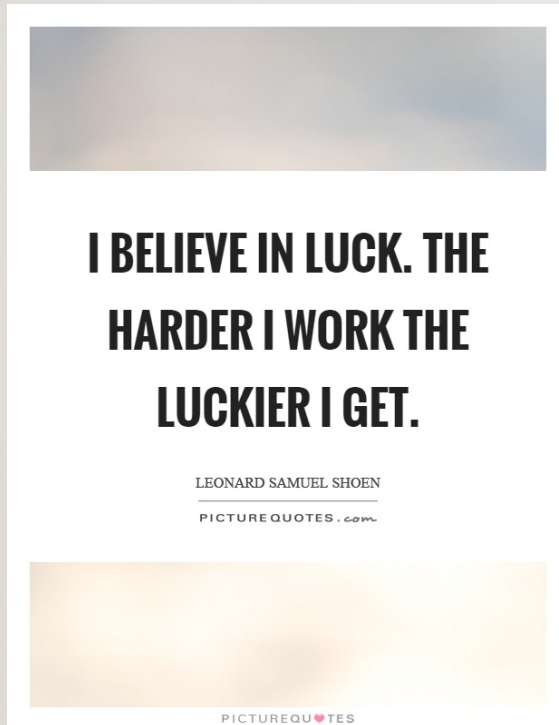
I. COVERING THE WIDTH AND DEPTH OF THE TALENT POOL

- The background for the best players is extremely diverse - so don't be put off by the low-key environment or the low-level game
- Decide on what will be routinely covered and how - and be ready to react to something unexpected

I. COVERING THE WIDTH AND DEPTH OF THE TALENT POOL

- Get information but treat it as a tip-off only because the first impression is a valuable one
- Prepare as much as possible (DOB, club, experience etc)

I. COVERING THE WIDTH AND DEPTH OF THE TALENT POOL



2. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART I)

- Identification / Assessment / Projection / Decision-making
- Go with a wide eye – try not to miss the gorilla!

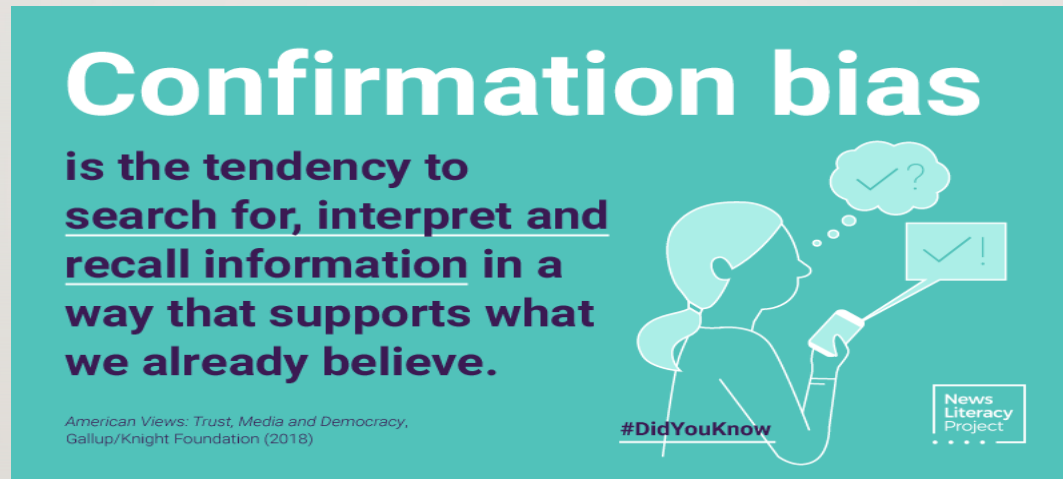


Inattention Blindness

When we focus closely on one thing, we often fail to see other things in plain sight

2. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART I)

- Keep an open mind and look for contrary information



- Don't expect perfection - even at a relatively low level

2. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART I)

- Important to develop your method of assessing players
- My method is to consider performance and potential against the six different phases of the game (In defence, defending re-starts, transition to attack, in attack, attacking re-starts, transition to defence)
- Try to prepare for an unknowable future by having the first part of your process non-club, playing style or manager specific

2. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART I)



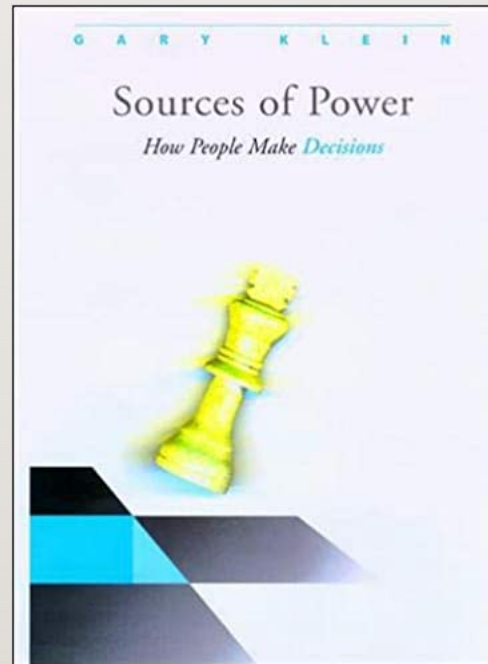
3. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART 2)

- Based on all the evidence, make a projection for the short, medium and long term – how would he/she do in the future, at our level, in our team
- Develop, use and trust intuition and insight in order to project

3. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART 2)

- Appreciate that a player can take off sooner and further than foreseeable
- Decide Yes/No based on the full picture – Performance / Potential / Suitability / Pathway / Affordability / Availability

3. MAXIMISING EFFECTIVENESS ACROSS THE FULL SCOUTING SPECTRUM (PART 2)



4. ASSESSING AND PROJECTING ACCURATELY FOR EARLY DEVELOPERS

- Will usually be the easiest to spot – but they can only beat what they are faced with...
- Be conscious that, in some respects, it is easier to show even more at a higher level

4. ASSESSING AND PROJECTING ACCURATELY FOR EARLY DEVELOPERS

- Don't be swayed by what you have heard especially before you have made your own first impression
- If you can't sign them now, could they be a future option for a senior loan or a senior permanent signing?

4. ASSESSING AND PROJECTING ACCURATELY FOR EARLY DEVELOPERS

Player	Age on PL Debut
Harvey Elliott (04.04.2003)	16 years and 30 days
Matthew Briggs (06.03.1991)	16 years and 65 days
Izzy Brown (07.01.1997)	16 years and 117 days
Aaron Lennon (16.04.1987)	16 years and 129 days
Rushian Hepburn-Murphy (28.08.1998)	16 years and 176 days
Jose Baxter (07.02.1992)	16 years and 191 days
Reece Oxford (16.12.1998)	16 years and 198 days
Jack Robinson (01.09.1993)	16 years and 250 days
Jack Wilshere (01.01.1992)	16 years and 256 days
Angel Gomes (31.08.2000)	16 years and 263 days

5. IDENTIFYING, ASSESSING AND PROJECTING ACCURATELY FOR LATE DEVELOPERS

- Can often constitute greater recruitment opportunities
- Know where to look (and what to look for) for the silver medalists

5. IDENTIFYING, ASSESSING AND PROJECTING ACCURATELY FOR LATE DEVELOPERS

- Look at background, character, physical development to come and capacity to learn
- Focus on the potential more than the performance

5. IDENTIFYING, ASSESSING AND PROJECTING ACCURATELY FOR LATE DEVELOPERS



6. COLLABORATING OPTIMALLY BETWEEN YOUTH AND SENIOR SCOUTING

- The youth scout should know the player better
- The youth scout can be swayed by the past

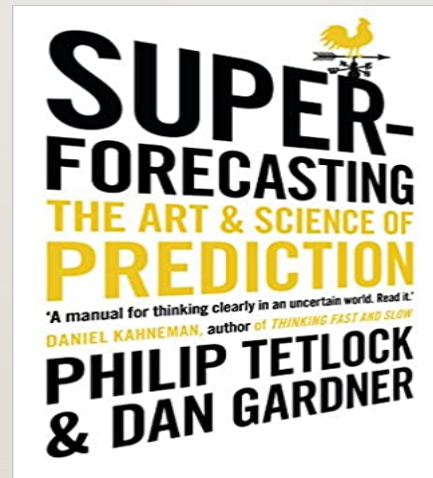
6. COLLABORATING OPTIMALLY BETWEEN YOUTH AND SENIOR SCOUTING

- The senior scout will have clear eyes
- The senior scout may not know the journey or may not be able to see the talent on the day

6. COLLABORATING OPTIMALLY BETWEEN YOUTH AND SENIOR SCOUTING

- Diversity (of experience and thinking) trumps ability

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7. COLLABORATING OPTIMALLY WITH OTHER PARTS OF THE RECRUITMENT DEPARTMENT

- Use data (and other information) at the outset to identify
- Play the live scouting role to the full – identify, assess, project, decide (even if that is only part of the overall recruitment process)

7. COLLABORATING OPTIMALLY WITH OTHER PARTS OF THE RECRUITMENT DEPARTMENT

- Use video footage where possible
- Use data to benchmark and compare

7. COLLABORATING OPTIMALLY WITH OTHER PARTS OF THE RECRUITMENT DEPARTMENT

**OUR DEEPEST FEAR IS NOT THAT WE ARE INADEQUATE.
OUR DEEPEST FEAR IS THAT WE ARE
POWERFUL BEYOND MEASURE.
IT IS OUR LIGHT,
NOT OUR DARKNESS, THAT MOST FRIGHTENS US.
WE ASK OURSELVES, "WHO AM I TO BE
BRILLIANT, GORGEOUS, TALENTED, FABULOUS?"
ACTUALLY, WHO ARE YOU NOT TO BE? YOU ARE A CHILD OF GOD.
YOUR PLAYING SMALL
DOES NOT SERVE THE WORLD.
THERE IS NOTHING ENLIGHTENED ABOUT SHRINKING
SO THAT OTHER PEOPLE WON'T FEEL INSECURE AROUND YOU.**

we are all meant to shine

**AS CHILDREN DO. WE WERE BORN TO MAKE
MANIFEST THE GLORY OF GOD THAT IS WITHIN US.
IT'S NOT JUST IN SOME OF US; IT'S IN EVERYONE.
AND AS WE LET OUR OWN LIGHT SHINE,
WE UNCONSCIOUSLY GIVE OTHER PEOPLE
PERMISSION TO DO THE SAME.
AS WE ARE LIBERATED FROM OUR OWN FEAR,
OUR PRESENCE AUTOMATICALLY LIBERATES OTHERS.**

MARIANNE WILLIAMSON

8. COLLABORATING OPTIMALLY WITH FIRST TEAM MANAGEMENT

- Have a clear idea on what the club and the first team are doing
- Have a clear idea on what you have at first team and development level

8. COLLABORATING OPTIMALLY WITH FIRST TEAM MANAGEMENT

- Give a balanced view of what can be expected from a prospective signing
- Be prepared to be an advocate if a new signing doesn't start well

8. COLLABORATING OPTIMALLY WITH FIRST TEAM MANAGEMENT

- The second is to establish a clear profile of the player in partnership with the coach. “There are many different kinds of player, even if they play the same position,” Monchi pointed out, adding that communication with coaches is vital.
- <https://newsletter.laliga.es/global-futbol/monchi-method-secrets-football-famous-sporting-director>



8. COLLABORATING OPTIMALLY WITH FIRST TEAM MANAGEMENT

- As coaches, systems and roles get more flexible, are we moving away from non-negotiables to overriding strengths?
- If he can get under the barrier, he's too small!



9. LEARNING FROM THE PAST IN ORDER TO BE BETTER IN THE FUTURE

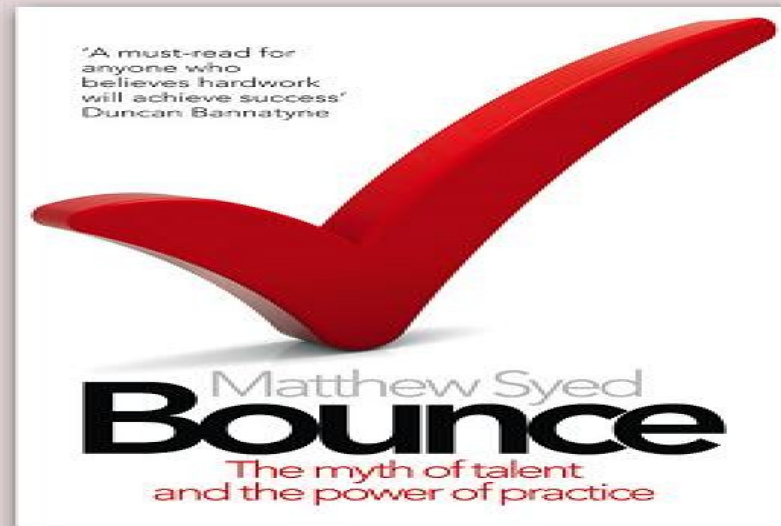
- Maintain a record
- Recognise that bias and time can get in the way of learning from the past

9. LEARNING FROM THE PAST IN ORDER TO BE BETTER IN THE FUTURE

- Review diligently and honestly as an individual and formally as a collective
- Learn from the past

9. LEARNING FROM THE PAST IN ORDER TO BE BETTER IN THE FUTURE

- A trainee doctor on a breast scanning placement will have relatively few opportunities to diagnose a scan that exhibits cancer symptoms and also the time taken to take a tissue sample and laboratory diagnosis means that feedback is limited only to other professional opinion. A much more powerful learning experience is available through access to a database of scans where laboratory diagnoses are available for each so each decision can be immediately reviewed for feedback.



10. RENEWING

- Next season is another opportunity for everyone
- Learn from the past and leverage opportunity

10. RENEWING

- React earlier and better to a change of landscape
- Get back to work

10. RENEWING

- New landscape in England post-Brexit
- Recruitment of EU players 16-17yo
- Recruitment of EU players from relatively lower levels

10. RENEWING

- As one door closes, another opens (or becomes relatively more significant!)



10. RENEWING

- As one door closes, another opens (or becomes relatively more significant!)



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- A great game and a great area of the game to be involved in
- It is was easy anyone could do it!
- All of these challenges can be surmounted and all of these opportunities can be maximised with organisation, passion and perseverance