

The Talent Identification and Selection of Coaches

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The talent ID and Selection of athletes has obvious, as well as long term, historical significance. In addition, there are few who question the importance of a coach's ability to motivate a group of athletes to perform at their highest level (even if they do not possess a specialist understanding of all contributing factors) - not unlike a politician.

There is no mystery surrounding those elements of the conventionally understood equation of sport results. There is another monumentally important part of the coaching dimension that remains unaddressed, however- the factors of the talent ID and selection of coaches beyond their ability to rally an audience of athletes.

The talent ID and selection of coaches must be strategically thought out.

Psychological Traits

What are the coach's or aspiring coach's psychological qualities and their ability to identify and develop these qualities in their athletes?

(Taken from Blumenstein)

- confidence and resolve (self belief and determination)
- ability to execute tasks under pressure
- competitiveness
- concentration/focus
- anxiety control
- composure
- self-awareness
- positive thinking
- team cohesion
- thought control
- self-regulation

What is the coach's understanding of sport skill development?

Technical-Tactical and Physical Preparation

- Technical-tactical drill transference to sport/discipline/positional requirements
- Technical-tactical warm up and practice organization according to force and velocity characteristics
- Technical-tactical daily/weekly/monthly programming and organizational schemes according to training intensity
- Cohesion of technical-tactical and physical preparatory workloads- workload compatibility
- Physical preparatory transference to sport/discipline/positional requirements
- Total load management for the purposes of team peaking and improved outcomes over the competition calendar
- Warm up and training organization according to force, velocity, and biomechanical characteristics
- Programming and organization of physical preparatory workloads

The process of hiring coaches is far too often influenced by gerontocracy and nepotism because the skills required to identify the bullet point items listed above are typically not shared by individuals who are in a position to hire coaches. As a result, the meritocracy that is intrinsic to the athlete side of the equation is absent in the context of coaching.

The current environment renders many false positives regarding, what is in actuality, the illusion of coaching meritocracy. In this way, winning is the meritorious barometer. The problem, however, is that the nature of multipliers allows for off-setting variables to allow the same net result to be achieved even in the presence of a lesser quantity.

For example, if winning is represented by a sum of 20, and the talent ID and selection of athletes is the dominant multiplier, we have the following possibilities:

Athlete talent 5 x coaching skill 4 = 20

Athlete talent 10 x coaching skill 2 = 20

Athlete talent 20 x coaching skill 1 = 20

Given the mathematics, we may observe the the net result of 20 (winning) is possible even in the presence of varying degrees of coaching incompetence. The alternative will never be true, despite the mathematics possibilities, because athletes compete- not coaches.

Given the mathematics examples, if we accept that the current theoretical sporting reality is defined by achieving a net result of 20 (the win); we must also accept that we have a limited amount of quantities to multiply that, together, total a sum of 20.

In the spirit of inducing a paradigm shift in thinking we may introduce the possibility of a new total, never seen before, a sum far in excess of 20; via a new dimension that is added to the coaching quantity that extends far beyond the politician- a special skill set rooted in the presented metrics defining psychological and technical-tactical/physical development.

The concept of evolving the talent identification and selection of coaches must include these considerations.