Administrators Role in Player Development

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An administrator is:
-- one who administers especially business, school, or governmental affairs
--to administer is to manage or supervise the execution, use, or conduct of

A coach is:
--one who instructs players in the fundamentals of a sport and directs team strategy
Are These Roles in Conflict?

- What is your interpretation of the relationship between these two titles?
- Often it comes to down to miscommunication
Common Accusations of Administrators

• Administrator is the A word

• Only concerned with money

• Doesn’t think of the player when making decisions/policies

• Creates unneeded paperwork/processes
Common Accusations of Administrators

- Micromanages
- No respect for odd hours
- “Just a coach”
- Doesn’t know the game
Common Accusations of Coaches

• They think wearing sweats means they have no responsibility off the field

• Completely ignore budgetary concerns

• Fail to communicate what they need in a professional way
Talks about being a team but is not a team player (with admins)

Forgets there are 30 other teams to worry about

Does not speak the party line
Who Gets Lost in the Finger Pointing?
How Do We Bridge the Gap?

The easy way
How Do We Bridge the Gap Actually?

- This is a MUTUAL responsibility
- Agree on a focal center (mantra)
  - Be PLAYER-CENTRIC
How Does an Administrator Bridge the Gap?

• Review the mission statement regularly

• Be aware of the quicksand

• Make sure you know the game
• Be a MANAGER not an Administrator
  – What does that mean?

• Definition of a manager:
  – An individual who is in charge of a certain group of tasks, or a certain subset of a company. A manager often has a staff of people who report to him or her.
What is a Manager?

- PEOPLE based not budget based
- Seeks to motivate not dictate
- Sees job as that of managing the rules not reacting to them
What is a Manager?

Is someone who:

• Asks questions

• Seeks input before making policy

• Seeks to understand others’ goals
What is a Manager?

Is someone who:

• Seeks efficiency and optimization, not just one
• Empowers
• Allows for variable leash lengths
Can the Roles be Complementary?

Real life challenges:

• Upon moving from Director of Coaching to Executive Director what are some concerns I might have had to think about?

• What are the concerns the new DOC may have moving into a role with me as ED?

• Upon being an Executive Director and serving as a PT college coach reporting to an assoc. AD what are concerns?
Lesson Learned

• Get out of the way

• Be available

• Be interested

• Be a practitioner and make that reciprocal
How Does a Coach Bridge the Gap?

Beware of the hard way
How Does A Coach Bridge the Gap?

• Realize and accept this is an important relationship

• Realize team/player development needs a team of support

• Learn the administrative burdens and pressures
  – Respect them as you would like to have yours respected
How Does A Coach Bridge the Gap?

• Be a PROFESSIONAL off the field

• Pick your battles

• Be part of the solution
  – Volunteer to operationalize some processes (language)

• Do not forget the organizational mission (not just yours)
• Break the pattern on polar positions/thoughts
  – This is an ongoing effort

• Focus on players and people
  – have a mantra (Player Centric)

• Agree on roles and processes
  – communication
• Thank you for your attention!

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