THE ADMINISTRATORS ROLE IN PLAYER DEVELOPMENT

PRESENTER

GWYNNE WILLIAMS
EXECUTIVE DIRECTOR ISSAQUAH SOCCER CLUB
USSF NATIONAL INSTRUCTOR
NSCAA INSTRUCTOR
USYSA NATIONAL INSTRUCTOR
IN SOCCER THERE ARE MANY “PLAYERS” ON THE TEAM.
THE LUCKY ONES GET TO PLAY!
ALL THE OTHERS ARE THE SUPPORT CAST
ALL THE OTHERS ARE THE SUPPORT CAST

THE TEAM BEHIND THE TEAM
A VITAL MEMBER OF THE SUPPORT CAST

What do you mean you don't have extra socks? You are SUPPOSED to be the TEAM MOM!
WHAT IS AN ADMINISTRATOR?
A PERSON WHOSE JOB IT IS TO MANAGE A COMPANY, A SCHOOL OR ORGANIZATION, OR DIVISION OF ONE
WHAT WOULD AN ADMINISTRATOR LOOK LIKE?
QUITE A WELL KNOWN ONE IN WORLD SOCCER
IT DOES NOT MATTER WHAT THEY LOOK LIKE
IT MATTERS WHAT THEY DO AND HOW THEY DO IT!
THE SUM OF THE PARTS MUST BE GREATER THAN THE WHOLE
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED PHYSICALLY,
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED

PHYSICALLY, MENTALLY,
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED PHYSICALLY, MENTALLY, TACTICALLY
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED PHYSICALLY, MENTALLY, TACTICALLY AND TECHNICALLY
FOR A TEAM OR CLUB TO FUNCTION AT HIGH LEVELS, THE DIVISIONS MUST BE CONNECTED

PHYSICALLY, MENTALLY, TACTICALLY AND TECHNICALLY

THIS IS TRUE FOR PLAYERS AND ADMINISTRATORS
THE GAME IS FOR THE PLAYERS !!!!
THE GAME IS FOR THE PLAYERS !!!!

AND MUST BE AT ALL TIMES!!!!
THE SOCCER ENVIRONMENT IS WHAT MATTERS IF WE ARE TO DEVELOP PLAYERS
THE CLASS OF 1992
WHO CREATES THE SOCCER ENVIRONMENT?
WHO CREATES THE SOCCER ENVIRONMENT?

THE SUPPORT CAST
“SOCCER IS A PLAYERS GAME AND PLAYERS SHOULD BE CONSIDERED FIRST WHEN POLITICAL ADMINISTRATIVE AND COACHING DECISIONS ARE MADE.”

BOBBY HOWE, FORMER USSF DIRECTOR OF COACHING
PROBLEMS OCCUR WHEN
PROBLEMS OCCUR WHEN

ROLES GET INTO CONFLICT
PROBLEMS OCCUR WHEN ROLES GET INTO CONFLICT EGOS GET IN THE WAY
PROBLEMS OCCUR WHEN ROLES GET INTO CONFLICT EGOS GET IN THE WAY PEOPLE FORGET THE MOST IMPORTANT ASPECT OF THE GAME
PLAYERS!
When "I" is replaced by "we" even illness becomes wellness
PLAYER DEVELOPMENT IS HOLISTIC IN NATURE
PLAYER DEVELOPMENT IS HOLISTIC IN NATURE

NO ONE CAN PREDICT THE DEVELOPMENT OUTCOME
PLAYER DEVELOPMENT IS HOLISTIC IN NATURE

NO ONE CAN PREDICT THE DEVELOPMENT OUTCOME

YOU CAN ONLY CREATE THE ENVIRONMENT FOR PLAYERS TO FLORISH
ADAPTATION TO AN EVER CHANGING ENVIRONMENT IS NEEDED BY PLAYERS.

ADMINISTRATORS NEED TO CREATE A CHANGING ENVIRONMENT AND ADAPT TO GOVERN THE GAME.
DEVELOPMENT IS NOT A SCIENCE
THE ADMINISTRATORS ROLE IN PLAYER DEVELOPMENT
THE ADMINISTRATORS ROLE IN PLAYER DEVELOPMENT

THE DECISION MAKING FORMULA SHOULD COVER THE FOLLOWING
1. PLAYER BASED NEEDS
1. PLAYER BASED NEEDS
2. TEAM BASED NEEDS
1. PLAYER BASED NEEDS
2. TEAM BASED NEEDS
3. CLUB BASED NEEDS
1. PLAYER BASED NEEDS
2. TEAM BASED NEEDS
3. CLUB BASED NEEDS
4. FAMILY BASED NEEDS
1. PLAYER BASED NEEDS
2. TEAM BASED NEEDS
3. CLUB BASED NEEDS
4. FAMILY BASED NEEDS
5. CUSTOMER SERVICE ORIENTED
ADMINISTRATORS WORK FOR THE PLAYERS NOT THE OTHER WAY AROUND
BY FOLLOWING THE DECISION MAKING FORMULA ADMINISTRATORS AND COACHES PREPARE A POSITIVE PLAYER CENTERED ENVIRONMENT THAT MAY ENHANCE THE GROWTH OF THE PLAYER
KNOWLEDGE OF CHILD DEVELOPMENT AND SOCCER (WHERE YOU ARE AND WHERE YOU WANT TO GO) PROVIDE THE DRIVING FORCE BEHIND SOUND ADMINISTRATIVE DECISIONS
ALL OF THAT SUPPORTED BY GOOD BUSINESS PRACTICES, KNOWLEDGE OF APPLICABLE LAWS, RULES, REGULATIONS AND PROACTIVE PLANNING AND ACCURATE REVIEW AND MEASUREMENT
YOU CAN GO HIGHER
WORKING TOGETHER
PLANNING AND WORKING TOGETHER HAS BEEN AROUND FOR A LONG TIME
“HE WHO FAILS TO PLAN IS PLANNING TO FAIL.”

WINSTON CHURCHILL
6 ELEMENTS OF ADMINISTRATION
6 ELEMENTS OF ADMINISTRATION
1. PLANING
6 ELEMENTS OF ADMINISTRATION
1. PLANING
2. ORGANIZING
6 ELEMENTS OF ADMINISTRATION
1. PLANING
2. ORGANIZING
3. STAFFING
6 ELEMENTS OF ADMINISTRATION
1. PLANING
2. ORGANIZING
3. STAFFING
4. DIRECTING AND SUPPORTING
6 ELEMENTS OF ADMINISTRATION
1. PLANING
2. ORGANIZING
3. STAFFING
4. DIRECTING AND SUPPORTING
5. COORDINATING AND BUDGETING
6 ELEMENTS OF ADMINISTRATION
1. PLANNING
2. ORGANIZING
3. STAFFING
4. DIRECTING & SUPPORTING
5. COORDINATING AND BUDGETING
6. ASSESSING AND MEASURING
“TEAM”
TOGETHER
EVERYONE
ACHIEVES
MORE
CAN ADMINISTRATORS ROLES BE IN CONFLICT?
COMMON ASSUMPTIONS OF ADMINISTRATORS
1. THEY ARE ONLY CONCERNED ABOUT MONEY
1. THEY ARE ONLY CONCERNED ABOUT MONEY
“A BUDGET IS TELLING YOUR MONEY WHERE TO GO INSTEAD OF WONDERING WHERE IT WENT.” DAVE RAMSEY
1. THEY ARE ONLY CONCERNED ABOUT MONEY
   “A BUDGET IS TELLING YOUR MONEY WHERE TO GO INSTEAD OF WONDERING WHERE IT WENT.” DAVE RAMSEY
2. DO NOT PUT PLAYERS FIRST WHEN DECISION MAKING
1. THEY ARE ONLY CONCERNED ABOUT MONEY
   “A BUDGET IS TELLING YOUR MONEY WHERE TO GO INSTEAD OF WONDERING WHERE IT WENT.” DAVE RAMSEY
2. DO NOT PUT PLAYERS FIRST WHEN DECISION MAKING
3. CREATE UNNECESSARY RULES AND PAPERWORK
1. THEY ARE ONLY CONCERNED ABOUT MONEY
   “A BUDGET IS TELLING YOUR MONEY WHERE TO GO INSTEAD OF WONDERING WHERE IT WENT.” DAVE RAMSEY
2. DO NOT PUT PLAYERS FIRST WHEN DECISION MAKING
3. CREATE UNNECESSARY RULES AND PAPERWORK
4. MICRO MANAGE
1. THEY ARE ONLY CONCERNED ABOUT MONEY
   “A BUDGET IS TELLING YOUR MONEY WHERE TO GO INSTEAD OF WONDERING WHERE IT WENT.” DAVE RAMSEY
2. DO NOT PUT PLAYERS FIRST WHEN DECISION MAKING
3. CREATE UNNECESSARY RULES AND PAPERWORK
4. MICRO MANAGE
5. DO NOT RESPECT THE COACHES ROLE OR THE COACH
CAN COACHES ROLES BE IN CONFLICT?
COMMON ASSUMPTIONS OF COACHES

1. THEY THINK THAT THEY HAVE NO RESPONSIBILITY OFF THE FIELD
COMMON ASSUMPTIONS OF COACHES

1. THEY THINK THAT THEY HAVE NO RESPONSIBILITY OFF THE FIELD
2. IGNOR BUDGETARY AND RULE RESTRICTIONS
COMMON ASSUMPTIONS OF COACHES

1. THEY THINK THAT THEY HAVE NO RESPONSIBILITY OFF THE FIELD
2. IGNOR BUDGETORY AND RULE RESTRICTIONS
3. FAIL TO COMMUNICATE UP AND DOWN
COMMON ASSUMPTIONS OF COACHES

1. THEY THINK THAT THEY HAVE NO RESPONSIBILITY OFF THE FIELD
2. IGNOR BUDGETORY AND RULE RESTRICTIONS
3. FAIL TO COMMUNICATE UP AND DOWN
4. TALK OF “TEAM” BUT DO NOT LIVE IT
COMMON ASSUMPTIONS OF COACHES

1. THEY THINK THAT THEY HAVE NO RESPONSIBILITY OFF THE FIELD
2. IGNORE BUDGETORY AND RULE RESTRICTIONS
3. FAIL TO COMMUNICATE UP AND DOWN
4. TALK OF “TEAM” BUT DO NOT LIVE IT
5. UNAWARE OF THE MANY MOVING PARTS IN THE ORGANIZATION AND THE KNOCK ON EFFECT THAT THEY HAVE
THE DUTIES OF AN ADMINISTRATOR WILL VARY DEPENDING ON THE ORGANIZATION AND THEIR INDIVIDUAL ROLE
A COMMONALITY FOR ALL ADMINISTRATORS IS TO ENSURE THE ORGANIZATION WORKS WITH EFFICIENCY.

ACQUIRES THE CORRECT SKILL SETS THAT CAN COMPLETE THE ORGANIZATION’S GOALS.
CAN THE ROLES OF THE SUPPORT CAST BE COMPLIMENTARY?
CAN THE ROLES OF THE SUPPORT CAST BE COMPLIMENTARY?

OBVIOUSLY YES AND THEY NEED TO BE
IT IS AS MUCH ABOUT THE PERSONALITY AS MUCH AS IT IS ABOUT THE ROLE AND QUALIFICATIONS
IT IS AS MUCH ABOUT THE PERSONALITY AS MUCH AS IT IS ABOUT THE ROLE AND QUALIFICATIONS

IT IS SELF DEFEATING TO HAVE A NON CUSTOMER FRIENDLY ADMINISTRATOR IN A ROLE WHERE THEY HAVE CONTACT WITH THE CUSTOMER
SO WHAT IS THE GLUE THAT JOINS ALL THE MOVING PARTS TOGETHER?
SO WHAT IS THE GLUE THAT JOINS ALL THE MOVING PARTS TOGETHER?

ANSWER

COMMUNICATION
If you can't explain it **simply**, you don't understand it well enough.

– Albert Einstein
SOCCER IS THE SIMPLIST OF GAMES
SOCcer is the simPlist of games

it’s not rocket science
THIS WAS DONE WITH A SLIDE RULE.
WE MUST BRIDGE THE COMMUNICATION GAPS
TEAMWORK WILL BRIDGE THE GAPS
ALWAYS KEEP THE FOCAL POINT IN FOCUS
ALWAYS KEEP THE FOCAL POINT IN FOCUS

PL
LAY
ERS

USYOUTHSOCCER.ORG
PLAYERS ARE THE REASON ADMINISTRATORS EXIST
RECOGNIZE THAT PLAYER DEVELOPMENT NEEDS A TEAM OF SUPPORT

RESPECT OTHERS ROLES AND UNDERSTAND JUST HOW THOSE ROLES ENHANCE THE PLAYER ENVIRONMENT

BE PART OF THE SOLUTION NOT THE PROBLEM
NEVER LOSE SIGHT OF YOUR MISSION STATEMENT
QUESTION CONSTRUCTIVELY AND SHARE YOUR ROLE WITH OTHERS OPENLY
IF YOU AND YOUR ORGANIZATION ARE NOT CHANGING
NEITHER OF YOU ARE GETTING BETTER
IF YOU DO NOT SEE THE NEED FOR CHANGE
YOU WILL NOT CHANGE
AND GO THE WAY OF
THE DINOSOUR
NO COMMENT!
“IT ALWAYS SEEMS IMPOSSIBLE UNTIL IT’S DONE.”

NELSON MANDELA
“IT ALWAYS SEEMS IMPOSSIBLE UNTIL IT’S DONE.”

NELSON MANDELA
UNDERSTAND YOUR ROLE
UNDERSTAND YOUR ROLE

BE THE BEST YOU CAN BE
UNDERSTAND YOUR ROLE

BE THE BEST YOU CAN BE

WHEN YOU GET OUT OF YOUR RELM OF EXPERTISE
OTHER ROLES ONLY LOOK EASY
THANK YOU FOR LISTENING

GWNENNE WILLIAMS