

# FINDING TALENT AND BUILDING A WINNING TEAM

- DEFINITION OF TALENT CONCEPT AND EVALUATION CRITERIA.
- PROCESS OF BUILDING THE WINNING TEAM  
DIFFERENT ROLES ON WINNING TEAM EVALUATION PROCESS.
- DEVELOPMENT OF INDIVIDUALS TO BECOME MEMBERS OF WINNING TEAM.
- INDIVIDUAL RESPONSIBILITY OF A MEMBER OF WINNING TEAM.

# DEFINITION OF TALENT CONCEPT AND SELECTION CRITERIA

## Talent is :

- Big Heart
- Sense and feel for the game
- Cerebral instincts down to the toes and fingertips
- Ability to utilize skill
- Physical attributes
- Ability to use all of the above to your advantage in order to produce results on an individual level and ultimately as a team

Competitiveness, perseverance, work ethic, ambitiousness, ability to get in the "zone", and ability to handle pressure are all talents, along with burning desire to achieve and discipline to get the job done. Wanting to take on the responsibility and carrying it through adversity, leading by example and by spreading a positive message are talents as well.

**Each role requires a different set of talents**

# ...SELECTION CRITERIA

## Physical attributes and skills

”Easier” part of evaluation, because it is ”out there” on display, loud and clear every day, with easy access to it.

”Most of the cakes have a beautiful frosting”

”Don’ t judge the book by it’ s covers”

**Every role requires also a different set of skills and physical attributes**

# EVALUATION CRITERIA

- An individual or a team player?>> Loyalty and unselfishness
- Work ethic that doesn't compromise= 100% at all times >> Character, honesty
- Talent in instincts and character? >>Courage to execute without fear of failure
- A fierce competitor who is willing to battle?>> At any time and when it hurts
- Motives (Me, We, Play our game) in balance>> Team player
- Ability to use strengths in tough competition (pressure) >> relaxed intensity,  
ABILITY TO BE A PRO ATHLETE
- Ability and will to listen>> Own will to learn and grow
- Ability to score results >> To be able to use your whole capacity regularly

## WINNING TEAM IS...

- **Tight group of members on a mission, members with different kinds of talent and skills, members fitted and motivated to work in right roles to best utilize their unique TALENT to achieve goals together.**

# DIFFERENT ROLES ON WINNING TEAM

GM

Coach

Star

Heart & Soul/ Leader

Core/ Leader

Core/ Follower

Specialist

Supporting cast

**\* EVERY ROLE IS NOT EQUALLY IMPORTANT, BUT EVERY ROLE IS VERY IMPORTANT. THE MOST TALENTED PLAYERS CARRY THE BIGGEST RESPONSIBILITY. IT IS THE RIGHT WAY FOR THE TEAM AND THE ONLY WAY TO ACHIEVE EXCELLENCE.**

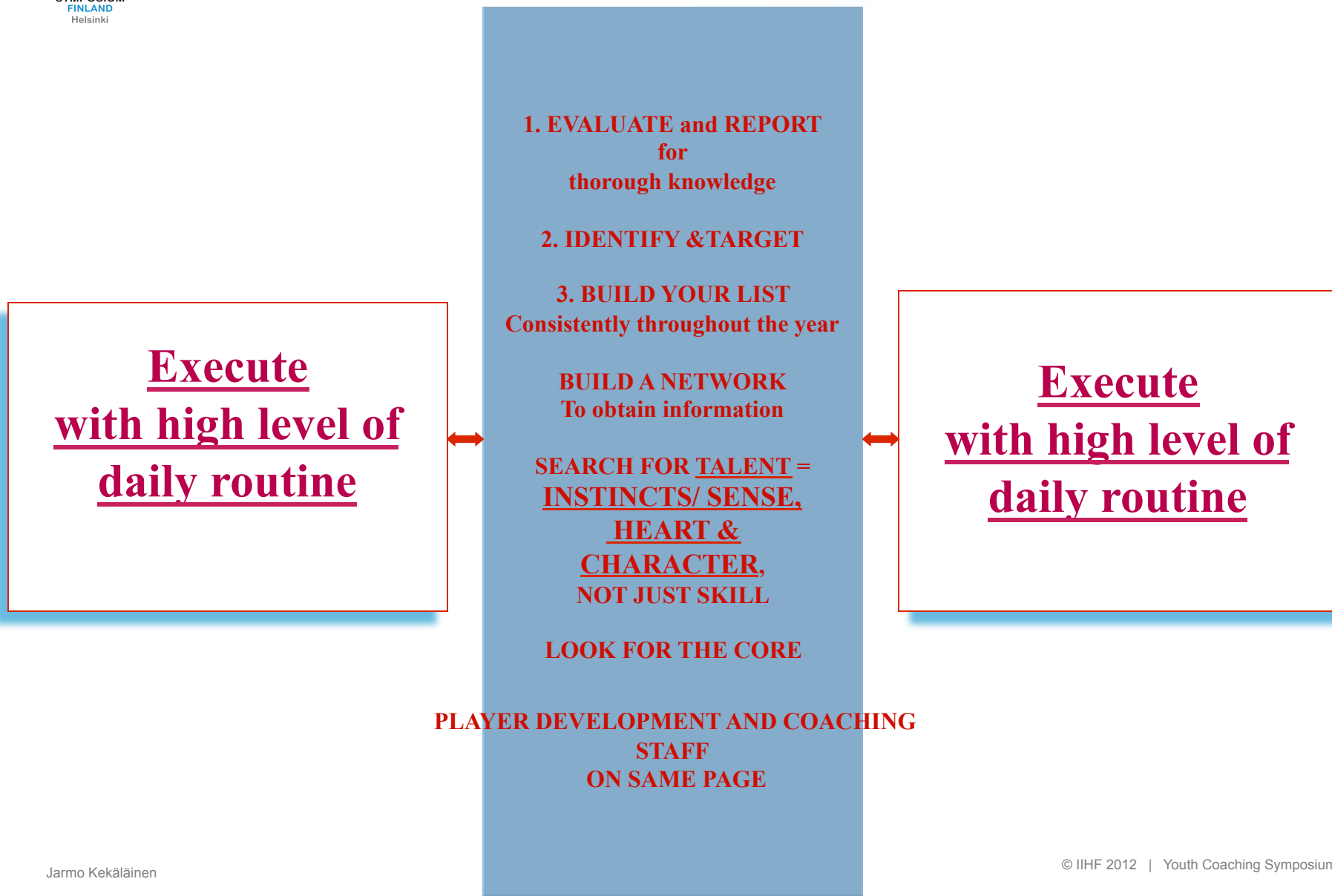
# RIGHT PEOPLE IN RIGHT ROLES



- ❖ DO NOT PROMOTE A MEMBER OF WINNING TEAM IN TO A ROLE HE IS NOT CAPABLE OF FILLING, BECAUSE HE NEEDS TO BE REWARDED
- IT WILL NOT BE REWARDING FOR HIM OR THE TEAM IN THE LONG RUN
- FIND ANOTHER WAY TO MOTIVATE

**THERE IS HEROES IN EVERY ROLE !**

# PLAYER EVALUATION PROCESS





# IDENTIFY AND REPORT

- Identify Talent and Evaluate Fundamentals
- TALENT is big heart that cares and enormous desire to
- win. TALENT is hockey sense, instincts for the game
- generated from the spinal cord through numerous
- repetitions on the pond or in the backyard as a kid.
- TALENT is ability to use skills and physical attributes in
- order to achieve results and success as an individual and ultimately as a team. JK

# IDENTIFY AND REPORT

- **Identify Talent and Evaluate Fundamentals**

- **SKATING:** Speed, quickness /agility /lateral movement, balance / strength
- **SKILL:** Hands, shooting, passing. Focus on 1 on 1 -skill and skill in traffic. Finish is the key to victory. **RESULTS**, pretty is not enough
- **HOCKEY SENSE**
- **INSTINCTS:** Understanding of the game in both ends of the ice. Vision, anticipation, ability to read and react. Creativity. **RESULTS**.
- **CHARACTER:** **CAN NOT** emphasize the importance enough.
- Values, integrity, persistency and dedication>>
- **DESIRE / HEART.** Character qualities discovered off
- ice, must be seen on-ice

# BUILD A NETWORK AND GATHER INFORMATION FOR DECISION MAKING

- **BUILD A NETWORK:** Get to know the coaches, trainers, etc. identify people with knowledge and inside information.
- **INVESTIGATE:** Dig deep, absorb information, be a SPONGE.
- **PROCESS THE INFO:** Pursue the ones that excite you, be cautious of the ones that scare you
- **”GUT FEELING”**
- **THROUGH EXPERIENCE:** Use obtained information to support your decision making

- **BUILD YOUR LIST THROUGHOUT THE YEAR,**
- **IT IS A PROCESS**
- **BE CONSISTENT,**
- **”ONE GAME DOESN’ T MAKE OR BREAK A SEASON“**
- **STICK TO THE LIST WE WORKED ON ALL YEAR**
- **BUILD OUR DEPTH CHART AND FILL OUR**
- **ORGANIZATIONAL NEEDS**
- **AIM AT PLAYERS WITH UPSIDE/ POTENTIAL,  
SOMETHING SPECIAL**
- **TARGET THOSE PLAYERS IN ORDER TO GET THEM**
- **GO AFTER PLAYERS WE WANT**

# DEVELOPMENT

- **EVALUATE AND MONITOR**
- **SET EXPECTATIONS**
- **COMMUNICATE AND MOTIVATE**
- **LISTEN AND PROVIDE DIRECTION**
- **COACH, DEVELOPE, IMPROVE, NURTURE AND COACH, COACH, COACH**

# DEVELOPMENT OF INDIVIDUALS TO BECOME MEMBERS OF WINNING TEAM



## Setting the right expectations

This is "easy" if the evaluation of talent and potential is accurate. People and future are very unpredictable. Environment and sometimes luck (injuries) have a huge impact on the success of fulfilling expectations. That is why evaluation is a never ending process and the expectations have to be flexible accordingly. Expectations set on unrealistic ground can have a negative impact on the development of a player, they cause frustration and unnecessary pressure.

## Optimal environment to work and develop

When practise- and game facilities, equipment and technology are top notch, a player can concentrate on his job. This is why the supporting cast is so important.. In the NHL this has almost been taken too far, but no there is no choice, it is in the CBA. Players get spoiled: They don't have to even carry their own equipment, they travel on chartered flights that serve lobster, stay in Ritz- Carltons on the road etc.

# ... DEVELOPMENT OF INDIVIDUALS TO BECOME MEMBERS OF WINNING TEAM...

## Motivation

Evaluate regularly and compare with expectations. Give feedback on regular basis, face to face, honestly. Give a player a chance to look in the mirror, keep the mirror at the right height. Concentrate on strengths, but give feedback on weaknesses as well. ENCOURAGE to give it a try. Go through the evaluation and results with the player, but concentrate on future.

## Development

Learn to know the player as a person, care about him and his development on and off the ice

Concentrate on developing and improving strengths. Lack of talent is hard to improve and takes a lot of time. The strengths and weaknesses of physical attributes and skills can always be developed if mental side of talent with work ethic, goal orientation and persistency are in place

# ... DEVELOPMENT OF INDIVIDUALS TO BECOME MEMBERS OF WINNING TEAM...

Roles and the lineup on the winning team change and evolve, with the expectations, daily level of execution and the DEVELOPMENT OF PLAYERS.

**THERE WILL BE MOMENTS WHEN IT IS NECESSARY TO MAKE A DIFFICULT DECISION:**

- ✓ AN INDIVIDUAL IS NOT THE RIGHT PLAYER TO FILL A ROLE ON THE TEAM
- ✓ A MISTAKE WAS MADE IN PLAYER EVALUATION OR
- ✓ THE DEVELOPMENT HAS GONE TOO FAR IN TO WRONG DIRECTION

**DO NOT TRY TO CORRECT A MISTAKE BY MAKING ANOTHER ONE,  
MOVE ON BY LETTING THE PLAYER GO!  
THIS IS IN THE BEST INTEREST OF THE TEAM**



# INDIVIDUAL RESPONSIBILITY OF A MEMBER OF WINNING TEAM



## EVALUATION OF YOU => <=YOUR EVALUATION OF YOURSELF

- Are you honest to yourself?
- Do you pass the "mirror test"
- Is the evaluation of you accurate: Do you accept the feedback?
- Do you understand your role? Does it motivate you?
- Do you understand the meaning of the word: TEAM?
- Do you understand your responsibility as a member of the TEAM?

# OPTIMAL PERFORMANCE

## VISION

- A dream of what you want to achieve
- Goals form the vision and dream in to a concrete concept

## MOTIVE

- Task orientation directs the attention to the right things and details
- Ego-orientation in the right form can create energy
- A team player is a healthy mixture of: Ego/ "we"/ task

## PASSION

- Helps concentrate on the essential—performance (flow, zone)

## WORK ETHIC

- Takes care of preparation, both on physical (training) and mental side (strategy, visualization, imagery).

# ...OPTIMAL PERFORMANCE...

- ⊗ Makes vision, dreams and goals realistic, within the limits of your talent
- ⊗ "Realism": is willingness do the necessary preparation. Preparation is **IN YOUR CONTROL**, unleash your dreams, stretch your limits
- ⊗ Motive is a healthy cocktail of "Me- Team- and Performance orientation", Performance and team come first
- ⊗ Passion has to come straight from the heart, it has to be genuine

**WORK ETHIC HAS TO PASS THE "MIRROR TEST"**

# WINNING TEAM



- **NEEDS WINNERS**
- **Is a tight group of members on a mission, members with different kinds of talent and skills, members fitted and motivated to work in right roles to best utilize their unique TALENT to achieve goals together.**
- **Roles and the lineup on the winning team change and evolve with the expectations, daily level of execution and the DEVELOPMENT OF PLAYERS.**
- **WINNING TEAM> Sum of it' s parts**
- **Winning team knows: nothing comes for free**
- **Winning team knows how to enjoy success, but is already looking in to the future**

# THE WILL OF SKILL

- **MANNERS, HOW DO WE TREAT PEOPLE/ TEAM MATES?**
- **WE VALUE HEART AND CHARACTER AS TALENT**
- **WE DREAM BIG**
- **WE HAVE PASSION**
- **WE HAVE THE RIGHT COCKTAIL OF MOTIVES**
- **WE VALUE WORK ETHIC PRIDE AND PROFESSIONALISM THAT DO NOT COMPROMISE**

# WHAT DO WE STAND FOR?



**OUR VALUES**

**OUR CHARACTER**