



# Welcome

# S O C C E R

# S U M M I T 2 0 1 6

MARCH 4-6, 2016 | UNIVERSITY OF GUELPH



Supported by



DISCOVER • DEVELOP • EXCEL



# The Problem with Talent

***Billy Wilson***  
***Regional Manager, Player Development***  
***[bwilson@soccer.on.ca](mailto:bwilson@soccer.on.ca)***

 ***@billywilson90***





# Who am I?





## Content:

---

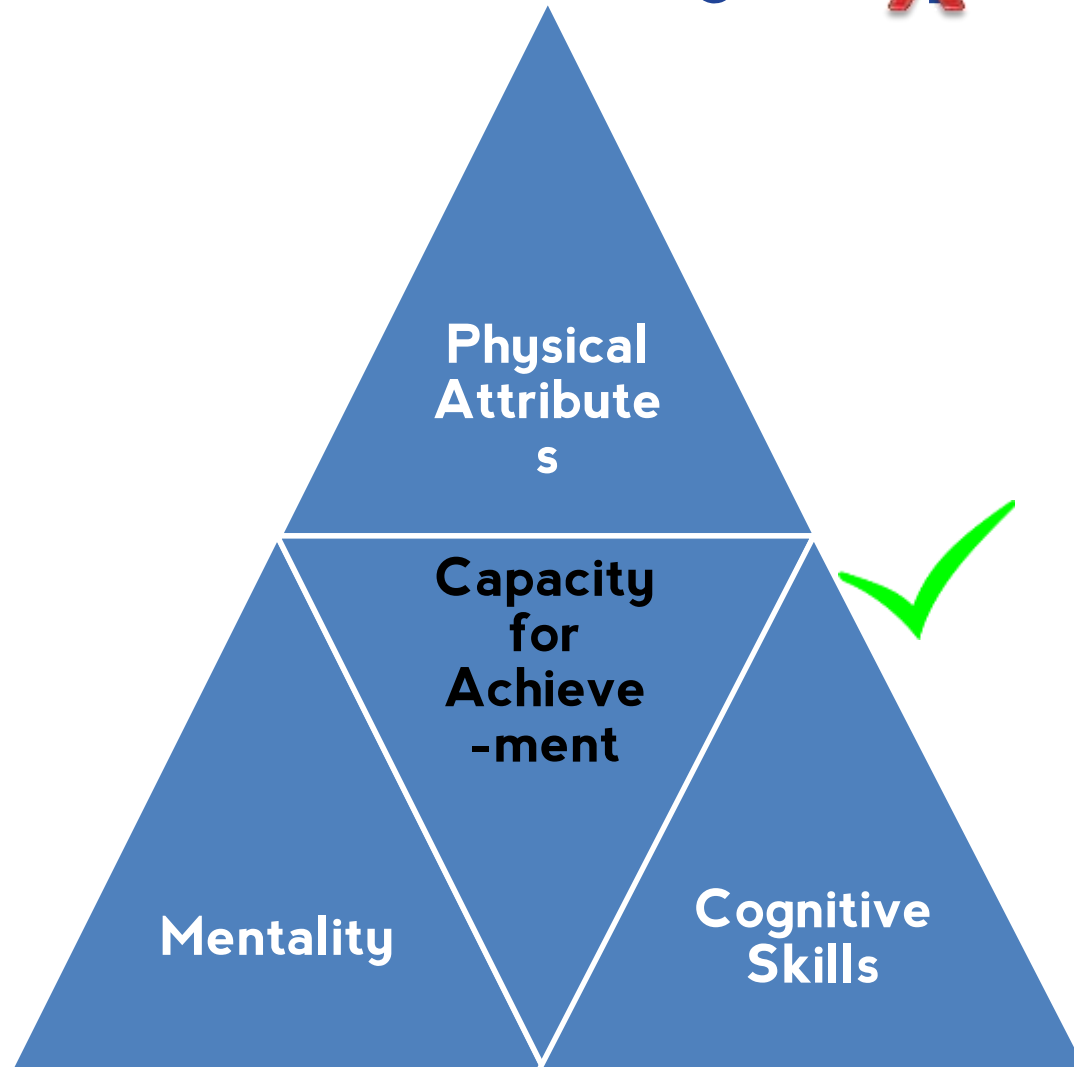
- **What is Talent?**
- **Talent Selection**
- **Talent Identification**
- **Why is this new model important for player development?**
- **What are the benefits from this model?**





# What is Talent?

“A special natural ability of ~~aptitude~~”







# Elite Performers



- Access to expert training from entry 7yo
- Escape from reality
- Hunger and desire

- **Unknown 1960 whilst performing in Europe**
- **1962 average 8 hr/day**
- **1964 performed at 1,200 concerts together**

- College drop out to Billionaire
- Addicted to work
- Found access to computers throughout childhood



# The German Violinist's

- Practice habits studied in childhood, adolescence and adulthood
- All participants began to play at roughly 5 years old – similar practice times
- Differences in practice time by 8 years old
- By adulthood elite performers had accumulated approx. 10,000 hours of practice

Q: “Over the course of your entire career, ever since you first picked up the violin, how many hours have you practiced?”



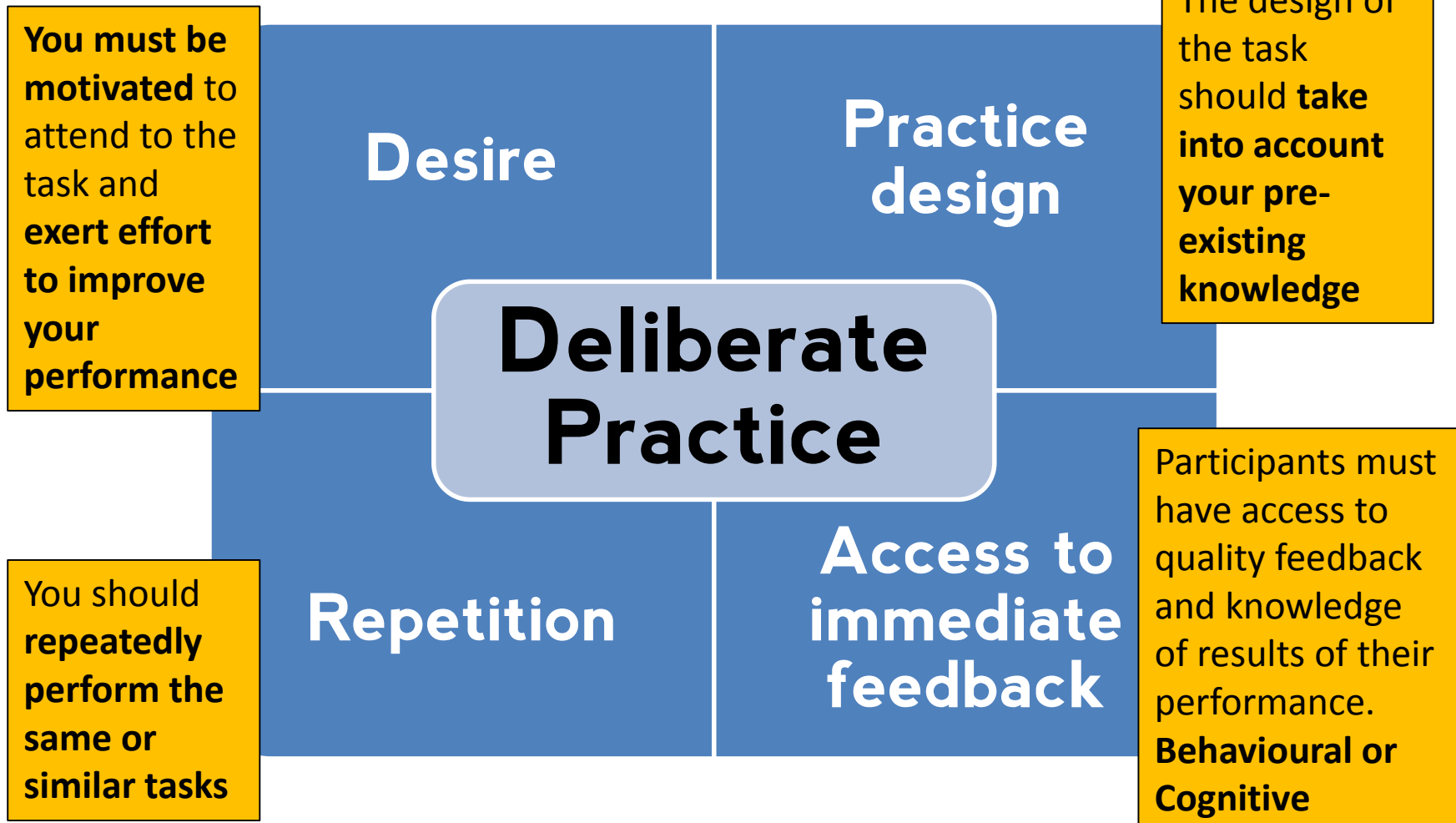
**No NATURALLY gifted performers emerged: no shortcuts!**

**Expert-level performance is the result of expert-level practice rather than natural talent!**



# Expert-level Practice

**Expert Practice** is different from work, play and simple repetition of a task. Goal is to improve performance over time and some aspects may be difficult to overcome







# Talent Selection

---

**Talent Selection is the roundup of players based on current ability to be successful in events taking place in the near future.**

- **Yields results today – The here and now!**
- **Coach centred: Easy & unskilled process**
- **Promotes elitism and doesn't allow for late developers**
- **Psychological and social implications**
- **Reduces Talent Pool**



# The Selection Process

**Young Children put on Trial!**



**Who are the coaches making the decisions?**

**WHO ARE YOU TO JUDGE ME?**



**Bigger, stronger, faster!**



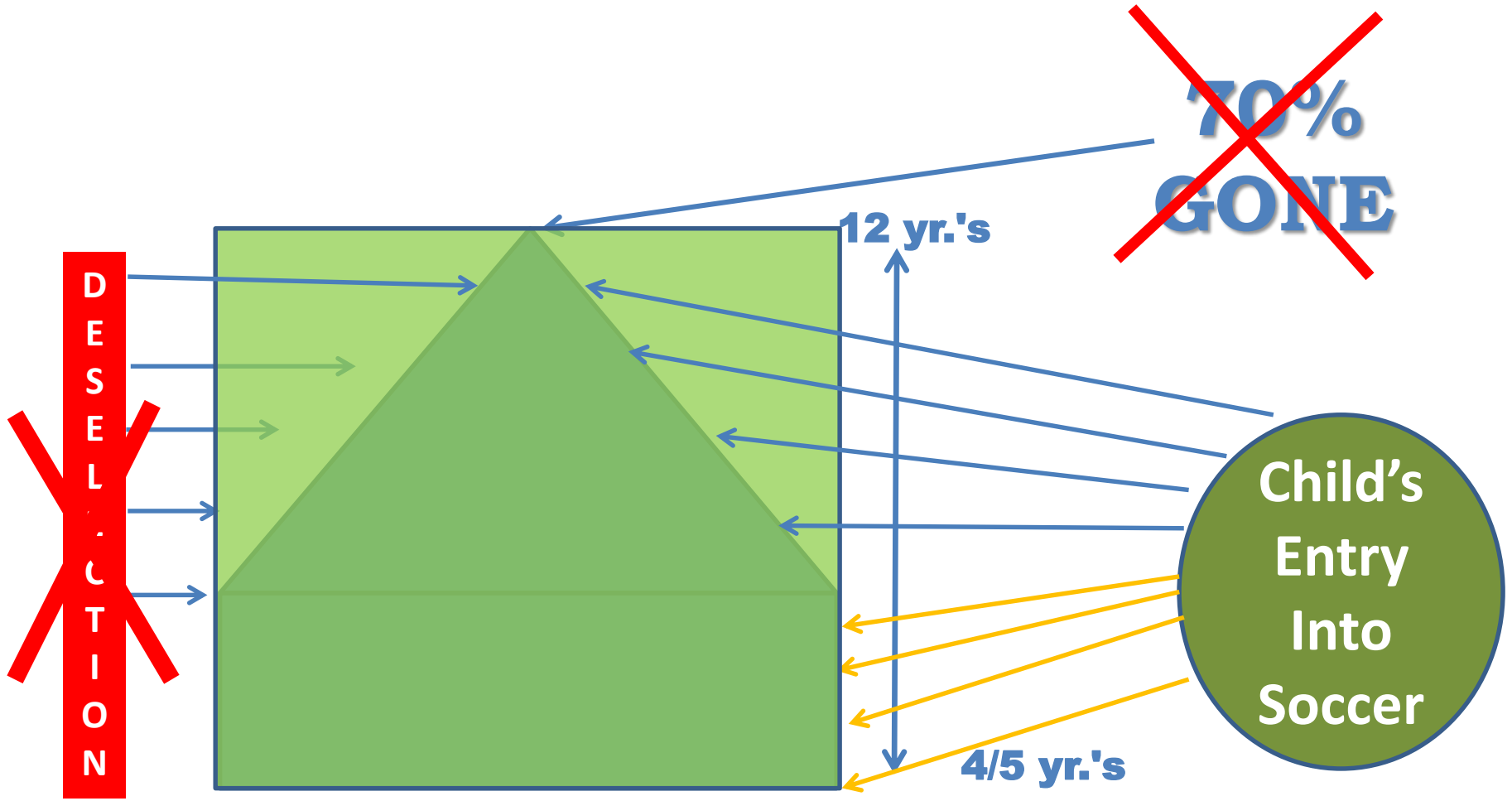
**Exclusion of young children and the social implications.**



**Win at all cost youth sport culture pressure coaches to win.**



# Depletion of Talent Pool

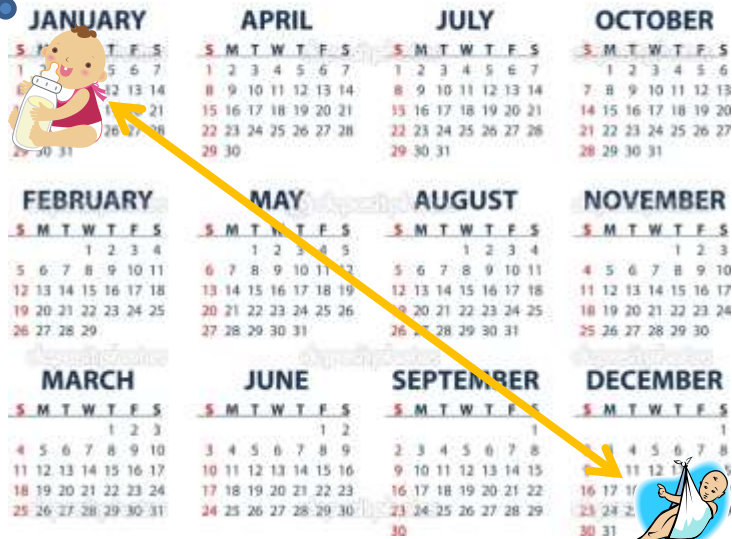




# Relative Age Effect

11 months  
advantage !

## 2013





# The Relative Age Effect



University of Toronto

Age Effect, or  
called the Age  
youth squads tend  
to perform in the early



U12 District Players from YRSA (2012)



**Born in 1<sup>st</sup> ¼ of year  
Up to 11 month's  
advantage  
Entered sport earlier  
Bigger, Faster, Stronger  
Cognitive, social &  
Psych**



**Knowledge  
Qualified  
Experienced  
Ex Player  
Educator  
Resourceful**

**Better Practice  
Better Information  
More Practice  
Better Competition  
Better Facilities**



**Born later in the year  
Up to 11 month's  
disadvantage  
Entered sport later  
Smaller, slower, weaker  
Less Cognitive, social &  
Psych**



**Less Knowledge  
Less Qualified  
Less Experienced  
Never Played  
Volunteer  
Ltd' Resources**

**Poor Practice  
Poor/No  
Information  
Less/No Practice  
Poor Competition  
Poorer Facilities**





## In the past...

---

### **Traditional Model:**

- **Players had to tryout**
- **Players selected on ability (usually bigger, stronger, and faster; born early in the year)**
- **Coach centred**
- **Result's based**
- **Clubs were being built within clubs**



# Affects on cutting young athletes

---

- **Quit sports – Reduced talent pool**
- **Feel rejected & excluded**
- **Promotes elitism**
- **Does not allow players to bloom (late developers)**



# Talent Identification

---

**Talent Identification is the search for young players who may not be elite athletes yet, but possess the physical and psychological attributes to eventually become one.**

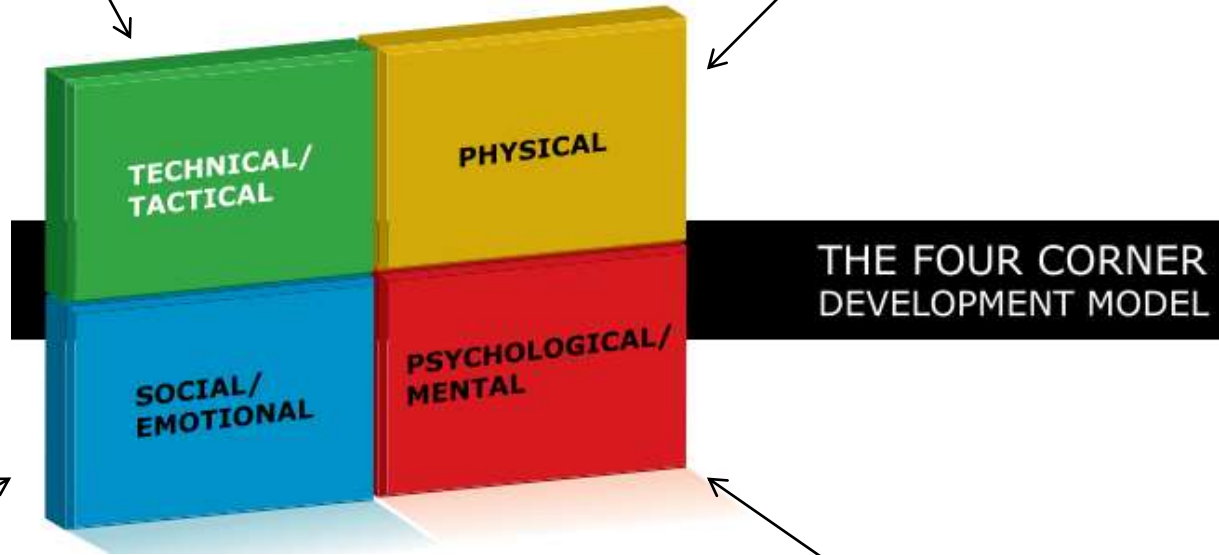
- **Talent Identification is not easy – it is an art!**
- **Evaluate players on 4 corners of development**
- **Player Centred: allows for late developers and considers players new to the sport – LTAD**
- **Inclusive approach to programming – maintains talent pool**
- **Development rather than performance goals**



# How do we identify talent?

Technical Proficiency

Well developed physical attributes such as A,B,C'S



Communication, cooperation, teamwork, & a passion/love for the game

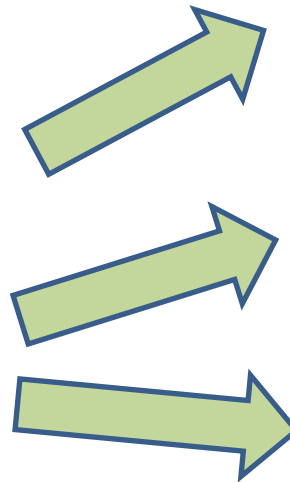
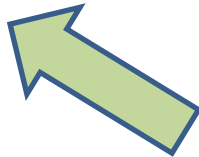
Displays of creativity, imagination & problem solving



# Player Development Model

---









# WHY the Player Development Model?

---

- **More opportunity to realize a player's potential**
- **Promote an inclusive programs – less disappointment**
- **Focus around a player centred approach**
- **Create appropriate competition at games – open roster**
- **Improve self confidence/self-esteem**



# Benefits for Coaches?

---

- **No tough decisions to make at tryouts**
- **More peer interaction**
- **Accountability of HC/TD**
- **Coach Education**
- **Less pressure from parents**



---

99.9%

Of athletes do not become Professional athletes.



## Take a ways

---

- **Talent Selection = Short-term success**
- **Talent Identification = Long-term success**
- **Talent is not a natural gift**
- **There are no short-cuts – elite-practice leads to elite-performers**
- **All players afforded the opportunity to develop and reach their potential**

***“Our Biggest Mistake: Talent selection instead of talent identification”***

**Which way should we be heading???**





---

# THANK YOU

---



**Billy Wilson**  
**Regional Manager, Player Development**  
**[bwilson@soccer.on.ca](mailto:bwilson@soccer.on.ca)**  
 **[@billywilson90](https://twitter.com/billywilson90)**



# Questions...

