

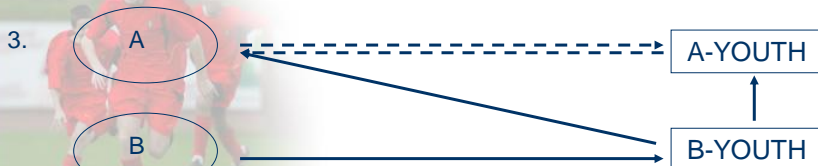
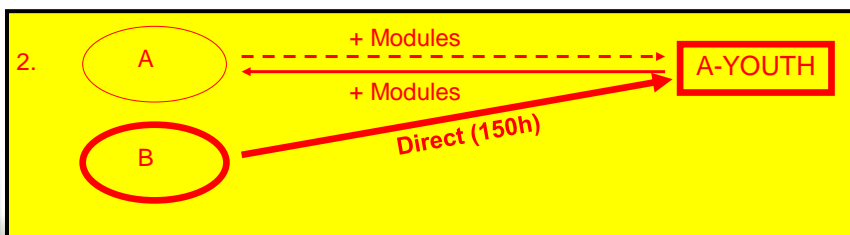


Study Group  
Scheme

## UEFA-A Elite YOUTH and Talent Identification

Bob Browaeys  
12.10.11 11:30 - 12:30

### 3 ROUTES



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## CONTENCES OF COURSES



TH1	Leadership (incl management, organization)
TH2	Football knowledge
TH3	Teaching Methods
TH4	Football Physiology & Fitness
TH5	Stage

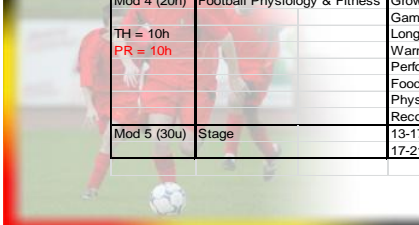


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## CONTENCES OF COURSES



TH = 12h PR = 6h		Psychology of development and learning (1h) The role of the youth coach (incl childprotection) (1h) Communication and presentation skills (2h + 6h) Multimedia (2h) Football Psychology (motivation, concentration,...) (3h) Planning and management (1h) Lifestyle of the players and the coach (1h)
Mod 2 (60h) TH = 24h PR = 36h	Football knowledge	Reading and analysing the game (6h) Formations and playing systems (2h) Learning plan : aims and themes for 6 different age groups (4h) Postformation (17-21y) (2h) Set Plays (4h + 2h in the game) Goalkeeper training (2h) Analysis of top youth football (20h = 10 games) Visit of top belgian and foreign footballclub (8h = 2 visits) <b>Talent identification, recruitment and prediction (2h + 6h)</b> Laws of the game (2h)
Mod 3 (22h) TH = 10h PR = 12h	Teaching Methods	Teaching and coaching the game (small-sided and 11v11) (2h + 4h) Problem solving (4h + 4h) Individualisation, differentiation, drills and routines (2h + 4h) Profiling, monitoring, assesment, evaluation and feedback (2h)
Mod 4 (20h) TH = 10h PR = 10h	Football Physiology & Fitness	Growth of youth, influence of puberty (1h) Game related fitness (1h + 3h) Long term Player development (Aerobic, anaerobic, strength) (2h + 4h) Warm-ups and cool-downs (1h + 1h) Performance testing (1h + 1h) Food and fluid requirements for the game (1h) Physicological demands of the game (2h) Recovery and regeneration activities (1h + 1h)
Mod 5 (30u)	Stage	13-17 year (15h) 17-21 year (15h)



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# Identification of young talented players



**Bob Browaeys**  
**12.10.11, 11:30 - 12:30**

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## Contents

1. General definition of 'Talent'
2. Specific definition of 'Talent'
3. Basic competences according to the Belgian FA
4. Profiles in football
5. Different levels of talent detection
6. Birthmonth
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9. Talent scout : job description
10. Talent scout : profile
11. Example of a scouting file



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## 1. General definition of talent

- **Dictionary :**
  1. a natural ability to do good or excellent.
- **Synonyms :**
  2. someone with a gift, someone highly talented.
- **Talent** is the ability to excel in a certain domain or area.
- **Talent** is a dynamic and developing quality of a person : talent can manifest itself in an early or later stage, it can appear or even disappear.
- **Talent** is not innate, although it is clear, that genetics do have an influence.
- **Talent is a quality of a person which can result in an excellent and lasting performance if the circumstances are right and the environment motivating.**



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## 2. Talent in football

**Talent : individual qualities which can lead to excellent and lasting high standard performances.**



International standards = characteristics on the highest level :

1. **Versatility in qualities to excel :**
  - there are top defenders who lack dribbling skills
  - there are top strikers who lack offensive heading skills
2. **Versatility in team functions and positions :**
  - defending versus attacking
  - field players versus goalkeepers
  - defenders, midfielders versus forwards
  - central players versus wingers

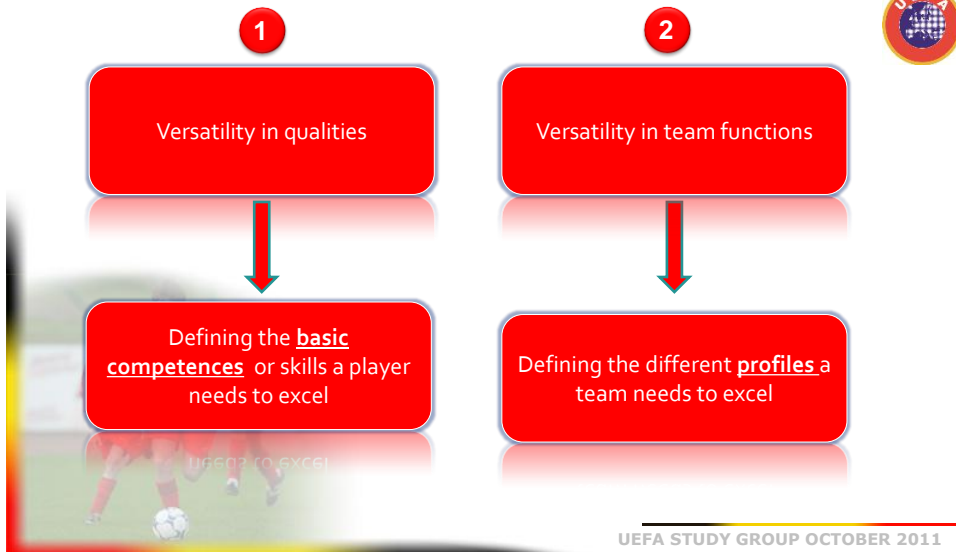


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## 2. Talent in football

Characteristics on a top level :



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### 3. Basic competences



According to us a future top player  
requires **6 basic competences** :



1. Winner's mentality
2. Emotional stability
3. Personality
4. Explosivity
5. Insight in the game
6. Ball and body control

**These basic competences are equally important !**

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### 3. Competences



#### 1. Winner's mentality



##### What?

Player is always motivated and shows the absolute desire to win every single game!

##### How to detect this quality on the pitch?

Player is highly motivated, constantly encourages his team mates, always gives 100 percent, never gives up or backs down, is very passionate and enjoys the game!

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### 3. Competences

#### 1. Winner's mentality

« A top player finds satisfaction in being the best day by day! »

José Riga



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### 3. Competences

#### 2. Emotional stability

##### What?

Player is always in control of his own actions and never loses touch with himself or the game.

##### How to detect this quality on the pitch?

Player doesn't get frustrated with team mates, coaches, opponents, referees and fans, retains self control under all circumstances and always stays focussed on the action on the pitch!

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### 3. Competences

#### 3. Personality

##### What?

Player has self confidence on the pitch, shows character, guts and leadership and behaves like a real team player!  
Player is an example for his team mates because of his excellent life style!

##### How to detect this quality on the pitch?

Player coaches his team mates, shows positive leadership and initiative on the pitch. Player is reliable, dependable, strong.

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### 3. Competences

#### 3. Personality



**« I never doubted myself and always felt confident on the pitch! It made me dependable and strong! »**

Johan Cruyff

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### 3. Competences



#### 4. Explosivity

##### What?

Player moves rapidly in different directions (forwards, backwards, sideways) on the pitch and is a constant threat for his opponent(s).

##### How to detect this quality on the pitch?

Player reacts immediately, moves aggressively without hesitation, runs faster, jumps higher, overwhelms his opponent, is simply too fast! Player combines speed, power and agility!

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### 3. Competences



#### 5. Insight in the game

##### What?

Player anticipates (thinks ahead) and is decisive and often creative : player reads the game well and acts fast and accurate when he is in possession of the ball or when a team mate or opponent has possession. Player has an excellent insight in the game and the ability to act as needed or expected.

##### How to detect this quality on the pitch?

- In possession : player is technically and tactically very skilled and in control (makes the right choices and rarely loses the ball).
- Not in possession : player understands how to support his team mates offensively and defensively and acts upon it.

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### 3. Competences

#### 5. Insight in the game



« The difference between an average player and a real top player? An average player reacts, a top player anticipates! »

Peter Bosz, trainer ex-Feyenoord

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### 3. Competences

#### 6. Body and ball control

##### What?

Player masters the ball under all circumstances, rarely loses the ball to an opponent, is dominant and selfconfident.

##### How to detect this quality on the pitch?

Player moves with great ease, handles the ball perfectly, has excellent technical skills and is confident and decisive.

*During the high peak velocity the harmonious growth of the body is disturbed → the bodycontrol is decreasing. After the high peak velocity the harmonious growth is coming back.*

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### 3. Competences



#### 6. Body and ball control



« His technical skills are insufficient. You can hear it when he strikes the ball, because the sound is not right ! »

Johan Cruyff

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## 4. Profiles in football

- **Dictionary :**  
a description of someone's qualities or skills.
- **Player's profile :**  
a description of the specific qualities you need to be (become) a top player.
- **Seven different team profiles (1-4-3-3) :**  
Goalkeeper – Wing defender – Central defender –  
Defensive midfielder – Offensive midfielder – Winger –  
Striker
- **International standards :**  
have an influence on the profiles and may change them in  
the (near) future.



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## 4. Profiles in football

### 1. Goalkeeper

#### Specific characteristics



**Van der Sar**  
The Netherlands



**Buffon**  
Italy



**Casillas**  
Spain

1. Quick reaction on shots and in 1v1 situations
2. Accurate interception on depth passes and crosses
3. Construction under pressure (short and long)

**Example player U17 Belgium**

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## 4. Profiles in football

### 2. Wing defender

#### Specific characteristics



Lahm  
Germany



Ramos  
Spain



Alves  
Barcelona

1. Defensively strong in 1v1 situation (on the ground)
2. Infiltration with ball, followed by a good cross or shot on target
3. Accurate diagonal passing (short and halflong construction play)

Example player U17 Belgium

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## 4. Profiles in football

### 3. Central defender

#### Specific characteristics



Piquet  
Spain



Vermaelen  
Arsenal



Puyol  
Barcelona



Terry  
England

1. Defensively strong in 1v1 situation (on the ground and in the air)
2. Accurate diagonal passing (long construction play)
3. Scoring on set plays and infiltration

Example player U17 Belgium

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## 4. Profiles in football



### 4. Defensive midfielder

#### Specific characteristics



1. Recovery of the ball (1v1 and interception)
2. Availability and passing during construction
3. Coaching and leadership

Example player U17 Belgium

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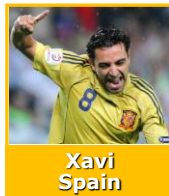
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## 4. Profiles in football



### 5. Offensive midfielder

#### Specific characteristics



1. Decisive final pass (subtle) or action (dribble)
2. Available between lines and accurate handling under pressure
3. Scoring after infiltration (with or without ball) or shot on target (distance)

Example player U17 Belgium

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## 4. Profiles in football



### 6. Winger

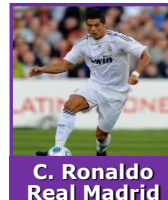
#### Specific characteristics



**Messi**  
Barcelona



**Robben**  
B. Munchen



**C. Ronaldo**  
Real Madrid

1. Offensive action 1v1 inside and outside
2. Excellent cross or shot on target
3. Efficiency in the box (marking and scoring in the box)

**Example player U17 Belgium**

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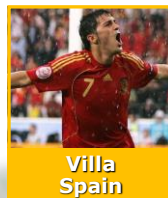
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## 4. Profiles in football



### 7. Striker

#### Specific characteristics



**Villa**  
Spain



**Torres**  
Spain



**Rooney**  
England



**Drogba**  
Chelsea

1. Holding and protecting the ball with back towards the goal
2. Available (runs) behind the defensive line
3. Efficiency in the box (scoring capacity with foot and head)

**Example player U17 Belgium**

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## 5. Different levels of talent detection

- There are 4 different levels of talent detection in Belgium : regional (2 sublevels) and national (2 sublevels).
  - **Talent** is the ability to excel as an adult player on a certain level!
  - **Panathlon declaration** : every child deserves a fair chance to develop its talents!
- National Youth teams Belgium U15 - U19 : there's a difference between the national and the international level : an international youth player is talented if he meets the international standards (basic competences and profile) not considering his age and maturity.



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## 6. Birthmonth

- Detection of talent should be based on the 6 competences and the individual profile (skills), not considering the age (year and month of birth) of the player.
- **Important** : if there is a detection of talent based on « immediate preformance » there are remarkable differences between players born in a different month :
  - A player born in january is 11 months older than a player born in december !
  - The older (month of birth) a player, the more powerful (mature) he is, the easier he can make a difference (physically) !

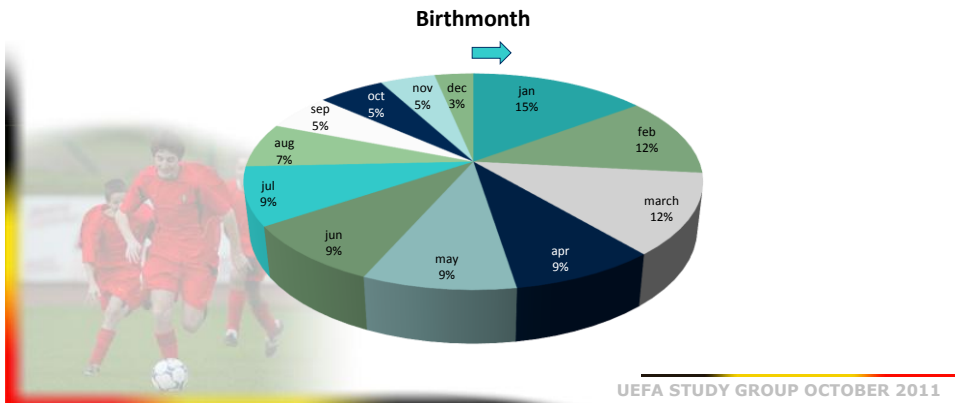
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## 6. Birthmonth

- Talent detection tournament U14 november 2009 (613 players, first and second division).
- 66% of the competing players born in the first half (january – june) of the year.



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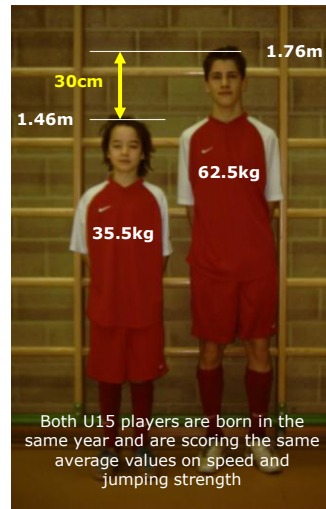
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## 7. Maturity

- **Early mature players** : biologically speaking far more mature (difference up to 2 years with late mature players)
- **Normal mature players** : biological age and age by birth or calendar are the same
- **Late mature players** : biologically speaking less mature (difference up to 2 years with early mature players)

**Late mature players are not necessarily small nor will they be the smallest when they grow into adult players.**

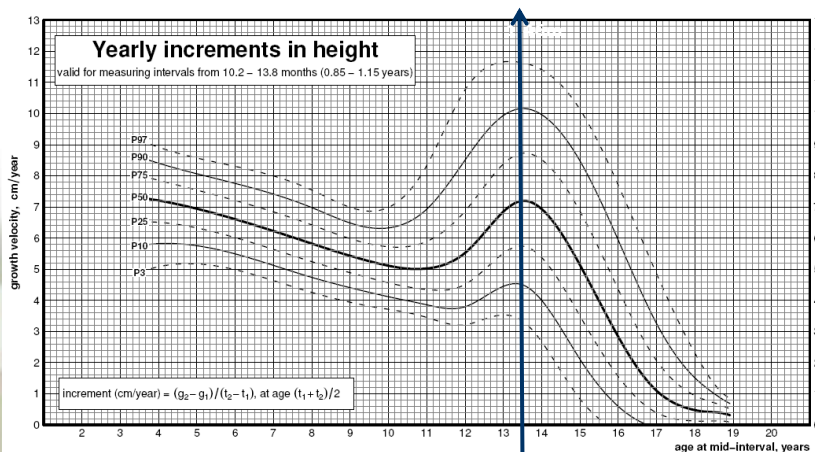


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## 7. Maturity

**Average Age of the Peak high velocity = 13y6m**  
**Most of the players grows with the highest velocity during U14**



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## 7. Maturity



How to measure the degree of maturity only by watching ?



	Grow in height	Grow in width	Early mature	Normal mature	Late mature
Before puberty	0	0	Till U11	Till U13	<b>Till U15</b>
Beginning of puberty	x	0	U12-U13	<b>U14-U15</b>	U16-U17
End of puberty	0	x	<b>U14-U15</b>	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

U14	Late mature	Normal mature	Early mature
Length	153.5	159.4	166.1
Weight	40.6	46.5	54.0

**Figures of talent detection tournament U14 (1995)**

• disproportion length legs comparing with the trunk  
• begin hairiness on the legs

• ↑ muscular mass  
• developed body

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## 7. Maturity



- Detection of talent should be based on the 6 competences and the individual profile (football skills), not considering the age (year and month of birth) of the player.
- More (early) mature players have a physical advantage on their late mature colleagues :
  - **U13/U14** : more mature players are stronger, faster, more competitive !
  - **U21** : there's no longer a difference between former early and former late mature players !
  - **Unequal battle between early and late mature players and teams !**

## 7. Maturity



### Unequal battle between early and late mature players !



U16 Futurs Belgium (°1993)  
(late mature players)



U16 Belgium (°1993)  
(normal and early mature players)



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## 7. Maturity



### Unequal battle between early and late mature players !



- Early mature players are stronger, faster, more competitive, have a physical advantage !
- Early mature players are more determined and skilled in the box because they are physically stronger, infiltrate easier and kick harder !
- Late mature players are more creative and develop a better insight in the game ! They circulate better, move easier and faster, create and find space between lines and opponents !
- Late mature players start puberty in a later stage (stay physically well – balanced) and develop better technical skills !
- Late mature players are mentally fragile and often suffer fear of failure because they play less or lack encouragement !
- Late mature players often avoid 1v1 situations !

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## 8. Learning ability and development

- Talented players have a remarkable learning ability :
  - Talented players learn easier and faster than less talented players.
  - Talented players create the perfect environment themselves to learn more.
- Talented players need to train with and play against equally talented players in order to improve their skills!
- Talented players have a greater need to develop individually.
- Players with a greater learning ability and a constant urge to improve their skills are the most talented!



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## 9. Talent scout : job description

- Talent scout >< Game analyst !
- Main objective = detecting talent !
- Long term objective = detecting talent national team (2020) !
  - Improving the individual skills of our top players (Belgian national team 2020 – 2025 and teams in the first division).
  - Taking under consideration the national standards which are difficult to predict but likely to change in the future.
  - Detecting talented players to create a stronger, well – balanced and more competitive (national)team.
  - Detecting players (positions) that are not available at the moment and will meet the internationale standards (profile) to complete the national team.



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## 9. Talent scout : job description



- Scouting : detecting future talents >< detecting talents to win championships today !
  - It's not about winning **now**, it's about winning **tomorrow** !
  - Understanding that players with a physical advantage are not necessarily the most gifted or talented players !
  - Understanding that players born in the second half of the year deserve special attention and observation !
- Panathlon declaration : every child deserves a fair chance to develop its talents !

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## 10. Talentscout : profile

- **Have an eye for talent** : scouting accurately is a gift itself !
- **Stay discrete** : avoid diversion and distraction while scouting !
- **Focus** : gather as much information as you can !
- **Analyse** : observe accurately for details !
- **Snapshot** : observe the player on different occasions and in different places, understand he will develop his skills!
- **Context and circumstances** : such as the opponent, the pitch, the weather, personal health and parents may influence the performance !
- Know the different **profiles** and acknowledge the **birthmonth issue** and the **maturity difference** !



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## 10. Talentscout : profile

- **Stay curious and open minded** : find out as much as you can about the player's personal life style !
- **Up - date** : understand that the game and the players change constantly and that you have to adapt !
- **Take notes** and manage your personal **database** : knowing and filing players can make a difference !
- Understand **international youth football** and know the national **standards** in order to scout accurately !



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## 11. Scouting file



**ELITE EVALUATION SHEET BELGIAN FA 2011/2012**

**Scout:**

**Date:** / /

NUMBER:		NAME PLAYER:	
CODE	++ very good	+ good	+/- neutral
WINNERS MENTALITY			
EMOTIONAL STABILITY			
PRESENCE (confident-coaching)			
EXPLOSIVITY			
INSIGHT of the GAME			
BODY and BALL CONTROL			
GENERAL EVALUATION:		Proposed Position:	
Remarks:		Why?	

**Grades Belgian FA**

**21/30 Sports athlete**

**24/30 Youth international**

**5/5 : exceptionally skilled**  
**4/5 : normally skilled**

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**« It is often difficult to predict which 'talented' player will become a top player ! »**

Rinus Michels

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