Strategic planning in talent programs

S P L I T - 2 0 1 9
Strategic planning in talent programs
Talent detection  
Talent orientation  
Talent identification  
Talent development  
Talent selection  
Talent transfer

WARNING

TOUGH DECISIONS AHEAD
(talent and) investment loss

talent waste
talent waste

(talent and) investment loss
Practice - Schools - Clubs - Municipalities - Federations

Connecting professionals

Science - Sports - Psychology - Training - ...

Universität Oldenburg
‘In particular, the combination of the subjective coaches’ eye with scientific data may buffer the mutual weaknesses of these different approaches.’

An example of a strategic approach...

...connecting professionals in sports and use the support of science.
<table>
<thead>
<tr>
<th>SCHOOLS</th>
<th>MUNICIPALITIES</th>
<th>CLUBS</th>
<th>FEDERATIONS</th>
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<tbody>
<tr>
<td>Detection</td>
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<table>
<thead>
<tr>
<th>Identification</th>
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<tr>
<td>4 motor tests</td>
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<p>| Development |</p>
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**Identification**

- 4 motor tests

**Development**

- Coordinative Development
Differentiated Development
Identification

SCHOOLS
Detection
4 motor tests

MUNICIPALITIES
Orientation
4 motor tests

CLUBS

FEDERATIONS
11 Additional generic tests

Development

Coordinative Development
SPORT KOMPAS
I DO

SPORT KOMPAS
I LIKE
Anthropometry
- Stature
- Sitting height
- Weight

Physical performance
- Shoulder rotation
- Sit and reach
- Standing broad jump
- Curl-ups
- Knee push-ups
- Shuttle run
- Endurance shuttle run

Motor coordination
- KTK balance
- KTK JS
- KTK MS
- Faber
- Shuttle throw
Profiles and benchmarks

Boy 10y

Stature 135 cm

SBJ 147 cm
SportKompas

I Like

Travel with Sporti to space and discover your favorite sport planets.

Start your space adventure! >
Hi, I'm Sporti. I live on a planet nearby! Today, I'm your personal travel guide! I will take you to your prefered sport planets.
Got it! This space suit will fit you perfectly. Let's go!
Welcome to the sports universe! I've handpicked these seven sport planets for you. The larger the planet, the better the match.

- Football
- Athletics Fond
- Cycling
- Table Tennis
- Korfbal
- Volleyball
- Rugby
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**Identification**

**Development**

- Coordinative Development
- Coordinative Development
- Broad Development
Specialising

Broader Specialisation

Directed Sampling

Sampling
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- **Identification**
  - 4 motor tests
  - 11 Additional generic tests
  - ... relevant generic tests
  - ... sport specific tests

- **Development**
  - Coordinative Development
  - Broad Development

Junior elite badminton study (Kuala Lumpur)

Granted by the Badminton World Federation in 2017 – 2018 and 2019 (UPM / HAN and UGent)

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<th>Ranking</th>
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<th>Stature</th>
<th>% adult stature</th>
<th>Predicted Stature</th>
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<th>Sprint 5m</th>
<th>SJ jump</th>
<th>CM jump</th>
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Talent pool (boys 12y)

Ranked by performance (Sprint 5m)

Ranked by maturity status (Khamis – Roche)

Predicted adult stature in %
Development Talent pool (boys 12y)

89% - 95% of predicted adult stature. High risks for injuries during growth spurt. Reduce load to facilitate structural changes.

85% - 89% of predicted adult stature. Risks for injuries during first growth spurt. Focus on neural adaptations and motor learning.

Under 85% of predicted adult stature. Low risks for injuries before the growth spurt. Provide a broad development.
Similarities in racket sports

- Agility
- Throwing
- Speed
- Hitting
- Balance
- Jumping

Badminton
Table tennis
Tennis
Talent Development in Badminton

- Agility: 9.5
- Speed: 9.2
- Hitting: 8.9
- Jumping: 8.9
- Balance: 8.4
Donor Sports (Development in Badminton)

Locomotion: Speed

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<th>Sport</th>
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<td>Baseball</td>
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### Identification

- **SCHOOLS**
  - 4 motor tests
  - 11 Additional generic tests

- **MUNICIPALITIES**
  - 4 motor tests

- **CLUBS**
  - 4 motor tests
  - ... relevant generic tests
  - ... sport specific tests

- **FEDERATIONS**
  - 4 motor tests
  - ... relevant generic tests
  - ... sport specific tests

### Development

- **SCHOOLS**
  - Coordinative Development
  - Broad Development
  - Specific Development

- **MUNICIPALITIES**
  - Coordinative Development
  - Broad Development
  - Specific Development

- **CLUBS**
  - Coordinative Development
  - Broad Development

- **FEDERATIONS**
  - Coordinative Development
  - Broad Development
Broad Development
THE END

POWERED BY
JOHAN PION & IRENE FABER