

ROUNDTABLE - BUILDING THE TEAM: RULES, ROLES AND RESPONSIBILITIES

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When it comes to building a team it is the general manager and his subordinates who has the final decision of recruiting players. They conduct scouting, evaluation and take opinions from coaching staff and ask for a personality profile from the sport psychologist as well. The talent acquisition process focuses on fit, team culture and individual characteristics. Organizational culture determines the criteria for selection and talent identification. The first generation of Rátgéber Academy players were evaluated based on their performance, potential to contribute to the organization and also on family background support.

In the recruitment process of the assistant coaches it is important that the candidates must be able to cover blind spots of the head coach, to be easy when around and build good relationships with players.

There is a great emphasis on energy. Coaches are teachers and models as well. They can demonstrate the required energy through their voice, tone and movements. A proper feedback can also boost players' self-esteem. Coaches must teach effort conduct, how to overcome fatigue and provide tools for practice, as without energy teams cannot win a single game.

Leadership style plays a crucial role in influencing various aspects of a coach's preparedness, health and performance. It is essential to set the tone and expectations and to be yourself while considering different personalities in the team. Deviating from one's personality can lead to poor performance or injury. To build a personal leadership style, coaches should be authentic, self-regulated and have a clear understanding of players' personality. If you are under pressure, self-regulation and clarity are essential for success.

Creating a culture can alter the climate, which is a short-term category. It's crucial to give people the resources they need to influence culture for an organization's benefit. Culture builds on itself and success will eventually come if it is done right. When we are recruiting players, it is important to focus not only on attributions like competitiveness, treating people the right way, playing the game the right way, being highly coachable, being great in the community but also on a fit to the team.

It is crucial to see that real winners focus on the process and on building their skills, that is the main key to success. They are not chasing recognition or money. This mindset allows them to become the best basketball players they could become.

Alignment, which involves everyone in the building, from coaches to general managers and owners, sets expectations for the team and players must work in sync with these people to maintain harmony. The locker room should manage issues related to winning teams, as it can lead to easier contracts and job opportunities.