



Basketball Australia Performance Coaching Workshop

Talent identification Systems and Strategies

Eyes - Ears - Numbers

- What did we see?
- What did we hear?
- What did the data tell us?
- Important to get information from all three
- Be careful not to focus on one element too much



What did we see? - EYES

- How many times did we see the player in a game setting?
- What other setting did we see the athlete in?
- What was the level of competition?
- What role did the player have on the team?
- How was the depth and competitiveness of the team?
- How long ago did we see the player?



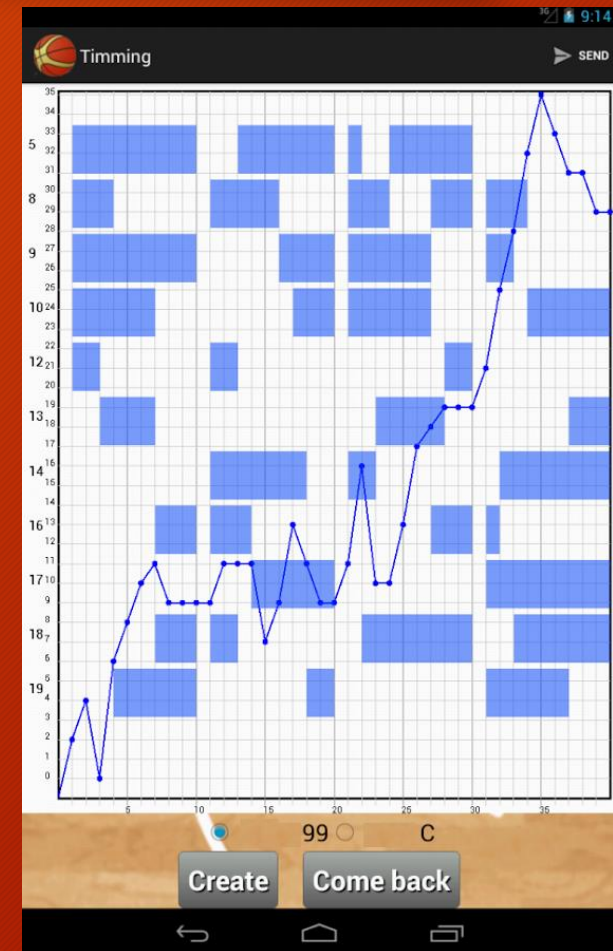
What did we hear? - THE EARS

- How many questions did we ask?
- Who did we ask? - coaches, administrators, team-mates, family
- How many conversations have we had and did we listen?
- Did we seek input outside the box?
- Did we talk to the player and what did they say?
- How did we collate the comments and conversations?



What did the data tell us? - THE NUMBERS

- What statistics & data did we look at?
- How big was the sample size?
- What did/do we prioritise?
- What trends did the numbers uncover?
- Do the numbers correlate with what we saw and what we heard?



Assessing the data - THE SIEVE

- Everything goes into THE SIEVE
- Document the process - be a voracious note taker
- Be organised - catalogue the data, keep records
- More conversations - speak with assistant coaches and mentors, seek opinion
- “The 3rd e-mail doesn’t exist” - speak to people to get clarity



The selection trial

- Can be a challenging environment - time, numbers, support
- Recruit more eyes - who can help?
- Provide clarity to assistant and support coaches - what are we looking for?
- Notes on EVERY player - document the process, be thorough
- Learn names quickly
- **Green - Amber - Red** system - who is in, who do we need to get further eyes on, who is out?



Talent ID pitfalls

- Narrow focus - win now, instant gratification, small sample size of data
- “What have you done for me lately?” - reacting to the most recent observation, not the body of work/data
- Impatience - “let’s get this thing picked”
- Lack of clarity - what is our charter?
- Placing disproportionate weight on the numbers

