

What managers can learn from Football Players



Contributing factors to the excellent performance of the German football team at the World Cup 2010 in South Africa

The German team didn't make it to the World Cup finals. Weren't you still impressed by the performance of the German team? We found them extremely team oriented, modest, introvert und energetic during the games. What interested us was the fact; what we could learn from the management and leadership practices of the players of this Championship. A study found that most of the extremely successful managers are modest and in terms of personality rather dull – simply not charismatic people or lone wolfs. **What are the distinguishing factors of the management work in German team?**

Excellent team selection: the talented players are identified and nurtured in Talent Centres (potential assessment in the economy). Then the "right-ones" are selected.

The Team: The trainer puts in great amount of time and energy in developing the team and thereby focuses away from himself. The philosophy is that the team must win and not individual stars. This has also been emphasised by each player in every interview.

Specialists for support: 27 people are involved, from psychologists to physicians, to fitness trainers and even a chief scout, who analysis the team; all that goes into achieving success.

Leadership: The National Trainer breaks new ground with unconventional and diverse mix of players. He doesn't heed to the sceptics and always stands by his players. He emphasises on the performance and not so much on the uniqueness of each individual player.

Diversity management: A conscious choice was made to select roughly half of the players with migrant background, simply for the fact that they played excellent football. They were selected for their performance. The exciting fact being; apparently they weren't considered earlier and thus talents were excluded.

Strategy and tactics: They were rotated; every player changed positions so that in ideal circumstances the ball moves from one player to another, as and when the opportunities arise. To achieve that objective you need the whole team to be physically fit and not just individual stars.

African Economy is on the rise! Three suggestions

Did you enjoy the international spirit and a glimpse into the unknown continent of Africa during this World Cup? It pays in even in regards to economy to look towards Africa. Here are our tips for you:

Book tip 1: Mahajan, Vijay: Africa Rising: how 900 million African consumers offer more than you think (Hardcover Edition, 2008) \$ 18.30

900 million potential customers and hardly anybody cares about it. That's the situation Vijay Mahajan observes in today's Africa. The economics professor draws a parallel between Africa of today and the Indian sub-continent 15 years ago. Now that should get our attention. He predicts a similar economic growth and advises companies and investors to shed their reluctance towards Africa.

Book Tip 2: Sieper, Hartmut: Investieren in Afrika: Der Reichtum des schwarzen Kontinents: Profitieren auch Sie vom Reichtum des schwarzen Kontinents, FinanzBuch Verlag (Gebundene Ausgabe – 30. November 2007, € 24,90 (Title available only in German)

An informative book with detailed overview of the history, geography, geophysical conditions (natural resources), infrastructure, languages, politics, demographic developments (taking HIV into account) as well as investment opportunities in various African countries. The country specific differences are taken meticulously into account, which Hartmut Sieper compiles from verity of sources. For those interested in the heterogeneity of the African Continent, this book presents a comprehensive image of relative risks and opportunities of particular countries and sectors of business.



Travel Tip: experience Soweto by bike!
Safe, eco-friendly and exiting

Doesn't it sound inviting? It certainly is. You can spend half a day or a whole day strolling through Soweto, accompanied by young and committed Soweto residents. Taste millet beer and talk to the millet beer drinkers, spontaneously listen to music groups and also visit the Mandela House. Have a great time discovering!

www.sowetobicycletoours.com
E-Mail: lebo@sowetobackpackers.com



More on the topic of Football and management
(Titles available only in German)

Simon, Fritz B.: Vor dem Spiel ist nach dem Spiel: Systemische Aspekte des Fußballs Carl-Auer-Systeme (Broschiert - September 2009)

Voelpel, Sven; Landwehr, Ralf: Management für die Champions League Was wir vom Profifußball lernen können, Erlangen: Publicis Publishing, 2009
<http://www.welt.de/sport/wm2010/article8303223/Die-sieben-Geheimnisse-des-deutschen-Erfolges.html>

A product of synetz-international:

Marion Keil: Network Management - how to be effective in virtual space, In: Gruppendynamik & Organisationsberatung Volume 41 2/2010

We hope to have given you few practical tenets and insights from the world of football for management practices in business enterprise and organizations and wish you lots of success in implementing them, your Change-Experts

Dr. Marion Keil & Stefanie Neubeck,

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