



# Selection Principles for Captains

Neil Manley, July 2020

Version 3

# Summary of Principles



- Consistency of team selection is key, so changes from week to week should be minimised
- The higher the team, the greater the commitment is expected from the players.
- First team players should be available for 80-90% of matches.
- Teams should include a mixture of developing players and established players, ideally around 50% of each.
- We should aim to promote developing players as soon as they are ready.
- Promoted players should be given at least six matches to establish themselves in their new team
- On a given matchday, the squad size should be comparable across all teams
- If players have to be shuffled around teams temporarily, it should be established players that are moved
- Players (especially developing ones) should not be expected to play out of position for any length of time
- We must aim to grow the teams in a sustainable way i.e. all teams within a section should move up the league structure together
- Selection should take the longer-term view into consideration (future seasons) as well as the short-term (current season)
- Rolling subs are for the whole team, not just the developing players

Principle	Rationale	Implication(s)
Consistency of team selection is key, so changes from week to week should be minimised	Frequent changes to personnel and/or playing positions are disruptive and are likely to adversely affect team performance	The majority of the matchday squad should be players who are available most weeks

Principle	Rationale	Implication(s)
The higher the team, the greater the commitment is expected from the players.	The higher the league, the higher the playing standard. Therefore, drops in team performance due to factors such as lack of fitness or unavailability become more critical	Players who are more committed will be more likely to be selected for the 1 <sup>st</sup> and 2 <sup>nd</sup> teams, in preference to more skilful players who are not committed.

Principle	Rationale	Implication(s)
<p>First team players should be available for 80-90% of matches.</p>	<p>A consistent team is more likely to be a successful team</p>	<p>Players who are less available will be selected for lower teams or will be used as “bonus” players to complement a squad. (In line with earlier principles, only 1 or 2 such players should be used)</p>

Principle	Rationale	Implication(s)
<p>Teams should include a mixture of developing players and established players, ideally around 50% of each.</p>	<p>A blend of youth and experience is required in a successful team</p>	<p>A team might not include all the strongest players currently available. The developing players will still be learning.</p>

Principle	Rationale	Implication(s)
We should aim to promote developing players as soon as they are ready.	The best way for the club to grow is by developing our players. We are not currently in a position where many established players join us	Team selections may favour the developing players over established players. The developing players could initially find it challenging to play in the higher team

Principle	Rationale	Implication(s)
Promoted players should be given at least six matches to establish themselves in their new team	A player who is afraid of getting dropped due to making a mistake will not play to their full potential	Captains and team-mates will need to be considerate if it takes a little while for a new player to adjust

Principle	Rationale	Implication(s)
On a given matchday, the squad size should be comparable across all teams	It is not good for the club as a whole for one team to “hog” all the players. It would not be fair and would lead to resentment between teams	Players may have to be temporarily moved between squads

Principle	Rationale	Implication(s)
If players have to be shuffled around teams temporarily, it should be established players that are moved	In line with earlier principles, developing players would benefit more from stability of selection	Established players would be expected to be flexible and accommodating

Principle	Rationale	Implication(s)
<p>Players (especially developing ones) should not be expected to play out of position for any length of time</p>	<p>It is hard enough for developing players trying to get used to playing with more experienced teammates and/or at a higher standard, without also adding the pressure of a new position</p>	<p>Captains should take other factors into consideration such as player preference, input from coaches or playing position at age-group level. Do not assume that young players should be played as wingers/forwards, just because they are fit and have energy to run around a lot.</p>

Principle	Rationale	Implication(s)
We must aim to grow the teams in a sustainable way i.e. all teams within a section should move up the league structure together	We want to have competition for places and we want a steady flow of players between teams as people develop. This would be more difficult if there is a big gap in playing standard between teams	From season to season, the club may focus on particular teams to try and bridge the gap to the higher ones

Principle	Rationale	Implication(s)
Selection should take the longer-term view into consideration (future seasons) as well as the short-term (current season)	With a high proportion of developing players, a relatively high rate of flux is expected. We need to minimise the adverse effects of players leaving	Players who are known to be leaving should be spread throughout the teams. Captains should think about alternative players who could replace the departing ones.



Principle	Rationale	Implication(s)
Rolling subs are for the whole team, not just the developing players	It is not fair to treat the developing players differently. Additionally, it will be harder for their game to improve if they are not given sufficient pitch time.	Established players will have to adapt to having breaks during the match and if necessary, perform a thorough warm up before re-joining the match.