



5,260 km



The distance (3,270 miles) between the stadiums of Australian A-League rivals Perth Glory and Wellington Phoenix, who meet in what's known as the 'Distance Derby' after enduring one of the longest journeys in professional league football.

ADOPTING THE 'FISH' PHILOSOPHY

Roberto Forzoni considers four efficient uses of 'psychological tactics' that can help managers get the best from players and improve results.

Most leaders will spend a significant amount of time focusing on strategic decisions and tactics to help them achieve success, and with good reason. Then comes planning for action. In the case of football managers and their assistants, much time will be spent on the prime objective of improving their players individually, and collectively, and generally with an immediate focus on beating their next opponents.

In order to do that, planning will include practices to help the team play in a certain way, maximizing their strengths and working on areas that need improvement; at the same time an eye might be on how to exploit weaknesses of their next opponents and neutralise their strengths. Therefore, training sessions are put together to help achieve these aims and objectives.

At the same time, input is now sought from support staff on intensity levels, periodisation and work-rest ratios. It's a wonder that with everything else a manager has to do, he has time to maximize every area that needs attention.

One consideration that may get lost in the ball juggling that can be football or organisational management is how, by regularly using some simple psychological tactics, you might gain significant return in terms of motivation, confidence-building, engagement, enhanced learning and ultimately improved on-field results.

Stephen Lundin wrote a best-selling book called Fish! It looks at four components that will help enhance a workplace, add a spark to the working environment and improve performance; these principals can be used for any team or organisation and are well worth the small time investment or consideration. From the multitude of leadership books on the market this one

has really stood the test of time. The four guiding principles are :

1 BE THERE - how do you engage physically and mentally with colleagues and team members so you can seize opportunities and maximise performance? Being really 'engaged' and 'fully present' with one of your staff or team members will help enhance trust and respect. The benefits are positively disproportionate to 'considered' time invested here.

2 MAKE THEIR DAY - how do you genuinely connect with colleagues and team members alike to help create an engaging work environment and better experience for your team members? Simple but consistent personal engagement, even in the form of a quick word walking out to the training field or after a meeting, can bring more benefits than you might imagine. Ensuring sessions are well planned, challenging and progressive are also valuable components of 'making their day'.

3 HAVE FUN - while training is not designed to be fun, embracing a playful state of mind at appropriate times makes you more energetic, enthusiastic and creative. How often do you see Messi smile? Work made fun gets done.

4 CHOOSE YOUR ATTITUDE - leaders often try to improve and change attitudes among team members and colleagues. How often do you check your own attitude? During my time working with Steve Coppell, he would often say to players: "Attitude is contagious...is yours worth catching?" - a delightful phrase and one worth keeping at the forefront of your role.

Bill Beswick often said: "Attitude precedes performance" - another little gem. If you find yourself with an attitude that is not what you want it to be, choose a new one.

If, at the end of every staff preparation meeting or planning session, or every morning before engaging with staff and players, you spend a few moments self-checking these four aspects you will be pleasantly surprised at the return you gain. Enjoy.



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