



FDI

Football
Development
Institute

Club Development System

Initial information

Contents:

Idea	2
Support for European Clubs	2
The four segments of cooperation	3
Club Development Areas	4
Methodological measures	4
Benefits for Clubs	5
Procedure for initiating cooperation	7
Marcin Gabor "Club Development System" Author	9

Idea

The long-term Clubs development is one of the strategic priorities of the Football Development Institute. We support European Clubs based on the foundations of the FDI: "Football Identity" and the "Club Development Model". Our aim is to transform cooperating Clubs into football organizations of a new format: based on a precise concept, with typical characteristics, based on sporting convictions, superbly organised, strategically managed, consistent, independent and profitable.

- Club development depends on the comprehensiveness and quality of the concept, football intellectual foundations, Club's identity, development criteria, strategy, structures, processes, football concept, its logical connection to other divisions of the Club, management, communication, skilful use of technological advances and proper disposition of financial resources, and therefore on standards of the "Club Development Model". Combined with long-term implementation and non-negotiable consistency, foundations are laid for a truly professional football organization with potential.



Marcin Gabor (CEO, the author of Football Development Institute Concept)

Support for European Clubs



The four segments of cooperation



The sequence of the presented segments and the separation of one element carry a specific message. The order of the first three points reflects the possible gradation of cooperation - from advisory services, through auditing, to the implementation of specific development projects. The preferred order, however, may be quite different, or each of the discussed forms of support may be applied without the other two segments. We work with Clubs on an entirely individual basis.

The "Complex Club Development" program includes the creation of an "Individual Club Development Plan", the definition of a distinctive "Club Identity", and the design of a detailed "Club Development Model". The overall program includes Advisory, Content-Related Audit and Development Projects. **Due to the high complexity of the project, as well as attention to the high quality of the support provided, we are working with only two Clubs at a time in this stage of complexity.**

Club Development Areas



Club Management



Football Intellectual Foundations



Football & Management



Communication & Marketing



Finances



Legal & Licensing



Technology



Infrastructure

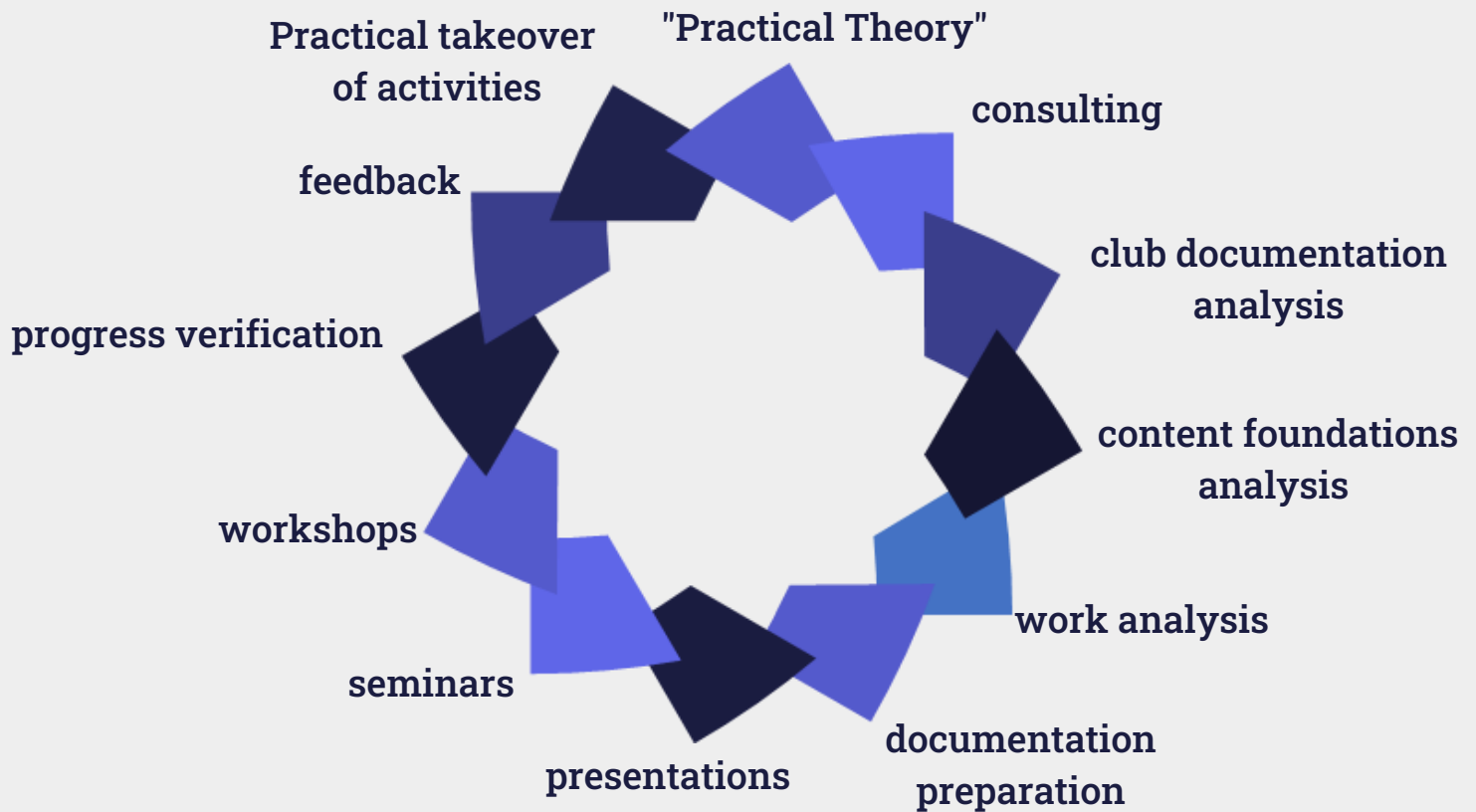


Psychology



Compliance & Integrity

Methodological measures



- Every cooperation is based on decisions. They should be made consciously, which is why we advise from the first contact. Our initial counseling concerns clarification of the principles and potential range of cooperation, presentation of the advantages of cooperation in the perspective of a particular Club, detailed selection of areas covered by development, the date of launch and the optimal period of cooperation.

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Benefits for Clubs

☑ "Football Identity of FDI"

We are ruthless opponents of stereotypes, trends, copying solutions. All Football Development Institute projects come up from the author's "Football Identity", and this means that we apply an interpretation of football that is not seen anywhere else, as well as our own content concepts. In this way, Cooperating Clubs gain a completely different perspective of thinking, work and its evaluation.

☑ We advise you from the very first moment

Every cooperation is based on decisions. They should be made consciously, which is why we advise from the first contact. Our initial counseling concerns clarification of the principles and potential range of cooperation, presentation of the advantages of cooperation in the perspective of a specific Club, detailed selection of areas of development, the date of the launch and the optimal period of cooperation.

☑ Basic forms of support

There are various setups of cooperation between the Club and the Football Development Institute. At the first moment, however, it is worth noting Advisory and Content-Related Audit. Advisory on the part of the FDI allows representatives of the football organization gain a new content perspective, clarify doubts, verify their own way of thinking and gain expertise. Content-Related Audit - understood as an evaluation of the current state and the formation of a diagnosis - is a necessary condition for multifaceted and long-term development of the Club.

☑ "Club Identity"

The majority of Clubs in Europe do not have a precisely defined characteristic (Club Profile), which results in chaotic actions, as well as a lack of opportunities for complex and systematic development. Finding one's profile - combined with permanent implementation and consistent following of the established principles - opens up new prospects for the football organization. FDI significantly helps Clubs in this aspect, guiding them through the process of developing an individual "Club Identity".

☑ Gradual transformation of the Club

Systematic cooperation with the Football Development Institute - depending on the Club's preferences - can take one of two modes: phased or continuous. When the first mode is chosen, the support also has a long-term character, but the individual stages are implemented at specific intervals. The individually arranged plan of cooperation includes in each systematic configuration the use of the potential of Advisory, the use of an instrument in the form of Content-Related Audit, as well as the implementation of Development Projects. Our long-term support leads to a change in the thinking of board members, head of departments and specialists in the context of football understanding as well as the understanding of the Club's evolution. FDI's multifaceted action is gradually transforming our Partner into a football organization of a new format.

☑ "Complex Club Development"

The highest level of cooperation and the best way to comprehensively development the Club on the basis of "Football Identity of FDI" and "Club Development Model of FDI". The "Complex Club Development" program includes the development of an "Individual Club Development Plan", the definition of a distinctive "Club Identity", and the design of a detailed "Club Development Model". The overall program includes Advisory, Content-Related Audit and Development Projects. Consistent implementation of the program results in raising the level of functioning of the football organization in ten areas of development: Club Management | Football Intellectual Foundations | Football & Management | Communication & Marketing | Finances | Legal & Licensing | Technology | Infrastructure | Psychology | Compliance & Integrity. The activities undertaken by the Football Development Institute are distinguished by the conceptual, content-related, structural-organizational and operational integration of all divisions of the Sports Department, the set of sports projects and the sports concept with other departments of the Club. In this way, we create development synergies, as well as interdisciplinary development mechanisms. During the long-term process, we are transforming our Partner into a football Club of a new format.

✓ Hierarchy of club development

Temporary above-average sports results are unequivocally counter-productive, since they have no basis built by the Club, but result from fortunate coincidences. The resulting illusion covers up the actually low state of the football organization, which blocks self-reflection, development, sports stability and the achievement of targets. The favorable coincidence soon ends and a void is left. The conceptual introduction of the quality of the team's (and by extension, the players') play to a high level and the long-term sustainment of this standard take place only through the Club's multi-area development, for the football game is the end result of multi-track work. "Multi-area development of the Club" is a very broad concept. And difficult to implement. Own identity, football concept, strategic planning, structural action, consistency of actions, predictable proceedings, systematic progress, control over events - the mentioned aspects are an unreachable luxury for numerous European Clubs. It is worth thinking about gaining a competitive edge. And the comfort of your own work.

✓ Professional education of board members

Football clubs should be managed by people with the qualifications to hold such responsible positions. Failure to meet this condition leads to underdevelopment and destabilization of many areas of the Club, in addition to degradation of its potential. Therefore, we offer courses and individual educational processes for Board Members. We have prepared two scenarios. With simultaneous cooperation with the Club: due to higher awareness of management, development is recognized and cultivated. As the only form of cooperation: Board Members, educated by FDI, bring the acquired awareness and knowledge to their Clubs.

✓ Specialists Recruitment

Clubs often live in the illusory belief that the choice of class Specialists on the market is wide, and that is not a difficult task to acquire professionals who fit the criteria they are looking for. A classic thinking error, because in order to determine the Position Profile, the Specialist Profile, to select Candidates, to carry out the appropriate recruitment process and to select the right person, one must have the relevant competence. Working with the Football Development Institute, you can count on our expertise in the range in question, in addition to recommending Candidates from the database of Alumni ("FDI Prospect"). These are not only specific names, but also precisely prepared profiles. Finally, it is still necessary to obtain the willingness of the Specialist to accept the offer - the higher the merit of the Club, the more realistic the task becomes. Development in cooperation with FDI helps tremendously.

✓ Certification

All Partner Clubs receive relevant certificates, attesting to their willingness to be open to professional development. While it is the next steps in the progress of a Partner Club that matters most to the Football Development Institute, the awarding of a certificate allows a football organization to build an additional image and marketing narrative.

✓ The FDI Club Family

Despite the natural competition, we have established a kind of family of Clubs certified by the Football Development Institute. We have developed various advantages of belonging to this group. These range from participation in an experience exchange platform, to a closed system of knowledge transfer, to establishing cooperation between interested Clubs, to joint research projects.

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Marcin Gabor (CEO, the author of Football Development Institute Concept)

Procedure for initiating cooperation

Taking contact with the FDI



Submitting documents

Online consultation



Feedback from the FDI

Meeting at the Club headquarters



Launch of activities

Marcin Gabor | "Club Development System" Author

Initiator and founder of the Football Development Institute, also serving as CEO. Author of the "Football Identity of FDI", the concept, all projects and content related to the Institute. He based FDI's complex concept on his own understanding of football as a discipline, his own understanding of the game and his own content structures within dozens of "Indicators identifying the level of football". Gabor's individual path is a combination of an autonomous approach, strong convictions, and fifteen years of observation, analysis, work, defining knowledge, creating original concepts, content structures, and creating complex mechanisms in the field of football.

Marcin Gabor has been involved in professional football for fifteen years. He started as a journalist and football commentator, only to take a completely different direction a few years later. The direction of co-creating football. In 2010, he inaugurated his work in Clubs (Cracovia, GKS Katowice, Miedź Legnica among others). Held various specialized roles: Coach, Coach Educator, Sports Director, Analyst. Conceptual coach with a precisely defined Game Model and Work Model. Sports Director with an original vision for this role in the range of position profile and Club Development Model. For the past ten years he has been imparting knowledge during his own seminars/webinars, UEFA coaching courses, conferences for Coaches/Analysts (Poland, Germany, Austria, Spain), training for Sports Directors. He has given guest lectures at the International Football Institute (Ismaning/Munich). Over the years he has trained and prepared Coaches, Sports Directors and Analysts individually, being able to boast alumni currently working in professional football. He is the author of professional articles on football understanding, game understanding, tactics, work of the Coach and the Sports Director.



Marcin Gabor was professionally active for many years in Poland, and has been active in Germany and other European countries since 2017. He bases his work on hard substantive principles, a deeply developed Philosophy of Football, an individual "Football Identity" and absolute consistency. He has defined original concepts. Here are some of them: Complex Club Model; Sports Department Organization Model; Complex Football Concept; Game Model; Methodical Model; Analytical Model; Complementary Team and Player Development Model; Sports Department Management Model; Specialist Management Model (e.g., Coach, Sports Director, Analyst): Profile, Work Model, Development System, Work Evaluation System, Recruitment System; Evaluation of Teams and Players Development; Evaluation of Coaching Staff Work (and other Specialists); Unification Model of "Complex Football Concept" (Academy).

Since 2015, Marcin Gabor has supported Clubs in Germany, Austria and Switzerland, providing strategic advice and improving the level of Club operations on the basis of a self-developed program. The program in question covered ten areas: Club Management, Football Intellectual Foundations, Football & Management, Communication & Marketing, Finances, Legal & Licensing, Technology, Infrastructure, Psychology, Compliance & Integrity. In 2016, Marcin Gabor took over as Head of LIGENanalytics at the German brand of the same name. He defined the "Contextual Analytics Concept", designed a series of professional analytics products and solutions (team analytics, individual analytics in a team context, contextual analytics data, interactive platform, analytics consulting), which are now used in Clubs across Germany, France, Austria, Switzerland and Spain. Gabor has built and expertly prepared analytics team of 60 people. Among others, he has worked with Bundesliga clubs or the German Football Association (DFB).

The TrainerPRO brand is also part of the portfolio of football ventures managed by Marcin Gabor. It had the character of an education and consulting company in the past, while since the transformation it has been engaged in providing intelligent tools for training, analytical and organizational work. At various stages, Gabor ran two other football brands. KarrierePRO was a recruitment platform in the world of football, while ScoutingPRO operated as a scouting and analytics agency.

At the moment Marcin Gabor is using all of the above experiences for the benefit of the Football Development Institute. Over the next several years, he intends - on the basis of the Institute's complex and complementary activities - to change the football understanding, the game itself, and raise the level of football in Europe.



- There is no one general football. Football behaves the way I understand it, the way I have decoded it for myself and the way I model it.

Marcin Gabor (CEO, the author of Football Development Institute Concept)



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