



**WORLD CONGRESS
COACH FOOTBALL MOTION**



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**MISCHA
VISSER**

Coach of the Dutch Nation Team Under - 17

Creating the smart player

**"I BELIEVE IN AUTONOMY
AND SHARED LEADERSHIP IN
MY TEAM."**



WHAT IS NEEDED IN THIS WORLD IS: VISION, UNDERSTANDING, CLARITY AND AGILITY.

I believe in autonomy, in the game. Players have to make many decisions. Good and quick decisions are the key moments in the modern game.



Welcome to the birth of Coach Football Motion, the first world congress for coaches from the grassroots to the elite, in which we will find presentations from coaches of the best clubs in the world and presentations from coaches of the best national teams in the world, as is the case today.

He has been dedicating his life to the training of young footballers for nearly 20 years.

Today the coach of the Dutch U-17 national team is with us

Mischa Visser

"I STARTED TRAINING WHEN I WAS 15, I WAS PASSIONATE ABOUT BASIC TRAINING".

What took you in your case to say one day I want to be a coach?

I am now 34 years old and have already gained experience in training and preparation for 19 years. I never played as a professional football player, but I started coaching at an early age and decided to invest in my development as a coach from the age of twenty.

When my father was director of the youth academy at the amateur level, he asked me to start coaching young people. I was 15 years old and I was very enthusiastic about training and coaching these kids.

In the years that followed, I coached at both the grassroots and professional levels, working with both youth and adults. I obtained a degree in Sports Management and a UEFA Pro license. After that I started teaching sports management at the University of Applied Sciences in Groningen and became a professor at the KNVB. After two years as coach of the Dutch U-16 and U-18 teams, I will be the coach of the U-17 teams this season. A year in which I can learn a lot, because we already qualified for the U17 European Championship.

"WE HAVE A LOT OF CONTACT WITH THE CLUBS AND WORK TOGETHER CONTINUOUSLY TO HELP THE PLAYER DEVELOP HIS POTENTIAL".

How do you prepare the calls of the boys?

Two weeks before the international call, we send a list of about thirty-five players, and two weeks before that we make a list of eighteen people, twenty-one or twenty-four who are going to come to the national team. This depends on how many matches we will play. So if I play one match, then I can bring 18 players, but if we play three matches in nine days, then I can bring more people. Now we are exploring in the Dutch National League every weekend.

So every weekend I look for players and compare them with two other players.

We also have scouts who help us look for players. And we also have many players abroad, so we also go to other countries to visit the club to see the player playing or training and we also have a conversation with the player and the coach.

So, apart from coaching, you also perform other functions: travelling, acting as an educator, manager, coach, etc.

I think the role of the coach on the pitch is changing, and he is becoming more and more of a group manager. You also have an assistant coach, a goalkeeper coach, a fitness coach, a doctor, a lot of resources in your technical team.

So you have to manage those things. So, yes, when I was young, I was a coach and now I am more of a coach, a technician and a manager because it is very important in the role of a coach of a national team. It is very necessary to know how to manage a lot of different processes.



IN THE DUTCH NATIONAL TEAM I AM A COACH, TECHNICIAN AND MANAGER.





"OUR SELECTION PROCESS HAS IMPROVED A LOT. WE KEEP A VERY CLOSE CONTACT WITH THE CLUBS"



Tell us a little more about the process of finding and selecting players, since players from any team can emerge at this age.

"For two years now, all the coaches of our national youth teams have been employed full time. This gives us the opportunity to spend enough time looking for players. Each youth coach is looking for players in his own age group. But we also help each other. When I am looking for U-17 players at Vitesse, I can also look for U-18 players. At the same time, my colleague from U18 is watching PSV U18 and can look for U17 players for me. After the matches we have a phone appointment in the car, so we can share information. Each coach works together with his assistant and a scout in this search process. Because we are full time coaches, we can visit many clubs. When we visit the clubs, we can talk to the coach and the player about their development. We also have many players who play abroad. We check many digital images, but we also visit clubs abroad. It depends on how many games we play, how many players we can call up. Two weeks before the international window, we will send a provisional list, then we have a weekend to search, have contact with the clubs and decide which players we want to call up.

"FOR ME, CRUIFJJ IS THE FOUNDER OF THE MODERN GAME"

How does Mischa Visser understand the role of the coach?

"At first I was just a coach. But the context of football is changing and I became more and more of a manager. That was one of the reasons I chose to study Sports Management. I developed a better vision about leadership in a rapidly changing world. The world of VUCA is an important part of my vision. VUCA describes the volatile, uncertain, complex and ambiguous world. What is needed in this world is: Vision, understanding, clarity and agility. That is why I believe in autonomy and shared leadership in my team.

"I WANT THE PLAYERS TO BE MORE AND MORE INDEPENDENT FROM THE TECHNICAL STAFF"

"I BELIEVE IN SITUATIONAL LEADERSHIP. I TRY TO BE A CHAMELEON AND ADAPT TO MY TEAM ACCORDING TO THE PHASE OF THE SEASON."

What is your style as a football coach?

"As I said, I believe in autonomy, in the game. Good and fast decisions are key moments in the modern game. I want to create a situation where players are increasingly independent from staff. To create this situation, I use Tuckman's team development theory. So I don't have a coaching style, but I believe in situational leadership. The type of leadership depends on the phase of the season. So I try to be a chameleon, to do what is best for my staff and players. I would like to create an environment where players can show their qualities and learn. Sometimes you win, sometimes you learn. In my opinion it is necessary for players to create a growth mentality. The role of the coach is to let the players reflect on their mentality and help create a (better) growth mentality."

What does Johan Cruyff symbolise for you?

"For me, Johan Cruyff is the founder of the modern game. He inspired me in different aspects of the game. His style of play was based on attacking football and was very attractive. You will still see him in Dutch national teams and clubs. But you can also recognize his philosophy in teams with coaches who worked with him, like Guardiola. Cruyff talked a lot about tactics and how to take advantage of an opponent's weaknesses and how to make strong opponents weak. He inspired me to analyse opponents in the same way. Cruyff has meant a lot to me."



How can this congress benefit young coaches?

I think it's very important to be a lifelong student of the game. With an intrinsic motivation to get the best version of yourself.

For all those people, your conference is perfect. Coaches can learn from other coaches, other philosophies, other cultures.

I am learning every day and I will be there at your congress to be a better version of myself.

"SOMETIMES YOU WIN, SOMETIMES YOU LEARN"





ROBERTO CANO

COMMUNICATIONS OFFICER
FOOTBALL MOTION COACH

At Coach Football Motion, we are clear about this! We want to learn from the best coaches in the world, and to do this we are going to carry out a great search in all countries and their corresponding leagues and teams.

As you all know, all lovers of this sport, professionalism is marked by the way you carry out your work, not by the category in which you do it. Therefore, we will have the best coaches, from all categories and stages of the football world.

Let the game begin!

