

The Gratifacio Leadership Group How will they perform as a team?

A summary based on research conducted by the Berne Consulting Group.

Below are extracts from our findings based on the Belbin Profiling Research conducted during February 2023

Based on their profiles, it appears that the individuals in the leadership team of the Gratifacio Football Federation (FFG) have diverse backgrounds and experiences that could potentially complement each other well.

Staff

The President, Dr Tanan Mansouri, has experience as a former senior manager in the Ministry of Sport, while the Technical Director, Edison de Santos, has extensive playing experience and has been a Technical Director in Gratifacio for 12 months. Similarly, the Head of Coaching, Hadir Al-Ghumari, has experience as a former player and holds a coaching license, while the Manager of the Men's National Team, Bilal Al-Harradi, has experience as a successful club manager in Morocco.

It is also worth noting that some members of the team have long associations with the Koury Lions, a National League One club, and the FFG itself. For example, Dr Mansouri is the Honorary President of the Koury Lions, while Dirar Mansouri, the Leagues Director, was a former club secretary at the Koury Lions. This could potentially bring a sense of loyalty and familiarity among team members that could positively impact team dynamics

Head of Youth

However, it is also important to note that the current vacancy of the Head of Youth position could potentially affect the team's cohesiveness and ability to work effectively towards their goals. The Head of Youth will play a crucial role in identifying and developing young talent, which is a key component of the Golden Goal plan. It will be important for the team to work together to find a suitable replacement for this position to ensure that they can continue to implement their plans effectively. Overall, while it is difficult to predict how well these individuals will work as a team, based on their diverse backgrounds and experiences, there is potential for them to work well together and achieve their goals for football in Gratifacio.

Belbin's team role theory suggests that successful teams are composed of individuals who have a balance of different roles, strengths, and weaknesses. Based on the profiles provided, here is a potential analysis of the leadership team of the Gratifacio Football Federation (FFG) according to Belbin's team role theory:

Dr Tanan Mansouri, President: Dr Mansouri's experience as a former senior manager in the Ministry of Sport, as well as his baccalaureate and studies in Business Administration, suggest that he could potentially bring strong strategic and managerial skills to the team. In terms of team roles, Dr Mansouri could potentially fit into the **Monitor Evaluator or Coordinator roles**.

Edison de Santos, Technical Director: Edison de Santos' extensive playing experience and 12-month tenure as Technical Director suggest that he could potentially bring strong technical and tactical knowledge to the team. In terms of team roles, de Santos could potentially fit into the **Specialist or Plant roles**.

Hadir Al-Ghumari, Head of Coaching: Al-Ghumari's experience as a former goalkeeper and holder of an A coaching license suggest that he could potentially bring strong coaching and mentoring skills to the team. In terms of team roles, Al-Ghumari could potentially fit into the **Resource Investigator or Teamworker roles**

Bilal Al-Harradi, Manager of the Men's National Team: Al-Harradi's experience as a successful club manager in Morocco and as a former player in France and Egypt suggest that he could potentially bring strong leadership and interpersonal skills to the team. In terms of team roles, Al-Harradi could potentially fit into the **Shaper or Implementer roles**.

Dirar Mansouri, Leagues Director: Dirar Mansouri's experience as the Leagues Director responsible for co-ordinating Amateur Football across Gratifacio suggests that he could potentially bring strong organizational and communication skills to the team. In terms of team roles, Dirar Mansouri could potentially fit into the **Coordinator or Completer Finisher roles**

Overall based on these profiles, the team appears to have a diverse set of skills and potential team roles that could complement each other well according to Belbin's team role theory. However, it is important to note that these are generalizations and each individual's strengths and weaknesses could vary. Additionally, it is important to assess the team's dynamics and how well they work together in practice.

Belbin Team Roles - a summary

The Belbin Team Roles refer to a theory developed by Dr. Meredith Belbin in the 1970s, which suggests that in order for a team to be successful, it needs a diverse range of roles filled by team members who are suited to those roles.

Belbin identified nine different team roles that are necessary for a team to operate effectively, each with its own strengths and weaknesses.

1. Plant: A creative individual who generates ideas and approaches problems in unconventional ways.
2. Monitor Evaluator: A critical thinker who evaluates ideas and proposals objectively and systematically.
3. Coordinator: A person who is skilled in bringing together and organizing the contributions of others.
4. Resource Investigator: A person who is adept at networking and gathering information from outside sources.
5. Implementer: A practical individual who turns ideas and plans into action.
6. Completer Finisher: A detail-oriented person who ensures that tasks are completed to a high standard.
7. Teamworker: A person who is skilled at building relationships and maintaining harmony within a team.
8. Shaper: A person who challenges the team to improve and take action.
9. Specialist: A person who has specialized knowledge or skills that are crucial to the team's success

Each team member may exhibit one or more of these roles to varying degrees, and the key to success lies in having a balance of these roles within the team. By understanding their own strengths and weaknesses, as well as those of their team members, individuals can work together more effectively and maximize their collective strengths