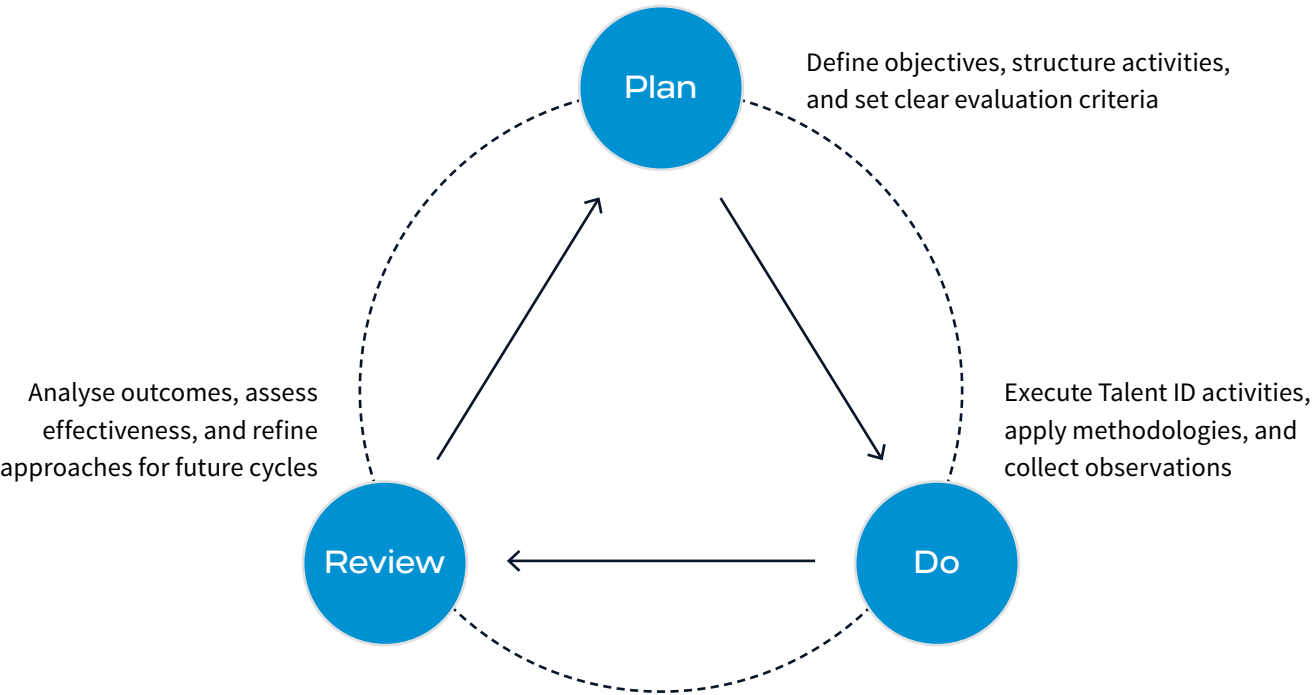# *Module 5: Constants*
Plan-Do-Review Process

Description

The Plan-Do-Review process is a structured approach for Talent ID, designed to support effective decision-making, accountability, and continuous improvement. By emphasising evaluation, learning, and refinement, this approach ensures that each stage contributes to a more consistent and evidence-based system. Implementing a clear plan, delivery, and review helps organisations create a structured methodology that enhances the quality and reliability of their talent identification processes.

By embedding Plan-Do-Review into Talent ID systems, organisations can make informed, data-driven decisions, systematically learn from each cycle, and adapt their approach to meet the evolving demands of the game. This approach is essential for long-term success and sustainability, ensuring that lessons from each iteration contribute to a more structured and optimised Talent ID process. It helps create consistency, reduce bias, encourage learning, enhance decision-making, and drive continuous improvement.

By integrating this process into Talent ID systems, football organisations can refine their scouting strategies and methodologies, develop stronger and more sustainable player pathways, and ultimately elevate the overall quality of talent within their football ecosystem. The Plan-Do-Review approach fosters a culture of ongoing learning and adaptation, ensuring that Talent ID processes remain efficient, transparent, and forward-thinking.

Below is a visual representation of the Plan-Do-Review process in Talent ID. The cycle emphasises continuous learning and refinement, ensuring each phase builds upon the last for optimal Talent ID processes.

Plan
Define objectives, structure activities, and set clear evaluation criteria

Review
Analyse outcomes, assess effectiveness, and refine approaches for future cycles

Do
Execute Talent ID activities, apply methodologies, and collect observations

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Below is a step-by-step breakdown on how an organisation can apply the Plan-Do-Review process for Talent ID.

Phase	Description	Key questions	Example applications in Talent ID
Plan	Set clear objectives, methodologies, and evaluation criteria for scouting and Talent ID activities. Define Talent ID objectives based on game demands, player qualities, and developmental needs.	• What are the key objectives for the Talent ID activity? • What methodologies will be used? • What are the criteria for success?	• Selecting specific age groups, positional needs, and profiles. • Allocating scouting resources and scheduling observation periods. • Setting clear scouting objectives for an age group or position. • Establishing a structured Talent ID event with criteria aligned to future player needs.
Do	Execute the Talent ID activities and implement planned methods.	• Are stakeholders and those involved consistently applying the set methodology? • Is relevant data collected and structured correctly?	• Organising scouting assignments. • Observing and evaluating players in real match situations. • Using a standardised reporting system. • Applying structured reporting and data collection to track player development.
Review	Analyse observations, assess success and shortcomings, and refine strategies for the next iteration. Analyse outcomes, refine criteria, and adjust scouting processes for continuous improvement.	• What insights emerged from the Talent ID activity? • Were biases minimised? • What were the mistakes? • What improvements can be made for the next Talent ID cycle?	• Identifying missed talents or scouting inefficiencies. • Refining Talent ID selection criteria. • Adjusting scouting strategies based on learnings. • Identifying missed talents or scouting gaps (e.g., late developers). • Comparing scout assessments to ensure consistency. • Adjusting scouting methodologies based on learnings from past cycles.

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──•── Plan-Do-Review Process

Below is a Plan-Do-Review template that you can use to asses your organisation's application to Talent ID across the three phases, considering the description of the activity, key questions to reflect on, and examples of how this is being realised in practice.

Phase	Description	Key questions	Example applications in Talent ID
Plan			
Do			
Review			

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