

Work Methodology in specific phases (Zeta trys)

#Method

Work Methodology in specific phases

TRANSFER MARKET

Tryout phase (for player)

Starting the team from the ground up (with no players from past seasons) I would do open tryouts as follows:

- Open a questionnaire on Twitter to see what players might be interested.
- At the same time and separate from the questionnaire, private scouting of players to target those of higher profile or good performance that might not see the LFP post on Twitter.
- Selection of players based on the criteria established on past performance and experience, roster configuration and the club objectives.
- 10-man praccs between the player pool selected with different phases:
 1. At least 2 days of tryouts to everyone to prove themself.
 2. Elimination of the worst performance players (as many times as necessary depending on the time and pool of players).
 3. Reduce the pool to the best 10 (2 per role) and make them face each other on different team configurations to test performance, adaptability, character and flex capabilities.
 4. Selection of the 5 best and finalization of the tryouts.

Tryout phase (for assistant or similar)

In this case what I search for is 3 things:

1. Personal compatibility: I need to be able to understand and feel understood by him. It has to be some kind of chemistry to achieve true synergy. This is important because you can't teach synergy and team building to the players if the staff is divided or not on the same page. It has to be some kind of affinity between both of us (or any number it might be).
2. Adequate mindset: he has to share the same (or sufficient enough) core values on how to create and build a team. For example, I'm an ambitious guy that always wants to achieve the highest possible position. I can't be with someone that wants to do the bare minimum and doesn't care if he places 4 or 8 because the prize pool is the same, for example.
3. Knowledge of the game: I need someone that has kind of a similar fundamental vision of the game as me. That can challenge me to think outside the box, that isn't a yes man, that has proactivity finding solutions to problems, that provides and pushes to obtain and share game knowledge. Someone that holds me accountable to high standards because he also has those for himself.

Because of these 3 things (especially the first one) I always have tended to seek people on the scene that I know personally and that I can confirm their work. For this reason I would probably seek aid from the manager staff of the club to look for a suitable option and method to find the right candidate.

Team vision

I strive for a coachable, open minded, hungry, skilled team. But who doesn't? There is a sweet spot between talent and character. I prefer an average player that I can coach and help get better than an ego player dropping 35 every game but makes the team environment stressful and awful.

There are few great players that have a good mindset plus that great talent on Tier 2 and below, because they usually are the first to get signed to the best teams. But there are some and I aspire to find and recruit them.

There are some of the trait I most value on players during this period:

- Communication skills inside and outside of the game (if he calls proper information during the game and if he is easy going outside of it, for example).
- Proactivity (in a tryout environment there are a lot of gaps because they don't know each other. Someone that tries to fix or fill them in a consistent way is super valuable).
- Character (how he deals with frustration, negative feedback and bad teammates).
- Mechanics and utility usage (after all, Valorant is a shooting game and you can be the most easy going guy in the world but if you are not able to click head I don't want you in my team).

PRESEASON (1 month before season)

Goals

- Agree on schedule of training (trying not to change it often so we create a routine)
- Establish map pool and compositions for 3 maps
- Do Situational Frame exercise
- Establish Protocols and communication structure
- Discover the Why, Who and What (Drexler-Sibbet performance model)

First day with the players

The first day would start discussing the goals previously mentioned. Some of them will require time and experimentation, but others, like the schedule and the map pool can be addressed straight away.

Besides this, I would introduce my style of coaching and some aspects of my method. Starting with my principles of coaching so they can become familiar with them, getting to know them slowly so they can make them their own over time. Of course I would be pleased if the player wanted to add and modify those principles so we finally have one "creed" that belongs to all of us, creating the team's creed.

Some of my principles are:

- 1% better every day
- Rule of thirds
- More isn't better, better is better

Staff meetings

The same work of alignment that I do with the players I would do beforehand with the staff, especially the assistant coach and analyst. We need to be a united front, with clear shared goals so there is no division presented to the players and we constitute the building blocks for a successful roster.

Of course, this foundational block must be taken care of with regular meetings, discussions around the proper solutions to the problems that might occur, realignment of goals and tons of honest and clear communication. Not only during preseason but during the whole duration of the project.

What are the training sessions like?

The amount of timing we destined for every training session will be deferred from the first meeting with the players and how the goals definition goes. But for the sake of this document let's assume that we will train 6 days a week 5 hours (as a team) each day. This is a draft of a likely schedule of a week during preseason:

10:00						
11:00						
12:00	12:00 Haven Theory	12:00 Refrag exercise	12:00 Situational Frame	12:00 Dry runs Haven	12:00 Postplant - Retakes Haven	12:00 Team Building
13:00	13:00 Dry runs Haven	13:00 Pro VoD review		13:00 Pracc Haven	13:00 Pracc Haven	12:00 Day off
14:00	14:00 Lunch Break	14:00 Lunch Break	14:00 Lunch Break	14:00 Lunch Break	14:00 Lunch Break	
15:00	15:00 Pracc Haven	15:00 Pracc Haven	15:00 Pracc Haven	15:00 Pracc Haven	15:00 Pracc Haven	
16:00	16:00 Pracc Haven	16:00 Pracc Haven	16:00 Pracc Haven	16:00 Pracc Haven	16:00 Pracc Haven	
17:00	17:00 VoD review	17:00 Pracc Haven	17:00 Pracc Haven	17:00 VoD review	17:00 Pracc Haven	
18:00						
19:00						

This structure of week would be replicated during the following weeks of the month to achieve the 3 map pool in a month. The last week would be a review of all 3 maps focusing on the one that we have the most issues on.

SEASON

Goals

- Establish objectives for the season/split (all in the same page: club, staff, players). However the objectives might be, I, at least, want to be in Playoffs every split. It is a better experience for the team and better image overall.
- Introduce a new map to the pool to have more strategic depth on the pick & ban of maps (minimum 1 per split, maybe more between splits)
- Commitment and Implementation (Drexler-Sibbet performance model)
- Importance of constant analysis of the method to implement better ways of doing things, even the little ones = kaizen

What are the training sessions like?

On this point we have to monitor the mental state and overall exhaustion of players. The season can be long and burnt players performance drops drastically. Healthy habits and good rest is key for the players, so the staff and club should do everything they can to assure this (obviously without taking the feet of the throttle).

Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
15:00							
16:00	16:00 Refrag exercise	16:00 Warmup together / Meditation	16:00 VoD review CASE		16:00 Theory Lotus	16:00 Pro VoD Review Lotus	16:00 Day off
17:00	17:00 Pracc Split	17:00 Pracc Haven	17:00 Pracc Ascent		17:00 Dry runs Lotus	17:00 Pracc Lotus	
18:00	18:00 Pracc Ascent	18:00 Official vs CASE	18:00 Pracc Ascent	18:00 Warmup together / Meditation	18:00 Pracc Lotus	18:00 Pracc Lotus	
19:00	19:00 Pracc Haven		19:00 Pracc Split	19:00 Pracc Split	19:00 Pracc Lotus	19:00 Pracc Lotus	
20:00	20:00 VoD review		20:00 Pracc Split	20:00 Official vs UCAM	20:00 VoD review	20:00 Pracc Lotus	
21:00							

The game days are intense, emotional and mentally draining. That is why I don't like to charge the players with a lot of things to do, so they can stay fresh and clear headed for the game.

The time during the season (taking into account this format of league) is tight and difficult to make drastic changes. So the importance of a good preseason increases a lot. However, with good micro objectives and focused training it is possible to improve every week, even though the schedule is tight.

WORKING WITH ASSISTANT - ANALYST

Everything explained before can be done with or without help for the Head Coach. However for a good staff team, a secondary role of an assistant or an analyst is crucial. It is super positive to have a person to rebound ideas to, that can criticize in a positive way your work and your decisions. Someone that has another pair of fresh eyes to look for areas of improvement on the work method and the players performance.

And, obviously, is another pair of hands that can make a lot of work to make the team better:

- Analyze enemy teams (tendencies, maps pools, compositions, etc).

- Analyze own team (metrics of performance, aid in the server for drills and lineups, etc).
 - Support in case the Head Coach can attend a training session.
 - Help the Head Coach with the strategic work scouting pro teams and preparing maps together.
 - Another voice and point of reference for player support and development
 - Another pair of eyes to help in the scouting and decision making on tryouts (especially if the format is 10-mans games).
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To conclude this document, just remark that this is a draft (one way from the multiple there are) from where to start the journey of training a team. All of this is concretized on the day to day work and problems of the specific team. So a constant review of any plan is paramount to stay on top of the multiple curve balls that are thrown at a team during the span of a season.