

# **My leadership philosophy**

## **A summary\_by Johan Solinger, Professional Football / Soccer Coach from Sweden**

### **CLEARNESS**

My goal is that I, in such a precise and concise way as possible, explain what I expect from my players and leaders, why we do certain things in a particular way and how we will achieve great things together. I want to be specific and clear rather than vague with my players. This is also why I, for example, like to point out the exact distance in meters when we talk about defending, instead of being subtle.

#### **Thorough**

I believe it is important to be thorough with everything. Why? Because we are our behaviors. If we begin to dabble with something as simple as throwing shin tape on the floor instead of the trash bin, the step is not far from being careless with something so important as a decisive pass. If we are thorough with everything from when we gather, what we eat and how we rest to always be focused on briefings and do our best in every training session, our football will profit from it.

#### **Expectations**

In order for a business to function and to be able to trust each other, we need to have expectations of both players and leaders. The requirements I have on the people I work with is to accept each other differences, no matter how much or how little one like another, to always put the team in front of the individual and to always do everything as thoroughly as possible.

### **COMMITMENT**

Football is a game of emotions, and therefore it is important to show it. I am a leader who is both seen and heard, I am clapping loud at great passes and gladly praises players in front of the group. Committed body language is contagious (in a good way, of course) and I want to spread that to the players. If I show commitment, they will show commitment.

### **DIALOGUE**

The coach is the one who takes the main responsibility for the decisions, but it does not mean that there should be a one-way communication. It is important to believe in the dialogue, in this way we create participation within the squad but I also get a greater understanding of how the group's status is.

#### **Respect**

I often hear that the player must "get a chance to show emotions", "show passion" and "needs to react", but it is not the same thing as "losing your temper". We are role models for quantities of children and young people. If we spit on the referee, kicks water bottles, yells at teammates – That is not a good behavior. There are more ways to show emotions than that, ways that is far more constructive.

#### **Compassion**

Although the rules and structure is important, we must not forget that there are people we work with in football / soccer. We need to feel good to perform, which is why should we be frugal with punishments until it is really needed, and instead try to understand our fellow man. I always think the best of my fellow man until otherwise is shown.

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