



- A landscape for emergence

With respectful remembrance of a late elder who was a very good tennis player.

The need of the hour is to add Social Accountability based systems for different areas that we want to gain sustainable involvement, more skill in and thereon demonstrate progress in such emergence.

As a highlight, the issue being that for a country with a large population, the areas that governments focus on, do not match the accountability needed for such emergence. The current health threat has impacted the sports people, as audience sports have been affected.

For instance, in the area of sports, we have amateurs, professionals, players or teams of other countries but the Social Accountability system for people investing their time and resources into sports is not “designed for performance”. It also does not have a “Goodwill at work” element to survive economic downturns or afflicted social environments.

This “Goodwill at Work” recommendation called the “Fountain Head” system (at a later stage can become a foundation?) helps design sustainable emergence, enabling and performance into a multi-aspect equation for sports.

When economic crisis sets in, can a goodwill framework fund the sports industry? The need is to enable sports players relate to their skills, train, sustain and perform when social environments return to normalcy, though the investment in each of them is truly a multi-aspect equation.

The multi-aspect equation for sports being the responsibility that lies between Self-development and “Design for Performance” development.

1: Need for Design for Performance

The sports-minded in a country (like India and many others) do not have any universal or certified best practices for ^(Sports) Personnel Management (or in true sense Player Management).

To get started for the goodwill framework, we need to design a multi-aspect profile for every sportsman or sports-minded person who is interested in investing time, resources and self-development for sports.

The multi-aspect profile can be part of a “Design for Performance” conceptualization that necessitates a Design for Performance registration.

2. The Design for Performance registration

The first step is, to mandate that, for (Sports) Personnel Management, we must register a profile for a sportsman or sports-minded person who is also under the age of xyz years (who is seriously interested in investing time, resources and self-development for sports) in a new “seed to delivery” (Sports) Personnel Management and Fulfillment System.

This System will help “self-development and growth for high-performance or regular sports-relevant-performance” and is called the Design for Performance framework.



This Design for Performance Profile can include:

Date of registration or revision:

a. **Sport played:**

b. **Sports skill level of the player:** Individual level/ Team level/
Multi-level or International level

c. **Sports skill rating (expected) for the player:** Fair/Good/
Excellent/High-performance

d. Is there any **National interest in the sport:** Fair/Good/Very Good/
Not applicable

e. Is there an **Existing** ^(Sports) **Personnel Management and Fulfillment System:** Equity level system/Yes/No/Not yet developed

f. **Objectives of the player/sports-minded person:**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- ...

g. **Design for Performance logo (sported) by the player:** Global-level player/ Continent-level player/ National-level player/ State-level player/ Professional/ Amateur/ Trainer

h. **Design for Performance (coverage) for the player: Primary** for skill guidance/ **Instrumental** for skill guidance/ **Secondary** for skill guidance/ **National Sports Directory** level for skill guidance

i. **Sense of proportionate objectivity of the player:**

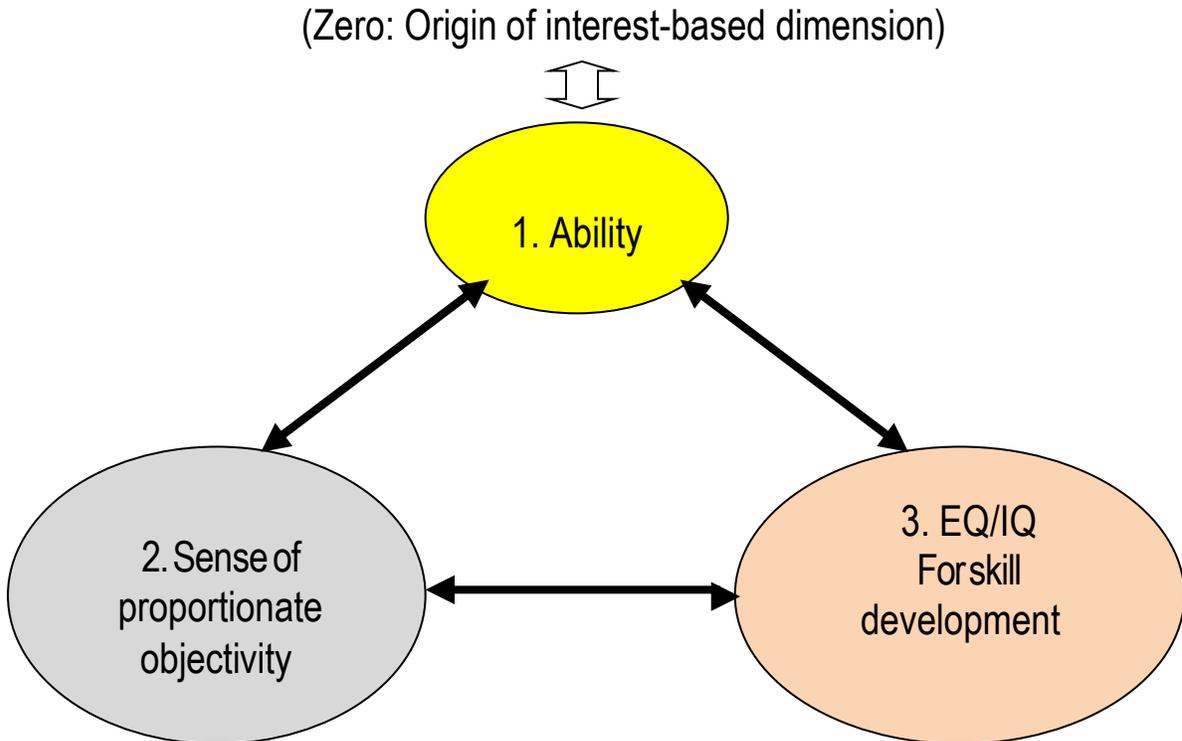


Details of this objectivity:

To “toughen something” or to “endure something” or to “elevate performance”, a person or player must improve upon the Emotional Quotient and Intellectual Quotient (rather than calling it Intelligence Quotient) for self-development and growth for high-performance or regular sports-relevant-performance, where there is a new Forward Thinking for General Health and Fitness.

With the afflicted social environment, there is a limited sense of proportionate or endurable objectivity to train or elevate performance for a futuristic event or competition. The goodwill framework can make the needs of sports players visible to the interested parties who can show the Forward Thinking needed to support these players and help develop more resilience in this lifecycle.

Global insights mean that there is an Origin of interest-based dimension for this, to start off in this assessment we call this as a “Common Factor” which can be represented as



The triangle of insight or objectivity being to understand economic needs, behavioral responses, weaknesses, or trends of performance for stress levels, liability to perform or a lease of trust to deem that the “Team’s” interests or “Design for Performance” interests are more important than self-interests.

This sense of proportion being to

[] a. **Recognize and reflect** upon the need to “toughen something” or to “endure something” or to “elevate performance”,

[] b. **Plan for performance** via a (Sports) Personnel Management and Fulfillment System, the National interest for the sport and/or Self-network available for self-development and any “Design for Performance” coverage.

[] c. **Show Resilient objectivity** to use systems and to not misuse drugs, banned substances to develop, to create skill, to evolve, to rise to full potential, to reconnect or rejuvenate (when there are losses or loss of benefits)

[] d. **To Show Inclination/Responsibility/Obligation** to transform oneself from being sports minded to understand the “Techno-learning relevant”, the need for a Training schedule or programme, to undergo personality development, to opt for “Recovery and Rehabilitation”, to acknowledge the need for “Risk management and bridging” to achieve the design for performance needed

[] e. (In high-performance) **To Show endurance beyond normal extents** via realistic approaches like evaluating “Life Score factors -> and Life Skills factors - > and thereon Endurance Skills factors”.

j. Training schedule or programme for the player:

k. Techno-underlining for the player:

l. Personality development (based on objectivity) for the player:

m. Recovery and Rehabilitation Programme for the player:

n. Risk Management or Bridging for objectivity (for example the need to return to routines amidst the health threat 2020):

o. Transference for learning “as a role”:

APPENDIX

A. What could be important elements of the (Sports) Personnel Management and Fulfillment System?

At the first level

+ Best practices based Training and Guidance Centres **for Design for Performance logos sported**. More details will be provided.

+ Creation of a **National Sports Directory that records the** “Design for Performance Profiles” of players or sports-minded people who may opt for universal centres or become part of different enablers (to develop or gain skill and proficiency).

At the next level

+ Enrolment and access to (universal) **Nutrition and Diet Centres for Design for Performance logos sported**

+ Enrolment and access to (universal) **Wellness and Fitness Provider Centres** (at site or virtually enabled) **for Design for Performance logos sported** (where **enlisted** fitness centres, wellness clinics, polyclinics, nursing homes, hospitals and super specialties that have the specialty in organizational practices, methodologies and ancillary systems to deal with or evolve further provide due healthcare for General Health and Fitness relevant to the profile)

+ Enrolment and access to a (universal) **Design for Performance Product Centres** (where **enlisted** manufacturers, suppliers, retailers and other enterprises that have the specialty in organizational practices, methodologies and ancillary systems to deal with or evolve further provide targeted products, commodities and auxiliary goods for the sports under coverage).

B. Best practices based Training and Guidance Centres

1. Training refers to the teaching/learning activities or related activity breakdown carried on for the primary purpose of helping players or the sports-minded (part of the Design for Performance system) to relate-to, to acquire and to apply knowledge, skills, an apt use of abilities and fitful attitude needed to achieve objectivity registered in the profile.

2. In the sports sector, self-development and many forms of unplanned learning through experience helps a player gain skill.

Tomorrow in the triangle of insight mentioned earlier, this may not be enough. It may be impending to register one's profile into a system that plans multi-folded ramps for performance and systematic training programmes of various types, as a regular part of a best practices based (Sports) Personnel Development and Fulfillment system.

3. The system could become a lessons-reduced asset in helping players and sports-minded to learn trendsetting, or correct or advanced methodologies, capabilities, techniques, continuous methods, to achieve a Design for Performance level, or even opt for Recovery and Rehabilitation.

4. Why is training and guidance via best practices important?

Global viability and need for transformation are vital stages in most sports, without a / the (Sports) Personnel Management and Fulfillment System, each player or sports person works independently for a global-relevance. This may or may not be enough.

Like other countries, India's National Sports Authorities and various bodies do continue inducting players or sports persons showing potential and carry out camps or championships to improve their viability.

But, there is no “seed to delivery system” for Player Management and Fulfillment for high-performance, or competitive involvement where universal “Design for performance” help and not just today’s self-driven insights and non-integral objectivity.

5. What most players need?

Common scenarios are

(i) Money spent is not the first concern for most players aiming high, but the after-events that follow when one has finished performing at a competitive level, often brings to question as to what else may have been important.

(ii) There are many professional foundations and centres that recruit or induct skillful players or potential sports people and invest in them to help them become competitive and proficient.

This has been done till date but the questions about “what can be done in current scenarios or mid 2020”, “why there is no Player Management and Fulfillment system” are many....

(iii) The need of the hour is to design, operate and integrate best practices based Training and Guidance Centres, that can universally help players in ancillary or primary ways.

Each Centre can focus on sports, need for performance and profiles that are relevant for their scope and mission.

(iv) Gainful or divided interests rule in the sports sector, but the spirit behind players investing time, resources and effort must be recognized, so the need is also to integrate and/or enable the following support centres for the many existing or futuristic players who may be self-networked or may expect to secure funding for their sports

> Enrolment and access to ^(universal) **Nutrition and Diet Centres**

> Enrolment and access to ^(universal) **Wellness and Fitness Provider Centres**

> Enrolment and access to a ^(universal) **Design for Performance Product Centres**

> Enrolment and access to ^(universal) **Pharma networks and outlets** (to ensure there is no-unplanned-for, or when disturbed or distressed, or simply-opted-for or use of what may be banned substances, where combinational ingredients may not be known to one and all)

6. Risk Management or Bridging for objectivity may be more important for players or the sports-minded investing time, resources and effort, where the equation in the industry is only

Performance = ability x motivation but when fastened down to fulfill objectivity becomes

Registered Performance = ability x **Design for Performance** coverage x motivation

The value in the recommended system being that players may not reap benefits past their sports involvement, for example, there may be times when teamwork does not help succeed in winning, when individual weakness affects performance, when injury or need for recovery delays involvement, when quitting or retirement becomes a way out or the usual line of thinking.

There may be economic slowdowns that affect players being endorsed or funded in major or important ways.

There may be needs for intelligent or technological systems to be used if a player expects to gain skill and persist in performance, where self-development or independent investments in such technologies may not be the way ahead.

There may be a need to develop the life score, life skill and personality of players to help them perform with objectivity.

Expecting all players to enter sports after learning about all this, or after understanding all this, is not a possibility.

The next version will focus on **Forward Thinking for General Health and Fitness** via **Profile led Life Score systems, Life Skill systems and Personality development systems.**

These systems are quite well known as options today but do not have the objectivity till date to help back players or the sports minded.

(7) However, governments till date help players or the sports minded by giving them employment that helps them work, invest time in sports, train or compete or even live past their prime.

This has not been enough. The current hackathon can be a front for this.

The recommendation being that if categorically opted for (in the proposed profile) a player or the sports-minded must be given channels for (a) career development, or (b) for continual education, or (c) for even sports related “Fountain Head outlet” ownership or (d) for role transference.

(8) This helps the insight that players or sports-people are not commodities that perform and return to their normal lives when done.

They should be seen as specialist(s) known to be part of a Universal or **National Sports Directory, whose abilities or focused-investments can be sustained, harvested or generatively marketed, rewarded or further developed.**

(9) The new system does have benefits and why so?

Players are appreciated when they can perform in social environments, in their prime, after that they become history or even may be least looked up.

As population growth is expected, and generative countries will not just expect people to live ordinary lives, it will be more valuable to incorporate “Design for Performance” systems as

- + A well-planned system will achieve most of its goals and also help reduce complexity and add transference of learning
- + A well-developed system will be able to plan for a sense of proportion in deterministic sustainable development and growth in national sports or any other international calling
- + A well-designed system will be able to act in an adept & agile manner to meet demands of changing economies and environments
- + A well-instrumented system will be able to demonstrate containment of purpose, collecting of or grouping of resources and delegation of coverage for “objectives, global-skill-development and competitive-specialist-development” related to any sport or sports
- + A One-vision-system can become a baseline where there is (a) right revenue sharing or profit sharing between Players and the Design for Performance investors, (b) Benefits sharing between Players and the Design for Performance investors and (c) Adequate Resources

investments for “High or expected performance, self-development of players and Centre-specific facilities”.

The next version of the document will refer to the Fountain Head website, to gear up further or let the visibility remain for the interested parties.

The intent is to bring to focus good to develop options, so governments and related sports authorities & bodies can step in to initiate design for performance systems for player skills and sports considered important.

The initiative could help support any tagline or *policy of Social Accountability*

AOEC's toolkits

AOEC offers toolkits for a Quality Management System (QMS) and Environment Management System (EMS) for Mission Health solutions, Business development and Community development.

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For the industry and small or medium enterprises, the consultant has hosted 2 or 3 sites that are dedicated to incorporating practices and providing resources that can be helpful in delivering business.

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