



# Collaborative Task III

## SPORT DIRECTOR – Practical Session

### Case Scenario 2: Hiring a Sports Director

Winter Leagues 2024 | Antalya | January 2024

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#### Introduction (10 minutes)

**Objective:** Hire a Sports Director as CEO of an Azeri Club

1. Understanding the recruitment process for a sports director, improving decision-making skills, team-building, and learning to manage resources.
2. Explain the background: Your group will act as a board of directors tasked with hiring a new sports director. The owner has expressed that he wants a sports director who can build a competitive team, promote youth development, and manage resources efficiently.

Participants are divided into at least five groups of five, each acting as a board of directors.

#### Role Assignment and Strategy Development (30 minutes)

**Objective:** Each group will decide the roles that each member will take and develop a recruitment strategy.

1. Assign roles: Each group must decide who will play the roles of the CEO, HR director, finance director, football operations director, and owner advisor.
2. After the roles have been assigned, the group must design a format for interviewing candidates.
3. Develop a recruitment strategy: Keeping in mind the owner's requirements, the group must come up with a plan to identify a sports director who fits these requirements.

#### Candidate Briefing and Preparation (20 minutes)

**Objective:** To prepare for the interviews based on the provided candidate profiles.

1. Candidate Profiles: After this part the organising team will present profiles of five potential sports directors to review with an ID attached to each of them. Each group will learn about their

experience, expertise, leadership style, and their potential fit with the club's philosophy and ambitions.

2. **Candidate Analysis:** Based on their review, each group must analyse the strengths and weaknesses of the candidates in light of the owner's requirements.

### **Discussion and Decision Making (30 minutes)**

**Objective:** To decide on the most suitable candidate and justify their choice.

1. **Deliberation:** Each group will deliberate and decide on their preferred candidate. They should consider all aspects including the candidate's potential to meet the owner's requirements.
2. **Justification:** Each group must prepare a rationale for their decision to present to the other groups.

### **Presentation and Feedback (5 + 5 minutes)**

**Objective:** Each group will present their decision to the Owner and receive feedback from the rest of the participants followed questions from journalists

1. **Presentations:** Each group will present their decision and their rationale to the rest of the participants.
2. **Feedback:** After each presentation, there will be a feedback session where other groups can share their thoughts and discuss the decision.

### **Wrap up (15 minutes)**

LTT Sports will draft a summary of the discussion provide further tips