Search

FAQ | Advanced Search

Welcome, flounder Notifications My Profile Settings Log Out New Posts Community Forum Actions Quick Links

Forum Football Manager Forums Tactics & Training Discussion A Guide to Developing Youngsters

+ Reply to Thread

Results 1 to 100 of 196 Page 1 of 2 1 2 Last

Thread: A Guide to Developing Youngsters

Thread Tools Search Thread Rate This Thread Display

15-04-2011 21:49 #1

SFraser

Semi Pro

Join Date: 19th September 2008
Posts: 2,664

A Guide to Developing Youngsters

Introduction

I have written some threads on this before but they tended to be very user unfriendly, and I am also really enjoying the strides FM has taken recently towards being more "naturally football-like" rather than a good but very abstract simulation of football. In that vein I want to produce a guide to developing youngsters that does two things:

A: Actually works and people can follow for success.

B: Discusses player development in a wholly "football-like" way.

Player development is one of the toughest parts of the game and for very good reasons. It requires a lot more attention invested into the day-to-day going-ons at your club, it is very long term with very few quick results and quick feedback, and it requires a great deal of risk taking and faith in players. While most of us will have developed the odd gem every so often, few of us will have managed to replicate the feats of Wenger and Ferguson when it comes to consistently developing First Team players as well as a whole raft of other players that can be found playing in teams slightly below the top 3-4 teams in European Leagues.

I think the reasons for this are obvious. First of all player development is not *easy* in and of itself. It's not necessarily difficult but it's not a plug and play element of the game. You get back what you put in. Secondly FM itself ingame rewards football thinking while almost all player development debate and discussion revolves around min-maxing and mechanic busting and long complex discussion about abstract concepts. No one has yet written a footballers guide to player development in FM that is good enough to actually help people.

I will break this guide down into the following sections for ease of use and ease of referrence, and to stop myself wandering a bit towards the end like I tend to do:

Section 1: Why Develop Players?

Section 2: What Can You Expect?

Section 3: What Do You Need?

Section 4: Preparing Players.

Section 5: Developing Players.

Section 6: Conclusion/Final Thoughts.

Section 1: Why Develop Players?

The main reason why managers start to develop players is money. Cristiano Ronaldo cost Manchester United a heck of a lot less than he cost Real Madrid and even if Ronaldo was earning £10 million a year at Manchester United in wages the club would still have made an overall profit in his sale on top of his contributions to the team. This crucial financial element never changes and is one of the key factors that should always be taken into account when starting the whole development process at your club. The manager should start developing players based on the idea that they can be sold atleast for as much as they cost the club during their time at the club. Youth Development is all about a zero sum game in terms of cash, with the odd gem that makes the entire process profitable whether he is sold for megabucks or kept as a first team player.

It is unearthing this gem from an overall no cost or minimal cost process that is the point of youth development. Instead of spending £25 million on a winger, you spend £25 million and recover £25 million over a period of several years of youth development and eventually unearth that winger, or discover someone else that benefits your team and allows you to play with some other winger in your team or even without wingers. It's about improving your team for the minimal cost possible.

Some clubs are in a position not to have to do this due to having megabucks, some clubs are in a position where this is all they can do to keep competing at a specific level. Other clubs are in a position where they don't have to do this but can't afford to let gems pass to their rivals and develop into players that become awesome for the opponent team. Youth development is a key part of the whole football process going on in FM. Believe me when I tell you that you will regret it when you arch rivals suddenly line up against you with some Off-The-Ball 18, Anticipation 18, Composure 18, Finishing 18 teenage forward that you hadn't spotted in the game before.

In my current save precisely this happened recently. A youngster that looked a bit promising but was very young and a bit of a risk turned up at some obscure Dutch club and the top sides in my league were all keeping an eye on him. None of the top sides made a bid and he went to Tottenham. A couple of seasons later he turned up in the Tottenham line up looking like the following image and the top four let out a collective d'oh. Klinsmann is in charge of Tottenham with his 20 Motivating and I play them next with one first choice Centreback suspended and the other first choice Centreback unfit after just returning from injury. Yay.



He might only be third choice forward with those stats in my club, but I would still rather own him and then sell him to Valencia or Roma rather than see him line up for Tottenham and potentially move to Chelsea, Arsenal, Barcelona or Milan.

Regardless of whether I want to develop players, am any good at developing players, could be bothered developing him etc. let Tottenham develop him was a management error on my part. It was a player development error. Player development can also be a very active and front line part of the contest between clubs. It might start off as a financial issue but as you spend more time with this area of the game it starts to grow and develop itself in terms of importance and function. The financial basis for player development starts to evolve, into a battle for who can find the next gem and for who can deny the competition access to the future stars of the game.

The financial issue might be the basic reason for developing players, the race for the next generation of top players and denying rivals the next generation of the top players might be the "mid-game" aspect of player development, but eventually when you spend even more time on this area of the game the reason why you should develop players evolves again and take the game to a whole new level.

The truth is that the main reason why you should develop players is remarkably simple. It vastly improves the game as an interactive experience. It radically enhances the experience and enjoyment of the game. Once you start getting youth development and player development working well then your club literally becomes a group of players that you are moulding, manipulating and interacting with regularly to push your club forward. It's only when the majority of your time in FM is spent moulding and developing and evolving both your players and your team that FM truly spreads it wings as the greatest management simulator around. Players turn from spreadsheets into characters, characters you can radically adapt along certain lines while along other lines retaining key crucial traits that are a nightmare to adapt. Thus players can greatly grow under your management yet still retain their own individuality and unique behaviours.

And once you get to this level in FM you no longer see dots or dodgy looking stickmen in your replays, you see people, you see individuals, you see carefully sculpted and brilliantly simulated players. And this is when FM becomes a work of utter genius and a computer game that for a football fan is without rival.

Section 2: What Can You Expect?

Me enthusing loudly and prolifically about FM is nothing new and so the question "that's all great and all but does it actually work out that way?" is completely valid. It is important to know whether or not the effort and attention required to involve yourself in Player Development can actually pay off, and indeed what sort of returns can actually be expected? Because surely if one gem is developed every ten years, a First Teamer every five, and someone for Backup every 2 then it is hardly worth the time and effort getting the sleeves rolled up and micromanaging a whole bunch of extra players.

This is one hundred percent completely valid and so this section of the guide is devoted to showing what can be done in game when you commit to the player development process. This section will show what I have achieved in my current save obviously using the very approach I am writing about in this guide.

I will tell you that what you can expect from Player Development is very, very impressive atleast in the first decade or so of a long term save. What I have achieved in my current save is beyond anything I have achieved before by a large margin and I take great pleasure in stating that this save was done 100% "pure" with no sneaky peaks at hidden attributes or PA values or any of that sort. It is actually quite interesting to me that the save where I put down the utilities that enabled me to see the guts of the game, see the workings of players and formed some of the basis for all my previous guides on different areas of the game is the save where I have run my club almost to perfection.

I was at the heart of a lot of discussions on mix-maxing and this and that, which I now find ironic because although it did furnish me with a lot of knowledge about how things work, I have found that how you achieve maximum success in FM is by treating it on entirely footballing terms. All my recent guides and threads now follow in this vein, and it is because I am thoroughly enjoying this football game even more by treating it like football.

What you can expect from youth development when you approach it with detail and commitment and on footballing terms is the following:

These are all the players in my *First Team Squad* I have personally developed in my six seasons at Manchester United in my current save:

Defenders





Midfielders


14. Ricardo Ramírez Defensive Midfielder, Midfielder (Centre), Man Utd
Profile Stats Training Reports Comparison History Notes
Attributes Positions Personal Contract Transfer
Squad Transfers & Contracts Scouting
Player Profile
Attributes
Show recent a
Defending Mental Physical Aerial Speed Technical Creativity Attacking
Mexico
42 caps / 11 goals
23 years old
7.7.1992
5'10"
11 st 13 lbs
Right Only
Preferred Foot
£60,000 per week
30.6.2020
£16,000,000
Estimated Value
Technical Attributes
Corners 12
Crossing 11
Dribbling 16
Finishing 10
First Touch 17
Free Kick Taking 11
Heading 10
Long Shots 17
Long Throws 4
Marking 16
Passing 20
Penalty Taking 16
Tackling 16
Technique 15
Mental Attributes
Aggression 10
Anticipation 19
Bravery 13
Composure 19
Concentration 15
Creativity 18
Decisions 17
Determination 19
Flair 11
Influence 8
Off The Ball 15
Positioning 18
Teamwork 14
Work Rate 18
Physical Attribut
Acceleration
Agility
Balance
Jumping
Natural Fitness
Pace
Stamina
Strength
Other
Goalkeeper Rati
Condition
Last 5 Games
Morale
Selection Details
Bans Banned for one French match (6 yellow cards)
Fitness Fully fit
Statistics Apps Gls Asts MoM Yel Red Tck Pas R Drb Sh Tar Fouls
Non Competitive 0 - - - - - - - - - -
League 7 1 1 1 0 0 4.90 77 % 1.14 20 % 9
Cup 0 - - - - - - - - - -
Continental 1 0 0 0 0 0 3.00 86 % 2.00 - 1
International 1 0 0 0 0 0 - - - - 0
Overall 8 1 1 1 0 0 4.63 78 % 1.26 18 % 10
15. Jonjo Shelvey Attacking Midfielder (Centre), Man Utd
Profile Stats Training Reports Comparison History Notes
Attributes Positions Personal Contract Transfer
Squad Transfers & Contracts Scouting
Player Profile
Attributes
Show recent a
Defending Mental Physical Aerial Speed Technical Creativity Attacking
England
32 caps / 6 goals
23 years old
27.2.1992
6'1"
11 st 0 lbs
Right
Preferred Foot
£50,000 per week
30.6.2019
£20,500,000
Estimated Value
Technical Attributes
Corners 13
Crossing 10
Dribbling 12
Finishing 15
First Touch 17
Free Kick Taking 13
Heading 10
Long Shots 12
Long Throws 8
Marking 11
Passing 18
Penalty Taking 12
Tackling 11
Technique 17
Mental Attributes
Aggression 10
Anticipation 16
Bravery 8
Composure 19
Concentration 14
Creativity 18
Decisions 17
Determination 19
Flair 14
Influence 14
Off The Ball 18
Positioning 13
Teamwork 13
Work Rate 18
Physical Attribut
Acceleration
Agility
Balance
Jumping
Natural Fitness
Pace
Stamina
Strength
Other
Goalkeeper Rati
Condition
Last 5 Games
Morale
Selection Details
Bans 1 yellow card away from a 1 match ban (international)
Fitness Match fit
Statistics Apps Gls Asts MoM Yel Red Tck Pas R Drb Sh Tar Fouls
Non Competitive 4 (2) 0 5 0 0 0 2.16 78 % 3.24 37 % 0
League 3 (2) 1 3 1 0 0 2.59 74 % 0.32 55 % 3
Cup 2 1 0 0 1 0 8.13 82 % 1.08 50 % 3
Continental 4 0 2 0 0 0 4.01 70 % 0.27 16 % 2
International 4 1 2 0 1 0 3.75 84 % 2.50 54 % 5
Overall 9 (2) 2 5 1 1 0 4.38 74 % 0.46 41 % 8

Forwards





The oldest player here was 19 at game start, the youngest was 12 and is therefore a pure newgen, infact I believe only two out of the six here are real players but I could be wrong. I personally hunted out each of these players and had to buy them all. They cost me a grand total of £25.8 million altogether and are now worth £98.6 million altogether. That is an increase of £72.8 million in *six years*. Four World Class players and two highly excellent young defenders that look as if they too will become World Class. That's over half a first team for a World Class club like Manchester United in only six seasons, and the sixth has barely started.

You will notice that these players are all busy players. By busy I mean that when they play they tend to do *something*. My fullbacks both have assists from two starts, my striker has 8 goals from 5 starts. Even

the underperforming Douglas Costa has two assists in 7 appearances. These players are not for show they are for winning football matches and you will notice that every single player barring the youngest has a Determination score of 18 or higher. I am infact packing two 19's and a 20 Determination in a bunch of players that came to my club at age 19 or younger. These players are top, top level footballers.

If I can do this so can you, but I will be honest and say I do not expect the vast majority of you to pour over the details of the game like I do. I do pay an enormous amount of attention to detail and consider every weakness anywhere in my club to be an error made by me. But like I said the games gives back what you put in, so it is up to you. Take a year to play six seasons and you too can produce players of this calibre on a regular basis. It is entirely up to you.

Reply | **Reply With Quote**

15-04-2011 21:50 #2

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

Section 3: What Do You Need?

In the words of Roy Keane "Fail to prepare, prepare to fail". Preparation is king in FM but is all the more so crucial when it comes to Youth Development because the pre-existing youth team mechanics are awful. The best, top level, maximum quality pre-existing youth team setup in FM is a bunch of players sometimes playing a few really poor games that are kicked into the reserves when they are too old and replaced by a bunch of randomly generated teenagers. That's the greatest youth system in the world if the manager doesn't get involved and sort it out. It is horrific.

I will tell you a few other things about "inherant" youth development in FM. The average club setup is not merely not conducive to Youth Development, it actually inhibits Youth Development. If your first action when you take over a club is not a root-and-branch re-organisation of the club and you just go along tweaking a few things here and there to the basic setup of your club then you will never be able to develop youngsters remotely well.

The truth of the matter is simple. To develop youngsters to the level I have done in the preceding post you must turn your entire club into a Youth Academy with a First Team sitting at the apex. This more than anything else is the real challenge in youth development. To consistently develop World Class youngsters you need the ability to turn your club into a World Class youth Academy. If that sounds like too much effort that is fine. This thread is about ultimate success at a more marginalised area of the game and is thread for the hardcore FM gamer. You get back what you put in and there is no wrong in putting in great or little and getting back great or little. It is your choice.

Keep in mind that lower level clubs are not going to be able to achieve high level results, so scale appropriately. I don't play much lower level football. I perfect my management ability at the club I support.

Because this section contains the meat, the guts, the main content of this thread I will subdivide it into further sections for clarity:

1: Scout Network.

2: Club Composition and Relationship Between Squads.

3: Mentors.

4: Feeder Clubs.

5: Staff Members.

6: Training.

Subsection 1: Scout Network

Youth development begins with building up a scouting network capable of finding you good high potential young players. Make no mistake that the usual influx of random youth players *will cost you money and take up starting positions that better youngsters could use*. You are not running a charity here. Most of your youth team really should be made up of the best players you have spotted around the world and managed to pinch on the cheap and you should be willing and even eager to get rid of any dead wood in your youth team to make room for better players. If you keep rubbishy players at your club and then sell them, away goes a Homegrown slot from your First Team Squad. A quality player signed early from abroad will become Homegrown and actually play in your First Team Squad. Keep this in mind.

A scout network is basically a "net" of eyes to quickly find lots of youngsters, backed up by a few trusted scouts to send out to give back detailed reports on their actual qualities and potential. The key is to find

and highlight youngsters as quickly as possible, as early as possible, and to try and not leave any gaps in your "coverage" for gems to slip through and for opponents to find first.

Coverage is relatively simple and quite sneaky. Assume that many tens of thousands of other scouts are out trawling through the world looking for gems and that players prefer to go to the better clubs in the higher reputation leagues. So in theory quality players should slowly filter up through the leagues and eventually find their way to the top clubs. This means that you want to put good scouts to work watching the best leagues for any players that filter up through the football pyramid. If you put a scout to work scouting La Liga then you are pretty much getting the benefit of every scout in La Liga, albeit the player you find will probably cost you more. However this means you are unlikely to "miss" the rise of top talent completely. You might just be a little late to the party.

That doesn't get them early though, that just stops you being completely unaware of them. To get players early you need to go scouting as many Youth Leagues as you can afford to send scouts to, and you definately want to scout those youth leagues/nations that have a tendency for producing excellent youth. Like Brazil for example. Even if they are not loaded up they will still produce regens and newgens.

A top class scout network might be allowed 18 scouts.

I would distribute them like this:

Truly awesome ultimate scout with superb reputation is your "Head Scout" and I would send him to scout "World" while his real job is to go and watch three matches of every interesting player that turns up in another scout report. I have two of these guys for increased speed of compiling multiple scout reports and for double the likelyhood of a "World" search actually finding a good player. It's quite rare.

Good scouts in all of the top leagues in your game. Premier League, La Liga, Serie A are no brainers. You can quite feasibly stop there with scouting the top leagues if you like. In theory all the best players in the game should eventually end up there. For early spotting you might want to go for Brazil, Argentina, Holland as well although the Dutch seem to be underwhelming in FM for youth production. Having said that our friend Fritz Michels is Dutch so you might want to ignore me on that point.

The rest of your scouts should be set to scout as many youth leagues as possible, including a couple from your own domestic leagues. The key here is not so much the quality of the reports but your scouts viewing a huge amount of youngsters in a short period of time so you can use the Transfer Filters to find good targets. It's far more effective to be able to look through the attribute panels of hundreds of players rather than waiting for good reports on tens of players, albeit a lot more time consuming for the player. The filters help though, and you can find players for positions easily enough.

However you choose to set up your scout network, scouting is utterly vital. A club that is very good at developing youngsters is a club extremely active in the transfer market. You are just buying and selling for your youth team.

Subsection 2: Club Composition and Relationship Between Squads.

While all youth development begins with an effective and efficient scout network, the most vital, crucial, core aspect of youth development is how the manager organised his club. This is what separates the wheat from the chaff, literally. Do you have a handful of wheat or several piles of chaff?

A club is not composed of two or three different clubs. A club is composed of two or three different types of matches and a whole bunch of players trying to improve themselves and win football matches. The most important thing by far when it comes to Youth Development is to completely wipe away the prior conceptions of "First Team, Reserve Team, Youth Team" and instead have a single united club where every player is known by the manager, understood by the manager, developed by the manager, and has a place in the overall heirarchy of the club. The worst thing a manager can do is have too many players for the amount of matches his club plays, or have too many players for his management ability.

There is a simple test to find out if your club is poorly organised:

Go into a save that is at a very busy time of the season, such as Christmas in the Premier League. Go into your First Team Squad and click the filter options and show Reserve Team, Youth Team and tick "Hide Unavailable".

If there are any players that Lack Match Fitness in your entire club that are not just back from a serious injury then you have *far too many players* for the amount of football at your club.

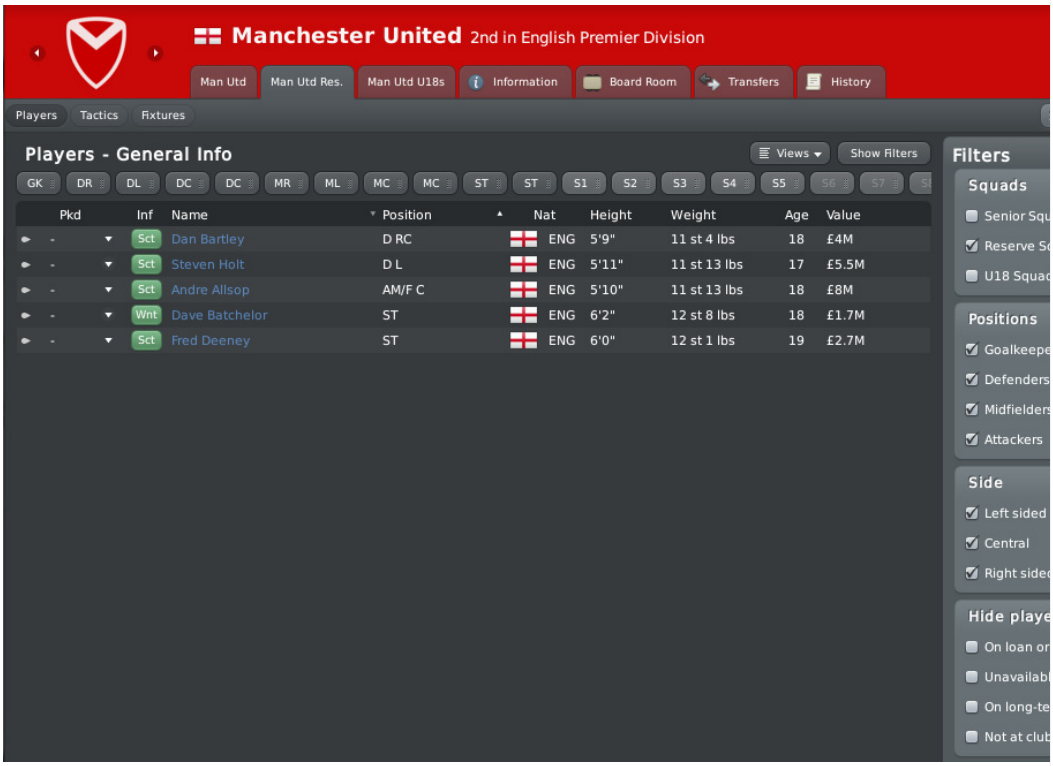
If there are any players you don't recognise and know nothing about then you have *far too many players* for your personal ability to manage.

It's that simple. Youth development relies entirely upon having a club size and club composition that you can *manage*. If either of the two apply to you then you need to start taking the axe to some contracts if you want to effectively develop youngsters.

The next thing to realise is that the only difference between all the different squads at your club is that First Team Players wont get picked for the Youth Team, and the Reserve Team Players wont get picked for anything but the Reserves. Having players in the Reserves is a bad idea. Players in your Youth Team will be picked for Reserve Matches and players in your First Team you select for Reserves will play in the Reserves. This means more football for these players, and football is good for footballers.

The only difference between players at your club should be those players that will play Youth Team and Reserve Team football but are unlikely to play many First Team games, and those players that will play First Team and Reserve Team football but not many (or any) youth team games. That should be the only difference. And between all those players you should have a nice, balanced, deep squad of say 4 or 5 players per position to play all the football your club is involved in.

Let me show you what my Reserve Team looks like:



And here is my *club*, i.e. all the players I am managing this season:





Now this isn't Christmas time this is September, a month after the season kicked off. The only players *at my entire club* that are not match fit are Vidic and Evra who got injured a good few weeks ago. Infact my current management decision is to play the unfit Vidic because Chiellini is suspended or to not risk someone who will be badly off form even if he is awesome, and wait for a reserve game to get him fit? But that is for a different thread.

The composition and relationship between squads at my club is *absolutely key* to my success at player development. If you look through my *club* you notice it is extremely strong without being superfluous and unwieldy. I have five Goalkeepers at my club playing all the football at my club ranging from my 42 year old decrepit backup veteran that barks orders at my defence to my two 17 year old hot prospects taking turn about in the under-18's. I went slightly overboard with the Rightbacks because my Rightback slot was weak, but I found a few peaches in that pile and it's no bother to me to send a few packing.

That's 50 players at my club playing in 3 different types of matches, or slightly under five players for each position on a football pitch with three games a week on average. That's a *good* squad. That's a really well

organised club. That's a proper heirarchy that is reaping immense rewards.

This, in my opinion, is the biggest difference anyone can make to their club, whether it is youth development or squad discipline or competition for places or club morale or finance or anything. This mind-numbing "first load" trawl to actually set up a *football club* is in my opinion the best and most important thing I do in any save, and once it's done the first time it's oh so simple to keep going and keep running and really rewards with vast dividends in almost every area of the game.

You don't have to manage the Youth and Reserve Team matches (I most certainly don't, I would only be starting season two if I did) but always remember your job is to manage a club, not a squad.

Subsection 3: Mentors

This is a crucial part of developing individual players and this is one of the areas where a well organised club like shown above reaps absolutely immense dividends. Mentoring is crucial because it develops and improves a players personality and attitude to all aspects of football, from on-pitch "Determination" to pre-match handling of "Pressure" to media "Controversy" and such things. Mentors are the key to maturing players because players tend not to mentally mature much on their own in FM. Maturing a players personality and attitude is crucial to improving his performances, which not only makes a great deal of difference once he turns into a £40 million superstar, but also actually enables him to get there instead of becoming a "nah can't be bothered today boss, and by the way I want to leave because you said I played poorly last week" dud.

A well organised squad like the one above, with on average five players per position and most players in the First Team Squad, will automatically give you nearly one mentor for every youngster at your club. This means that the vast majority of your players in your Youth Team will be getting mentored for as long as they are at your club.

This is another truly vast asset to player development, and is produced and enabled purely through intelligent and rational club organisation. It makes sense to have five goalkeepers at your club and so your two youngest goalkeepers can automatically be mentored by your two most mature, and so on. This is where you start to see signs of the "conveyor belt" system I described for Arsenal and Manchester United in real life start to appear in your own save.

The "rules" for mentoring seem straight forward and I can tell you that I know for a fact they are different to the general consensus.

1: There seems to be no age limit for mentoring a player. Maybe 30 but I have not seen that as I have no 30 year olds that need mentored.

2: A mentor can be the same age or older than the mentoree, but it doesn't look like it happens if the mentor is younger.

3: A mentor must be considered "better" than the mentoree in the eyes of the footballing world.

4: They must play in similar positions.

5: Players that fit all the above but where the Mentor has a really different personality to the mentoree, will fall out.

6: If you mentor a player with someone with lower Determination, it will drop. This can sometimes be okay if you want him to mature in other mental areas, and then mentor him with a Determined chap later.

I'm not going to speculate on what the different options do. I pick "perfect model" for all my players because my First Team Squad is so awesome and we have such a great relationship. That's still the most important part of the club and I know that well.

Subsection 4: Feeder Clubs

The feeder club is a huge asset for the manager. It allows you to keep more players than you can effectively manage on your books, while offering furthered development for those players that gain little from youth and reserve football but are not good enough to get many First Team starts. Look through your own club for players "severely lacking match fitness". Those are places in your squad that could be being filled by youngsters on loan to a feeder club of your choice.

There are two "types" of feeder club to the youth development manager. These have nothing to do with ingame represenation or "mechanic module" or anything else, but are entirely based on the practicality of managing a squad. Once you learn to develop youngsters you start to understand what a club needs to have even if there are no obvious clues in the game or the manual to tell you this before hand. That's why I'm here.

The two types are:

1: The holding club for players that are not great but you don't want to sell yet. Players you think have awesome potential but need a vast amount of your attention to develop and you can't give them that attention yet.

2: The development club for players that are good but need regular football at a level much higher than your reserves to kick on and start fighting for a place in your first team squad.

Alot of people give the choice of league a heap of consideration. The choice of league is easy, a league below you for the development club and two leagues below you for the holding club. Choice of league is obvious, what really matters is *choice of manager*.



My players go on loan to develop, and the last thing I want is a manager that can't see their skills and has a habit of constantly falling out with players. I want a manager that can the best out of these players, and in Owen Coyle I have picked a gem. Best manager in the league bar none, and the perfect man to manage the guys I send on loan. It doesn't matter how the club does, I know the manager will do my players well. That's what matters.

It all seems so simple doesn't it? You get back what you put in.

Subsection 5: Staff Members

Staff members that are involved with Youngsters follow the same principle as above, they must be capable of handling youngsters and motivating them, and either training them well or helping them to results in their matches. Good performances and good results equals increased development. A good run the Under-18's Cup is worth it's weight in gold development speaking.

Youngsters tend to be a difficult bunch to handle. Their personalities are not developed and they are rash, brash, bold and pretty stupid. Any long term member of this forum will agree with me. It's important to surround your youngsters with the right people, not simply people with the attitude you want to see in players but people with an attitude that is forgiving to youngsters, that works well with youngsters.

And perhaps the most important facet of this issue is the man you pick to manage the Youth Team Squad.



This is the man I specifically headhunted to be Youth Team Manager at my club. He plays a similar style of football to me, Adventurous with Zonal Marking and Mixed Pressing. He plays 4-4-2 while I play 4-4-1-1. I can be confident that the Youth Team match feedback I get and pore through makes sense to my team. But most importantly he is a perfect judge of potential, a great handler of people, a good disciplinarian and motivator with sound tactical knowledge whose forte is youngsters.

I consider myself extremely lucky, privilaged, and potent to have this man managing my Youth Team, but it was me that hunted him out.

Subsection 6: Training

This is a test of two things: Your patience and your desire.

Training is far from the most user friendly area of the game but that doesn't diminish it's importance. Training is crucial in the development of young players. There are two points to this process:

1: Finding and training the position that best suits his attributes.

2: Highlighting and focusing on both his greatest strengths and his greatest weaknesses.

Some players emerge in such a way that they are clearly not suited to their initial role. You can either write these players off or you can train them to perform in the role they are built for. All it takes a good eye and the patience to look through your players profiles do to the latter. And often the latter is worth it. I have seen many horrible Centrebacks that look like excellent Fullbacks. Same in midfield with many horrible CM's looking like ideal WF's. It sounds like an FM weakness but complaining doesn't achieve results unless you are lucky enough to be listened to for the next version. Either way it doesn't help your current save.

Highlighting strengths and weaknesses however is more "natural" and more "important". You are not trying to train a "God of football" from the youth team, your task is to shift meagre attribute changes around in such a way that this player is capable of doing some kind of job in a better team. The bottom line is that if he can't do any kind of job well then he is doomed regardless of PA, he simply wont perform well enough while he sucks to gain the required increases. Your job is to take an epic potential youngster and turn him into a rather one dimensional useful player, because that's when he can start racking up starts and performances that carry him forward.

Reply | **Reply With Quote**

15-04-2011 21:52 #3

SFraser

Semi Pro



Join Date: 19th September 2008

Section 4: Preparing Players

In the previous section I explained what you need to develop players. Now I will explain what comes after the ground work has been set, and that is the fundamental, crucial, integral elements of actively developing them. The first and greatest of these is Preparing Players. After you have turned your club into

Posts: 2,664

a Youth Academy and set your mind to task of developing players, the first and most vital active thing you do with any player is prepare them to develop. This is by far the most important step you take with indvidual players. The club you build gives you the greatest environment for development, but hoe you prepare players is what defines whether or not each individual player can achieve his potential in that environement.

Understand what I am saying here. You have build an evironment that is productive for youth development, a significantly potent system for guiding players through every stage of their development. But for each individual player nothing matters more than you how well your prepare them to undertake this journey. Preparing players is the most crucial element of any individual players journey.

Without any shadow of a doubt the most crucial thing in the preparation of each individual player is the development of their personality. There is a player development "rule" that I follow to the letter, that is borne out from several years of investigation into development and training and reputation and myriad other "under the hood issues". You don't need to know the detailed mechanics because I don't pay attention to the detailed mechanics. What matters is the core footballing principle. Player development depends on the relationship that follows:

Personality x Match Experience x Level of Football.

This is the player development "triangle" as I harp on about at great length. It matters. Nothing matters more to the development of any individual player. Regardless of which league you play in, who you want to improve, what you are doing, anything. Regardless of all things whenever you want a player to actually *improve* this is what matters.

And because it matters so much it has two clear consequences:

Players benefit most from their time in your Youth Team and Reserves when their personalities are developed as much as possible.

Players benefit most from their time on loan when their personalities are developed as much as possible.

In short players benefit the most at any level with any quantity of football when their personalities are developed as much as possible. This makes preperation both an easy and a nailed on "you-must-do-this" issue. You simply must develop personalities as soon as possible. Developing personality doesn't require match practice, it doesn't require a level of football, it requires only mentors. Mentors are key to all development. Mentors define youngsters.

I have an unwritten rule at my club (Manchester United, I'm sure most of you spotted that). That rule is that anyone under Determination 13 will fail, anyone over Determination 16 will succeed. Failure might be he is sometimes awesome but usually ****, success might be he is always average, but anyone between 13 and 16 is a loose cannon and anyone under it someone I cannot trust. At any stage of development and First Team behaviour.

This is a profoundly crucial issue. I have sent many Determination 17 players to my "holding feeder club" because their skills sucked, and I always get messages about "League One Player of the Month". I have sent a lot of quality youngsters with Determination 13 to the Championship and they come back saying they would have learnt more at Old Trafford.

Because of that I have a simple rule now. If your Determination is under 15 you don't go on loan.

This matters, Pay attention to it. It's one of the reasons why a well organised club is king.

Section 5: Developing Players

This section is where most people start their development of Youngsters and I end my development of Youngsters. It's also where most people end their development of First Teamers and I start my development of First Teamers. You see most people take a profoundly narrow view of development of players, from the age of 19 to 21 roughly, while my view of development of players ranges from 15 to 41. That's the youngest and oldest players at my club.

Developing players is not a race. It is a marathon. Developing players is not consigned to the young, it is more than possible in the mid-career players providing your club has the "assets". Player development might start with doing your damndest to get some youngster into first team contention, but it only ever ends when you have built the perfect player in every way possible. And this doesn't happen.

I think it is important to understand that player development is an integral part of gameplay with every player you have. Whether young or old it doesn't matter, the point is the same. But seeing how this is

thread on the development of youngsters I will go with that vein.

The most beneficial thing you can do for a youngster, after you have done all what I described before, is take risks with him. If you followed my advice and scaled down adequately then quite simply nothing is more beneficia; to player in your club than a first team appearance. And this sole fact produces a great deal of strategy and usefulness.

For example I play a 4-4-1-1. I have two quality strikers of reasonable age and a third backup striker that is an OAP. I am quite comfortable in going 4-4-2 when the opposition goes 4-4-2 or has an inferior midfield. This means I have a slot for a fourth striker.

My fourth striker is obviously a chap from the Youth Team, but he isn't my best youngster. My best youngster is on loan, this fourth spot is for a lad I want to pump his attributes personally. It's for that "if/but/maybe" forward I want to both observe closely and also give the maximum opportunity to. My best young striker plays for Owen coyle, he will get to be under my management next season. This season i'm comfortable to take risks with a guy I like but that hasn't made the advances I want. If he doesn't develop with this opportunity at his back then he never will.

Section 6: Conclusion/Final Thoughts.

And that folks is how I develop youngsters. It's not short, it's not simple, it's not plug and play but *by God is it football*.

Reply **Reply With Quote**

15-04-2011 22:27 #4

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

Hope you guys can translate the drunkeness

Reply **Reply With Quote**

15-04-2011 22:47 #5

FyB

Amateur
Join Date: 16th October 2007
Posts: 79

Another awesome post!

Reply **Reply With Quote**

15-04-2011 22:48 #6

R0ca

Amateur
Join Date: 16th October 2008
Posts: 382

> Originally Posted by **SFraser**
> *Hope you guys can translate the drunkeness*

Just about!

Question, When scouting young players, who are rated highly by your excellent scouts but suffer from many "holes" in there attributes how do you respond?

Do you take the scouts word and buy them up? or do u pass?

I'm just wondering where you draw the line in the sand.

Reply **Reply With Quote**

#7

15-04-2011 22:59

retslagoon

Amateur
Join Date: 17th December 2010
Posts: 51

Well well, very well SFraser, as usual.

Quick question
1. When you sending out youth players to another clubs, should we look their training facilities though they said they'll make our youth players into first team squad? The only one thing I know that youth players would be getting great experience in competitive matches and maybe bad training facilities won't be bothering their development since they got experience as first team squad. Correct me !
2. Is there any problems if we teaching them PPM in early age ?

p.s. sorry for my poor English because English is not main language in my country

Reply | Reply With Quote

15-04-2011 23:02 #8

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **R0ca**
> *Just about!*
>
> *Question, When scouting young players, who are rated highly by your excellent scouts but suffer from many "holes" in there attributes how do you respond?*
>
> *Do you take the scouts word and buy them up? or do u pass?*
>
> *I'm just wondering where you draw the line in the sand.*

Personally speaking I don't like any "holes". Some weaknesses are better than others but any true "holes" I don't bother with.

Having siad that it's not always so easy to tell. What you think is weak could be god of football in ten years.

Because it's up to you to sign the guy, your eye matters. Look at the first post with Michels, he signed for Tottenham..

Reply | Reply With Quote

15-04-2011 23:07 #9

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **retslagoon**
> *Quick question*
> *1. Manager*
>
> *2. No.*
>
> *p.s. sorry for my poor English because English is not main language in my country*

No worse than mine after a few beers, and I like beer

Reply | Reply With Quote

15-04-2011 23:18 #10

R0ca

Amateur
Join Date: 16th October 2008
Posts: 382

Ya, that player interested me alot, i'd love to see his stats when he first generated to see the level of progression, I'm not sure if the system has been revamped but the vast majority of newgens im seeing on my game FM2011, are all over the place in terms of distribution of stats.

Reply | Reply With Quote

15-04-2011 23:51 #11

warm

Amateur
Join Date: 3rd September 2007
Posts: 51

[QUOTE=SFraser;6704432]**Section 3: What Do You Need?**

In the words of Roy Keane "Fail to prepare, prepare to fail".

Ha ha! Very, very funny.

Reply | Reply With Quote

16-04-2011 03:39 #12

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

Wonderful posts are per usual SFraser. Now you're focusing on the aspect of the game that is my #1 priority.

Your opening worried me - talk about the purpose of youth development being the benjamins was depressing, but then you got to the real essence - the sheer pure joy of finding a kid at Upper Netherwallop Rovers and nurturing him for a decade until he scores the winning goal in the Champions League final.

One key point that you need to make is that you are playing an FM10 save. Mostly it makes no difference, except for tutoring, which is somewhat cocked up in FM11 even post 3 patches.

A real revelation for me concerns your insight into sending kids out on loan. Your key claim being the manager's attributes are key. This has never been suggested before. I assume it applies to loanee clubs as well as feeder clubs (Bolton is surely not your feeder club, even in 2015!) Can you offer any further evidence to support your insight, given that it is so original? Are the most important attributes man management/working with youths, or do you consider others?

Another point I hadn't considered is the U18 Cup. I'm managing FC United and the U18s can walk their league. In the cup this year they went out to Bolton U18s; last time it was Doncaster. I can see that playing Bolton's U18s would give much greater experience than playing against Curzon Ashton's U18s. I will try to put out my strongest U18 squad in future cup competitions so that they can play against more higher level youth squads.

> *Because of that I have a simple rule now. If your Determination is under 15 you don't go on loan.*

Just to clarify lest someone miss the point: you keep them to tutor until their determination increases, THEN you send them out on loan.

I've just had a thought - bit leftfield this, and it may not be so relevant to a club like Man Utd (but maybe it is). In real life, SAF uses the loaning system to brilliant effect, developing Welbeck, Cleverley and Macheda that way. I can't do that with a low-level club. However, higher level clubs are snooping around my best youths who are in my first team squad, and I'm dishing out 'hands off' warnings all the time. I'm thinking I might offer to LOAN one or two to high-rep clubs, or even sell them with buy-back clauses. Does anyone think this would be feasible and enable the players to develop more (even if they don't get any first team action but are in youth squads 3 or 4 levels higher than me) before returning to me?

Last edited by phnompenhandy; 16-04-2011 at 03:59.

Reply | Reply With Quote

16-04-2011 07:19 #13

Coentrao

Amateur
Join Date: 23rd February 2010
Posts: 929

Awesome read as always SFraser.

Though as phnompenh said, Tutoring seems to be a lot more limited in FM11, there's an annoying cooldown and players older than 21 can't be tutored which means you need to start quite early on them.

One problem that i always end up is the lack of tutors since i always start with lower teams and it's harder to sign great tutors for that kind of teams.

Reply | Reply With Quote

#14

16-04-2011 09:25

dz47

Amateur
Join Date: 14th July 2008
Location: Australia
Posts: 630

I was wondering why you'd been so quiet in the last few weeks SFraser. Should of guessed you were up to something! Great thread and has got me motivated to start a new career game with Arsenal (Fm 2010) and focus on youth development. I have a question for you regarding what you do in the first season with older rotation status players who are not good enough for first team and have limited use as mentors (eg for Arsenal, your Rosicky's, Diaby's Denilson's etc). Would you see these guys as still having a role to play in the first season at least until you can bring in some quality youngsters to take their 'rotation/backup' squad spots? Or would you sell them on?

Reply | Reply With Quote

16-04-2011 11:59 #15

lucatonix

Part-Timer
Join Date: 17th December 2008
Posts: 1,017

The only thing I would point out is that there is an age limit on tutoring in FM11, but not in FM10. In FM11 players above 21 cannot be tutored.

Reply | Reply With Quote

16-04-2011 12:30 #16

Tommy Styles

Amateur
Join Date: 26th June 2009
Posts: 132

Was waiting for this one! Started compiling info already myself, but am 100% sure that this is at least ten times better than what I could manage =D. Going to read the article now!

Reply | Reply With Quote

16-04-2011 13:56 #17

messi2009

Amateur
Join Date: 15th March 2009
Posts: 41

SFraser just brought Romelu Lukaku for my Arsenal team. He's 17 years old but i can't find anyone on the first team to tutoring him. Also what shall i do with him send him on loan to a afillates team or keep him in my first team squad

Reply | Reply With Quote

16-04-2011 16:18 #18

messi2009

Amateur
Join Date: 15th March 2009
Posts: 41

''The rest of your scouts should be set to scout as many youth leagues as possible''

how do you set your scouts to scout youth leagues

Reply | Reply With Quote

16-04-2011 16:42 #19

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

> Originally Posted by **messi2009**
> *"The rest of your scouts should be set to scout as many youth leagues as possible"*
>
> *how do you set your scouts to scout youth leagues*

add new assignment/competitions/[chosen nation]/under 18s

Reply | Reply With Quote

16-04-2011 17:09 #20

prince_capri

Third Team

Nice posts. I do have two questions though:

Join Date: 4th April 2006
Location: Its hard to stay mad...when there\'s so much beauty in the world.
Posts: 8,399

1) Semantics generally. In your OP, you mentioned that you should sell a player for how much it has cost you over its tenure with you? Wouldn't you agree that it is usually unlikely?

2) More to the point, Youth player contracts. Obviously, 'general' training categories are more intensive. Would you consider offering them a 'Full time general' contract to speed up their development as soon as they turn 17?

3) (Guess there is a third) You didn't mention how you pick out the best players in your youth setup. Do you review each player? Do you go on Club report (at the start of the season)? Or do you look at their Cur A and Cur P (ingame)?

Thanks

Reply | Reply With Quote

16-04-2011 17:37 #21

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

> Originally Posted by **prince_capri**
> *Nice posts. I do have two questions though:*
>
> *1) Semantics generally. In your OP, you mentioned that you should sell a player for how much it has cost you over its tenure with you? Wouldn't you agree that it is usually unlikely?*
>
> *2) More to the point, Youth player contracts. Obviously, 'general' training categories are more intensive. Would you consider offering them a 'Full time general' contract to speed up their development as soon as they turn 17?*
>
> *3) (Guess there is a third) You didn't mention how you pick out the best players in your youth setup. Do you review each player? Do you go on Club report (at the start of the season)? Or do you look at their Cur A and Cur P (ingame)?*
>
> *Thanks*

Whilst the OP is watching his team get embarrassed by their noisy neighbours, I'll chip in.

2. Always get your promising youths onto long full-time contracts as soon as possible.

3. Assman's report - both the squad profile screen with the stars, and scrutinising the individual coach reports. Also close observation when they get a chance of first team action.

Reply | Reply With Quote

16-04-2011 18:04 #22

lam

Part-Timer
Join Date: 1st June 2007
Location: London
Posts: 1,915

SI offered you a job yet?

Once again, another inspiring thread..... two quesitons:

1. Should I play Man U to get cracking at this quickly or my beloved Spurs..... which are limited to 6 or so scouts to start with?
2. 4411? Thought you played a 4231? (MCx2, AML/R)?

ps,..... I have started a new game because of this..... which happens most time you post something

Reply | Reply With Quote

16-04-2011 18:05 #23

lam

Part-Timer
Join Date: 1st June 2007
Location: London
Posts: 1,915

> Originally Posted by **messi2009**
>
> *SFraser just brought Romelu Lukaku for my Arsenal team. He's 17 years old but i can't find anyone on the first team to tutoring him. Also what shall i do with him send him on loan to a afillates team or keep him in my first team squad*

For some reason you can't always immediately mentor a new player.

Might have to leave it a few months or so.

It might have something to do with the player 'bedding in' and working out who he likes, admires and aims to be like..... just a thought.

Reply **Reply With Quote**

16-04-2011 18:07 #24

Iam

Part-Timer
Join Date: 1st June 2007
Location: London
Posts: 1,915

> Originally Posted by **prince_capri**
>
> *Nice posts. I do have two questions though:*
>
> *1) Semantics generally. In your OP, you mentioned that you should sell a player for how much it has cost you over its tenure with you? Wouldn't you agree that it is usually unlikely?*
>
> *2) More to the point, Youth player contracts. Obviously, 'general' training categories are more intensive. Would you consider offering them a 'Full time general' contract to speed up their development as soon as they turn 17?*
>
> *3) (Guess there is a third) You didn't mention how you pick out the best players in your youth setup. Do you review each player? Do you go on Club report (at the start of the season)? Or do you look at their Cur A and Cur P (ingame)?*
>
> *Thanks*

Answer: 3

Play with your screen columns and then either add assistant managers view on CA and PA or setup a mentoring screen, which I did, whcih has lots of useful things like personality, detemination, influence etc etc..... anything you thinkwould be usefull.

Reply **Reply With Quote**

16-04-2011 20:33 #25

Super-Man

Amateur
Join Date: 16th April 2011
Posts: 80

thanks for this it looks vrill time to test it out

Reply **Reply With Quote**

16-04-2011 23:40 #26

dz47

Amateur
Join Date: 14th July 2008
Location: Australia
Posts: 630

Few more questions SFraser if you don't mind. Firstly, does your youth team 'manager' have to be a youth coach (eg can it be a general coach who has all the required attributes but who refuses to sign a contract as a youth team coach?).Secondly, is there any problem with having your assistant manager take control of the youth team? And finally, is it possible for a coaches tactical style to change over time, and if so how? The reason i ask is i have looked up Dan Ashworth in my new start, and while he looks similar to yours (though obviously not quite as developed), he has 'stand off' for his pressing style. Is it possbile to change this by getting the youth team to play a tactic with higher pressing? Cheers

Last edited by dz47; 16-04-2011 at 23:58.

Reply **Reply With Quote**

17-04-2011 01:00 #27

drhay53

Amateur
Join Date: 8th July 2010
Posts: 110

One point SFraser, tutoring in FM11 is way different than in fm10. The biggest point is that age 24 is a cutoff value....no one under 24 can be a mentor and no one above 24 can be tutored.

Reply | Reply With Quote

17-04-2011 05:19 #28

mdbussen

Youth Team
Join Date: 6th June 2007
Location: WI, USA
Posts: 4,148

amazing post! Thanks for taking the time to share your FM knowledge with us lowly mortals

Reply | Reply With Quote

17-04-2011 08:09 #29

Tommy Styles

Amateur
Join Date: 26th June 2009
Posts: 132

> Originally Posted by **drhay53**
> *One point SFraser, tutoring in FM11 is way different than in fm10. The biggest point is that age 24 is a cutoff value....no one under 24 can be a mentor and no one above 24 can be tutored.*

A select few under 24 appear to be able to tutor, although I am not 100% about why this is and have not tested it myself.

I have a couple of questions for those more knowledgeable than me myself.

1. What are the stats you look for in youngsters? Obviously determination is a factor, but I always thought that Work Rate for example was hugely important as well. Are there other stats that are important guides to how well and how fast one will improve?

2. What is your main focus in training the youngsters? I know that physical is something that could be hugely boosted in FM10 before a player turned 24, but is this also your main focus or does it go more towards something like Tactical?

Reply | Reply With Quote

17-04-2011 08:40 #30

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

Tommy - my take:

1. Determination and workrate are the key visible attributes. In terms of their hidden personality attributes they need to be professional (and maybe ambitious; I'm not so sure about that). These can be increased through tutoring but they need to be decent to start with, so look for the clues in the scout/coach reports.

2. It's still the case that physical atts increase fastest pre-24, so the approach for FM11 is no different. But it also depends on your vision; do you want to replicate English history and produce fast powerful brutes with no footballing brains? Do you want tippy-tappy technical weaklings or what? My personal preference is to mould a *TEAM* of youngsters who are tactically aware, so I do put more emphasis on tactics and mental development that has to be at the expense of a degree of technical and up to a point physical development. These are the kinds of decisions you as a manager has to make, which should be part of your overall long-term vision of how you like your football played, in my humble opinion.

Reply | Reply With Quote

17-04-2011 12:13 #31

Tommy Styles

Amateur
Join Date: 26th June 2009
Posts: 132

The reason behind the 2nd question was mainly because I'd like to get the most out of those kids. Thus now knowing that their physical attributes will grow faster will probably make me emphasize on that first (e.g. until they turn 18/19) and tactics second (reduce the physical and increase the tactical side). I do

suppose that the mental thing is something you want to work on early on, as it is pointless to create a wolf who thinks he's a sheep.

Thanks for your answers, I'm off to make some modifications to my training schedule now!

Reply | Reply With Quote

17-04-2011 12:52 #32

Wavelberry

Amateur
Join Date: 7th September 2010
Posts: 348

If you're in the BSS or BSN is the feeder team going to be of any use? I suppose my squad is thin enough that it doesn't matter.

Reply | Reply With Quote

17-04-2011 13:44 #33

Iam

Part-Timer
Join Date: 1st June 2007
Location: London
Posts: 1,915

> Originally Posted by **phnompenhandy**
> *2. It's still the case that physical atts increase fastest pre-24, so the approach for FM11 is no different. But it also depends on your vision; do you want to replicate English history and produce fast powerful brutes with no footballing brains? Do you want tippy-tappy technical weaklings or what? My personal preference is to mould a TEAM of youngsters who are tactically aware, so I do put more emphasis on tactics and mental development that has to be at the expense of a degree of technical and up to a point physical development. These are the kinds of decisions you as a manager has to make, which should be part of your overall long-term vision of how you like your football played, in my humble opinion.*

Thats the beauty of training your own youngsters..... you can (within reason) make them what you want.

Need pace, then train it
Need a ball player, then train it.....

Reply | Reply With Quote

17-04-2011 14:51 #34

heathxxx

Moderator
Join Date: 4th March 2004
Location: Tactics & Training Forum / Granada C.F. Researcher / RIP SFraser... you'll be missed mate.
Posts: 7,821

> Originally Posted by **Wavelberry**
> *If you're in the BSS or BSN is the feeder team going to be of any use? I suppose my squad is thin enough that it doesn't matter.*

Ideally you want your feeder club to be in a playable league. As such, that's going to be difficult when you're a BSS or BSN club, as you'll be offered clubs in the non-leagues.

Personally, I don't bother much with the youth team whilst at that level. It's a drain on finances paying the wages, the existing youngsters you'll have likely won't ever reach a decent standard and any youngsters you do sign, are probably better off being part of the first team squad and getting first team action to help their development. The only other real option is sending players out on loan to other BSS or BSN clubs.

I don't ignore the youth system completely at this level though. I do want to develop it and as such, try to get the board to improve facilities as soon as it's possible to afford the upgrades. Most importantly though, which ties in exactly with what SFraser discussed in his OP's, is improving scouting. Every time I see the option available, I ask the board to improve scouting range and number of scouts allowed. During my Telford save, by the time my club had reached League Two in two seasons, I was able to scout worldwide and had already upgraded youth training facilities and the academy. All the key backroom staff was in place, which meant that within a couple of seasons, I was beginning to properly develop my own youth system.

Obviously this mainly involved bringing players into the club myself, which is where the much improved scouting network helped immensely.

Reply | Reply With Quote

17-04-2011 15:01 #35

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **dz47**
>
> *. I have a question for you regarding what you do in the first season with older rotation status players who are not good enough for first team and have limited use as mentors (eg for Arsenal, your Rosicky's, Diaby's Denilson's etc). Would you see these guys as still having a role to play in the first season at least until you can bring in some quality youngsters to take their 'rotation/backup' squad spots? Or would you sell them on?*

I would sell players that are definately doing nothing more than taking up space but I wouldn't go hacking at your First Team too much in your first few seasons at a club like Arsenal. The whole point of youth development is bringing youngsters into the fold of your "squad plans" so that can rely on cheap youth to plug gaps and save up your cash for those big signings. One of my best ever signings was a player I saved up ages for, for a particular new tactical role in my team I was looking to experiment with, and that has awesome mental stats. He joined the club and performed that role to perfection so a mega plus for the whole "improving the first team" side of transfers, but the guy also came with 20 Determination and is an epic mentor.

What you don't want to see is players in your reserves. If they are not good enough to be brought into your first team squad and used in rotation then they are not good enough for your club. I have quite a few players over 30 at my club but I still trust them to do a job.

> Originally Posted by **prince_capri**
>
> *1) Semantics generally. In your OP, you mentioned that you should sell a player for how much it has cost you over its tenure with you? Wouldn't you agree that it is usually unlikely?*

Good development at a young age will vastly improve players. The question is are you canny with your purchases or do you take risks in the hunt for a gem? It's important to realise that if you can run a profit when transfer dealing in your first team then the youth team offers even greater potential for growth of ability and reputation. It's all about being active and organising a club so that your youngsters become a part of your "squad view".

> Originally Posted by **prince_capri**
>
> *3) (Guess there is a third) You didn't mention how you pick out the best players in your youth setup. Do you review each player? Do you go on Club report (at the start of the season)? Or do you look at their Cur A and Cur P (ingame)?*

All of that and more. Most of the players in my youth team I hand picked from scout reports and other clubs so I already know what they look like and I already know how I hope they will turn out. Then it is a matter of keeping an eye on them, seeing if they are growing, getting the right mentors, and hopefully they put in enough performances and enough good signs that you start to get excited about them and pay them even more attention.

I could tell you the Jumping stats for my Youth Team Centrebacks right off the bat, I already know these things. Same for the flair for my strikers and the creativity and work rate for my midfielders. I could tell you the weaknesses of the players I have sent on loan without having to load up the game.

> Originally Posted by **dz47**
>
> *Few more questions SFraser if you don't mind. Firstly, does your youth team 'manager' have to be a youth coach (eg can it be a general coach who has all the required attributes but who refuses to sign a contract as a youth team coach?).Secondly, is there any problem with having your assistant manager take control of the youth team?*

You are unlikely to get a good "manager" style backroom staff member that will take up a youth team role. If you don't plan him to work with your senior players then give him the cheap contract if you can, but keep in mind you don't want these people being poached because you are tight fisted. What I would say is that if you intend a staff member to take youth team matches, involve him in youth team training. It might not do anything but the greater exposure might help foster positive relationships.

Reply | **Reply With Quote**

17-04-2011 15:42 #36

Wavelberry

Amateur

Join Date: 7th September 2010
Posts: 348

> Originally Posted by **heathxxx**
>
> *Ideally you want your feeder club to be in a playable league. As such, that's going to be difficult when*

> *you're a BSS or BSN club, as you'll be offered clubs in the non-leagues.*
>
> *Personally, I don't bother much with the youth team whilst at that level. It's a drain on finances paying the wages, the existing youngsters you'll have likely won't ever reach a decent standard and any youngsters you do sign, are probably better off being part of the first team squad and getting first team action to help their development. The only other real option is sending players out on loan to other BSS or BSN clubs.*
>
> *I don't ignore the youth system completely at this level though. I do want to develop it and as such, try to get the board to improve facilities as soon as it's possible to afford the upgrades. Most importantly though, which ties in exactly with what SFraser discussed in his OP's, is improving scouting. Every time I see the option available, I ask the board to improve scouting range and number of scouts allowed. During my Telford save, by the time my club had reached League Two in two seasons, I was able to scout worldwide and had already upgraded youth training facilities and the academy. All the key backroom staff was in place, which meant that within a couple of seasons, I was beginning to properly develop my own youth system.*
>
> *Obviously this mainly involved bringing players into the club myself, which is where the much improved scouting network helped immensely.*

Yeah that's what I though with regards to playable leagues. Interesting thing about the scouting. I always try and up my coaches first at that level rather than the scouts but it might be worth making sure I expand the scouting network first.

Reply | **Reply With Quote**

17-04-2011 15:48 #37

heathxxx

Moderator

Join Date: 4th March 2004
Location: Tactics & Training Forum / Granada C.F. Researcher / RIP SFraser... you'll be missed mate.
Posts: 7,821

> Originally Posted by **Wavelberry**
>
> *Yeah that's what I though with regards to playable leagues. Interesting thing about the scouting. I always try and up my coaches first at that level rather than the scouts but it might be worth making sure I expand the scouting network first.*

Your coaching team and scouting team are both vital. The latter especially so, because of the options they'll give you for signing players and getting good reports on any potential targets. It's still possible to get staff with good attributes at lower levels, if you hunt around.

Before I even look at my squad or any players when starting a new game or moving to a new club, I build my backroom team.

Reply | **Reply With Quote**

17-04-2011 15:57 #38

Wavelberry

Amateur

Join Date: 7th September 2010
Posts: 348

> Originally Posted by **heathxxx**
>
> *Your coaching team and scouting team are both vital. The latter especially so, because of the options they'll give you for signing players and getting good reports on any potential targets. It's still possible to get staff with good attributes at lower levels, if you hunt around.*
>
> *Before I even look at my squad or any players when starting a new game or moving to a new club, I build my backroom team.*

Yeah that's what I usually do. At the lower levels I find it very helpful (because of scouting restrictions) to have an Ass Man with good JPA and JPP and that is usually my first call especially when you might be in a rush to sign freebies and need a quick opinion.

I'm thinking of starting a game with my club Charlton so one thing I wanted to throw out there is where do you draw the Determination line? Obviously the examples cover Manchester United at the highest level of the game. Is it incrimental depending on where you are (so looking for those of around 13/14 determination as my top players) or should I still hold out for the higher determinations before sending people out on loan?

Last edited by Wavelberry; 17-04-2011 at 17:02. ***Reason:*** *Not rep, determination.*

Reply | Reply With Quote

17-04-2011 16:18 #39

sebastianz

Amateur

Join Date: 31st July 2008
Posts: 21

Kinda of a stupid question, but what would you do if you're managing a club in a league like Spain where there's basically two reserve teams and you cant rotate players between all the 3 type of matches you say as fluidly as in England?

Reply | Reply With Quote

17-04-2011 17:38 #40

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **Iam**
>
> *1. Should I play Man U to get cracking at this quickly or my beloved Spurs..... which are limited to 6 or so scouts to start with?*

Whichever team you are most likely to get involved with. It's important you get excited about what you are doing instead of feeling like it is dull chore. Excitement is key. I think there is a lot can be said about how I constantly manage the same team and also constantly write about what is going on in my saves. If you don't get interested you wont get interested.

> Originally Posted by **Tommy Styles**
>
> *1. What are the stats you look for in youngsters? Obviously determination is a factor, but I always thought that Work Rate for example was hugely important as well. Are there other stats that are important guides to how well and how fast one will improve?*

Personally it's more important that you can look at a player and see how you think he is likely to develop. Low Determination might hold a player back in his attitude, but this might be made up by the fact he has the attributes to score 30 goals in the under-18's at the age of only 15. Or maybe the opposite is true and the player looks like he needs a lot of work to develop but is packing 18 Determination.

FM is a funny game in that there are "rules" but also "no rules". There are certain things every manager wants, certain things that work in each position, but a manager has to be able to recognise talent in players rather than hunt for the ideal, because the ideal might not exist.

It's about being able to look at a player and see what he actually is, and then asking yourself what you can turn him into and if you can use that in your side. Sometimes players will become more than you expected, sometimes they will be less but that's football.

That's why it is so important to organise your club into a managable whole, so that you can keep yourself aware of players and get to know them as players.

Here are two of the strikers I have out on loan:



Dave Batchelor. Nothing special and some big flaws in this dude, but I sent him to League 1 at Stockport and his alright attributes plus immense Determination means he is tearing up that league.



Fred Deeney. I took a big but calculated risk with this guy because I needed space and mentors to develop another player and I trust Owen Coyle. He is on loan at Burnley in the Championship with 12

Determination and *Four Decisions*. Frightening stats. But take into account he always picks the wrong choice, then combine it to his immense Flair, amazing pace, agility and fitness, excellent Anticipation and Composure and very good technical stats.

His Pace, Power, Fitness, Sharpness and Composure plus his Flamboyancy and horrible decision making makes him a bit lethal upfront for Burnley. I'm guessing he has a horrible habit of trying the holywood shot against knackered defenders after he has terrorised them with direct running for 85 minutes. A bit like sticking SWP or Aaron Lennon in the Championship.

These guys probably wont ever make it far at my club, but if they keep this up I'm pretty sure I can find some interested buyers to take for a ride at the end of the season.

This next guy is the reason why I sent Fred Deeney on loan:



He is a much more rounded pacey forward than Deeney already, with much more general intelligence and a great team player. This player is someone that could potentially do well at my club because he has the attributes to be a dangerous striker, but even more importantly he has the attributes to play a very clever game of football in a team.

Reply | **Reply With Quote**

17-04-2011 17:58 #41

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **phnompenhandy**
> *Whilst the OP is watching his team get embarrassed by their noisy neighbours, I'll chip in.*

Not the most fun Saturday ever. Still Sunday was much better though. The world of football turns once more.

Reply | **Reply With Quote**

17-04-2011 18:43 #42

cerud

Amateur
Join Date: 26th April 2009
Location: Vancouver, Canada
Posts: 329

Hey SFraser, these guides that you do are invaluable! Besides this one, I see the one about backroom staff as well. Have I missed any others? I'd like to definitley read all that you have.

Cheers,
cerud

Reply **Reply With Quote**

17-04-2011 18:58 #43

R0ca

Amateur
Join Date: 16th October 2008
Posts: 382

Sfraser, do you have any insight into players refusing to go on loan?

i've had a couple of instances where my young players have refused to go on loan, it makes organising development very frustrating!

Reply **Reply With Quote**

17-04-2011 19:04 #44

Tommy Styles

Amateur
Join Date: 26th June 2009
Posts: 132

> Originally Posted by **cerud**
> *Hey SFraser, these guides that you do are invaluable! Besides this one, I see the one about backroom staff as well. Have I missed any others? I'd like to definitley read all that you have.*
>
> *Cheers,*
> *cerud*

There is the "Meet the Striker" thread, a definite must read I'd say.

Thanks for your reply SFraser. Managing Feyenoord means there is a lot of potential around, but the attributes I value are not really present in the youngsters. However, I've just signed two 35+ guys to help me addressing that issue.

Reply **Reply With Quote**

17-04-2011 19:24 #45

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **R0ca**
>
> *Sfraser, do you have any insight into players refusing to go on loan?*
>
> *i've had a couple of instances where my young players have refused to go on loan, it makes organising development very frustrating!*

It means his reputation has grown faster than his ability, and it's a fairly big issue I have forgotten to discuss in my guide. There is plenty of post space though so I will squeeze it in somewhere.

It's quite possible to have a player develop too quickly, by that I mean exposing him to too much first team football so his Reputation accelerates away and leaves you in a position where he wont go on loan or refuses to be mentored by "lesser" players. If someone with Determination 13 becomes "the best player at your club" Reputation wise because he bangs in a lot of goals then he is stuck at Determination 13 because there is no one of a higher Reputation to mentor him with.

I was bound to forget a few important things with so many other points floating around my head, so thanks for bringing it up. Be assured that Reputation is another important thing to keep your eye on, and I will at some point go back and add it to my guide.

> Originally Posted by **Tommy Styles**
>
> *Thanks for your reply SFraser. Managing Feyenoord means there is a lot of potential around, but the attributes I value are not really present in the youngsters. However, I've just signed two 35+ guys to help me addressing that issue.*

Take heed about what I said about Reputation. If these 35 year olds don't have a high enough reputation your plan wont work.

It's a pretty big omission from my guide, sorry about that.

Last edited by SFraser; 17-04-2011 at 19:27.

Reply | **Reply With Quote**

17-04-2011 19:47 #46

heathxxx

Moderator

Join Date: 4th March 2004
Location: Tactics & Training Forum / Granada C.F. Researcher / RIP SFraser... you'll be missed mate.
Posts: 7,821

> Originally Posted by **sebastianz**
>
> *Kinda of a stupid question, but what would you do if you're managing a club in a league like Spain where there's basically two reserve teams and you cant rotate players between all the 3 type of matches you say as fluidly as in England?*

Different approach completely.

I'm currently managing Granada CF in the Liga Adelante. I basically wiped out my "B" team, because as they're not in a playable league on FM11 and never will be, they're neither use nor ornament for developing players effectively. I can still utilise players from the youth team, who don't have to be registered in the 25 man squad for the first team, but only EU nationals. Sucks when I've found several excellent young Brazilians, but as the first team squad is limited to only two foreign players who must be registered regardless of age, I can't use them. The only option is to find a feeder club or loan them out elsewhere, for them to gain exposure to first team football.

The only real ways to develop youngsters well in Spain, is to expose them regularly to your first team, loan them out, or send them to your "B" team if they're in a playable league. The problem with the latter two, are you have no control over their training. This makes shaping players all the more difficult.

One thing you could do though, if your "B" team is in a playable league, is create a second manager and manage the "B" team as well. Some might see this as cheating, but it's perhaps the only way to get back some of the control that you would realistically have over youth and "B" team player development and training schedules.

If like me at Granada CF, you don't have that luxury, then although this guide by SFraser is excellent, many aspects of the methodology will be difficult to apply. This means that you'll miss out on most of the opportunities to shape players with specific schedules.

I'm expecting to steer my side to promotion in this first season, but upon reaching Liga Adelante, I'm considering an approach which will see my first team squad feature at least ten young players, who I can

rotate for first team action, whilst maintaining total control over their training.

Reply | **Reply With Quote**

17-04-2011 20:16 #47

EnriqueZove

Amateur
Join Date: 22nd October 2010
Location: Theater of Dreams!!!
Posts: 362

Was Waiting for some thing like this. thank you.

Reply | **Reply With Quote**

17-04-2011 20:21 #48

sebastianz

Amateur
Join Date: 31st July 2008
Posts: 21

> Originally Posted by **heathxxx**
>
> *Different approach completely.*
>
> *I'm currently managing Granada CF in the Liga Adelante. I basically wiped out my "B" team, because as they're not in a playable league on FM11 and never will be, they're neither use nor ornament for developing players effectively. I can still utilise players from the youth team, who don't have to be registered in the 25 man squad for the first team, but only EU nationals. Sucks when I've found several excellent young Brazilians, but as the first team squad is limited to only two foreign players who must be registered regardless of age, I can't use them. The only option is to find a feeder club or loan them out elsewhere, for them to gain exposure to first team football.*
>
> *The only real ways to develop youngsters well in Spain, is to expose them regularly to your first team, loan them out, or send them to your "B" team if they're in a playable league. The problem with the latter two, are you have no control over their training. This makes shaping players all the more difficult.*
>
> *One thing you could do though, if your "B" team is in a playable league, is create a second manager and manage the "B" team as well. Some might see this as cheating, but it's perhaps the only way to get back some of the control that you would realistically have over youth and "B" team player development and training schedules.*
>
> *If like me at Granada CF, you don't have that luxury, then although this guide by SFraser is excellent, many aspects of the methodology will be difficult to apply. This means that you'll miss out on most of the opportunities to shape players with specific schedules.*
>
> *I'm expecting to steer my side to promotion in this first season, but upon reaching Liga Adelante, I'm considering an approach which will see my first team squad feature at least ten young players, who I can rotate for first team action, whilst maintaining total control over their training.*

Seems rather hard to implement SFraser's philosophy in spain, such a shame reserve teams in spain are so independent of the first team.

Well thanks anyway!

Reply | **Reply With Quote**

17-04-2011 20:25 #49

R0ca

Amateur
Join Date: 16th October 2008
Posts: 382

This guy im having issues loaning and tutoring has a national reputation and only made 1 first time appearance (and that was for his previous club)(Boca), he is however touted as the next Burdisso so i wonder if that has a bearing on the situation, Luckily his determination is 18, i do still want to tutor him further but i think he'll probly only need 1 round of tutor from my best CB.

Reply | **Reply With Quote**

17-04-2011 21:50 #50

Tommy Styles, thanks, haven't seen that one yet. So, there's 3 main SFraser guides, Meet the Striker, the backroom and staff one, and this one? Any others?

cerud
Amateur
Join Date: 26th April 2009
Location: Vancouver, Canada
Posts: 329

cerud

Reply | Reply With Quote

17-04-2011 23:36 #51

SFraser
Semi Pro

Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **cerud**
> *Tommy Styles, thanks, haven't seen that one yet. So, there's 3 main SFraser guides, Meet the Striker, the backroom and staff one, and this one? Any others?*
>
> *cerud*

My personal favourite is this one:

http://community.sigames.com/showthr...vity-and-Flair.

Reply | Reply With Quote

18-04-2011 17:50 #52

SunDevil
Amateur
Join Date: 10th April 2007
Posts: 90

You can also click on SFraser's name on the far left side of this forum, and then choose the option "Find all started threads" in the upper left hand column, which will take you to a page where all topics created by SFraser are listed.

Reply | Reply With Quote

18-04-2011 22:51 #53

lewis999
Amateur
Join Date: 28th May 2007
Location: I Wouldn't Say I Was The Best Manager, But I'm Certainly In The Top 1!
Posts: 548

Great read SFraser as always, had a read through the thread and everyone's comments and I see a few people are saying it is a lot harder and simply not possible to put to use your methods in Spain, personally i'm a little bit worried with this as I have just started a new game with Malaga and while I do a lot of what you say before reading this, I have picked up a few things such as loaning players out to good managers rather than clubs and also the way in which you loan out your players and look for coaches.

Anyway would you say it is possible to put to use your way of doing things over in Spain or not at all?

Reply | Reply With Quote

19-04-2011 02:24 #54

aderow
Youth Team
Join Date: 7th October 2008
Location: From Lagos to London to Chicago
Posts: 4,064

Really nice read.

For the most part, I have the scouting part down. I have enough a scout in every region looking for potential talent 21 and younger as well as a couple scouting the world.

I think I am definitely gonna have to spend the next offseason or two working on turning my team into the ideal talent producing organisation.

Reply | Reply With Quote

22-04-2011 21:57 #55

kajito99
Amateur
Join Date: 30th November 2007
Location: The Alexandra Stadium, Crewe
Posts:

Great thread again SFraser. Was particularly interested in the scouting network you have set up. I am usually able to find gems although I do this by going through a lot of clubs' u18s, u20s etc myself which is quite labourious whislt setting my scouts to a few regions. However, as I was considering setting up a system similar to yours, I was just wondering what level of JPA and JPP you consider to be 'good' scouts

335

and so on. Are scouts with 14,14 able to distinguish great talent if just sent to a specific region?

Reply | Reply With Quote

23-04-2011 23:33 #56

Seftinho

Amateur
Join Date: 29th December 2008
Posts: 236

Thanks for this guide SFraser.

My only problem is that none of my players are "old enough" to either tutor or be tutored - I'm not understand what the problem is. When I go to private chat via my youth players, tutoring is greyed out. I hover over it - "player is not old enough". I then go to my first team, choose my 24yo GK, and he is also "not old enough".

What's the minimum age someone has to be to tutor?

This is both bizarre and annoying. My captain is a 22yo (this is the RL captain) who has great mental stats (for Championship level) and is very mature. IRL he does in-fact mentor a lot of the youth players. How is he too young? Surely any player who has made it professionally should be allowed to tutor a youth player?

Unrealistic and silly add by SI tbh. I much preferred tutoring in FM10.

Edit: Would you recommend signing a few "veterans" solely for mentoring the youth players? Won't be particularly easy being a Championship side, wages will be a slight problem, but could be the only alternative, as I have a fairly young squad as it is.

Also, what attributes would you advise for the mentor? Just high mental stats in the areas I want the youngster to improve? Is determination THE most important mental stat?

Last edited by Seftinho; 23-04-2011 at 23:40.

Reply | Reply With Quote

24-04-2011 06:47 #57

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

Seftinho - find the thread "Tutoring" in this forum - it's all explained here.

[Summary - the rules in FM11 really are rubbish!]

Reply | Reply With Quote

24-04-2011 07:24 #58

axehan1

Amateur
Join Date: 23rd February 2005
Posts: 254

Does the OP accept invitations to play in both reserve and u19 leagues?

Reply | Reply With Quote

24-04-2011 11:27 #59

Amateur
Join Date: 29th December 2008
Posts: 236

> Originally Posted by **phnompenhandy**
> *Seftinho - find the thread "Tutoring" in this forum - it's all explained here.*
> *[Summary - the rules in FM11 really are rubbish!]*

Thanks mate, will give it a look now.

Reply | Reply With Quote

24-04-2011 13:32

Ville Valo

Semi Pro
Join Date: 24th December 2005
Posts: 2,195

Just out of curiousity, SFraser, how many youths do you look to bring in each year? I've read that you have 22 youth team players, once these players are...say 19, would you buy more 15 year olds? or is it a constant buying process?

Reply | Reply With Quote

25-04-2011 19:45 #61

Muddymatt

Amateur
Join Date: 31st July 2008
Location: Bolton
Posts: 73

Great article but which sort of personalities go well together?
(Jamie Carragher just fell out with me for asking him too much as well :P)

Reply | Reply With Quote

25-04-2011 20:08 #62

lewis999

Amateur
Join Date: 28th May 2007
Location: I Wouldn't Say I Was The Best Manager, But I'm Certainly In The Top 1!
Posts: 548

> Originally Posted by **Muddymatt**
> *Great article but which sort of personalities go well together?*
> *(Jamie Carragher just fell out with me for asking him too much as well :P)*

He might of been happy, sure you could understand what he was saying

Reply | Reply With Quote

26-04-2011 08:52 #63

ham_aka_stam

Moderator
Join Date: 10th September 2008
Posts: 24,172

> Originally Posted by **axehan1**
> *Does the OP accept invitations to play in both reserve and u19 leagues?*

I think you pretty much have to, otherwise your youth simply don't get enough game time.

Reply | Reply With Quote

28-04-2011 04:49 #64

pigfacemonkeyman

Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

lewis999. 'ey wotch i'

Reply | Reply With Quote

28-04-2011 14:52 #65

lewis999

Amateur
Join Date: 28th May 2007
Location: I Wouldn't Say I Was The Best Manager, But I'm Certainly In The Top 1!
Posts: 548

> Originally Posted by **pigfacemonkeyman**
> *lewis999. 'ey wotch i'*

Hahahahaha, I had to when I saw the post

Reply | Reply With Quote

#66

28-04-2011 23:01

pigfacemonkeyman

Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

First off, if someone would be kind enough-just how do I add the post I am replying to, to mine?

In the meantime: kajito99
An alternative to assigning scouts to various nation's youth leagues is to assign them to a nation adding the conditions (under 'age') "who is at most" "18" for several reasons-some of which are-they are at their cheapest (I have picked up 4 of the best players in my game for 1.1m(16yo Br), 95k(14yo Br), 2.6m and 110k for 2 spanish 16yo), if you start the assignment a day before the regens appear in that nation you have every chance of getting them before anyone else even gets a sniff (there is a list of regen dates but it is easy to find out simply go to a youth team of a nation and check the start date of the YOUTH contracts-check more than one to be sure), they will become Home Grown if you can sign them before their 18th birthday, th....OK there's loads, and as this isn't a scouting thread I will stop there. But if you have something specific you would like to know ask away.

PS regarding the judging of ability I have found the backroom advice panel on the scouts personal page a good guide, just place the cur'sir on the Recruitment bar for a % readout. Obviously get the best scouts you can afford BUT budget for at least 1 top scout (2 = better) with 20 JPA who can provide you with that 3rd line of often telling info in the weakness' section of the report. Use this guy to check any prospects found by the grunts.

Reply **Reply With Quote**

28-04-2011 23:25 #67

kajito99

Amateur
Join Date: 30th November 2007
Location: The Alexandra Stadium, Crewe
Posts: 335

> Originally Posted by **pigfacemonkeyman**
> *First off, if someone would be kind enough-just how do I add the post I am replying to, to mine?*
>
> *In the meantime: kajito99*
> *An alternative to assigning scouts to various nation's youth leagues is to assign them to a nation adding the conditions (under 'age') "who is at most" "18" for several reasons-some of which are-they are at their cheapest (I have picked up 4 of the best players in my game for 1.1m(16yo Br), 95k(14yo Br), 2.6m and 110k for 2 spanish 16yo), if you start the assignment a day before the regens appear in that nation you have every chance of getting them before anyone else even gets a sniff (there is a list of regen dates but it is easy to find out simply go to a youth team of a nation and check the start date of the YOUTH contracts-check more than one to be sure), they will become Home Grown if you can sign them before their 18th birthday, th....OK there's loads, and as this isn't a scouting thread I will stop there. But if you have something specific you would like to know ask away.*
>
> *PS regarding the judging of ability I have found the backroom advice panel on the scouts personal page a good guide, just place the cur'sir on the Recruitment bar for a % readout. Obviously get the best scouts you can afford BUT budget for at least 1 top scout (2 = better) with 20 JPA who can provide you with that 3rd line of often telling info in the weakness' section of the report. Use this guy to check any prospects found by the grunts.*

Thanks. I actually do that already, was just wondering whether 14/14 scouts were good enough for searching regions. Obviously they won't be as good as judging as 20/20 scouts but can they still alert you to the real gems? Anyway, it doesn't matter that much as I've still been able to find some great regens using scouts and the regen date list. How important would you say Determination is for a scout?

p.s. You can add the post you're replying to by clicking the 'reply with quote' button at the bottom right hand corner of the post.

Reply **Reply With Quote**

29-04-2011 01:31 #68

pigfacemonkeyman

Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

> Originally Posted by **kajito99**
> *Thanks. I actually do that already, was just wondering whether 14/14 scouts were good enough for searching regions. Obviously they won't be as good as judging as 20/20 scouts but can they still alert you to the real gems? Anyway, it doesn't matter that much as I've still been able to find some great regens using scouts and the regen date list. How important would you say Determination is for a scout?*
>
> *p.s. You can add the post you're replying to by clicking the 'reply with quote' button at the bottom right hand corner of the post.*

And I have, thanks. (how blind am I)
As for 14/14 scouts I would say yes, but the time it takes to scout regions the gems are likely to have been discovered in all but the first country he visits. I set young/new scouts I feel have potential to search regions to gain continuous experience to help improve stats (don't know yet if this works). I've found that average scouts will find most of what is available in their country of birth and those where they already have a good degree of knowledge, provided they don't have crap Determination. I don't know technically what determination does for scouts but my better scouts have more of it and the more of it they have the more comprehensive the reports. Personally I would put it a close second to judging PA. One thing though, only my best scout found 3 of the 4 best players I mentioned, and I sent many (including two 20/20) scouts to Brazil & Spain as an experiment. Since then I always send my best scout(s) out along side a grunt to nations I consider important and rescout those same nations again twice more over the year (for late developers + the odd missed gem).

Reply | **Reply With Quote**

03-05-2011 10:18 #69

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

A quick update post to show some results I have had recently.

Feeder Club Loveliness

In my first few posts I explained how my choice of Feeder Club for my youngsters depended on the clubs manager more than anything else, barring perhaps the level of football the club played at. And for this reason I picked the best manager I could find in the Championship and asked the board if I could have his club as my Feeder Club. The manager in question was the very excellent Owen Coyle.



Some two months game time after I wrote this thread I have entered the start of December, and after an early period of having to show what they can do before nailing First Team spots, my two players out on loan at Burnley have some fairly interesting results to show. Results that are unsurprising but very, very welcome.

Andre Allsop

I expected Andre Allsop to do well at Burnley under Coyle as he is a player of excellent quality for the Championship and has the mental attributes you would expect someone like Coyle to look for in spades. The results of his first three full months at Burnley are about as good as I could have hoped for. He did have to play his way into the team at the start, as you would expect from a manager like Coyle, but since doing this he has performed very, very well.



Ten starts, eight goals, one assist, one man of the match and an average rating of 7.48 in the league. This player regularly pops up in my scout reports having played really well and banged in a goal or two. But what is even more remarkable is that in only 3 full months of the season Allsop already lists Coyle as favoured personnel and Burnley as a favoured club, and he is enjoying playing for the club. He has developed an awesome relationship with his manager and his team and he is in-form. There are still six full months of the season left to play.

You will notice that there is a bit of an "old boys club" forming in his favoured personnel list. I poached him from my chum Steve Bruce, who is a very solid and sound manager in the Premier League, mentored him up a bit with Jonjo Shelvey and got himself and myself listed as favoured personnel, then loaned him out to my feeder club and Coyle became favoured personnel. This player is doing the "old boys club" rounds but is also completely buying into my clubs little footballing world. It's great stuff to see.

Fred Deeney

I took a huge risk with this lad sending him on loan with 12 Determination but I needed to free up space at my club for another young striker I thought had greater potential and needed my attention, so I shipped him off to Burnley for a season not expecting much.



Shows how much I know huh. Twelve starts, ten goals, four assists, five man of the match and an average league rating of 7.71, this lad is firmly back on my radar. The trend of excellent club and Manager relationships alongside brilliant performances continues with Burnley and Owen Coyle again listed as favoured club and favoured personnel. There isn't much to say about this lad other than he completely surprised me.

All in all these two players are forming a formidable partnership upfront for Burnley, under the excellent watch of Owen Coyle. The question you have to ask is "are these players of such a high quality they would do this anywhere" or "is this the best Feeder Club I have ever picked"? The answer would appear to show up in these players Personal Panels, with the club and the manager rated very highly by two on fire players.

I don't know about you but I would consider my management of this small area of the game to be a resounding success.

Reply | **Reply With Quote**

03-05-2011 17:48 #70

lucatonix

Part-Timer

Join Date: 17th December 2008

What do you do with the rubbish youth that come through every year from the youth academy. Do you wait until they become pro, then sell them or do you release them. By this I mean those that are rubbish

Posts: 1,017

and have very little potential, not those with 1.5 to 2.5 stars which if developed give a nice healthy profit when sold.

Reply **Reply With Quote**

03-05-2011 18:09 #71

sebastianz

Amateur

Join Date: 31st July 2008
Posts: 21

> Originally Posted by **SFraser**
> *In my first few posts I explained how my choice of Feeder Club for my youngsters depended on the clubs manager more than anything else, barring perhaps the level of football the club played at. And for this reason I picked the best manager I could find in the Championship and **asked the board if I could have his club as my Feeder Club**. The manager in question was the very excellent Owen Coyle.*

Can you exactly do that? i mean, telling your board what club exactly you want instead of choosing one of the options they present to you?

Also, do you "force" your youth players into getting mentored by a senior player, even if the youth doesnt agrees at first?

Reply **Reply With Quote**

03-05-2011 18:36 #72

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **lucatonix**
> *What do you do with the rubbish youth that come through every year from the youth academy. Do you wait until they become pro, then sell them or do you release them. By this I mean those that are rubbish and have very little potential, not those with 1.5 to 2.5 stars which if developed give a nice healthy profit when sold.*

What I do with them is instantly release them. The lowest I keep is a decent looking two and a half star and then I do what all big clubs do, I go and poach the best youngsters off of other teams.

Teams not in my position can wait untill the player comes looking for a professional contract on his 17th birthday and then release him, but I always feel bad about doing that to players. It has zero ingame relevance but I don't like giving a youngster the 17th birthday present of the boot. I'm a softie. But it's completely viable and you can do this if you don't want to pay the costs of releasing them early.

Keep in mind though that making sure good youngsters have enough space to develop is essential. It's worth releasing your 5th under-18 Left Winger early if you happen to have some awesome hot-shot. I personally would release the 5th, 4th, and 3rd and leave only one back up left winger in such a context. It will place demands on the player but I find that players improve the most when they play regularly and when they negotiate testing circumstances. Mentoring in particular sees to come on leaps and bounds when a player rises to a challenge.

> Originally Posted by **sebastianz**
> *Can you exactly do that? i mean, telling your board what club exactly you want instead of choosing one of the options they present to you?*

Yes you can once you have been at the club for a while. Once you reach that position of being able to choose your own feeder teams I highly recommend you go into the Staff Search part of the transfer list and head hunt your ideal managers. You can't shortlist staff but you can keep notes on them. It's very worthwhile doing this, and it gives you something a little bit different to do in between matches as well.

> Originally Posted by **sebastianz**
> *Also, do you "force" your youth players into getting mentored by a senior player, even if the youth doesnt agrees at first?*

If the player says no the first time I wont force him a second time, but I will keep a mental note (or a real note if that's easier for you) of it and this lad is likely to be on the receiving end of no contract if I don't see good improvements.

Reply **Reply With Quote**

03-05-2011 19:41 #73

axehan1

Amateur
Join Date: 23rd February 2005
Posts: 254

> Originally Posted by **sebastianz**
> *Can you exactly do that? i mean, telling your board what club exactly you want instead of choosing one of the options they present to you?*
>
> *Also, do you "force" your youth players into getting mentored by a senior player, even if the youth doesnt agrees at first?*

i haven't got fm11 on at the moment but i'm not sure if you can in this version.once you've been at the club for a year or 2 and ask the club for a feeder club you get the chance t pick from 4/5 but when i went looking for owen coyle's club there was no tab to click on to choose them as your preffered feeder club.

Reply | Reply With Quote

03-05-2011 19:54 #74

R0ca

Amateur
Join Date: 16th October 2008
Posts: 382

> Originally Posted by **axehan1**
> *i haven't got fm11 on at the moment but i'm not sure if you can in this version.once you've been at the club for a year or 2 and ask the club for a feeder club you get the chance t pick from 4/5 but when i went looking for owen coyle's club there was no tab to click on to choose them as your preffered feeder club.*

Nope the feature is currently bugged it seems, the board gives u the option to choose, then a couple of weeks later it just gives u a list like it would do otherwise, very frustrating, you have to rely more on luck of the draw than perfect planning.

What i do is i ask for a new feeder club every 6 months and always pick the same option in the hope of something popping up, then when i get a championship club with a good manager i then look for a foreign club, hopefully a top division one in spain, geremany, italy even france and send players there to develop.

I'm sure you all remember royal antwerp, that was my first knowledge of feeder clubs.

Reply | Reply With Quote

04-05-2011 06:35 #75

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

> *Originally Posted by **SFraser** In my first few posts I explained how my choice of Feeder Club for my youngsters depended on the clubs manager more than anything else, barring perhaps the level of football the club played at.*

SFraser, do you apply this same criterion to loaning your youths out. I mean, when choosing a club to loan him to, is your decision based on the ability of the manager? If so, is Working with Youths, Man-Management or any other attribute the key one?

Reply | Reply With Quote

04-05-2011 18:20 #76

RBKalle

Semi Pro
Join Date: 3rd April 2009
Posts: 2,324

Infractions: 0/1 (30)

First of all, excellent topic, it should be Sticky...

Then... I have a couple of questions.

1) When is it ok to give up on average youngsters? I mean, not those with decent potential who could turn into ok backups or who could be sold for a few millions, but those who are more or less doomed from their very first day in the youth team.
Some of them might have a couple of decent attributes in a sea of awfulness, but somehow I feel it's too early ditching them around age 18 (when their original youth contract is up).

Is there a category of 1/1.5* PA players worth an extra year or two, or is it wasted time?

2) Is Determination really the decisive factor to determine how well a younger player will develop? Or is it just one of the keys to successful loan spells?

3) Is there a way to significantly improve a player's mental traits, or is the amount of training focus too big not to cause the player to stagnate or to regress in other areas?
Like, is a physically/technically ok-ish youngster but with awful mental traits (say, half of the physical/technical values) a lost cause?

4) In terms of developing a promising/semi-promising player, is this the correct ranking?

Semi-regular football at own club Senior squad --> Regular football on loan (one tier below) --> Reserve squad at own club --> Rotation/backup on loan --> U18 squad at own club

or?

Last edited by RBKalle; 04-05-2011 at 19:27.

Reply **Reply With Quote**

05-05-2011 07:29 #77

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

When you give up is purely subjective, of course.

Determination is important in so many ways. One key aspect is that it strongly affects how much effort the player will put into training as well as in matches; thus, a player with low determination is far more likely to progress slowly and stagnate well short of his PA.

Therefore, if you don't reject a low determination youth from the outset, you really must get him tutored to raise it to a decent level. For me, if by the age of 18 a youth still has poor determination and hasn't progressed to a decent degree, he's got to go.

Regarding (4) - for me, I'd go along with your priorities until the end; I'd rather keep a lad in my U18s playing regularly than sat on his ar5e at another club. Remember that reserve/U18 at your own club also means he can be tutored which might be more beneficial than going out on loan. If I can get a kid tutored, I might spend half a season doing that and then half a season out on loan (guaranteed first team).

Reply **Reply With Quote**

05-05-2011 10:38 #78

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **phnompenhandy**
> *SFraser, do you apply this same criterion to loaning your youths out. I mean, when choosing a club to loan him to, is your decision based on the ability of the manager? If so, is Working with Youths, Man-Management or any other attribute the key one?*

The main attributes I look for are Man Management, Working With Youngsters, Tactical Knowledge. Then ideally you also want Judging Player Potential and Motivating. You are looking first and foremost for a good manager to keep players happy, get them playing well on the pitch, and is good with youngsters. However like every other attribute profile in the game there is nothing that doesn't have it's uses, and you are unlikely to find some theoretical perfect manager. But certain managers stand out in the game.

Owen Coyle did excellent at Burnley, he is doing well at Bolton, and he is getting Daniel Sturridge firing on all cylinders. It's a no brainer to look up these managers in game, and Coyle is still manager of Burnley in the Championship in my save, so I get them as a feeder club.

> Originally Posted by **RBKalle**
> *Then... I have a couple of questions.*

As Phnompenhandy says, these are decisions you have to make based on your own circumstances. Sticking to hard and fast rules when making these kinds of decisions might make it easier for you, but it

is likely to weaken your overall club as you don't adapt to what is actually going on. The important thing is to understand the framework you are working within, understand the "environment" so to speak of a successful youth development process, and then make your decisions based on what is happening at your club.

You could say that a two star youngster gets shipped out quickly because he will never achieve sufficient growth for your team, but what if that two star youngsters is only one of three Leftbacks at your club? What if his core positional attributes are rock solid? What if he happens to have the attributes to be able to make a high Reputation for himself far above his actual quality level?

That's why I emphasise in my original posts that the most important thing to do is to mesh your Youth Team with your First Team and build a coherent club. You will have some weak links, some outstanding prospects, some areas you think might be a bit weak and some other areas you have a few too many players, but in looking at your entire club this way you can then make decisions that benefit your *whole club* and not just individual players. You can decide to strengthen the rightback slot not by selling your current first choice and splashing out on a new megabuck signing, but by selling Young Joe Average and investing your cash in the future First Choice rightback hot prospect youngster.

Generally speaking when your First Team Squad is strong in some area, focus on youngsters for that area and through a process of elimination slowly build up a good selection of potential future players. When your First Team is weak in an area don't risk relying purely on youngsters but look to go out and make that one key signing.

Once you get in to the habit of viewing your Youth Team and First Team as a whole large squad with maybe four or five players per position then everything will slot into place. You will know which parts are weak and need strengthened, which are strong and need pared down a bit, where the potential stars are and where the potential problems are. Then you can start selling or sacking your *third or fourth choice* players in much the same way you would handle your first and second choice. Remember that your youth team is a team, a team for the future. Don't neglect it just because you don't see it every day.

Altering that mindset is the single biggest thing you can do to start developing youngsters efficiently.

Reply | **Reply With Quote**

05-05-2011 15:02 #79

Jenko_EFC

Amateur
Join Date: 4th January 2010
Posts: 593

Awesome thread SFraser, taught me a heck of a lot.

You've spoken before and I've seen from your Screenshots that players tend to have you on their Favoured Personnel extremely easy, what do you think makes this so? Simply praising them and giving them games and they take to you?

The main thing I wanted to ask is how you pinch youth from other clubs so well. Do you have a particular method? I try to get 2/3 in each position and I scout as much as I can and use the Fliters and look through lots of clubs every few months but I always end up with too many/not enough in key areas. How do you go about it?

Reply | **Reply With Quote**

05-05-2011 15:47 #80

Romanista1994

Amateur
Join Date: 18th October 2008
Posts: 709

> Originally Posted by **Jenko_EFC**
> *You've spoken before and I've seen from your Screenshots that players tend to have you on their Favoured Personnel extremely easy, what do you think makes this so? Simply praising them and giving them games and they take to you?*

In my Roma club all of the players in the first team squad and many of the youths have me in their favoured personnel. I achieved this by praising all of the incoming poached youngster/key player in a smaller club transfers twice on the same day which due to the reputation of my club and my reputation usually gets them to respect me instantly. Otherwise I get the same result through just praise or criticism of performances. Through trial and error I have now learnt which levels suit different personalities and rarely make mistakes.

I imagine SFraser does much of the same (except perhaps the double praise just before signing).

As for the thread, brilliant read as usual, but I'm still wondering about a few things. You said, for example, that you look to develop players primarily to make money. So what do you do with a player with massive flaws in his game who you send to a lower league club where they'll perform well, but where they inevitably lose their value? Do you look to sell them afterwards by offering them out? Or do you send them on loan to a higher reputation club simply to pick up their value?

I'll try to get some examples of this from my own save.

Reply | Reply With Quote

05-05-2011 15:52 #81

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **Jenko_EFC**
> *You've spoken before and I've seen from your Screenshots that players tend to have you on their Favoured Personnel extremely easy, what do you think makes this so? Simply praising them and giving them games and they take to you?*

I'm a very likeable chap, what with all my "expect a performance" and "angry" teamtalks. In all seriousness though I take the time to pay attention to my youngsters and treat them like you would expect young players to be treated at a football club. Introduced slowly in low pressure matches, show a bit of faith in them, observe when they play really well in the youth team then give then a bench spot or a start in the Carling Cup and so on.

This is incredibly hard to do with a 30 man first team, a 30 man reserve squad and a 30 man youth team. That's why I try to keep my entire club down to around 50 players or so. You will never get totally aware of your youngsters as you do your first team stars, but atleast this way you have some comprehension of what is going on at your club.

> Originally Posted by **Jenko_EFC**
> *The main thing I wanted to ask is how you pinch youth from other clubs so well. Do you have a particular method? I try to get 2/3 in each position and I scout as much as I can and use the Fliters and look through lots of clubs every few months but I always end up with too many/not enough in key areas. How do you go about it?*

Much the same. The thing about the youth team is that you don't have to have it chock full of awesome high potential youngsters. If you are strong at rightback anyway in your First Team you wont be needing the next Gary Neville for a while. I like to keep a strong youth team as I believe that competing well in the youth competitions helps players develop but I wont panic if I don't have a three star rightback in my under-18's unless I foresee a First Team rightback problem in the future.

Ultimately I keep an eye on scout reports and I will pore through the transfer lists a couple of times a season, and I will sign players that look good. Sometimes that means I then have to go and release someone I poached last year to make sufficient room for the new guy to thrive, but these are the decisions you make. You can't make every decision a perfect one.

And if you keep an awesome scout free from any assignments and just send him to scout players you tell him too, he will pop up in backroom staff feedback reminding you about international competitions or countries you have missed out scouting for a while etc. etc. I will still keep him free, but I will send someone else to get on the case.

The key is keeping yourself aware of the footballing world. Scouts are, obviously, a huge help here.

Reply | Reply With Quote

05-05-2011 16:04 #82

R0ca

Amateur

Join Date: 16th October 2008
Posts: 382



> Originally Posted by **Jenko_EFC**
> *Awesome thread SFraser, taught me a heck of a lot.* 👍
>
> *You've spoken before and I've seen from your Screenshots that players tend to have you on their Favoured Personnel extremely easy, what do you think makes this so? Simply praising them and giving them games and they take to you?*
>
> *The main thing I wanted to ask is how you pinch youth from other clubs so well. Do you have a particular method? I try to get 2/3 in each position and I scout as much as I can and use the Fliters and look through lots of clubs every few months but I always end up with too many/not enough in key areas. How do you go about it?*

On this point i find it far too easy go get players in my favoured personnel in fact it's one of the first

things i tend to do.

I find the key to this being to communicate with them, whenever they play out of the ordinary good or bad i will discuss this performance with them, as SFraser has mentioned many times it's very important to know there reactions if u tell a volatile player they sucked in the last game they may throw a fit and refuse to speak to u, however with good tutoring and moulding u can get them to improve on this which makes interactions with your players much less of a minefield.

Reply | **Reply With Quote**

07-05-2011 08:04 #83

Dion\'s Jock Strap

Amateur
Join Date: 5th March 2000
Location: Uk
Posts: 53

Fantastic thread - has inspired me to look at my Villa save in a whole new light. Will post updates as seasons progress but like sfraser, it takes me a while to play a season

Reply | **Reply With Quote**

07-05-2011 15:43 #84

BDog1

Amateur
Join Date: 28th August 2010
Posts: 6

SFraser, This is a great thread. I have been implementing many of your ideas in my current save, Southampton. However, one thing I had to do was completely turnover the players was there was a lack of determination in the squad. Many of the tutors on the existing squad right now are players acquired in the free market, as that determination characteristic was not evident in the existing squad when I started. As a result, it is a very bloated roster. I am in the PL this year, the third year of the save. I have also purchased a number of prospects off of the youth teams and reserves, so the pipeline for the talent is in the works in the youth squad (and to a lesser extent on the first team). Two concerns I have as I go into the third season:

(1) How do you deal with the complaints of lack of playing time from your players, which I think will be forthcoming soon enough?

(2) How do you manage your tutors? I know you should have tutors on the players with the best prospects and they should have good chemistry, but what other factors do you look at when making an assignment for tutoring and you have a choice of players of who should be tutored? I have a number of players that are waiting to be tutored, but there is not enough players to tutor them right now and I am concerned about adding even more experienced, high determination players to my first team squad. I have 32 players on my first team squad and 11 tutoring sessions going on currently.

Reply | **Reply With Quote**

07-05-2011 16:49 #85

lucatonix

Part-Timer
Join Date: 17th December 2008
Posts: 1,017

A nice read, but I have a pressing concern. What do you do when your youth team are promoted, and aren't ready for first team football?
Before the promotion, you have 22 players in your squad and say 7 due for promotion to first team by age.

Obviously any that are very promising will be kept and either incorporated into your first team or sent out on loan.
What about those who could make it into your first team but aren't there yet. Do you send these out on loan.
Do you sell those who you don't think will ever make it into your first team, or do you send them on loan also hoping they improve and possibly can become a backup or be sold for more.

The reason I ask is I'm playing as Barca, and have 24 in my first team squad. The only players that are worth selling in this squad are Mililto and possibly Puyol and Afellay. Everyone else is either in the first team or a future first teamer.
My youth squad is small (only 19 players) but full of talent. I expect most could make it into my squad either as a back up or a first teamer. At the end of the next season I have seven players that will be promoted into the first team due to their age. All of them have the potential to play in the first team (barring any superstars) and one looks very promising.

Do you suggest sending them on loan since it will be hard to give them games and none will be able to be registered (no spaces currently).
Sell any back up players, or youngsters already in the first team squad that arent going to make the first team and keep the most promising and sell/loan out the rest.
Loan them all out to get regular first team football, and then sell any that aren't likely to get in the team.

What about being homegrown. Won't sending players out on loan mean that it will take an extra year for them to become homegrown?

Reply | Reply With Quote

07-05-2011 17:03 #86

BDog1

Amateur
Join Date: 28th August 2010
Posts: 6

A couple of other questions/comments I forgot:

(1) How do you get more players from Brazil, Argentina and Chile? I am having a lot of problems with work permit issues. Although he is interested and signs on, the work permit always gets declined.

(2) How do I get into a better Youth League? Last I dominated the league--and the team I have this year is even better. It just will not be competitive as I have teams such as Brighton, Wycombe, Leyton Orient and Barnet. I was hoping for a better league.

(3) It is very difficult for me to get any of these players from other EPL or even other lower English Leagues from the Under 18's. I might have some issues with the Homegrown Rule if I cannot put any English players on my Under 18 roster.

Reply | Reply With Quote

07-05-2011 17:22 #87

phnompenhandy

Third Team
Join Date: 14th March 2004
Location: Phnom Penh, Scambodia
Posts: 8,202

Before SFraser drops by, I'll give a couple of thoughts re. the above 2 posts.

I want to focus on the phrase 'squad discipline', but use it in a different way to the game - i want to say that YOU have to exert strict discipline over your squad in this way:

BDog - re. #1: you'll create this kind of problem if you are too lax in giving new recruits high squad status. I try to limit myself to granting only 6 or 7 players key/first team status. The rest of my first team squad are rotation at best. Players generally don't take kindly to having their squad status reduced, and once you have, say, 15 players on key/1st team status, you've made a problem for yourself.

Lucatonix - squad discipline. Don't let your overall squad get too bloated. One in/one out. If you promote three youths to your first team squad, ship three out. If you recruit four youths to your U18 squad, ship out the four least promising (maybe one loan initially). I always try to level best to keep my whole squad to a maximum of 50, 50% of whom are under 18.

In your case with your squad well under my maximum, use the loan system to the max. By the way, a player doesn't lose homegrown status by being loaned out. By the way, heathxxx is managing in Spain and might have more specific advice.

My technique is to focus on bringing in youngsters as 'hot prospects' and keeping them as such for a few years even when they get a dozen first team games in a season. If they get too stubborn over contract negotiations, I'm often prepared to let them go.

Reply | Reply With Quote

07-05-2011 20:50 #88

bjoggi33

Amateur
Join Date: 4th January 2009
Location: Keflavík, Iceland
Posts: 851

Great read. Enjoyed it.

Reply | Reply With Quote

17-05-2011 23:16 #89

pigfacemonkeyman

Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

Has anyone out there ever seen any growth in height in a youngster? Just curious.

EDIT: Curiosity satisfied.

Last edited by pigfacemonkeyman; 31-05-2011 at 07:41. ***Reason:*** *Seen it*

Reply **Reply With Quote**

18-05-2011 14:37 #90

noikeee

Amateur
Join Date: 3rd September 2008
Location: Madeira Island, Portugal
Posts: 461

I've been having good success with developing youngsters (mainly by having them as regular first teamers!) but am always looking forward to better ways on how to optimize it, as in my current save it's the only way to go to improve, really. I'm managing what is by now the biggest team in Croatia and trying to lead them to Champions League glory - I just made it beyond the group stage for the first time. My two issues are:

1) Any particular things we should be doing differently if we don't have a reserve team to play with, ie only main squad and U-18s? I suppose in such a rubbish league like Croatia we should get to loan the players as soon as possible since the competition level in the U-18s is so low?

2) My major concern is tutoring. I almost never do this at all, afraid of personality clashes since I like to keep my team in a good spirit. How do you judge the personalities of 2 players to see if they are compatible? I basically only do this if they're obviously similar ie Ambitious vs Very Ambitious, Professional vs Fairly Professional. I've had problems even with fairly neutral personalities, hence why I'm so wary. Obviously I'm missing out a lot. Then what do you do when you get a personality clash and they're both good players you don't want to get rid of?

Reply **Reply With Quote**

18-05-2011 15:08 #91

Marsupian

Amateur
Join Date: 22nd June 2010
Posts: 371

Tutoring is a tricky thing as you wan't to change a players personality so there has to be a difference between the two personalities but if the difference is to big it won't work at all. It's good to look up the personality guide and get a rough idea for what personality means to personality attributes. I always look for players with high determination and professionalism as I find those two attributes most important. Pressure, loyalty and ambition are also a nice bonus. Sportsmanship looks good but is never a deal breaker for me and controversy is obviously something you wan't to avoid but if you man management is good it's not a big problem.

Luckily one of the two most important attributes is always visible and the other you have to find out via his personality. If a player has high determination and is fairly professional or professional that's a good sign. If a player is resolute, spirited, or resilient the player should be in great shape mentally. Things like ambitious, loyal, light hearted, honest etc. are not bad nor good in my opinion and you should look into tutoring them. Balanced is a dangerous one because all non-regen players with a negative personality will have a balanced personality (presumably to not tick off any real life players) so it could be a bad sign.

Also don't be afraid to tutor different personalities as long as they are not too far apart (honest with realist or ambitious with loyal) and their determination is not miles apart you should be fine and if it doesn't work out just sell the player with the bad personality.

Reply **Reply With Quote**

18-05-2011 15:23 #92

Romanista1994

Amateur
Join Date: 18th October 2008
Posts: 709

> Originally Posted by **noikeee**
>
> *I've been having good success with developing youngsters (mainly by having them as regular first teamers!) but am always looking forward to better ways on how to optimize it, as in my current save it's the only way to go to improve, really. I'm managing what is by now the biggest team in Croatia and trying to lead them to Champions League glory - I just made it beyond the group stage for the first time. My two issues are:*
>
> *1) Any particular things we should be doing differently if we don't have a reserve team to play with, ie only*

> *main squad and U-18s? I suppose in such a rubbish league like Croatia we should get to loan the players as soon as possible since the competition level in the U-18s is so low?*
>
> *2) My major concern is tutoring. I almost never do this at all, afraid of personality clashes since I like to keep my team in a good spirit. How do you judge the personalities of 2 players to see if they are compatible? I basically only do this if they're obviously similar ie Ambitious vs Very Ambitious, Professional vs Fairly Professional. I've had problems even with fairly neutral personalities, hence why I'm so wary. Obviously I'm missing out a lot. Then what do you do when you get a personality clash and they're both good players you don't want to get rid of?*

Some hints of personality are also given in the 'Media Handling Styles'. Here's a list of some of them with the attributes listed alongside them, but I don't know if there's others/how accurate it is.

Reply **Reply With Quote**

19-05-2011 13:08 #93

BDog1
Amateur
Join Date: 28th August 2010
Posts: 6

This thread has close to 5,500 views. This is a high quality thread that I have to search for sometimes as I look at it a couple of times a week. Can the Admins make this a "sticky" thread?

Reply **Reply With Quote**

19-05-2011 14:37 #94

Gee_Simpson
Amateur
Join Date: 27th August 2008
Location: Edinburgh
Posts: 652

Or you could just bookmark it on your web browser?

Reply **Reply With Quote**

19-05-2011 15:00 #95

BDog1
Amateur
Join Date: 28th August 2010
Posts: 6

> Originally Posted by **Gee_Simpson**
> *Or you could just bookmark it on your web browser?*

Or you can a make a contribution to the thread? It is bookmarked for me already--and that is why I said I search for it "sometimes". You obviously missed the point of the post.

Reply **Reply With Quote**

19-05-2011 19:37 #96

pigfacemonkeyman
Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

SFraser, did you get Shelvey to Tutor at age 19 or 20?

Reply **Reply With Quote**

19-05-2011 19:49 #97

SFraser
Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **pigfacemonkeyman**
> *SFraser, did you get Shelvey to Tutor at age 19 or 20?*

I'm not sure what you mean.

I started tutoring Shelvey as soon as he joined and kept tutoring him as long as I had tutors with better

mentals.

I also got him to tutor players that had less mentals as him right away.

In FM10 you can do both at the same time. Shelvey learning from one guy while he teaches another.

Reply | Reply With Quote

19-05-2011 21:07 #98

mikcheck

Amateur
Join Date: 26th November 2008
Posts: 141

SrFrase i play Fm10 and i have a doubt.
Recently 2 young players came to my team and I have one mental beast awesome for tutoring but when i interact with 1 of those new players, the one who appears for tutoring haven't good mentals.
Can I change that so I can put my best mental player tutoring?

Reply | Reply With Quote

19-05-2011 21:22 #99

SFraser

Semi Pro



Join Date: 19th September 2008
Posts: 2,664

> Originally Posted by **mikcheck**
> *SrFrase i play Fm10 and i have a doubt.*
> *Recently 2 young players came to my team and I have one mental beast awesome for tutoring but when i interact with 1 of those new players, the one who appears for tutoring haven't good mentals.*
> *Can I change that so I can put my best mental player tutoring?*

That's a problem I have run into before, and it's very annoying.

I guess for some deep, dark, terrible reason FM doesn't think the mentor and mentoree play in the same position.

It's stupid I know, but it's happened to me. If you really rate the player all you can do is wait until your other mentors finish their mentoring and hope one of them fits the bill.

I have had right backs that can't be mentored by my best right backs, forwards that can't learn from Rooney, and worst of all my truly amazing Natural Left Winger Aguero can only mentor central midfielders.

There is a logic too it but it's still amazingly annoying. I feel your pain, and many decent players go down the plughole because of it.

Maybe there is a case for a "sort it out SI" post here.

Last edited by SFraser; 19-05-2011 at 21:24.

Reply | Reply With Quote

19-05-2011 21:22 #100

pigfacemonkeyman

Amateur
Join Date: 7th July 2010
Location: Earth
Posts: 692

> Originally Posted by **SFraser**
> *I'm not sure what you mean.*
>
> *I started tutoring Shelvey as soon as he joined and kept tutoring him as long as I had tutors with better mentals.*
>
> *I also got him to tutor players that had less mentals as him right away.*
>
> *In FM10 you can do both at the same time. Shelvey learning from one guy while he teaches another.*

I meant were you able to set him as a tutor before he was 22yo.
I asked because I've been told that tutors had to be at least 22yo in FM10, but I can remember at least three players I've had that could tutor at 19 & 20 years of age.

Yes I tried that double tutoring once, but nothing seemed to change so I haven't tried it since. I thought it was a bug or something that allowed me to do this if I set them at the same time. So have you had possitive results doing this?

I'm still playing FM10 so it would be nice to know. Cheers

Reply | Reply With Quote

+ Reply to Thread

Page 1 of 2 1 2 Last

Quick Navigation Tactics & Training Discussion Top

Quick Reply

Post Quick Reply Go Advanced

« Previous Thread | Next Thread »

Thread Information

There are currently 1 users browsing this thread. (1 members and 0 guests)

flounder

Posting Permissions

You may post new threads	BB code is On
You may post replies	Smilies are On
You may not post attachments	[IMG] code is On
You may edit your posts	HTML code is Off

Forum Rules

Contact Us Sports Interactive Archive Top

All times are GMT. The time now is 01:20.

Powered by vBulletin® Version 4.1.4
Copyright © 2011 vBulletin Solutions, Inc. All rights reserved.