

SWOT Team Formation, Balancing and Waiting List Assignment Guidelines

I. OBJECTIVE

Balanced teams are the foundation of the SWOT League; therefore, the transparency of all related processes to form and modify the teams is critical to succeed.

The basic principles used to achieve process transparency are:

- Be consistent. To achieve consistency:
 - Have a set of guidelines that are applied in the majority of circumstances
 - Objective judgement is used to handle exceptions
 - Walk the talk
- Engage others in the process. To be successful, any participant should be
 - Knowledgeable of the Soccer game
 - Unbiased
 - Embrace of the SWOT philosophy
- Team balancing supersedes any other team formation or player assignment guidelines

These guidelines are applicable for Outdoor and Indoor seasons

II. Accountability

- 1.1. The "Teams" Committee Member (CM) is responsible for team formation and balancing
- 1.2. The Teams CM will lead the sub-committee
 - 1.2.1. This sub-committee will consist of Committee Members and Coaches
 - 1.2.2. Each team needs to be represented

III. TEAMS FORMATION

1. Overall

The key components are:

- 1.1. Player's ratings
- 1.2. Structured draft
- 1.3. Number of players per team
 - 1.3.1. Minimum 17
 - 1.3.2. Maximum 20

2. Ratings

- 2.1. Player ratings are based on the player's strongest position
- 2.2. Ratings must be re-assessed every season due to changes in "player's conditions" ...
- 2.3. Ratings for new players to be based on information indicated by player on their registration form.
 - 2.3.1. Self-rating
 - 2.3.2. What level of soccer did you play before

SWOT Team Formation, Balancing and Waiting List Assignment Guidelines

2.4. Ratings categories are:

- **STRONG** 1 + or –
 - a. Played competitive soccer before. Strong technique
 - b. Knowledgeable of the game
 - c. The performance of the team changes visibly around this player
 - If not available deteriorates drastically
 - d. Makes the plays – Usually “organizes the game”
 - e. Usually fit
- **ABOVE AVERAGE** 2 + or –
 - a. Solid support player. Usually, one or two strong skills.
 - b. Fairly good technique
 - c. Knows the basics of the game/ good understanding, Has “soccer sense”
 - d. Key support for the strong player
 - e. Controls and run with the ball or pass
 - f. Usually fit
- **AVERAGE** 3 + or –
 - a. Has mainly one very strong skill.
 - b. general understanding of soccer
 - c. Basic technique
 - d. Could compensate knowledge of the game with fitness
 - e. Usually controls and runs with the ball or pass
 - f. Average fitness
- **BEGINNER** 4 + or –
 - a. Might have never played the game before or has little experience
 - b. Minimum knowledge of the game
 - c. No technique
 - d. Might be afraid of the ball or other player
 - e. Average fitness
- **NONE** 5 + or –
 - a. Have never played before
 - b. Usually do not have knowledge of the game
 - c. No technique
 - d. Might be afraid of the ball or other player
 - e. Usually not fit

3. Matching Rules

As a recreational league we want to support players that would like to play together. Please note that SWOT is unable to 100% guarantee matched special requests if team balancing is compromised.

- 3.1. All players are allowed to request to play with one other player. Requests must be reciprocal at the time of registration.
- 3.2. All new players to the league are allowed to play with player that is bringing them into the league for **their first season only, if requested**. In their second season, players need to proceed as 3.1.
- 3.3. Coaches are matched to the player that is related to them. If coaches do not have any player related to them, they can request one player match.
- 3.4. Players are not allowed to request a match with a coach.
- 3.5. There is no commitment to honour requests from players assigned from the waiting list.

SWOT Team Formation, Balancing and Waiting List Assignment Guidelines

4. Structured Draft

- 4.1. A Structured Draft is a method used to form the teams at the beginning of the season. This method combines the draw with some specific rules in order to achieve balanced teams.
- 4.2. Using this method, the players are spread out across the different teams mainly based on their ratings and positions. The ideal is to have the same number of players of the same rating at different positions. This is limited to having enough "of the same type/level" players
- 4.3. The specific rules are:
 - 4.3.1. Teams are aligned by Sponsors. Some players are linked to the Sponsors
 - 4.3.2. Random draw of Coaches.
 - 4.3.3. Random draw of Committee members will be spread out across the teams as they are assigned as team coordinators to support with the communication and organization of the team
 - 4.3.4. Based on the draft players are allocated to teams. "Matching players" are assigned to the same team
 - 4.3.5. Sequence of the draw. Selection order:
 - a) Sort players into pools based on positions and SWOT ratings. To include a position/draw round called "take your turn goalie" as they have some skill to do it/experience playing
 - b) Placement of SPONSORS to determine teams
 - c) Placement of PLAYERS with SPONSORS (if any)
 - d) Random draw of coaches
 - e) Placement of MATCHED PLAYERS with COACHES (If any)
 - f) Random draw of COMMITTEE MEMBERS (first to teams without coaches, if any)
 - g) Placement of MATCHED PLAYERS with COMMITTEE MEMBERS
 - h) Random draw for GOAL KEEPERS and "TAKE your turn goalies"
 - i) Random draw for which team draws first from the pool of remaining players
 - j) Random selection of players by position and rating until all are assigned
 - k) Reverse order for next round and continue to alternate order of draw for each round
- 4.4. Following the draw, teams are reviewed to assess if there is any inconsistency or if additional balancing is needed. i.e. too many players same strength on the same positions

IV. BALANCING AFTER SEASON STARTS

1. Assessment to be done after at least the first 3 games but no later than following week after completion of first round on regular season ("balancing period") of season to identify significant gaps if any. Most common reasons for rebalancing are:
 - 1.1. Top rated player withdraws or injured
 - 1.2. New players rating was incorrect
 - 1.3. Assessment is done by Sub Committee and Coaches, lead by Teams CM
2. When identifying solutions to close the gaps, best efforts will be done to:
 - 2.1. Minimize number of teams involved
 - 2.2. Minimize player exchanges. As much as possible, balancing needs might be addressed from players on the Waiting List.
3. Player switches:
 - 3.1. Every consideration will be taken to avoid to switch a player within consecutive years
 - 3.2. Player is notified verbally by the Team CM
 - 3.3. E-mail notification to coaches by Team CM
4. Injuries and/or withdrawals
 - 4.1. Any injuries or withdrawals **within** the "balancing period" will be addressed as part of the team balancing activities which include switching players and/or adding players from the waiting list
 - 4.2. Any injuries or withdrawals **after** the "balancing period" may be reviewed on a best efforts basis by

SWOT Team Formation, Balancing and Waiting List Assignment Guidelines

recruiting for an equivalent (i.e. skill level) player from the waiting list. No switching from other teams will be allowed. Any exceptions will be solely determined and approved by the committee.

Please note that SWOT is unable to 100% guarantee matched special requests are maintained during balancing if team balancing is compromised.

V. Assignment to/from waiting lists

1. Players whose registrations are received after the maximum players required, before or after registration deadline, will be placed on the waiting list.
2. Players will be placed on a team when/if a spot becomes available and as per the following (in priority order):
 - 2.1. Team balancing needs
 - 2.2. Next available on the list based on registration received date.
3. Depending on the timing of the placements, the fees might be prorated as per the discretion of Treasurer