

## Research into Talent Development.....again

A colleague of mine sent this article through to me thinking that I might be interested. [https://www.researchgate.net/publication/345782727 Adopting an Appreciative Inquiry approach to propose change within a national talent development system](https://www.researchgate.net/publication/345782727_Adopting_an_Appreciative_Inquiry_approach_to_propose_change_within_a_national_talent_development_system)

While I am happy to see some researchers at least thinking about this vital topic I do get a deep sense of déjà vu. This is what I replied to my mate:

*"Thanks mate - good to see some people asking for some kind of 'summit' on this vital component of the journey. Unfortunately, such exercises attract the bureaucrats and their minions (including many really dumb scientists with ideologies to promote along with their self-promotion). Get the deliverers in the room and watch them find some solutions!"*

*Get ready for the following outcomes: More training days; more volume; more intensity; more rankings and result tables; more winning at all costs; more machines that go 'bing'; more meetings about diversity, well-being, inclusion and equality of outcome; change of coach; change of facility; more dumb tests for the mad scientists to torture the numbers until they get the answer they want; more bureaucracy appointed to eat up the resources that are needed for the athlete's current coaching environment. If you put in a room the same people that have crippled the journey and ask them to find solutions - what answers do you expect? You can guarantee that Coach Development will hardly be spoken about."*

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