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ELITE SPORT MANAGEMENT

Performance sports management is a distinct branch of sports science, because it meets the basic requirement of having its own field of research, uses scientific methods in investigating its object and reaches general theoretical truths, which further explain the reality, researched and theses are issued to help practice. The act of sports management in our country is performed by a technical, methodical, economic, and organizational staff of specialists, selected on the basis of skills, knowledgeable in the field of sports.

By giving a brief example of the three concepts, management, manager - and performance sports and respecting the principles, functions, attributes, factors and qualities that must be met we can develop and highlight management in performance sports.

In the exact definition of the title we must accurately exemplify the basic notions of the three important concepts: management; manager; performance sport.

Management is the process of planning, organizing, training and controlling the efforts of members of an organization and using other organizational sources to achieve organizational goals (Luca G., 1993; Voicu A., 1998; Nica P., 1966).

Management is the set of steps, methods and procedures for planning, organizing, allocating resources, control, activation and animation of an organization (Nica P., 1997; Iacob I., 2002).

The quality of management in performance sports within a sports organization is assigned and achieved by the senior manager together with the team he formed, here being involved the middle and front line manager, who have specialized knowledge in the field of sports in which it operates. Thus, the senior manager (director, president) must constantly collaborate with subordinates within the organization, who have responsibilities in achieving the objectives set, establishing

a strategic orientation, a favorable climate in the development of interpersonal relations and showing professionalism.

As these responsibilities have a different importance from one hierarchical level to another, it turns out that the qualities they must have are also different. Thus, managers must have a capacity for strategic orientation, the ability to develop interpersonal relationships and specialized professional knowledge.

Within sports organizations, the manager establishes together with the front line managers (supervisors), in this case the teacher or the specialized coach, the strategy on the sports branch, which includes: planning; the appointment; organization; objectives; terms of achievement; sets the annual budget; budgetary and extra-budgetary material and financial resources (equipment); allocating resources in order to achieve and achieve objectives; responsibilities; control and evaluation (Iacob I., 2002, Budevici A., 2002).

Ensuring the great performances in perspective, implies a complete approach of all aspects related to the process of organization, direction and leadership.

The strategy is the result of evaluating the interconditions between the internal situation of a sports organization, the goals pursued by them and the external environment in which it evolves, it is the way to achieve the proposed long-term objectives for which the organization advocated. Tactics is the way achieved simultaneously and successively with other distinct ways of achieving the strategy, by pursuing the achievement, in the short term, of a sub-objective derived from the general strategic objective.

Sports training is a complex process, carried out systematically and permanently, gradually, the process of adapting the human body to intense physical, technical-tactical and mental efforts, in order to obtain significant results in a branch or sports event. Being a pedagogical process, the sports training is led and conceived by a specialist, aiming at the athlete who wants to improve his motor qualities and technical-tactical skills, in order to achieve a superior sports performance. The coach-athlete relationship allows to highlight the managerial side of the coach's activity within the process regarding the conception, organization, management and evaluation of the result obtained by the athlete.

The managerial attributions can be concretized and identified with the functions of programming and planning, of organization, of management and motivation, of evaluation and control.

The coach becomes the technical manager, who ensures the realization of the product expressed through sports results or performances, he can be considered the main character. In sports, he also ensures the selection, training and affirmation of successive generations of athletes, able to achieve superior performance nationally and internationally.

Planning is a process that provides for the evolution and progress of results, through the demands and progressive adaptations of the athlete's body to the effort requirements of sports training.

In order to achieve good quality management, a sports section within a sports organization must include as many specialized coaches as possible, working with athletes of the same age category, where competition automatically leads to progress, as well as coaches to work with athletes of different age categories (beginners, advanced, performance).

A poor quality management occurs when the success factors in management are not respected, when the qualities of a good manager are lacking, when the main manager tends to achieve personal goals, and conflicts arise between managers that lead to failure to achieve the proposed objectives.

Conclusions

Management presents sport as an evolutionary component of modern social life, its own national and international structure with a specific material base and a large group of specialized technical staff, with organizational structures based on systems, laws, theoretical principles, national institutions and bodies, and international ones that aim at the realization of the biological, material and spiritual formation and improvement of the practitioners and participants in the sports activity.

Excellent management is achieved within a section within an organization, when the selection base for children and juniors is large, the appropriate number of specialists, the material base and adequate sports equipment, and compliance with

the planning and training program according to the schedule lead to the proposed objectives and the achievement of sports performances.

Having a strong selection base, we will also have a strong competition, as a result of which the best prepared will always win. For example: in a section where an individual sport is practiced, we have a number of ten specialized coaches. Each is committed to making a wide selection of children and juniors based on well-established tests and control rules. After the initial selection, we assume that each coach will remain in the section with a number of 20 athletes. Thus, in total we will have 200 athletes and after a period of sports training we will have a lot of competition. After the intermediate selection, we will be left with 100 athletes, so each coach will be left with 10 athletes. Within the final selection, there will be 50 athletes left. These athletes will continue to perform a thorough training respecting all the parameters of the components of sports training and, following participation in competitions and direct meetings, there will be 10 athletes, who will certainly participate in local and national competitions, where they will achieve results according to objectives established. Thus, after 4 years of training, during which time they have mastered the necessary physical, technical and tactical training, 5 of them will be promoted in the national centralized training groups. This presupposes that they have fulfilled the proposed objective of obtaining the title of national champion and that they must subsequently confirm the results internationally. A new training cycle begins, for a period of 4 years - the duration of an Olympic cycle, during which time new goals are set, which must be confirmed at international competitions, and especially at European and world championships. After a much higher level of training, we assume that not all 5 athletes will have the expected results and achieve their goals, but at least two or one of them will have a good result at European Championships, World Championships, Olympic Games.

This example shows that the work carried out during this period does not belong to a single coach in the respective section, but to a whole team of coaches, which involved a large basic selection, competition between athletes, which brought after that period the long awaited result.

References:

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