



# Performance and Healthcare Team Processes and Structure in Elite Men's Football

The highest-performing football clubs don't separate medicine, sports science and coaching. They build one integrated decision-making system. **Elite performance starts with an integrated performance strategy—not isolated experts.**

## KEY LESSONS

- 01. Align medical and performance objectives.** Shared goals create clarity and ensure every decision supports performance.
- 02. Define clear decision ownership.** Knowing who decides what—and when—prevents delays and confusion.
- 03. Share information continuously.** Open, real-time communication builds better decisions and stronger alignment.
- 04. Build trust before pressure moments.** Strong relationships and mutual respect are the foundation for high-stakes calls.
- 05. Make player availability a shared responsibility.** Healthy players are everyone's job, not just the medical team's.



# Performance & Healthcare Team Reflection Tool

Evaluate how effectively your medical, performance and coaching staff operate as one integrated performance department.

| Rate from 1 (Strongly Disagree) til 5 (Strongly Agree)                | Score                                                                                                                                  |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Medical and performance staff work towards the same objectives.       | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Roles and responsibilities are clearly defined across the department. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Decision-making authority is clear during high-pressure situations.   | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Information is shared openly and consistently between disciplines.    | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |

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|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Player availability is viewed as a shared responsibility.                | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Staff trust each other's expertise when making decisions.                | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Performance data is translated into actionable decisions.                | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Regular multidisciplinary meetings improve collaboration.                | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Long-term player health is prioritized alongside short-term performance. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |
| Our department functions as one integrated performance team.             | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 |



**Your OP Status:**

Sum of the 10 questions.

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**26-35** Developing, **36-45** Aligned, **46-50** Objective

### 1. Which statement received your lowest score, and why?

Identify the biggest barrier within your current performance department.

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### 2. If you could improve one process in the next 30 days, what would it be?

Focus on one realistic change with the greatest impact.

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### 3. What conversation needs to happen that hasn't happened yet?

Think about communication, role clarity, trust or decision-making.

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### Commitment Box

What is the single action you will implement within the next 30 days based on this diagnostic?

