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Maximising your Impact in the VUCA World of Professional Football

Lessons Learned & still Learning over 35 years

Grant Downie OBE





My background....



Grant Downie OBE



LADIES



- Chartered Physiotherapist by profession
- 36 years in professional football & elite sport
- 3 Professional football clubs & National Governing body
- Presently Consultant in Medical & Performance solutions High Performance Sport. Clients include Arsenal FC, The Premier League, The SFA, Aberdeen FC & Ross County FC
- Mentor 14 leading performance leads & practitioners in high performance sport

Would like to help inspire younger practitioners to acquire the skills to develop people who can perform under pressure & thrive, who understand their mind, body & soul & yet remain a decent balanced human being





PSYCHOLOGICAL SAFETY

Will **OTHERS** give you the benefit of the doubt when you take a risk?



"My team expects me to speak up. It's how we do things."

Don't treat people how you would like to be treated to get the best out of them!

Interpersonal Skills & Effective Communication:

Building Trust

- *Building empathy & understanding of a specific context allows influence*
- *Local knowledge & context are both so important to understand*
- *The power of your own vulnerability is a great human connector*
- *The value of diversity in your team & being aware of your unconscious bias*



N.B. Children are not mini-adults so don't treat them as such!

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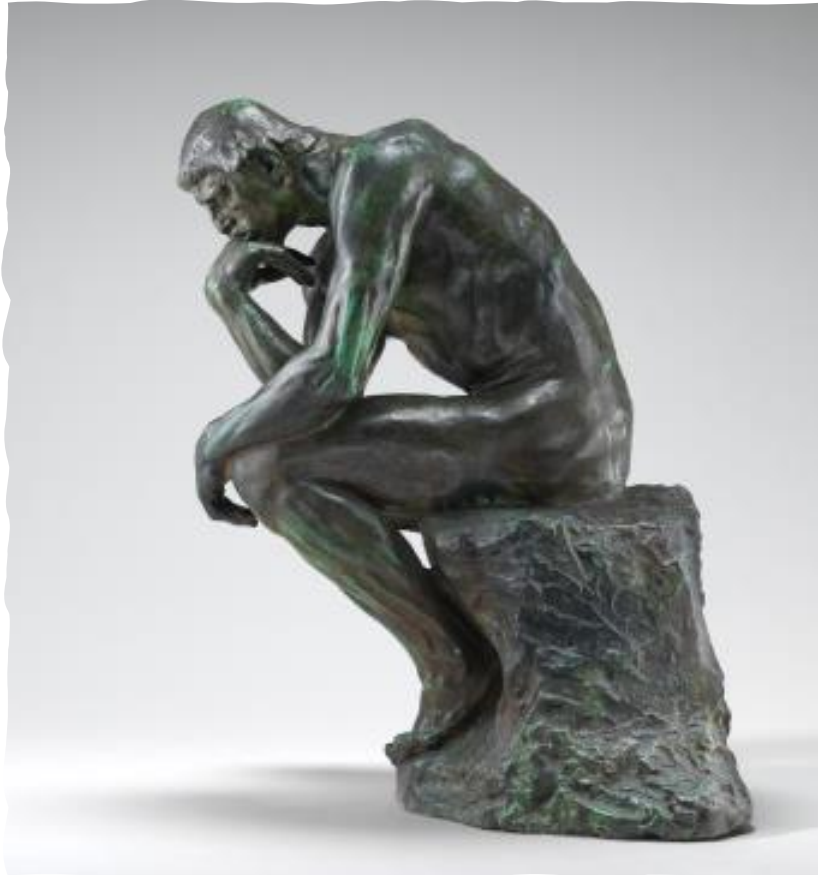
Having the tough conversations- constructive conflict



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Lessons Learned & still Learning over 35 years....



- *What's your dream? Its more than a job*
- *Have a clear way of working-'Your Philosophy'*
- *But be adaptable....*
- *Building meaningful relationships*
- *Be friendly with all but not friends*
- *Celebrate your successes*
- *Reflect formally on your processes & learning needs & have a plan which is reviewed*
- *Have critical friends/mentor(s)*
- *Know the value & limitation of data*
- *Be comfortable not having all the answers-but know where to look*
- *Understand the environment you are going into*
- *Know the difference between Evidence based Practice V Practice based Evidence-
Absence of proof is not proof of absence*

Reflection:

Are you a Scientist or Artist in your practice?



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Thank you

Further Learning in your own time:

1. <https://trustedadvisor.com/why-trust-matters/understanding-trust/understanding-the-trust-equation>
2. <https://www.annualreviews.org/doi/full/10.1146/annurev-orgpsych-031413-091305>
3. https://www.ted.com/talks/brene_brown_the_power_of_vulnerability
4. https://www.ted.com/talks/amy_cuddy_your_body_language_may_shape_who_you_are
5. <https://hbr.org/2019/01/4-things-to-do-before-a-tough-conversation>

