

Charakterystyka w j. angielskim

Achieving a high level of competition in sports requires an athlete to exhibit talent for a specific discipline. In conducive conditions, after an 8- to 10-year long training process, such talent is transformed into skills and dispositions. It is then that athletes, having developed their competence profiles, begin to participate in competitions. Like all other talents, athletic talents are unique, innate qualities. If an individual is to develop them, they need to be appropriately managed. They are also increasingly sought after and competed over, as globalisation in its different manifestations makes recruitment of talents not only more difficult, but also more important. Similarly to other areas of business, sport companies consider recruiting and retaining highly-skilled employees (in this case, athletes) as one of the ways to gain competitive advantage over their rivals. In sport, these skills (competences) are shaped based on innate talents.

My reasons for undertaking research in the field of talent management have been twofold. Firstly, my interest in this subject arose from studying relevant literature. Secondly, I have come to believe that this field constitutes a vital theoretical and practical aspect, and holds great potential in the context of national and international competition between sport organisations.

One element that is specific to sport is that talent management may refer to both adult employees (athletes, coaches, managers) and gifted children or adolescents. In the latter case, we refer to talent management as a systemic approach. It is this approach that has become the basis for deliberations in my dissertation.

My direct inspiration has come from the research I conducted in 2010, which is described in detail in Chapter 2 of the dissertation. In the course of the research, I have noticed just how big a potential for developing athletic talents in children and adolescents lies with people and institutions they are surrounded by. These people and institutions have a direct and profound impact on youth's development. This is why my research and subsequent analysis have been directed at answering the question of how to systemically support the development of athletic talents. It is this issue that has become the main research problem of my dissertation. Its purpose is to examine the extent of our knowledge on athletic talent development, analyse the practical solutions that currently constitute elements of the system and, consequently, propose a model for supporting the development of athletic talents.