

How to innovate in the sport's organizations: creation of an appropriate profile by competencies to meet the requirements for job posts

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In order to meet the current demands of innovation, a growing number of companies and organizations – mainly private– are taking examples of what occurs in the professional sports to make it suitable for the performing of their human resources. Concepts and terms such as talent, team-work, high performance, competence, ability, training or “coaching” appear more frequently in the training programs of human resources of specialized consulting and business companies.

For those who work in sport's management, primarily coaches and teachers, this terminology is daily and commonly used. Nevertheless, taking into account the continuous achievements within the business world, the sport's organizations –whether they are state or private funded-, clubs or schools are not sufficiently qualified to respond to an accurate policy in human resources management, like it happens with companies.

Therefore, innovation has become not an election but mainly a real necessity; professionals' talent is the organizations' main resource. Professionals reach objectives or co-operate for their achievement; therefore, the organizations encourage their staff in search their talent, so that such staff would bring forward the maximum ability and would collaborate to increase the organizational talent (Jericó, 2001).

This paper aims to analyze the essential issues in human resources' management, particularly the requirements' profile by competencies that each of the staff members of sport's organizations should possess to appropriately respond to their responsibilities and activities. At the same time and in this manner, it is pursued to widespread the action of the consulting so that they could elaborate an analysis and, then, act accordingly using training to ameliorate the competencies and social abilities of workers.

One of the forerunners in talking about competence was McClelland (1973); who defined competence “as the individuals' essential feature that causes efficiency at the workplace”. According to (Marín; Pereda, 2001), competence is a group of observable behaviors, which are causally related with an excellent or good development of a specific job within a particular organization.

To conclude, I would like to add that to identify competencies, with regard to its respective behaviors to carry out effectively the duties either as manager of sport's centers or clubs, sport's coordinators, coaches, and administrative staff, constitute one of the main thing activities to innovate in sport's organizations.

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