



Squeaky organizations have a similar appearance in common.

An organizational culture that cannot be trusted by imperial leaders ▲ Irrational top-down decision-making structure ▲ Individualistic tendencies and laissez-faire policies ▲ mutually exclusive cooperative systems ▲ excessive individual-centered members. The more such organizations exist, the more difficult they are to achieve. An organization should have strong leadership and a solid follow-up relationship. All members of the organization must strive for common goals with the same mind and attitude to bear fruit. Organizations with rigid structure, silent members, and excessive personalization cannot produce high-quality results.

Considering the appointment of coach Jurgen Klinsmann, Klinsmann's working attitude, the sluggishness of the Korean men's national soccer team at the Asian Cup, and conflicts between players, it can be seen how sloppy the Korea Football Association and the national team were.

It is a well-known fact that Klinsmann was wrong from the appointment. Klinsmann was appointed by the government and the association after hearing the opinions of the players that they wanted a foreign coach. There was a lot of criticism about the appointment of Klinsmann, but the association did not budge. There was no reason to choose Klinsmann, other than that the government and the association needed a big name.

Klinsmann is a laissez-faire. He hardly had the temperament to be an adventurer. He accepted soccer as a show, not as a competition. He only presented top actors in all shows, and expected only goals that actors made on their own. Did you imagine that many goals would lead to exciting audiences and high popularity? He did everything he wanted to do freely. He did not arrest his opponent because he did not want to be restrained. Although he was free on the outside, he felt more like neglect on the inside. The national team's discipline, discipline, and sense of community weakened. Klinsmann stayed in one place for a while, and immediately left when he had to eat or do something. As he described himself, he was a person who wanted to fly with a bird.

The internal organization of the national team was not very tight, either. The coaches who assisted Klinsmann were not very close. Since they each lived in their own country and worked remotely, they didn't have a chance to get close to each other. Rumor has it that they

couldn't even give Klinsmann the right advice. It is hard to expect sincerity and sincerity in a face-to-face relationship. The players' distrust of the national team's mandatory team remained. The 2701st incident in the Qatar World Cup is a case in point. There was Korea's best orthopedic surgeon in the mandatory team, but the players trusted their personal trainers more. In the end, many players ignored the mandatory team and the mandatory team members were seriously hurt. It didn't reach this point in this Asian Cup, but the mandatory team didn't work very smoothly either. In this Asian Cup, the discord that the players have denied for the past few years turned out to be true. The young and highly successful stars only showed pride and failed to practice sacrifice, concession, and moderation. The players fought a fight of momentum in two or three, which broke out in Son Heung-min and Lee Kang-in.

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The Asian Cup was completely ruined. Saying that he would win the title in 64 years remained a lie. Klinsmann was dismissed one year after his appointment. The association has to pay huge penalties. Son Heung-min and Lee Kang-in were also sealed to some extent. The association formed an unconventional power reinforcement committee and put a huge burden on Hwang Sun-hong amid an incomprehensible decision-making structure. The first thing the association and the national team should do is to restore trust, not win.