PERFORMANCE THROUGH PEOPLE PLAYBOOK

THE GAME PLAN FOR WINNING WITH PEOPLE

Take an Olympic final or the final 16 teams heading for the National Championships, you’ll find their physical and technical preparation is largely comparable. So, what sets the ultimate winner apart? Or, even before then, what differentiated these finalists from those they contested to get there?

We’re yet to hear anyone attribute success to their equipment or their training program. Most often at the elite level, success is attributed to the ‘intangibles’. It’s team chemistry, strong leadership, effective communication, high standards of behavior demanded and maintained, and a persistent drive towards a common goal, that sets the best apart.

Focusing on these critical elements is not just for aspiring teams. All of the most successful teams, with the most experienced coaches, continually search for the most effective ways to address the intangibles. In this playbook, we share with you the fundamentals to get right. Think of it as the People Playbook, the how-to on performance through people.

DISC IS AT THE CORE

The DISC Model is at the heart of how we work with a team. It is the most effective and efficient tool to use to master the people side of sport.

At its core, DISC is used for developing self-awareness and providing a framework to understand, then build effective relationships with others. It is integral to how we work and here we show you how it links into the other key models for high performance.

On an everyday basis, or actually an every moment basis, we rely on the Situation x Behavior = Results Model. At any moment, interaction or event, we assess the situation, then choose the most effective behavior to achieve the result we want. Afterwards, we take the opportunity to evaluate the result and be more prepared for the next time this arises. Again, DISC is key to understanding behavior and how to adapt to get the desired result.

And another key aspect of the programs we work with is Building Character Through Behavior. We cover this too.

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THE OTHER FUNDAMENTAL MODELS

Along with DISC, in this playbook we outline four models that are fundamental to success.

The Circle of Safety is a key foundation. Without firstly meeting the need for safety (physical, psychological and emotional), you can forget about high performance. The leader or head coach’s primary role is to create an environment where their team feels safe and can thrive. An important part of this includes understanding the individuals in the team and how to help them perform at their best. DISC is utilized here.

On a pre-season is the time to bring a team together by using ‘GRIP’ - establishing the Goals, Roles, Interpersonal Relationships and Processes. It is also the foundation we count on to maintain exceptional performance standards. GRIP sets the framework for the entire season.

For a free copy of the Performance Through People Playbook will be handed out at the presentation. An online copy is available at: bit.ly/PerThPe