Building Positive Team Culture and Effective Leaders

Lessons Learned (and what to avoid!)
What can you expect for this session?

- 8 LESSONS WILL COVER:
  - Developing a positive team culture
  - Developing leaders
  - Developing followers
  - The role of DISC
  - Other helpful resources
Lesson #1: There is no “one size fits all”. You have to figure out what works for you and your team.
Lesson #2: A positive team culture and effective leadership starts at the top
What do you value?

- Why do I coach?
- What is most important to me about being a Coach?
- What specifically do I want to achieve being a coach?
- Looking back on their experience, what do you hope your athletes say about you?
- Why should student athletes want to play for you?
- What does a successful team look like to you?
- What behaviors will the players demonstrate?
- How can you help develop those behaviors?
Self-assessment at the end of the season

- What did we do well?
- What can we do better?
- What is my role in the success or failure of the team, and what do I need to improve?
- What did I do well and need to keep doing?
- What do the players need to improve?
- What did the players do well and need to keep doing?
Self Awareness and the role of DISC

Be the best you, you can be!
Lesson #3: The right assistant coach is crucial to a positive culture and team success

Lesson #3a: Take as much time as you need. Even it means going without for a while
Defining Expectations and Non-negotiables

- **Duties**
  - Weekly Captain’s meetings
  - Weekly Coach’s meetings
  - Office Time
  - Fundraising
  - Recruiting
  - Alumni Relations
  - Strength and Conditioning
  - Practice
  - Competition
  - Travel
  - Team and Student Interaction

- **Non-negotiables**
  - Be Loyal
  - Ask Questions
  - Set the right tone for the team
  - Provide input
Lesson #4: Good captains and team leaders don’t happen by accident. Invest in their development.
Leadership development program resources

- DISC and Athlete Assessments
- Team Captain’s Leadership Manual by Jeff Janssen
- Fierce Conversations by Susan Scott
- Crucial Conversations by Joseph Grenny, Kerry Patterson and Ron McMillan
- 21 Irrefutable Laws of Leadership by John C. Maxwell
- Conflict scenarios
Lesson #5: How you choose the captains/leaders is important
How are the leaders/captains chosen?

- Blind vote
- Coach decides
- Players decide
- Captains v. Leadership Council
- Coach/player nomination process and interview
Captain Job Description

- Weekly Captain’s Meetings
- Team Accountability and Standards
- Lead warm-ups and drills
- Set the right tone for the team
- Keep coaches informed
- Provide input on team decisions
- Talk to struggling teammates
- Encourage communication between teammates and coaches
- Handle conflict
- Consistent Role Models
- Be loyal
Captain Development

- Weekly Meetings
- Establish how the captains need to work together
- DISC
- Leadership self-assessment
  - Think of on the court and off the court examples of when you seized a leadership opportunity
  - Think of on the court and off the court examples of when you missed a leadership opportunity this week
  - How well do you think you performed your leadership duties and responsibilities this week?
  - How comfortable were you with your leadership duties and responsibilities?
Lesson #6: You can’t have good team leaders without good followers

GREAT LEADERS START OFF AS GREAT FOLLOWERS
Establish values and behaviors

- **Communication**
  - Respectful and honest with teammates and coach
  - Tell people what you need and what you don’t
  - Consistent, helpful vocal on court communication
    - Ex) calling the ball, calling the set, in/out, receiver responsibilities, etc.

- **Positive Habits**
  - Utilize treatment/recovery
    - Go to the trainers when you’re hurt - setup a time that they can actually help you
    - Consistent follow up and communication with the trainers and coach
  - Eating healthy
    - Energy to perform at your best
  - Dinner together
  - Time management
    - Priorities: 1) Family, 2) Academics, 3) Volleyball, 4) Other
    - Commit to the top three priorities so that you can get adequate sleep and rest
Resources for Followership Development

- “Attributes of Good Followers” by Rex Campbell (online resource)
- “First Follower: Leadership Lessons from a Dancing Guy”
  - https://www.youtube.com/watch?v=fW8amMCVAJQ
- Court and Spark: A Volleyball Documentary
- Values/Standards handout
- DISC and Athlete Assessments
  - What are the leaders going to need from you to be successful?
  - How can you best support them?
Lesson #7: Create legitimate roles for your players that can help you and build enthusiasm for your program
Leadership Jobs

- SAAC Representative
- Practice and Game Day Protocol
- Team Activities and Team Bonding
- Recruiting Coordinator
- Community Service Coordinator
- Fundraising Coordinator
- Social Media Coordinator
Lesson #8: Create traditions and opportunities for team bonding

- Glen Ceremony
- Big Sister/Little Sister program
- Blind obstacle course
- Sand tournament
- Secret psycho
Resources for Leadership Development

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- Team Captain’s Leadership Manual by Jeff Janssen
- Fierce Conversations by Susan Scott
- Crucial Conversations by Joseph Grenny, Kerry Patterson and Ron McMillan
- Court and Spark: A Volleyball Documentary
- 21 Irrefutable Laws of Leadership by John C. Maxwell
- Conflict scenarios
- NCAA Women Coaches Academy
- Alliance of Women Coaches
Learning Objectives: 8 Lessons

- Lesson #1: There is no one size fits all. You have to figure out what works for you and your team.
- Lesson #2: A positive team culture and effective leadership starts at the top.
- Lesson #3: The right assistant coach is crucial to a positive culture and team success
- Lesson #3a: Take as much time as you need. Even if it means going without for a while.
- Lesson #4: Good captains and team leaders don’t happen by accident. Invest in their development.
- Lesson #5: How you choose the leader is important
- Lesson #6: You can’t have a good team leader without good followers
- Lesson #7: Create legitimate roles that can help you and build enthusiasm for your program.
- Lesson #8: Create traditions and opportunities for team bonding
Q & A

IT'S A QUESTION PARTY!

MY FAVORITE!
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