

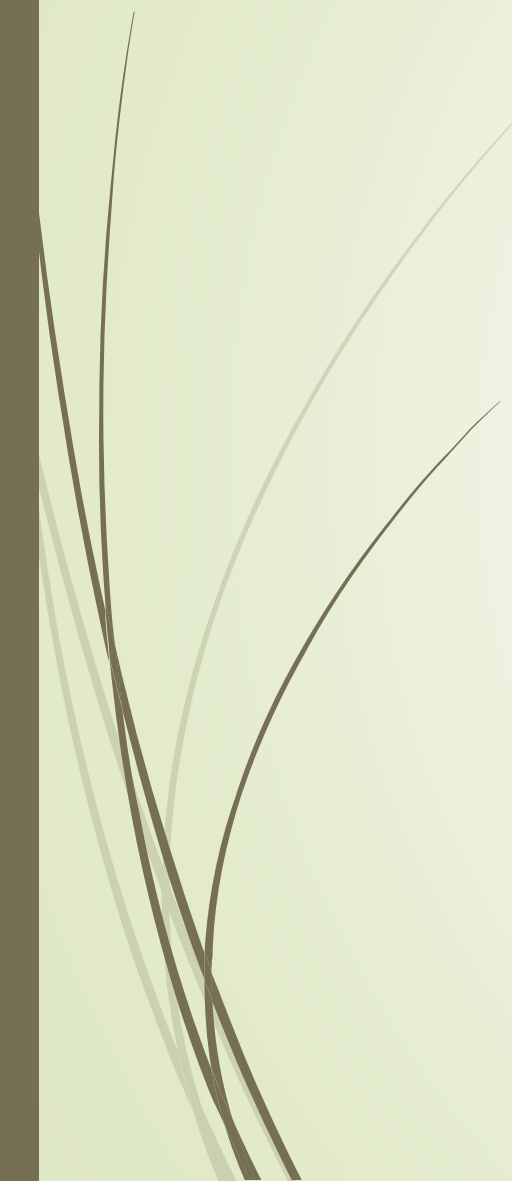


Wisdom Wednesday Lessons

Wall Hawk Basketball




Leadership Defined

- Find your gift within the team and help others find their
 - Affirm and validate your teammates in so clear a way and so many times that they begin to see it in themselves
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What is a True Team?

- ▶ Team is where the strengths of some compensate for the weaknesses of others. COMPLIMENTARY team
 - ▶ Identify what your top three strengths and play to them while letting the gifts of others compensate for the weak points.
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TRUST

slide 1

- ▶ Defined: The best predictor of future behavior is past relevant behavior. Give me a reason to trust you!
- ▶ Stephen Covey – Emotional Bank Account – not \$ but trust. EVERY interaction you either build or withdraw



TRUST – How to build it

- ▶ Make and keep your commitments
- ▶ Go out of your way to be kind and considerate of another
- ▶ Be selfless, not selfish
- ▶ Invest consistently into other's lives
- ▶ Be a mentor to the younger players
- ▶ Seek first to understand
- ▶ Be humble and coachable
- ▶ Be reliable and consistent
- ▶ Be there for others when they don't perform
- ▶ See the good in people vs. the bad
 - ▶ Be vulnerable to your teammates and coaches
 - ▶ Great teams know the good and bad of each other and don't judge
 - ▶ Great teams help and accept



All Teams Have Dysfunction

- ▶ The key is to recognize it, manage it, and minimize it
- ▶ Common dysfunctions include:
 - ▶ Individualism and selfishness
 - ▶ Status and ego
 - ▶ Fear of conflict or addressing unmet expectations
 - ▶ Lack of Commitment
 - ▶ No accountability
 - ▶ Practicing or becoming an emotional cancer
 - ▶ Undermining team unity or coaching by planting fear or chaos into the team
 - ▶ Players hold players accountable on these! Do we have a culture where we can “call each other out” on these?



Emotional Cancers

- ▶ These behaviors will destroy teams and cannot be tolerated
 - ▶ Comparing – comparing teammates against each other
 - ▶ Complaining – Low, negative energy toward the group or assignments
 - ▶ Competing – Internally vs. their own potential
 - ▶ Criticizing – Speaking negatively about others on the team behind their back
 - ▶ Contention – Negative, mean spirited mindset toward change, growth, or leadership. Undermining attitude.
 - ▶ Complacency – loss of focus on improvement, general apathy toward getting better, and laziness toward growth
 - ▶ Cynicism – overall poor disposition and negative nature toward what is best for the team.

*** Practice these or allow these and we are done!***



7 Seasons and Cycles

- ▶ Season 1 – The awakening season
 - ▶ Team begins to ascend and is totally humble. No ego and minimal dysfunction. Raw enthusiasm. Team believes we can be good.
- ▶ Season 2 – The Imagining Season
 - ▶ The team gets together to chart the course of the season. Begin with the end in mind – something big planned for this team. What is our potential, What does greatness look like, and how are we going to achieve it?
- ▶ Season 3 – The Cleansing Season
 - ▶ Team realizes there are some emotional cancers and toxins within the group and confrontation occurs. Teammates holding teammates accountable
- ▶ Season 4 – The Learning Season
 - ▶ For a young team that needs to mature. They are humble, coachable/teachable and want to learn. “Artificial Adversity” may be needed to speed up the maturation process.



7 Seasons and Cycles – Cont'd

- ▶ Season 5 – The Building Season

- ▶ The team learns how to handle and grow from adversity. Team blooms and leaders develop. Players learn that adversity is normal and those that rise above prosper most!

- ▶ Season 6 – The Leading Season

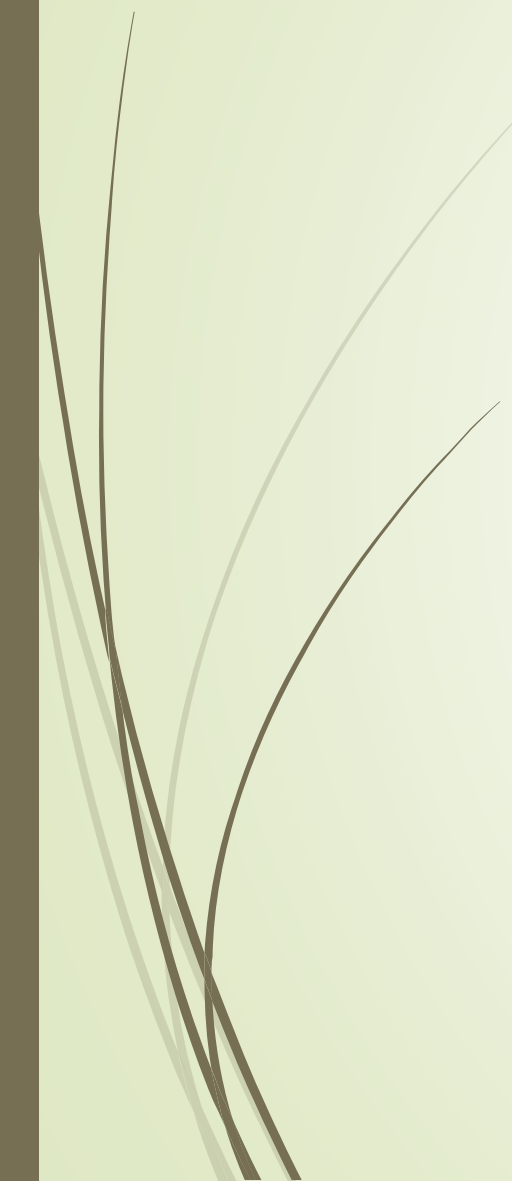
- ▶ The season in which our team is gearing up for greatness. Leadership is in place. Systems are in place. Chemistry in place. “Big Game Experience” is what the team needs. Teams advance deep into the playoffs but aren't ready for championships yet. On the verge of greatness.

- ▶ Season 7 – The Action Season

- ▶ This is where champions live. Meet all challenges with an equal to or greater than response. Peaking at the right time is the result of all the hard work done as a team and individually by the players.




5 Levels of Players

- ▶ The Reactor – Blames and points fingers at others and never accepts responsibility for performance
 - ▶ The Struggler- Low on confidence and believes that they will never be as good as the best.
 - ▶ The Thinker – Talks a good game but doesn't back it up with action. These are “someday players” who have potential but can't realize it.
 - ▶ The Floater – Can't handle adversity. Has the goods but not the backbone. Shows signs of brilliance but can't perform consistently.
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5 Levels of a Player

- ▶ The Doer and Achiever – This person is consistent and performs. Ideally your best player is also your best leader. The doer and achiever is an extension of the coach on the floor and is widely respected by both the team and the staff. This player gives their best effort and helps the team in their own way.
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A in Talent; B in Mindset

- ▶ 1. A in talent but B in mindset – this is a talented player who struggles to grasp concepts and is hard to coach due to ego.
 - ▶ 2. B in talent but A in mindset- Not as talented but coachable, hungry, and a joy to coach. Grasps concepts easily and quickly and works to overcome any deficiencies.
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Culture Will Eat Strategy Any Day of the Week

- ▶ Cultures are cultivated and managed by the primary leaders of the group. If no one manages the culture then dominant personalities will win out. Someone has to manage the culture and that is the leadership.
- ▶ Culture is the expectations and actions of the group when they are NOT being managed.
 - ▶ This begins with:
 - ▶ **Expectations**
 - ▶ **Accountability**
 - ▶ **A clear system**
 - ▶ **A focus on growing all parts of a player's nature**
 - ▶ **Consequences when there are unmet expectations**
 - ▶ **A clear philosophy**
 - ▶ **Leadership who leads consistently**



The Core Four

- ▶ Every player on every team is made up of four parts:
 - ▶ Body = Skills
 - ▶ Mind = intelligence and specific sports IQ
 - ▶ Heart = passion, drive, effort
 - ▶ Spirit = confidence, believe in self, others, and our cause together



The Core Four

- ▶ The creates for areas for players to work on themselves:
 - ▶ Knowledge for the mind
 - ▶ Skills for the body
 - ▶ Desire for the heart
 - ▶ Confidence for the spirit
- ▶ To know (have knowledge) but not to do (drive/passion) is of no value. To have knowledge (mind) but no confidence (spirit) will not work – We need to cultivate all four parts consistently.
- ▶ Knowledge – Skills – Desire – Confidence