



Leadership Academy

Wall Hawks Basketball

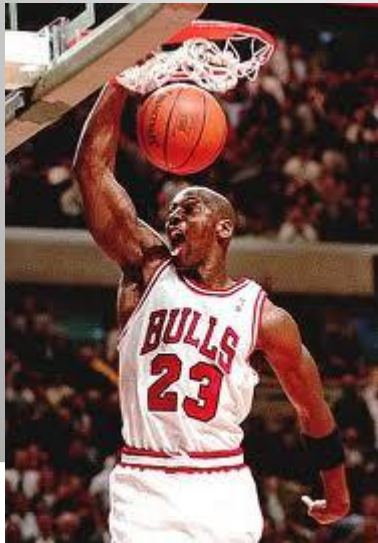
Exploring Leadership

Week 1



*"A leader has to earn that title. You aren't the leader just because you're the best person on a team. No one can give you that title either. You have to gain the **respect** of those around you by your actions."*

-Michael Jordan



What does leadership mean to you?

Defining Leadership

Here is how some world's top leadership scholars have defined leadership.

"The only definition of a leader is someone who has followers."
- Peter Drucker

"Leadership is the art of getting someone else to do something you want because he wants to do it."
- Dwight Eisenhower

"Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among teammates, and taking effective action to realize your own leadership potential."
- Warren Bennis

Defining Leadership

List 8-10 characteristics that describe effective leaders.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Defining Leadership



“Leadership is simply the ability to bring out the **best** in your teammates.”

-Joe Montana

1. Satisfaction of helping others succeed.
2. Ability to significantly impact your team's **success**.
3. Position you for future leadership roles.

Rewards of Leadership

1. You will constantly be watched.
2. Trust and respect are extremely fragile.
3. You won't always be liked.
4. Some teammates might be jealous of you.
5. You must deal with conflict.
6. You will take the heat when things go wrong.
7. You will be between a rock and a hard place.
8. You might be disappointed.

Risks of Leadership



“People think it is an easy thing to be a leader. It’s not. You have to earn the **respect** of your teammates. You have to be willing to **challenge them** as well as support them. And you have to prove you are willing to do whatever it takes.”

- Larry Bird

Risks of Leadership

1. Lead drills, warm ups.
2. Set the mental and emotional tone for the team.
3. Keep the coaches informed about team issues.
4. Provide input on team decisions.
5. Talk with struggling teammates.
6. Handle conflicts within the team.
7. Plan team activities.
8. Be loyal to the coaches and support their decisions.

Responsibilities of Team Leadership

Leadership isn't really about leading. It's about getting people to follow you.

- Steve Young



Leaders by Example

- Commitment
 - Cares passionately about team's success
- Confidence
 - Wants to perform in pressure situations
- Composure
 - Controls negative emotions
- Character
 - Does the right thing on and off the court
 - Responsible, honest, trustworthy

Vocal Leaders

Same as leaders by example, plus...

Encourager

- Servant
- Confidence builder
- Refocuser
- Unifies team

Enforcer

- Holds self and teammates accountable

Two kinds of leaders

What are your strengths as a leader?

What should you do to continue and build up these strengths?

What are your areas to improve as a leader?

What are some specific actions to take to improve these areas?

Strengths and Weaknesses

“My advice to young leaders is don’t pretend to be someone you’re not. Just be yourself and do your job as best as you can. If people perceive your dedication to do what’s right, they will cut you some slack when you do it wrong. So strive to be a good person and set a good example”

- Bobby Bowden



Fill Out Team Leadership Self Evaluation

Leader by Example Scoring:

12-44: Not a leader by example

45-52: Solid leader by example

53-60: Spectacular leader by example

Vocal Leader Scoring

24-89: Not a vocal leader

90-105: Solid vocal leader

106-120: Spectacular vocal leader

Team Leadership Scoring

“The **quality** of your leadership can make or break your season”

- Kay Yow

NC State Women's Basketball



Are you cut out for leadership?

Fill out top 3 leaders List

Exploring Leadership

Teammates will get in groups of 6 or 8. They will form a circle and then reach across the circle and join wrists with another teammate (not one right next to them). Then they will reach across and join wrists with a different teammate.

The object is to untangle the knot to get back to the circle or two half circles.

The Human Knot

Commitment/ Confidence

Week 2





“One person with a **passion** is equal to 100 people with an interest.”

Kevin Eastman
Assistant
Coach-Boston
Celtics



Compelled
Committed
Compliant
Existent
Reluctant
Resistant



Commitment Continuum

They resist being led. They have their own stubborn view of how things should be done. They do not agree with the team's rules and standards. They complain about coach's teammates, workouts, and conditioning. They have not bought into the common goal.

Resistant

They are not yet willing to buy into the common goal. They are hesitant to conform. They only give half the effort and enthusiasm. They take a wait and see kind of attitude.

Reluctant

They are there in body, but not in mind or spirit. They are apathetic towards the team and their goal. They go through the motions in practice or play but with little energy or enthusiasm.

Existent

Compliants will do what they are told by their coaches and team leaders. They lack the initiative to go above and beyond the call of duty. They are willing to do just enough but are not willing to do any extra.

Compliant

They willingly go the extra mile in order to reach their goals. They are **self motivated** and do not need people pushing them to do the right thing. They take the **initiative** to make sure the job gets done.

Committed

No matter what obstacles, adversities or distractions stand in their way, compelled athletes are going to find a way. They won't rest until the job gets done. They **prepare, train, and compete** at the highest level. They never go through the motions or skip workouts. They hold themselves **and** their teammates to a higher standard.

Compelled

1. In which category would you rate yourself?
Why?
2. Where do you think your teammates would rate you? Why?
3. Where do you think your coach would rate you? Why?
4. Where do you want to be? How do you need to get there?

Commitment

“The second I let down, particularly if I’m perceived as the leader of my team, I give others an opening to let down as well. Why not, if the person out front takes a day off or doesn’t play hard, why should anyone else?”

- Michael Jordan



Take a few minutes to rate your teammates this year. Write their initials next to where you think they fall on the commitment continuum.

Rate your teammates



“On most clubs the leaders are the veteran guys. The younger guys are too busy worried about their stats and establishing their careers. They have priorities other than winning. You want you’re leader to be someone **all about winning.**”

-Jeff Bagwell

“One person with
confidence is a
majority.”

Confidence

Ultimately your confidence must come from within. You must **believe in yourself** and who you are as a person. This is the only way to get others to believe in you. Athletes who lack personal self confidence do not make good leaders. Athletes who focus more on popularity than principles do not make good leaders.

Confidence

1. How comfortable are you with yourself and who you are as a person?
2. How much importance do you put on what others think of you?
3. What do you stand for? What are you all about?
4. Can you do/say what is right even though it might go against the crowd?

Confidence

1. Preparation – One of the best sources to build your confidence is to remind yourself of the **quantity and quality** of your hard work. If you have put in the work to better yourself and your game, you deserve the right to be confident. You have paid the price of success. When you know you have **worked harder** than your opponent you have the right to be confident that you can compete with and beat them.

Four Sources of Confidence

2. Strengths – Take an inventory of your strengths. What do you do well? What do you have going for you physically? **(speed, quickness, strength, flexibility, endurance)** What aspects of your game are your best weapons? **(ball handling, shooting, rebounding, passing)** What are your mental strengths? **(competitive, hard worker, great attitude, persistent)**

Four Sources of Confidence

3. Past Successes – Reflect on your past successes. Michael Jordan used this technique a lot in pressure packed situations. He would remind himself of a shot he hit when he was a freshman at North Carolina to help win the NCAA championship. The ability is there physically, you just need to remind yourself of it mentally so that it will surface again when you need it.

Four Sources of Confidence

4. Praise – You can use the actions and words of others to build your confidence. Think of a time when someone you really respected paid you a compliment. How did it make you feel? Did their belief in you help you believe more in yourself?

Four Sources of Confidence

Complete Strengthening Your Confidence Worksheet



How do you respond when you make mistakes? Do you give up, pout , or make excuses? Or do you learn from them, **refocus** on the next play, and correct your mistakes? You should never like to make mistakes, but confident athletes quickly recover from them and **refocus** with optimism.

Reacting to Failure

List 3 to 5 things you took from today's leadership lesson.

- 1.
- 2.
- 3.
- 4.
- 5.

Commitment/ Confidence

Locate 2 tires. The challenge is to balance the entire team on these two tires. The challenge ends when every player is balanced on a tire and have sang a complete song together.

Tire Sing Along

The teammates will cross a 30 foot space in groups of 10-15 players. The open area is like water and the only way to get across is by using 3 towels as lily pads. The catch is that the towels can only make one trip across.

Team Transport

Composure and Character

Week 3



“When things aren’t going well, it’s not always what a leader says, it’s how a leader looks that matters.”

-Coach K



Composure

Traffic Light Analogy

Green Light: composed, optimistic, confident, focused, determined, encouraging

Yellow light: frustrated, questioning, doubts, negative, blaming

Red Light: angry, overwhelmed, hopeless, poor body posture, emotional

Composure

How to get into a green light:

1. Go over the game plan
2. Visualize how you want to play
3. Quiet reflection/ prayer
4. Listen to music
5. Chat with teammates
6. Watch highlight videos
7. Take a shower
8. Team chant

Composure

Refocusing Strategies:

1. Slow the pace to allow yourself time to regroup
2. Control the controllable
3. Focus on the present
4. Focus on the positive
5. Focus on the process

Composure

Controllable

- 1.
- 2.
- 3.
- 4.
- 5.

Uncontrollable

- 1.
- 2.
- 3.
- 4.
- 5.

Composure

1. What are the most stressful situations for you?
2. What do you do to maintain your composure during these times?
3. What are the likely consequences if you let the pressure get to you?

Composure



“Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy”.

-General Norman Schwarzkopf

Character

Do the right
thing!

Character

Play aggressively but not dirty.

Respect officials.

Obey the rules of the game.

Watch your language.

Be a gracious winner and
loser.

Character - In Basketball

How would you rate your commitment to doing the right thing in basketball?

Character

Be on time.

Sit in the front.

Answer questions.

Study for tests.

Follow all class rules.

Turn in assignments on time.

Be honest, don't cheat.

Character - In the Classroom

How would you rate your commitment to doing the right thing in the classroom?

Character

Avoid using alcohol.

Avoid using drugs.

Respect yourself and members of the
opposite sex.

**You determine your
environment. Don't be
anywhere you can be
associated with poor behaviors.**

**Character - In your Social Life/
Community**

How would you rate your commitment to doing the right thing in your social life?

Character

Newspaper Headline Test

Would you be proud to have what you are doing as the headline in a newspaper?

Proud to Tell Mom or Dad test

Would you be okay about telling your mom and dad what you've done?

God is watching.

Is HE proud of your actions?

Character

Do the right
thing!

Character

List 3 to 5 insights you gained from this lesson.

Summary

1. The instructions will only be given once.
2. You have 3 minutes to organize 4 even groups and determine where each group starts and the groups will rotate.
3. You will have 4 minutes at each station.
4. The task at each station is to be completed as many times as possible in 4 minutes. Each station will start on a whistle.

Leadership Exercise

1. Move 2 - 45 lb weights around the perimeter of the court. Do not let it touch the ground.
2. Carry partner piggy back from one baseline to the other. Switch partners and return. (Each person in the group must be carried and must carry)
3. Play 3 on 3 games on one of the main goals.
4. Pushups – 3 members of the group must be going at all times. When one member gets tired another will jump in his place.

Vocal Leadership (part 1)

Week 4



“Great leaders inflate the people around them. Poor leaders deflate the people around them.”

- Rick Pitino



Vocal Leadership

1. Be a servant leader, not a self serving leader.
2. Do the grunt work.
3. Take the youngsters “under your wing”.
4. Listen to your teammates.

Vocal Leadership - Encourager

Tips for good listening...

- *Eliminate distractions
- *Make eye contact
- *Nodding and affirming
- *Don't interrupt
- *Tune into their body language
- *Paraphrase what they said
- *Empathize with their situation

Vocal Leadership - Encourager



“Ask not, What can your teammates do for you? Ask instead, What can I do for my teammates?”

- Magic Johnson

Vocal Leadership - Encourager

1. What are the three most important pieces of advice you would give to a newcomer about succeeding in your sport?
2. What are the three most important pieces of advice you would give to a newcomer about succeeding in school?

Vocal Leadership - Encourager

1. Accentuate the positive and the progress.
2. Let them know what to expect.
3. Remind them of their strengths.
4. Remind them of their past successes.
5. Remind them of their preparation.
6. Tell teammates you believe in them.

Vocal Leadership – Confidence Builder



“Almost everything in leadership comes back to relationships. The only way you can possibly lead is to understand people. And the best way to do that is to get to know them better.”

- Coach K

**Vocal Leadership – Confidence
Builder**

Fill out Teammate Mental Game Assessment.

Vocal Leadership – Confidence Builder

1. Why do some people seem to lack confidence?
2. What do you do to build confidence in others?
3. From where do you get your confidence?

**Vocal Leadership – Confidence
Builder**

Each player will be blindfolded and will take a hold of a rope (or join hands). The coach will yell out a number or shape and the players need to create that number or shape with the bodies without looking.

Blindfolded Shapes

Vocal Leadership (part 2)

Week 5



1. Establish a common goal.
2. Clarify the commitments and standards you need to get there.
3. Create a mission statement.
4. Team Leaders hold each member of the team accountable to the standards set.

Committing to a Common Goal

What is our goal for the rest of this off season as a team?

To reach our goal, we commit to...

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Creating a Common Goal

1. Is team chemistry important to you?
Why?
2. What are some problems that get in the way of good team chemistry?
3. What do you do to build and maintain team chemistry?

Team Chemistry



The Enforcer

Vocal Leadership

“Happiness is not the absence of conflict but the ability to deal with it effectively.”

-Anonymous

The Enforcer

Dealing with Conflict

1. Confront teammates who are not working as hard as they should be in practices, the weight room, conditioning, and rehab.
2. Confront teammates who break team policies (drinking, skipping workouts, curfew, etc.)
3. Confront teammates who are in conflict with coaches and other teammates (playing time, jealousies, communication problems)

The Enforcer



"You're never going to be the most popular guy on the team- especially since part of your job will be to deliver the occasional unpleasant message- so don't even bother to try. It's **respect** you need not popularity."

- Joe Montana

The Enforcer

*Keep the “Main Thing” the main thing.
(Always think of how this affects our common goal)

*Don't sacrifice being respected for being liked. (Leadership is not a popularity contest)

*Have the courage to confront (1st Encourage, 2nd Refocus, 3rd Draw the line, 4th Involve the coach if needed)

The Enforcer

“Confrontation is good. It simply means meeting the **truth** head on.”

- Coach K



1. Begin with agreement.
2. Confront in the spirit of help.
3. Check it out before accusing.
4. See it from their side.
5. Attack the problem not the person.
6. Handle conflicts individually in private.
7. Keep control of your emotions.
8. Don't discuss the problem with everyone else.
9. Stick to the point.
10. Sometimes you have to agree to disagree.

Ten Tips for Constructive Conflict

Write down a conflict that occurred this year between teammates and/or teammates and a coach. How could you have been a leader and helped the situation?

Leadership

Fill out Captain's Monitoring Sheet

Leadership

Read the scenarios and ask the questions on what they would do.

Conflict Scenarios

Set up a cone course. Have the entire team line up in a single file line. Blow up balloons to where there is one balloon in between each player. Without using their hands, the entire team must make it through the course without dropping or popping a balloon. If they drop or pop one the whole team must start over.

Balloon Train



Week 6

Leadership and Motivational Quotes

“If you don’t want responsibility, don’t sit in the big chair. That’s the deal. To be successful, you must accept full responsibility. For everything. Headaches, problems, crises. Even when it doesn’t seem fair. And here’s part two: The more successful you are, the more responsibility you must assume. Responsibility never ends.

Take Full Responsibility

RESPONSIBILITY IS THE PRICE OF GREATNESS

http://www.212movie.com/?cm_mmc=Responsys--FR--6.25.10--TTWDmovie

Hang in there!

Win when the ball doesn't bounce right.

212 – The Extra degree

Jesus as the “Master Teacher” was always looking for teachable moments.

This makes for unity among the parts; that the parts have the same care for each other that they do for themselves. If one part suffers, all the parts suffer with it, and if one part is honored, all the parts are honored.

Team attitude

The Introduction from

The Right to Lead

by John Maxwell

WHAT GIVES A MAN OR WOMAN THE RIGHT TO LEAD?

It certainly isn't gained by election or appointment. Having position, title, rank, or degrees doesn't qualify anyone to lead other people. And the ability doesn't come automatically from age or experience either. No, it would be accurate to say that no one can be given the right to lead. The right to lead can only be earned. And that takes time.

You can pick captains but you can't pick leaders.

Leadership emerges.

1. Let go of your Ego
 2. Become a good follower first (We will be taking orders our whole life)
 3. Build Positive Relationships
 4. Work with Excellence
 5. Rely on Discipline, not Emotion
 6. Make adding Value your goal
 7. Give your Power away
- Human needs: Live, Love, Learn, Leave a Legacy

The kind of leaders others will follow

By Coach Dick Luther, Assistant Men's Basketball Coach, University of Wisconsin - Whitewater
Tough systems require tough coaches and tough players. Tough players are fundamentally sound with an attitude of toughness (team attitude) and help teammates win! Tough coaches are disciplined, competitive and have a work ethic second to none. They are second to none. They are teachers of the game, consistent with their philosophy and promote values. They think like top-notch corporations who believe in:

1. Clarity....all directions and information should be totally *clear to players*.
2. Repetition....*repeat fundamentals until skills are learned*.
3. Strength....coaches must be *strong with philosophy, program commitment and teachings*.
4. Goals....*set goals*.
5. Duration....programs and philosophies that *endure are solid*.

Tough players thrive on the following: They make no excuses. They take responsibility for their actions. They believe in *preparation with a purpose*. They *fight off all temptations that interfere with their goals, and with their application they apply their values and principles to their purpose*.

**Tough Players Win.....Does Your Game Include
TOUGHNESS?**

What we say probably affects more people than any other action we take. It is not surprising, then, to find that proverbs gives special attention to words and how they are used. Four common speech patterns are described in Proverbs. The first two should be copied, while the last two should be avoided.

The heart controls what the tongue says

➤ **The Controlled Tongue**

- Those with this speech pattern think before speaking, know when silence is best, and give wise advice.

➤ **The Caring Tongue**

- Those with this speech pattern speak truthfully while seeking to encourage.

The Four Tongues

➤ **The Conniving Tongue**

- Those with this speech pattern are filled with wrong motives, gossip, slander and a desire to twist the truth.

➤ **The Careless Tongue**

- Those with this speech pattern are filled with lies, curses, quick-tempered words which can lead to rebellion and destruction.

The Four Tongues



& think!

- **1. IS THIS A RISK I CAN AFFORD TO TAKE?**
- **2. HOW WILL THIS AFFECT MY FUTURE?**
- **3. HOW WILL THIS AFFECT MY FAMILY?**
- **4. HOW WILL THIS AFFECT MY TEAMMATES AND COACHES?**

Plan, prepare, practice,
and **play** like you just **lost**
your last game.

-- Lon Kruger
Oklahoma Basketball

planning

The key is not the “will to win”
everybody has that.

It is the will to prepare to win that is
important. .

-- Bob Knight

planning

When I was teaching basketball, I urged my players to try their hardest to improve on that very day, to make that practice a masterpiece. Too often we get distracted by what is outside our control. You can't do anything about yesterday. The door to the past has been shut and the key thrown away. You can do nothing about tomorrow. It is yet to come. However, tomorrow is in large part determined by what you do today. So make today a masterpiece....This rule is even more important in life than in basketball. You have to apply yourself each day to become a little better. By applying yourself to the task of becoming a little better each and every day over a period of time, you will become a lot better. Only then will you be able to approach being the best you can be.

Planning- Make today a masterpiece

1. Being a servant to our teammates (We vs. Me)
2. Sense of Urgency: Important to Us
3. Sense of Purpose: Know How We Will Win
4. Mental Toughness (The Game Honors Toughness)
TGHT
5. Concentration Overcoming Distractions
6. Roles: Know Them, Understand Them, Fulfill Them, Every man His Own Captain
7. Be the Aggressor, Make All Available Hustle Plays
8. Rest and Nutrition
9. Scouting Report: Know His Number and Game
10. Acknowledge Teammates-Appreciation
11. **BE ONE TEAM**

How to build a real team

FINISH STRONG!!!

1. ARE YOU COMMITTED TO EXCELLENCE?
2. CAN I TRUST YOU?
3. DO YOU CARE ABOUT US?

http://www.finishstrongmovie.com/?cm_mmc=Responsys--MO--08.02.10--FSTRmovie

Finish strong



"PLAY AS HARD AS I CAN, TO THE BEST OF MY ABILITY FOR THE PERSON ON MY RIGHT AND ON MY LEFT; NOT FOR MYSELF."

ONE TEAM – Wall Hawk Hoops

Leadership Academy adapted from Jeff Janssen's "Team Captain's Leadership Manual" and Don Meyer "Leadership and Motivation"

Jeff Janssen