

# CREATING TEAM CULTURE & ROYAL MENTALITY - THE WOODBURY WAY

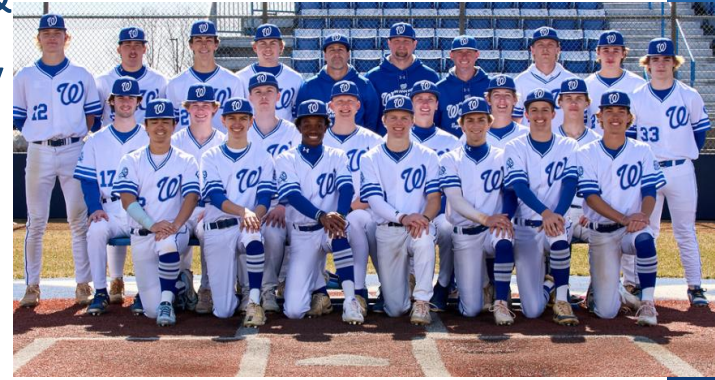
Kevin McDermott  
Woodbury High School Baseball



# History



- + Playing and coaching experiences
- + Learn pieces from all experiences. Steal good stuff and mold it to fit you.
- + Sean McDermott, Dale Varsho, Wayne Dietz, & Brian Cain and Justin Dehmer – Sports Psychology



# Building A Team of Culture Kids – Player & Parent Meetings



+ Setting expectations for players and parents

+ It's about the team, not the individual

+ Encourage self advocacy from players – college mentality

- + • Starts with honest communication with kids and defining roles.
- + • Gaining a commitment from them on that role is the next step.
- + • Making them all feel important no matter the role (because they are)
- + • Don't have to be on the field to make a positive impact (If not why do we coach?)
- + • Great teammates effect teams in special ways!
- + • [Miss St Bench Mob - 3 min](#)
- + • What do we want to “see” when it's over? What do scouts ask when they call?
- + • Picture yourself at your own funeral, what would you want to hear about yourself?

+ [Mike Matheny Letter to Parents](#)(Reading)





# Set the Culture: 3 Core Values

- Your culture can be whatever you want it to be. Our core values have been set by player vote and refined over the years.
- Play to our **CORE VALUES: (FOUNDATION OF OUR CULTURE)**

**We want to play and live outside the box!**

- **FAMILY** (Inclusivity - Dig for Gold)
- **+ ENERGY** (Up on O & Sprint)
- **GRIT** (Stick to process & work)
- Fall short = mad coach
- [Auburn Energy 10 secs](#)

**+ What do scouts ask when they call?**





# WHS BASEBALL CORE VALUES

	FAMILY	POSITIVE ENERGY	GRIT
TEAM	<ul style="list-style-type: none"> <li>+Play catch with a variety of guys</li> <li>+Help under classmen in captains practices and season workouts</li> <li>+Play for each other</li> <li>+Selfless at bats (HBP's, sacs, move em over, etc)</li> </ul>	<ul style="list-style-type: none"> <li>+ Get to practice early</li> <li>+ No walking on the field</li> <li>+ Sprint on and off the field</li> <li>+ Up on offense</li> </ul>	<ul style="list-style-type: none"> <li>+Perseverance towards your long term goals.</li> <li>+Win the next pitch mentality, ability to flush the negative &amp; move on.</li> <li>+Work each day to make yourself and others better.</li> <li>+Don't let failure define you, learn from it and grow from it.</li> </ul>
SCHOOL	<ul style="list-style-type: none"> <li>+Be loyal to the Royals (all 2000+ students, but especially baseball players) need to be treated with respect.</li> <li>+Acknowledge teammates and classmates around school.</li> </ul>	<ul style="list-style-type: none"> <li>+Take your earbuds out and hoods down in the halls and in class.</li> <li>+Move with class and energy throughout the halls.</li> <li>+Participate in class.</li> <li>+Win the next class!</li> </ul>	<ul style="list-style-type: none"> <li>+Give your best effort in classes, recognize this is the path towards a successful life.</li> <li>+Set academic goals, and stay resilient in your pursuit of those goals.</li> </ul>
COMMUNITY / HOME	<ul style="list-style-type: none"> <li>+Represent yourself, your school, and your community in a class manner whenever out in the public.</li> <li>+Treat all community members with respect.</li> <li>+Post only stuff on social media that is positive and a good representation of you, your family, and our program.</li> </ul>	<ul style="list-style-type: none"> <li>+Carry yourself with positive energy, body language, and verbal language when out in the community.</li> </ul>	<ul style="list-style-type: none"> <li>+Set goals to make your community a better place for you and everybody to be a part of; give back!</li> <li>+Live our core values out within Woodbury.</li> </ul>

# Royal Tough Baseball Creed

## (15 Characteristics of Mentally Tough Players)

### ROYALS BASEBALL GUIDE TO MENTAL TOUGHNESS.

#### ARE YOU TOUGH?

- 1. Tough players play so hard, they are mentally & physically exhausted by the end of the game.**
- 2. Tough players generate positive momentum and carry it through entire games. Tough players get to their teammates right away.** They get out of the dugout/cheer to congratulate guys for sacrificing their at bat for the betterment of the team and/or for making a great mental or physical effort. They show extreme hustle!
- 3. Tough players take responsibility for their teammates.** They expect a lot from their teammates, but they also put them first. When the bus leaves at 9AM, tough players not only get themselves there, but they also make sure their teammates are up and get there, too. Tough players take responsibility for others in addition to themselves.....they give credit to their teammates before taking it themselves.
- 4. Tough players take and give criticism the right way.** They can take criticism without feeling the need to answer back or give excuses. They are open to getting better and expect to be challenged and hear tough things. Tough players listen and are not afraid to say what other teammates may not want to hear, but need to hear.

**5. Tough players show strength in their body language.** They project confidence and security with their body language. They do not hang their heads, do not react negatively to a mistake of a teammate, and do not whine and complain to umpires. Tough players project strength, and do not cause their teammates to worry about them. Tough players do their jobs, and their body language communicates that to their teammates—and to their opponents.

**6. Tough players are alert, active, and mentally prepared for the next play before it happens...and they communicate with teammates.** Tough players use pre pitch communication and they echo commands until everyone is on the same page. Tough players play with instincts and communicate those instincts with teammates.

**7. Tough players concentrate, and encourage their teammates to concentrate.** Concentration is a skill, and tough players work hard to concentrate on every pitch. Tough players are tuned in to offensive and defensive signs and play calls.

**8. Tough players take responsibility for their actions. They make no excuses.** Tough players are coachable and they learn from mistakes and move on to the next pitch.

**9. Tough players look their coaches and teammates in the eye.** Tough players never drop their heads. They always look coaches and teammates in the eye, because if they are talking, it is important to them and to you.

**10. Tough players move on to the next pitch.** They build on the positives and flush the negatives. Tough players rely on their routines to get them back to the green. **They play in the green!**

**11. Tough players will do whatever it takes to win the next pitch.** Tough players are willing to get hit by pitches to get on base for the team. Tough players are willing to sacrifice their at bat (sac bunts, etc) for the betterment of the team.

**12. Tough players are hard to play against—easy to play with** — they make their teammates' jobs easier, and their opponents' jobs tougher.

**13. Tough players make every game important.** They **respect all opponents** & don't categorize them. They know that if they are playing, it is important. Tough players understand that if they want to play in the championship games, they must treat every game as a championship game.

**14. Tough players take it personal and they have a plan of execution.** It is you versus him, find a way to beat him and make adjustments based off of what the other guy is doing. Win the next pitch!

**15. Tough players make getting better every day their goal.** Tough players embrace their role with positive energy and come to work every day to get better and gain more opportunities. They meet victory and defeat the same way. They get up the next day and go to work to be better than they were the day before. Tough players hate losing but are not shaken or deterred by a loss. Tough players enjoy winning but are never satisfied. For tough players, a championship or a trophy is not a goal; it is a destination. The goal is to get better every day.

**Anybody can talk tough. Not anybody can be tough.**

**REAL ROYALS ARE TOUGH!**

**\*NOTHING WITHOUT A HEARTBEAT BEATS US!\***

# Building Mind Set – Mental Toughness Training



- + Classroom sessions – powerpoint & video clips
- + Introduce terminology and philosophy on how we will compete one pitch at a time (5 P's&R's)
  - + Perspective, Process, Positivity, Prep, Present Moment (Routines, rehearse, recognize, release, refocus)
  - + Introduce our aggressive approach (mindset) in all facets (statistical goals) and why - look to apply pressure
- + We want guys to play fast, play hard, play for each other, with attention to detail and execution & have a lot of fun doing it!
- + [E60: Evan Longoria Mental Game \(11 min\)](#)
- + TCU Extreme Hustle & Video Montages





# Building Mind Set – Core Values, Goal Setting, Routines

- + Put on notecards at team meeting – 3 core values (team vote), 3 individual goals, 3 team goals, routines (hitting, defensive, pitching)
- + 2015 & on Core Values = Positive Energy, Family/Togetherness, & Grit
- + How are we going to achieve these and live by these?
- + Hold players to them.





# Taking it to Practice Field

- + Developing quality practice plans
- + Develop **routine** positional drill sequence (strive for perfection) – helps players and coaches (maximizes practice time with minimal # of coaches) - Daily Drills
  - + GBT, OFT, Catching Drills, Pitching Drills, PFP's, Hitting Drills, BP sequence, etc.
- + Focus on details – in positional work and team work
- + Competitive drills & practice games – create chaos & simulate & reward aggressive play
  - + Pts game, dirtball reads game, bunting scrimmage, 21 outs, situational scrimmages

# Competitive Practice Games – Points Game



- + 2 teams (16-18 total kids) T1 vs. T2      4-5 rounds for 2 teams = 1 hour
- + T1 on offense (split into 2 groups) – 1 running (1B = OF Run) / 1 hitting (1A = IF Hit) – then flip
  - + T2 stays on defense for both 1A and 1B hitting rotations
- + Rounds = Rd1: Runner 1<sup>st</sup>, Rd2: Runner @ 2<sup>nd</sup>, Rd3: @ 3<sup>rd</sup>, Rd4: 1<sup>st</sup> & 3<sup>rd</sup>, Rd5: Bases loaded
  - + \*\*Everything is played with 1 out, not moving guys over. Drive the ball!
- + 1 Point per each base for the runners and the hitter (hitter runs every swing out live – push the ticket)
  - + Only offensive penalty is a double play = -5pts for the offense
- + Hit all 5 rounds and then rotate hitters to baserunning and vice versa
- + Have offensive players push the ticket and take the next base. Put pressure on the defense.
  - + Competitive, conditioning, mentally & physically draining, teaches aggressiveness, works on baserunning, works on defense, cuts n relays, communication, and hitting.

# Competitive Practice Games – Royal Dirtbags



- + Competitive baserunning game working on dirtball reads and catchers blocking, popping, and throwing.
- + 2 teams of 6-8 players. 1 on defense and 1 baserunning. Play 1-3 innings of 12-15 dirtballs per inning.
- + 2+ baserunners per base, so they are ready right away for next pitch (bases loaded) – coach or player pitching on the mound. (mix in strikes and dirtballs)
  - + Baserunners cannot advance on a non dirtball, but can get picked (-1)
- + All players act as if they are only one on base.
- + Team gets 1 point per each base they get & -1 pt for each time they are thrown out.

# Competitive Practice Games – Bunting Scrimmage



TEAM 1						TEAM 2						TEAM 3									
PLAYER	AB	POINTS	AB	POINTS	AB	POINTS	PLAYER	AB	POINTS	AB	POINTS	AB	POINTS	PLAYER	AB	POINTS	AB	POINTS	AB	POINTS	
DEFENSIVE TEAM POINTS						DEFENSIVE TEAM POINTS						DEFENSIVE TEAM POINTS									

SCOREBOARD									POINT SYSTEM	
	INNING 1	INNING 2	INNING 3	TOTAL	INNING 1	INNING 2	INNING 3	TOTAL		
TEAM 1									2 Foul balls, you are out = +2 (OT)	
TEAM 2									Base Hit Bunt, Safe = +2	
TEAM 3									Ball Bunted in Triangle = +1	
<b>RULES - Everyone in the order bunts once per inning</b>									Popped Up Bunt = +2 (OT)	
Start with Runner on 1 <sup>st</sup> Base				Machine is behind mound				Move Runner = +1		
1 <sup>st</sup> base is 80' away				Defense can't charge until batter squares				Run Scores = +2		
All the other bases are regular 90'				Pitcher is on either side of the mound				Defense gets Lead Runner = +3		
Mark off where runners must start				Play with 3 Teams – OF's are used to back up				Error on Defense = +2 (OT)		
Mark off where fielders must start				Rotation goes: Offense > Bench > Defense				Mental Error = +2 (OT)		
									Non-Hustle = +2 (OT)	



# Competitive Practice Games – 21 Outs

- + All players on defense (extras rotate in and take a knee behind play when not up) – coach hits fungo
- + Goal = Get 21 straight outs (7 innings) without an error.
- + When error is made they go back to zero.
  - + Pressure builds as they get closer to 21 outs, and you can check players mental toughness to make plays with pressure.
- + Set the clock and give them a time goal, or make them beat the time from the previous time playing.
- + Meet the goal or run, or run per error.



# Competing in the Games

- + Play to our Core Values & Win the next pitch!
- + 2 Rules to set our mentality:
  - + Sprint on and off the field
  - + Up on offense



# Playing the Game within the Game



- + We Guys vs. Me Guys – unselfish offensive players and play
- + 2 faces of our competitive mentality
  - + #1) You vs You – winning with positive self talk and moving onto the next pitch. **Nothing without a heartbeat, beats us!**
  - + #2) You vs them – winning the 1 on 1 battle (take it personal)
    - + Whatever it takes vs. best shot
- + Process over Results –
  - + QAB's, TPI, & Pitch Charts





# QAB (Quality At Bat)

- + Focuses on process over results – team impact, selfless AB's (Goal = 60%)

- + **Criteria**

- + 1) Hard hit ball
- + 2) Walk
- + 3) Hit by Pitch
- + 4) Move Runners with no outs
- + 5) Score runner from 3<sup>rd</sup> with less than 2 outs
- + 6) Hit
- + 7) 6 pitch at bat not ending in a K
- + 8) 9 pitch at bat even ending in a K
- + 9) Catcher's Interference
- + Very intentional with our focus and our QAB Goals, since 2013
- + HBP's – 2011=7 (record 4-17), 2012=14 (record 9-13), 2013=12 (record 11-10), 2014=27(17-8), 2015=32(14-9), 2016 = 27 (23-4), 2017 =







# BA vs. QAB Impact

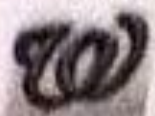
	<u>QAB</u>	<u>AVE</u>	<u>Contageous Energy</u>
1)Hard Hit Ball	UP	UP/DOWN	UP
2)Walk	UP	SAME	UP
3)HBP	UP	SAME	UP
4)Move runner at 2B w/no outs	UP	DOWN	UP
5)Score runner from 3B, less than 2 outs	UP	SAME/DOWN	UP
6)Base Hit	UP	UP	UP
7) 6 pitch at bat, no K	UP	DOWN	UP
8) 9 pitch at bat, even with a K	UP	DOWN	UP
9) Catcher's Interference	UP	SAME	UP

+ Maybe 2 out of 9 raises Average, all 9 raises QAB and chances to win.

TIME AWAY

OPPONENT *Indians*

PITCHERS



# ROYALS QUALITY AB CHART



NAME	1st	2nd	3rd	4th	5th	6th	TOTAL	QUALITY AB'S
<i>Yan</i> <i>short</i>	6	6	6	2				1) Field out
<i>Low</i> <i>over</i>	2	X	6	6				2) Walk
<i>Meyer</i> <i>middle</i>	6	2	6	X				3) HBP
<i>Seo</i> <i>short</i>	6	2	6	6				4) Move runner w/ no outs
<i>Kobler</i> <i>short</i>	2	5	6	6				5) Score runner on 3rd, less than 2 outs
<i>Miller</i> <i>←</i>	2	5	X	5				6) Base hit
<i>Musler</i> <i>middle</i>	5	1	6	2				7) 6 pitch at bat, no K
<i>Doby</i> <i>short</i>	X	X	2	5				8) 9 pitch at bat, even with a K
<i>Hino</i> <i>pin</i>	X	X	6	X				9) Catcher's Interference
<i>Wright</i> <i>middle</i>	X	6	5					
<i>Foster</i> <i>short</i>	2	1	X					
<i>Wright</i> <i>middle</i>	6	1	6					
	B	A	S	E	2	TOTAL		GOAL 3 OUT OF 5

USE 2 CHECKLIST

OVER OUTCOME

WIN THIS PITCH

1 PITCH WARRIOR

QAB GOAL 60%

# WHS TEAM PROCESS INDEX

Opponent \_\_\_\_\_

Date \_\_\_\_\_

WHS ROYALS



## FREEBIES

GOAL = 48 Pts.

Our Errors	Opponent Errors	Difference

Our BB/HBP	Opponent BB/HBP	Difference

Our Ks	Opponent Ks	Difference

Our SB	Opponent SB	Difference

Our Freebies	Opponent	Total Points

## BASE2

Big Inning	0 Points	10 Points
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Answer Back	0 Points	10 Points
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Score First	0 Points	10 Points
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Extend Lead	0 Points	10 Points
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Score With 2	0 Points	10 Points
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BASE2	x 10 Each	Total Points

## QAB's

Up to 10 Points

QABs	Total AB	QAB %

QAB %	x10	Total Points

Total Points





# Getting on Base Wins

## SEASON: HIT BY PITCH

HIT BY PITCH	TEAM	YEAR
54	Esko	2022
52	Springfield	2004
49	Woodbury	2021
46	Springfield	2007
43	Wabasso	2008
43	Rogers	2022
41	Zumbrota-Mazeppa	2008
41	Mankato Loyola	2007
39	Woodbury	2019
38	Rogers	2021

## WHS HBP's By Season

2015 - 32 HBP / 85 BB Our Ps 20HBP/46BB  
 2016 - 27 HBP / 100 BB Our Ps 16HBP/62BB  
 2017 - 29 HBP / 84 BB Our Ps 22HBP/66BB  
 2018 - 36 HBP / 75 BB Our Ps 24HBP/73BB  
 2019 - **39 HBP** / 99 BB Our Ps 17HBP/53BB  
 2021 - **49 HBP** / 82 BB Our Ps 19HBP/84BB  
 2022 - **38 HBP** / 80 BB Our Ps 17HBP/54BB  
 2023 - 22HBP / 110BB Our Ps 8HBP/78BB  
 2024 - 33HBP / 80BB Our Ps 21HBP/73BB  
 2025 - **48HBP** / 89BB Our Ps 12HBP/80BB

**TOTAL 353HBP/884BB Our Ps 166HBP/669BB**

**187 MORE HBPs / 215 MORE BB's = 402 more**



# Winning the Freebie Wars

2015 - OUR SB's 32  
+16

OPPONENTS SB's 16

2016 - OUR SB's 39  
+31

OPPONENTS SB's 8

2017 - OUR SB's 44  
+33

OPPONENTS SB's 11

2018 - OUR SB's 56  
+39

OPPONENTS SB's 17

2019 - OUR SB's 38  
+21

OPPONENTS SB's 17

2021 - OUR SB's 34  
+19

OPPONENTS SB's 15

2022 - OUR SB's 37

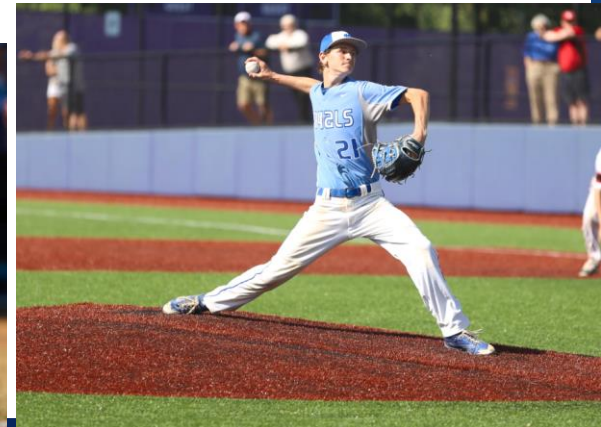
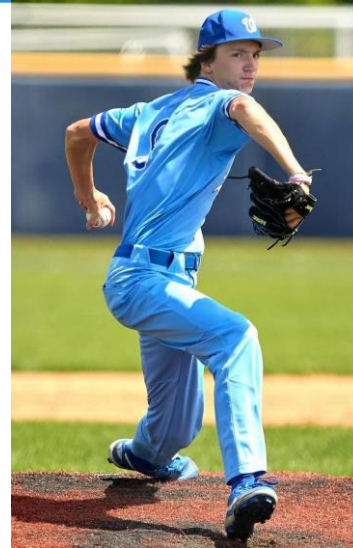
OPPONENTS SB's 15

# Pitching Charts & Defensive Goals



- + Pitchers Goals and Stats Tracked
  - + 65% 1<sup>st</sup> pitch strike
  - + 65% 2 out of 3 strikes
  - + Less than 15 pitch innings

\*95% Fielding Percentage is our goal  
(It's what championship caliber teams do)



# Honor Boards



WOODBURY HIGH SCHOOL  
**ROYALS BASEBALL**

**ROYALS D1 COLLEGE PLAYERS**

998 JAY SWANSSON - BUTLER UNIVERSITY  
 999 RYAN LUNDERVOLD - BUTLER UNIVERSITY  
 004 TYLER KIPKE - CENTRAL MICHIGAN UNIVERSITY  
 010 COLIN KEEFE - PENN STATE UNIVERSITY  
 012 RYAN FRITZE - VALPORAISSO UNIVERSITY  
 016 SEBASTIAN HOLTE-MANGERA - UNIVERSITY OF MARYLAND  
 017 MAX MEYER - UNIVERSITY OF MINNESOTA  
 017 RONALD SWEENEY III - UNIVERSITY OF MINNESOTA  
 019 ADAM MAZUR - UNIVERSITY OF IOWA  
 020 BROCK RINEHART - SOUTH DAKOTA STATE UNIVERSITY  
 021 SAM MALEC - UNIVERSITY OF MINNESOTA  
 021 REISS CALVIN - UNIVERSITY OF CAL-SANTA BARBARA  
 024 LUCAS MCNELLIS - UNIVERSITY OF ST. THOMAS  
 025 JACK GESSNER - UNIVERSITY OF ILLINOIS AT CHICAGO

WOODBURY HIGH SCHOOL  
**ROYALS BASEBALL**

**QAB CHAMPIONS**

2014 LOGAN WELCH - 71%  
 2015 NICK GEHRT - 65%  
 2016 RONALD SWEENEY III - 79%  
 2017 MAX MEYER & RONALD SWEENEY III - 64%  
 2018 RODNEY ERICKSON - 59%  
 2019 BROCK RINEHART - 68%  
 2020 COVID (NO SEASON)  
 2021 COLE ERICKSON - 68%  
 2022 PIERCE GRITZMAKER - 73%  
 2023 JOEY MOELLER - 64%  
 2024 LUCAS MCNELLIS - 57%  
 2025  
 2026  
 2027

WOODBURY HIGH SCHOOL  
**ROYALS BASEBALL**

**ROYAL AWARD**

2004 STEVE GREAVU  
 2005 KIRK ENGRAM  
 2006 JEFFREY HILLIARD  
 2007 MITCH WILLETT  
 2008 ANDREW STOFFEL  
 2009 KYLE KRONFORST  
 2010 JASON EDDY  
 2011 AUSTIN FLEISCHHACKER  
 2012 STEVEN FINGLETON  
 2013 RYAN SCANLON & JOSH SHARP  
 2014 NICK KROPILOSKI & NICK YOCHUM  
 2015 DAN BORNHOLTZ & MAX NEWMAN  
 2016 NICK GEHRT  
 2017 ANDREW PAPE  
 2018 JOE KAMINSKI  
 2019 ADAM MAZUR  
 2020 QUINN KRUEGER & JOSH DAVIS  
 2021 BLAKE WASHENBERGER  
 2022 BRAYDEN MISHACOFF & NOLAN DROSSEL  
 2023 K. CARLSON, E. PROKOPEC, J. MOELLER  
 2024 LUCAS MCNELLIS  
 2025  
 2026  
 2027  
 2028  
 2029  
 2030  
 2031  
 2032  
 2033  
 2034  
 2035  
 2036

WOODBURY HIGH SCHOOL  
**ROYALS BASEBALL**

**1<sup>ST</sup> PITCH K CHAMPION**

2014 BEN MEYER - 64%  
 2015 JAKE DICKMEYER - 68%  
 2016 MAX MEYER - 60%  
 2017 MAX MEYER - 64%  
 2018 MAX RODE - 65%  
 2019 ADAM MAZUR & RILEY FRISK - 64%  
 2020 COVID (NO SEASON)  
 2021 JUSTIN DANLEY - 63%  
 2022 PIERCE GRITZMAKER - 70%  
 2023 JJ MINOR - 65%  
 2024 GEORGE BJELLOS - 69%  
 2025  
 2026  
 2027  
 2028

WOODBURY HIGH SCHOOL  
**ROYALS BASEBALL**

**ROYALS IN THE PROS**

2012 RYAN FRITZE - AZ DIAMONDBACKS - FA  
 2017 MAX MEYER - MIAMI MARLINS - 1<sup>ST</sup> Rd  
 2019 ADAM MAZUR - SAN DIEGO PADRES - 2<sup>ND</sup> Rd

# Contact with Questions



**OVERALL GOAL:** Develop mentally tough, competitive players that are prepared for the real world.

Play with Royal Mentality (Let's Hunt)- [Lion Mentality - 3 min](#)

**Feel free to contact us with any questions.**

- + We will email you documents, spreadsheets, videoclips, or answer any questions
- + Kevin McDermott – [kmcdermo@sowashco.org](mailto:kmcdermo@sowashco.org)
- + Justin Feldkamp – [jfeldkam@sowashco.org](mailto:jfeldkam@sowashco.org)

