

T.E.A.M.



LEADERSHIP

COACHES' MANUAL SAMPLE

NAME: _____

“LEARNING TO LIVE & LEAD A LIFE OF VICTORY”

INTRODUCTION:

My name is Adam Winegarden, I have been an Assistant Coach, Head Coach, Director of Leadership, or Athletic Director for 25+ years. My coaching journey has placed me in several different school settings and has taught me many valuable lessons. Through these experiences, I want to give you guidance to build a successful team regardless of your circumstances.

“**T.E.A.M.** Leadership” is a program directed toward student-athletes of any age, gender, or athletic team. This is about creating a “oneness” on your team and preparing everyone to live a life of victory. On a team, an alignment of expectations, mindset, and player leadership is critical to success. How do we know if this is present within your team? The simple answer is: “Are the players modeling the behaviors and communicating the expectations without the coaches.” Whether the answer to this question is “Yes” or “No”, the response is the same... We have to get better! The best way to get better in this area is to have an intentional plan that creates ownership. They say we learn by our education, examples, and experiences. This program is going to give you all 3, along with an opportunity to become a player led team.

As you go through this program, we encourage each person to take “One Drop” from each lesson. That when a drop hits a pool of water it creates a ripple effect. That if we apply that as an individual, then it will positively affect all areas of our lives. If we do that as a team, then it can create a tidal wave of success. A team that reaches goals, continually improves, and leaves with a rewarding experience.

Ultimately, our mission is for “**T.E.A.M.** Leadership” to help build your legacy and create a cycle of life-long success. We have a great opportunity to impact our schools, communities, and future generations. We are “*Born to be Special*”, and this experience is going to help maximize your given potential.

Thank you for being a part of this program!

lessonsfromthegoalpost.com



“You Are Born To Be Special”



PURPOSE:

TEAM EXPECTATIONS AND MINDSET

The greatest achieving teams have a direct correlation between expectations and mindset. These teams are known as the "overachievers", they have the "it" factor, they are referred to as being the "special group." These teams will perform at their highest level based on their ability level. They inspire your community by playing with unique hustle, attitude, and teamwork.

They display these characteristics:

- 1) **STUDENT-ATHLETES:** There is a direct correlation between academic accountability and athletic performance. Great teams have responsible and respectful students.
- 2) **COMMITTED TO THE EXTRA:** The best teams are the best at doing the extra.... You can tell a lot about a team by how fast they leave the arena and leave the locker room. The best teams cannot get enough of the work and time together.
- 3) **COACHES CONCERNS:** Are tied to team execution, but never competitive spirit or effort. There is never a doubt that they will be ready to play with relentless effort.
- 4) **STANDARD OF BEHAVIOR:** Was taught by the staff but enforced through social acceptance within the team. Respect was earned by effort and commitment to standards.
- 5) **CREDIBLE LEADERS:** Top 10% are credible performers and teammates.
- 6) **COACHABLE NOT COMPLIANT:** Players apply instruction in front of coaches and away from coaches. There is a behavior change off the field and the players become an extension of the coaching staff.
- 7) **TEAM COHESION:** The team is made up of different friend groups rather than different clicks. They put aside differences and commit to a larger purpose. They have different personalities but are committed to one mindset.
- 8) **CONSISTENT IMPROVEMENT:** They can improve in success and failure. They can adapt in small (bad weather, etc.) to big change (injury, etc.). They respond with a spirit of improvement and toughness in adversity.
- 9) **ALL ARE VALUED:** A hierarchy is needed for decisions and responsibilities... But a hierarchy does not determine respect, caring, or worth of anyone. People feel valued at all levels regardless of their status on the team.
- 10) **HONEST AND CONSTRUCTIVE DIALOGUE:** It is about getting better... point blank

"A coach is someone who tells you what you don't want to hear, who has you see what you don't want to see, so you can be who you have always known you could be. "

- Tom Landry

T.E.A.M. LEADERSHIP COACHING STRUCTURE

RATIONALE

WE REMEMBER:

- 10% of what we read**
- 20% of what we hear**
- 30% of what we see**
- 50% of what we see and hear**
- 70% of what we discuss with others**
- 80% of what we personally experience**
- 95% of what we teach others**

PROCESS

1) SPLIT TEAM INTO MANAGEABLE GROUPS

- If possible, put groups in sizes allow for discussion.**
- Lessons should last 20-30 Minutes**

2) READ AND DISCUSS KEY THOUGHT

- Please include personal thoughts, ideas, or experiences.**
- Coaches' Guide includes suggestions to help lead discussion.**
- This can be coach or player led, depending on situation.**
- Any additional instruction, visuals, or correlating videos are encouraged.**

3) HAVE ALL MEMBERS GIVE ANSWERS TO QUESTIONS.

- It is key to make them verbalize within their group.**
- This will increase and become more comfortable as lessons progress.**
- The dialogue will build trust (to share), respect (knowledge of individuals), and ownership (verbalizing core values).**

4) GIVE FEEDBACK ON THEIR RESPONSE

- Helps reinforce that their thoughts are valued and encourages a comfortable sharing environment.**

5) CONCLUSION

- Suggest taking up Player Manuals until program is complete.**
- Revisit their goals at end of program.**
- Allow players to keep them at the end.**
- Players could have multiple manuals as they go through your program. Will allow them to reflect on how their goals and thought processes change as they mature.**

"Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are."

- John Wooden

T.E.A.M. LEADERSHIP CURRICULUM

"To Guide Each Player to Live & Lead a Life of Victory"

T.E.A.M. EXPECTATIONS

LESSONS 1-4

- 1) **STUDENT ATHLETE**
Breeding Ground for Habits of Excellence
- 2) **COACHABLE PLAYER**
Follow the Blueprint of Success
- 3) **GREAT TEAMMATE**
The Most Valuable Asset & Experience
- 4) **LARGER PURPOSE**
Commit to the Mission

T.E.A.M. MINDSET

LESSONS 5-8

- 5) **SACRIFICE**
The Greatest do the Most
- 6) **DISCIPLINE**
The Greatest are Consistent
- 7) **TOUGHNESS**
The Greatest Face Adversity
- 8) **RELENTLESS EFFORT**
The Greatest are Elite Competitors

*“A journey of a thousand miles
begins with a single step.”*

- Chinese Proverb

EXAMPLE PLAYER GOALS

STUDENT ATHLETE	
ACADEMIC GOALS	ACTION STEPS
<ol style="list-style-type: none"> 1) Improve my math grade. 2) Turn in all my work this year in all classes. 	<ol style="list-style-type: none"> 1) Ask the teacher for help if I do not understand the assignment. 2) Do my homework as soon as I get home.
COACHABLE PLAYER	
ATHLETIC GOALS	ACTION STEPS
<ol style="list-style-type: none"> 1) To have an on-field role on the team. 2) To be known as the hardest working player on the team. 	<ol style="list-style-type: none"> 1) Accept wherever the coaches put me and have a good attitude about it. 2) Go as hard as I can in everything we do. Never leave any doubt about my effort.
GREAT TEAMMATE	
CHARACTER GOALS	ACTION STEPS
<ol style="list-style-type: none"> 1) I want to get to know more people on my team. 2) To not let my emotions get the best of me and make poor decisions. 	<ol style="list-style-type: none"> 1) Talk to 2 people a day I normally do not talk to. 2) Talk to someone or get away from the situation until I can do the right thing.
LARGER PURPOSE	
TEAM GOALS	ACTION STEPS
<ol style="list-style-type: none"> 1) Want us to be a close group that acts like a family every day. 2) Want us to be a team that nobody wants to play. 	<ol style="list-style-type: none"> 1) Do not allow negativity in our locker room. Hold people accountable. 2) Be a leader that pushes everybody to play with unmatched effort. I must be the example of this every day.

“Education is the most powerful weapon which you can use to change the world.”

-Nelson Mandela



LESSON 1

STUDENT ATHLETE

KEY THOUGHT & DISCUSSION

Players are expected to give their “Best Effort” and compete in all areas of their daily lives. Attendance, Assignments, & Attitude are what you control every day as a student. This is a life skill; you will always have somewhere to be, something to do, and people to deal with. The school day is the breeding ground for habits of excellence. You reinforce great habits every time you show up, do the work, and treat people well. A great day in school helps you have a great day on the athletic field. There is a direct correlation between a responsible student and a trusted athlete.

DISCUSSION QUESTIONS

- 1) What do you prove with attendance, turning in assignments, and having a great attitude?

You are proving that you can be counted on and trusted. This happens with consistent choices to do the right thing in any environment. You are reinforcing this mindset every day in school. Coaches play players they trust.

- 2) What education are you gaining from sports?

Athletics is the greatest way to practice life before you live it. Accountability, responsibilities, relationships, and adversity are unavoidable in life. This will occur at home, at your job, and in the community. Nothing is given and everything is earned, just like in athletics.

- 3) Go to the Player Goal Page and list 2 Academic Goals and an Action Step (what you can do consistently) for each goal.

Players need to write down measurable goals and executable action steps.

“My best skill was that I was coachable, I was a sponge and aggressive to learn.”

-Michael Jordan



LESSON 2

COACHABLE PLAYER

KEY THOUGHT & DISCUSSION

A willing learner is the primary component to a great learning environment. We must be able to accept team expectations, discipline, and instruction. An athletic program has a blueprint for your success, is a privilege, and must be earned.

Your success and development will greatly depend on your ability to be coachable. A coach's primary purpose is to help you, and the team become its best version. The faster a player can learn a concept, the quicker they can be taught a new concept. Applying a coaches' instruction is the foundation of improvement. Not being coachable is the fastest way to not reach your goals.

DISCUSSION QUESTIONS

- 1) How would you define being Coachable?

Being coachable is bigger than doing what you are told to do. This is about a change of behavior, do you apply instruction in front of coaches and away from coaches? Great players take coaching and change their lifestyle.

- 2) How does Coachability make you a Better Player and us a Better Team?

Coaches have the blueprint for your success and are trying to guide you step by step. The path to better as an individual and as a team comes from a commitment to the plan.

- 3) Go to the Player Goal Page and list 2 Athletic Goals and an Action Step (what you can do consistently) for each goal.

Players need to write down measurable goals and executable action steps.

END OF SAMPLE