

Coach Norman Dale Leadership Lessons From the Movie HOOSIERS

- I dont know why you are giiong on about this kid, it has been my thinking that no one is irreplacable.
- Ill be setting up practice a little different, but as you will find out everything has its reasons.
- Basketball is a voluntary activity NOT a requirement and any of you who dont ant to be on the team feel free to leave riht now.
- Don come to practice unless you are willing to listen and learn.
- My practices arent designed for your enjoyment.
- I have seen you guys can shoot but there is more to the game than shooting. There are fundamentals and DEFENSE.
- Lets be real clear about what we are after here. Wlpe that smile off your face- this is not funny. 5 players on the floor functioning as one single unit- TEAM, TEAM, TEAM. No one part more important than the other.
- No team of mine will ever be outworked by our opponent. With only 5 guys we cant afford to .
- Were going to be conditioning everyday in practice. You will be in the best physical shape of your life. You are in my army everyday between 2 and 4 pm.
- Our practices are closed to outsiders. We do not want any distractions at our practices.
- In the 10 years I coached I never met anyone who wante to win as badly as I did. I would do anything I had to do to increase my advantage. Anybody who would try to block the pursuit of that advantage I would push them out of the way it did not matter who they were or what they did. But that was then- Jimmy you have a special talent, a gift, not the schools, not the townspeople, not the teams, not Mrs. Fleenors, not mine- it is yours to do with what you choose, Because that is what I believe I can tell you this- I don't care if you play on the team or not. This was Coach Dale talking to Jimmy Chitwood- the star player from the team the last season outside while Jimmy was shooting.

- Most people would kill to be treated like a God even for a few moments.
- The Boys and I are getting to know each other to see who we are and what can we be. So far I like what I have seen. I am very excited to be a part of Indiana basketball. This is your team.
- I would hope you support who we are and not who we are not. These six individuals have made a choice to work, the choice to sacrifice, the choice to put themselves on the line 23 nights in the next four months to represent you this high school. That type of commitment and effort deserves and demands your respect. This is your team. This was Coach Norman Dale talking to student body after their first pep rally. The student body starting chanting Jimmy when he was not a part of the team.
- Remember to discipline your game. Absolutely no shots until you have passed off four times. Set your offensive patterns before you go to score.
- Be strong and of good courage and the Lord God is with you where ever you go. Lord bless these boys and the season before them. Amen.
- Welcome to Indiana Basketball- Coach Dale before first game.
- We need to be 5 pistons firing together- TEAM.
- You have to move to get open- stop standing.
- Dont settle for good shots, work to get a great shot.
- If you want to win you have to play harder on the defensive end of the court.
- I want stone cold execution on both ends of the court.
- Remember what we worked on in practice and I want to see that on the court.
- My team is on the floor. After player he put on the bench tries to get in the game, Coach Dale leaves him on the bench and plays out the rest of the game with 4 players.
- After game Coach Dale said "Those who were on the floor at the end of the game, I am proud of you. I am going to say this one time. All of you have the weekend. Think about if you want to be on this team

or not under the following conditions- what I day when it comes to this basketball team is the LAW- absolutely and without discussion.

- We have a lot of talent but it is raw and undisciplined. I am going to break them down then I am going to build them back up.
- Before my brother played a basketball game mother couldnt sleep the night before and if they lost she would walk the floor until morning, that is how important basketball was to them.
- Shooter- played by Dennis Hooper in the movie was one of the boys father that had a drinking problem gave Coach Dale a scouting report before the Cedar Knob game- this is what he said:

You are playing against Cedar Knob tomorrow. I know everything there is to know about the greatest game ever invented. Aint nobody knows them better than me. I have been watching how you have been breaking the colts, but my friend you cant play them all the way man to man. They aint got no head toppers. Cedar Knob is a bunch of mites thatll run you off the boards. You have to squeeze them back to the paint. Make them chunk ot from the cheap seats. Watch that purgatory they call a gym, no drives 12 foot in. That will do.

- How can anyone play in this cracker box? One small gym at small school in Indiana.
- Dale told one of his players: You be sorry on the bench. He was the same player Coach Dale benched the first game for being disobedient to coach. He was a good player but needed more discipline with his approach to the game and in the huddle.
- When Coach Dale's Assistant got sick on the sidelines Coach Dale went to see him. This is what he said "I guess the Dr. says you have to take it easy for awhile with no more basketball games. I kind of would like to see you on your feet on the sidelines. Rest and get better.
- Coach Dale then went after Shooter to be his assistant. This is what he said: I have a proposition for you. Cletis is going to be laid up for a while and I would like for you to give me a hand. I want you to be my assistant- come to practices and sit on the

bench with me during the games. Under the following conditions:

1. You clean yourself up.
 2. You shave.
 3. You show up to practices and games on time.
 4. You wear a shirt and tie.
 5. And you cannot drink in front of these boys. If I smell any on your breath you are done. You are embarrassing your son.
- After Shooter kicked Coach Dale out he ended up agreeing to the terms of this opportunity. Coach Dale introduced him to the team before one of the games. The town did not agree with the efforts Coach Dale was doing in regards to Shooter.
 - They had a town hall meeting to discuss firing Coach Dale for the season. At the town hall meeting Coach Dale said "I have made some mistakes but they are mistakes I take full responsibility for. I was hired to teach the boys the game of basketball and I did that to the best of my ability. I apologize for nothing. You may not be pleased with the results but I am. I am very proud of these boys.
 - I PLAY COACH STAYS, HE GOES, I GO. Jimmy Chitwood
 - I stuck out my neck for you. You stay clean or get in hospital to dry out. You can cut it, I did not think I could cut it but after what Jimmy did for me the other night it would take the Indiana National Guard to get me out of here. We are coming together as a team, with Jimmy all the pistons are firing. We have 10 games to play and we are going to be a tough team to beat. Now you are coming along for the ride!
 - Shooter after Coach Dale gets kicked out of the game- these are his instructions at the end of the game to win it- " We are going to run the picket fence at them. Mercedes is going to curl around the fence for a shot. Dont get caught watching the paint dry. The Huskers hit the game winner.
 - You keep in the game mentally, that is what it is all about.

- Shooter to Coach Dale after he checked himself into a half way house to sober up: I am so sorry Coach, Basketball meant so much to me. I am so proud of you.
- REGIONAL FINALS SPEECH- by Coach Dale
- There is a condition in tournament play to not talk about the next game until the game you are playing has been played. I am sure going to the State Finals is beyond your wildest dreams so lets keep it right there. Forget about the crowds, the size of the school. Their fancy school. Their fancy uniforms and remember what got you here. Focus on the fundamentals that we have went over time and time again. And most importantly don't get caught up in thinking about winning or losing this game. If you put your effort and concentration in plaining to your potential to be the best that you can be. I do not care about what the scoreboard says at the end of the game, in my book we will all be winners.
- Be patient and look for the good shot.
- Strap God wants you on the floor.
- After Strap a bench player scores 6 points to close the game Coach Dale asked him what has gotten into you? Strap said the Lord I can feel his strength and Coach Dale said keep your strength in the dribble.
- In the huddle with 3 seconds to go- Coach Dale addressing his team- Listen after Ollie makes his second shot, and you will make your second shot, get back on defense right away. There will be enough time for them to throw a desperation toss.
- Strap prays for him and Coach Dale said Make it a good one.
- Ollie makes both free throws and they win the game.
- Coach talking to Mira about her asking him what happened in college basketball coaching. "It's been a number of years and it still goes around in my head. I slow it down and sometimes I think I can stop my fist from hitting the boys jaw. One second- everything I had worked for was finished. Funny think too, he was the best kid that I ever coached and played for me. He was tough, stubborn, willful.
- When asked by news reporters how his team would compete with the huge and great Muncie central team they were playing in the finals-

Coach Dale said “More important to me that a scouting report is my boys only know basketball, farming and school probably in that order. Some of them have not seen a building taller than 2 stories other than a photo in a book. SO taking them to Indianapolis to play in front of 15,000 people is kind of like you and me going to the moon. So what team we play is the least of my concerns.

- No school this small has ever been in the State Championship. Shooter checked himself into a recovery place where he listened to the State Championship. Before it, his son came by and told his father they would work together and when he got out of the place the both of them would live together and his son would help him. His son learned the value of forgiveness and second chances. He understood that everyone deserves forgiveness and that his father was trying but just had a problem.
- When Coach Dale and Team went into Hinkle Fieldhouse at Butler University they were amazed with the size of the arena. It could hold 20,000 in it. Coach Dale got his team on the court and got a tape measure out and asked Buddy his guard to hold the measure tape on the baseline and stretched it out to the free throw line. He asked how long? 15 feet was his answer. He then got Strap to put Ollie on his shoulders and asked how tall? 10 feet was his answer. He said I think you will find the exact same measurements in our gym back in Hickory. Lets get dressed for practice.
- Everybody in the State of Indiana was listening to or AT the State Championship game that night.
- In the locker room before the Championship game that night nerves were running high. Coach Dales speech started like this: We have talked about this before. Their top player is Boyle #15 and he averages about 20 points a game. Buddy you have to stick right with him. No inside penetration and shut down the passing lanes and you must be tough on the boards to negate their height advantage. Were way past the big speech time but I want to thank you for the last few months. Its been very special for me. Anybody have anything they want to say? Yeah Lets win this one for all the small schools that never had a change to get here. Another player said I want to win to

my dad. Another player said Lets win this one for Coach who got us here.

- Then the Pastor spoke- With the God of Heaven it is all one. To deliver to a great multitude of a small company. But the victory battle doesnt stand in the multitude of hosts but strength comes from Heaven. And David put his hand in the bag and took out a stone and slung it. It struck the Philistine on the head and he fell to the ground. AMEN.
- Coach Dale then said I LOVE YOU GUYS! TEAM!
- The state championship game begins: South Bend is beating Hickory and Coach Dale calls a timeout and this is what he said: Maybe they are right about us, maybe we do not belong up here. Lets get the ball to Jimmy and set him up. It is a close game back and forth with 1:18 left Hickory is down by 4 Coach Dale tells Buddy to full court press after the shot. Hickory misses a jumpshot but gets a steal and layup, they are down by 2. Then it is stolen by Hickory off the inbound and the game is tied with 24 seconds left. Then they doubled the ball at mid court and South Bend made a bad pass that was picked off. Coach Dale calls a time out with 15 seconds left in the game. This was a crucial timeout and this is what he told the team:
 - Alright listen up. Here's what we are going to do. Jimmy they are going to be expecting you to take the last shot. We are going to use you as a decoy. Buddy you get the ball and we will run the pickit fence agains them and hes going to take the last schot. Alright lets go. The team stands up but does not look like they want to go onto the court. Jimmy looks at the team and the coach and said ILL MAKE IT. Amazing that he would have th confidence and His team would have the TRUST in Him to hit the last shot. With 12 seconds left on the clock they give the ball to Jimmy in the middle of the court. This leads to a lesson and the lesson is: Great players do great things in the middle of the court.
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