Leadership 4 – Setting and Exemplifying the Standard

Building our house!
Organize yourself by position.

High five everyone in your group.

Introduce yourself and share how your training or sport is going.
Commit yourself to reading and updating your mindset plan 2x a day.

Focus
Determine your future. Don’t let chance determine your future.
**Traffic Light Analogy**

- **Green**: composed, optimistic, confident, focused, determined, communicating, encouraging, positive body language, aggressive, energetic.
- **Yellow**: frustrated, questioning, doubts, negative, blaming/making excuses, distant, tentative, distracted, confused, rattled.
- **Red**: angry, pessimistic, overwhelmed, out of control, apathetic, hopeless, negative body language, scared, emotional, flat, unapproachable.
Neenah Football Language
Be the Standard
BBT
TNT
Build your House
Nothing is a Test
What kind of team do you want to have?

You said:
Is a family!
Works Hard!
Gets Better Each Day! #BBT
Encourage each other!
Have fun together!
Does great things together!
Why - Leadership Training

How do we get this done to protect and better our culture?

Setting and Exemplifying the Standard!

Set Standards and follow them!
Meeting the standard!
“In developing teams, I do not believe in rules. I believe in standards. Rules do not promote teamwork, standards do. Rules are issued by the leader to the group, and the group can either follow those rules or break them. When something is presented as a rule, you can’t own it. You can’t live it. Standards, on the other hand, are lived. This is what we do all the time. These are the things for which we hold one another accountable.”

Coach K
Duke Men’s Basketball Coach
“I approached the building of the 49er organization with an agenda that didn’t include a timetable for a championship but instead an agenda of establishing standards of behavior......More quickly than you might imagine, a transformation occurred in the quality of the team’s attitude and actions. ‘An environment developed in which adherence to the details of our Standard of Behavior became second nature as we worked to become absolutely first class in every possible way on and off the field.”

Bill Walsh
San Francisco 49ers Coach
2-12 to three-time Super Bowl Champions
Setting and Exemplifying the Standard

Why - Leadership Training

Standards Must Be:
High - Championship culture requires high standards
Uncompromising - The Standard is the Standard
Comprehensive - Sport School life!
Consistent - Same for all
Collective - Established and embraced by all
Why - Leadership Training

Setting and Exemplifying the Standard

Coach K on Standards
Practices, Training, & Workouts

BBT
- 100% participation
- 100% Effort - Finish all reps / Drills
- Communicate
- Encourage - compliment
- Relentless - Play thru the whistle / Outwork
- On time - Always early Never Late
- Be the standard - hold yourself accountable

Growth Mindset

Body Health - Healthy Diet / 8 hours of sleep / Chemical

Sweep the shed - clean up / extra drill work

Respect

No Excuses

Have Fun

Passion

Academics

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- 100% participation
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Growth Mindset

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Have Fun

Passion
Our standards must apply to all of our areas of life not just our sport. Must apply to our academics, relationships (school and team), and our social life.
Unacceptable Standards

Practices, Training, & Workouts
- Missed Practices or workouts
- Missed reps
- Not a growth mindset
- Disrespect - talking about others
- Making Excuses
- Not getting Better
- Bad attitude / Just enough attitude
- Giving up
- Late
- Leaving early
- Cutting corners
- Doing own thing

Academics
- Missed classes
- Missed assignments
- Not a growth mindset
- Disrespect - talking about others
- Making Excuses
- Not getting Better
- Bad attitude / Just enough attitude
- Giving up
- Late
- Leaving early
- Cutting corners
- Doing own thing
Meeting the standard!

Setting and Exemplifying the Standard

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<th>Resistant</th>
<th>Reluctant</th>
<th>Existant</th>
<th>Compliant</th>
<th>Committed</th>
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What is your commitment to the Standards in these areas?

Share your results with your group.
Belief in Team

Leadership Meeting 2
Commitment

1. **Resistant** – Resistant people resist the leader’s or group’s goals, culture, and/or training methods and standards.

2. **Reluctant** – They hesitantly do what is asked but have not yet bought into the team goals. They hold back their energy, enthusiasm, and effort.

3. **Existent** – They are there in body but not in mind and spirit. They show up but give little more than their mere presence. They act like they want to be there but do not complete all the lifting and go through the motions in practice.
4. **Compliant** – Dutifully do what they are told but aren’t self-motivated to give much extra. They lack the initiative and foresight to go above and beyond the call of duty.

5. **Compelled** – No matter what obstacles, adversities, or distractions might stand in their way, compelled people are going to find a way to succeed. They never miss a weight room session. If they do they make it up or get it done beforehand by communicating with the coach.
Meeting the standard!

Once your standards are established they will define the character of your team. Once complete, your team can look at that list and say, ‘that’s who we are.’ As you move forward and are challenged by competition and adversity, you can look at your team and simply say, ‘Let’s be ourselves.’ If you have established standards, they’ll know exactly what you mean.

Coach K
Duke Men’s Basketball Coach
Scenario 1

The weight room. How do you handle a situation where one of our athletes is missing reps and not working hard?
Scenario 2

In the armstrong hallway by the REF, you hear and see your teammates behaving in a way that embarrasses our team.
Scenario 3

You see one of our players talking badly about one of his coaches. How do you handle this situation?