

To be a team, you must
be a family. (Don Meyer)

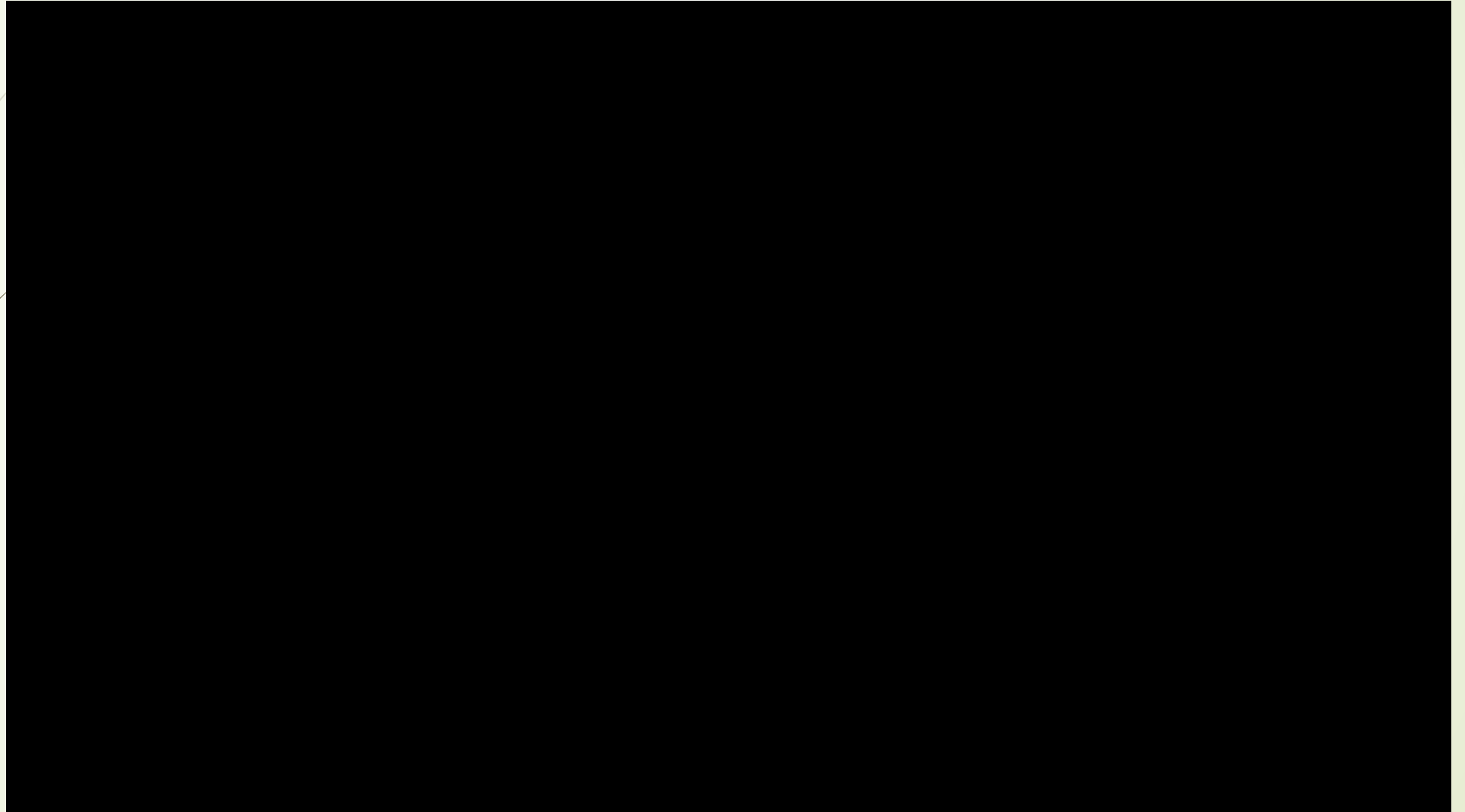
Discovering ways to enhance team performance by building greater cohesion.



Nearly 30 years of coaching basketball



Steve Kerr on coaching





MEI 2019-20 Senior Girls' Basketball team



MEI 2019-20 Senior Girls' Basketball team

Three Key Ideas

1. Building Relationships

2. It's More Than a Game

3. Roles and Responsibilities



Building Relationships

- Within a practice
- Within a game



Building Relationships

- Team social activities
- Combining teams



Building Relationships

Coaches
modeling
healthy
relationships






Discussion Question

- What are some things you have done as coaches or seen your coaches do that you would add to the previous list?

It's More Than a Game

A photograph of Pat Summitt, a well-known basketball coach, interacting with a player from the University of Tennessee. The player is wearing a white jersey with orange and blue accents, featuring the word 'TENNESSEE' and the number '15'. Pat Summitt is wearing a dark blazer and has her hand on the player's shoulder. The background is dark, suggesting an indoor sports arena.

**More than winning,
I believe it's our job
as coaches to develop
our players into
responsible leaders.**

PAT SUMMITT

www.BasketballForCoaches.com

It's More Than a Game

Developing
each player
as a person

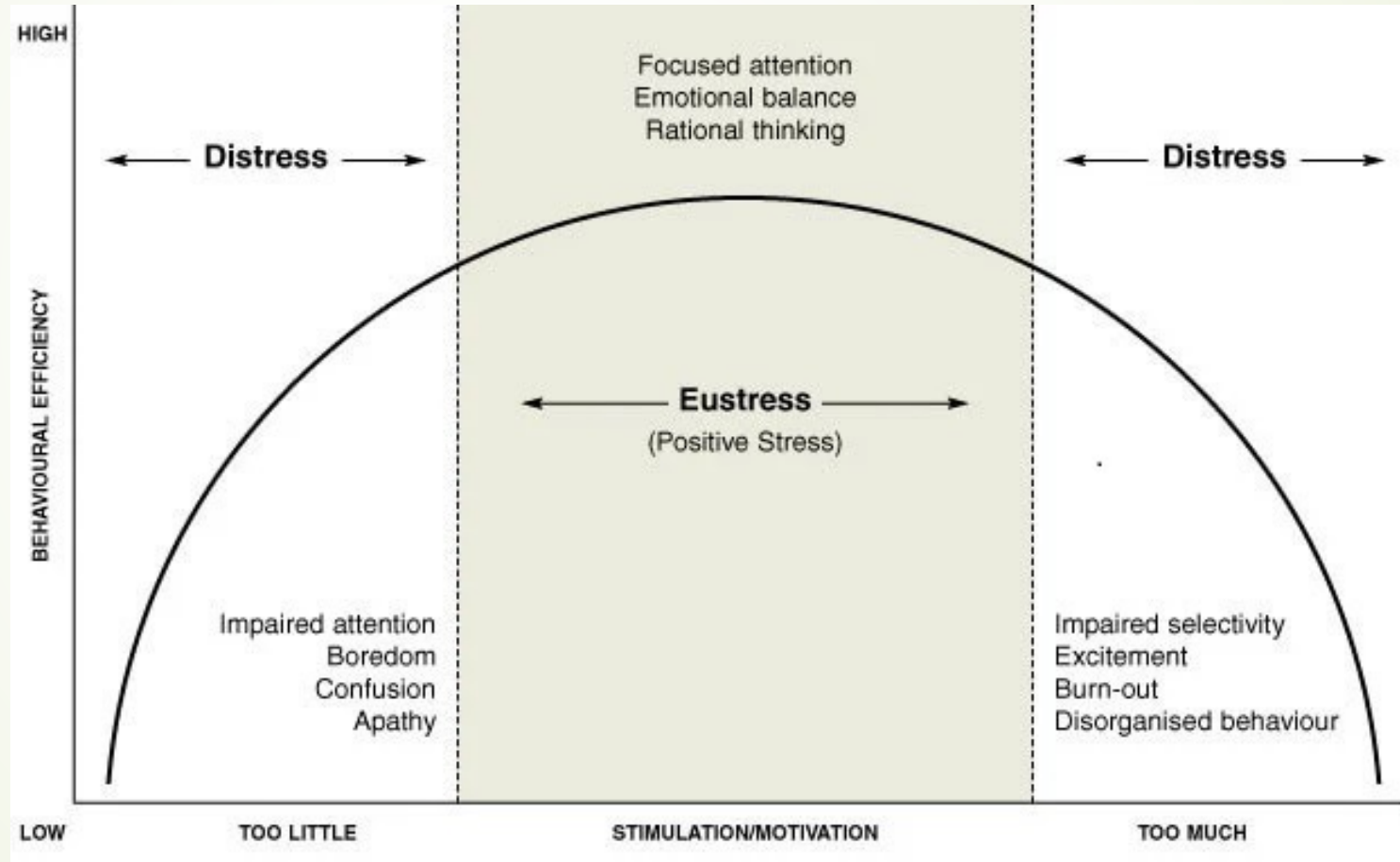




It's More Than a Game

- Mental Well-being development ideas
 - Eustress vs. Distress
 - Focus on the things we can control

It's More Than a Game





It's More Than a Game

Eustress signs	Distress signs
Provides productive energy	Provides restless energy
Helps increase focus	Decreases focus
Increases motivation	Increases procrastination/avoidance
Is often experienced as excitement	Is often experienced as fear/concern
Feels manageable	Feels overwhelming
Improves performance	Impairs performance
Associated with confidence	Associated with insecurity
Expectation of a positive outcome	Fear of a negative outcome

It's More Than a Game

“No matter the circumstances the ONLY two things in life you can control is your ATTITUDE and your EFFORT. When you have a great ATTITUDE and EFFORT, great things start emerging in your life.”

-Kelvin Samption

WWW.HOOPTHOUGHTS.BLOGSPOT.COM





It's More Than a Game

Things I can control

- Effort
- Attitude
- Rest
- Nutrition

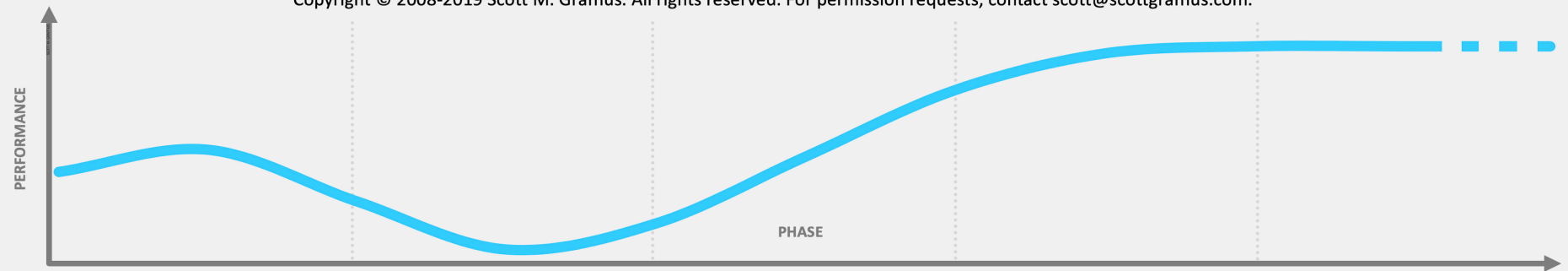
Things I cannot control

- Playing time
- Officiating

It's More Than a Game

Phases of Team Development

Forming, Storming, Norming, Performing, and Adjourning — based on group development model by Bruce Tuckman
All phases are necessary and inevitable for a team to grow, tackle problems, find solutions, plan work, and deliver results
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	FORMING	STORMING	NORMING	PERFORMING	ADJOURNING
CHARACTERISTICS	<ul style="list-style-type: none">• Questioning• Socializing• Displaying eagerness• Focusing on group identity & purpose• Sticking to safe topics	<ul style="list-style-type: none">• Resistance• Lack of participation• Conflict• Competition• High emotions• Starting to move towards group norms	<ul style="list-style-type: none">• Reconciliation• Relief, lowered anxiety• Members are engaged & supportive• Developing cohesion	<ul style="list-style-type: none">• Demonstrations of interdependence• Healthy system• Ability to effectively produce as a team• Balance of task and process orientation	<ul style="list-style-type: none">• Shift to process orientation• Sadness• Recognition of team and individual efforts
STRATEGIES	<ul style="list-style-type: none">• Taking the 'lead'• Providing clear expectations and consistent instructions• Quick response times	<ul style="list-style-type: none">• Normalizing matters• Encouraging leadership	<ul style="list-style-type: none">• Recognizing individual and group efforts• Providing learning opportunities and feedback• Monitoring the 'energy' of the group	<ul style="list-style-type: none">• Celebrating• 'Guide from the side' (minimal intervention)• Encouraging group decision-making and problem-solving• Providing opportunities to share learning across teams	<ul style="list-style-type: none">• Recognizing change• Providing an opportunity for summative team evaluations• Providing an opportunity for acknowledgments

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Roles and Responsibilities



Chase Hughes 
@ChaseHughesNBCS



Rui Hachimura said Russell Westbrook asked each role player to define what their role is in front of the group at a recent practice. Several players have cited the newfound clarity in roles as having helped lead to the winning streak.

12:50 AM · Feb 23, 2021



2.5K



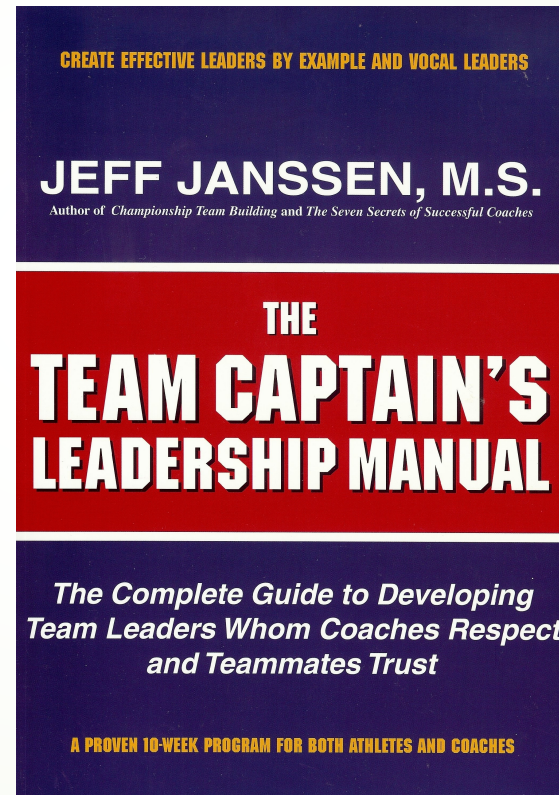
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Roles and Responsibilities



Roles and Responsibilities

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Resources

- [Team Captain's Leadership Manual](#)
- [Sports Leadership Development Series](#)
- [What It Takes to Win Championships](#)
- [How to Build and Sustain a Championship Culture](#)
- [How to Hold People Accountable Manual](#)
- [Team Captain's Culture](#)

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THE 5 KINDS OF LEADERS EVERY TEAM NEEDS TO BE SUCCESSFUL

by Jeff Janssen, Janssen Sports Leadership Center

Your leaders are absolutely critical to your success for a variety of reasons. Finding and developing just one effective leader can be challenging enough for most teams. However, in actuality, you really need 5 kinds of leaders if your program is going to be successful on and off the playing field.

The 5 Kinds of Leaders Every Team Needs to Be Successful include:

1. Performance Leaders (Competition Captains)
2. Locker Room Leaders (Culture Captains)
3. Social Leaders (Chemistry Captains)



Roles and Responsibilities

Resources » Leadership Blog

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3. Social Leaders (Chemistry Captains)
4. Organizational Leaders (Campus Captains)
5. Reserve Leaders (Sub Captains)





Roles and Responsibilities

- ▶ Another exercise to help players identify roles
 1. Determine the various positions or sport specific roles on your team
 2. Categorize each player into one of those roles based on their preferences, experience, physical attributes, etc.
 3. Identify the mix of positions that must be on the field, court, rink, etc. at any time
 4. Have players create lineups based on their teammates and then identify where the vulnerabilities may exist




Roles and Responsibilities

- Contentious areas
 - Use of stats, particularly making them public
 - Having starting lineups that are always together in practice
 - Bringing up players from younger teams due to injuries or for experience



Final Comments

- Your team as an AD may be your coaches. How are you building into them?
 - This approach to leading a team doesn't happen overnight.
 - Feel free to contact me at rthiessen@meischools.com
- 



Acknowledgements

- The work that John O'Sullivan is doing through Changing the Game Project is creating an entirely new way to look at sports.
- My school admin is very supportive of our athletics program, from the Head of Schools down. Some of you may go into administration one day. Remember how you felt as a coach or AD.