

Coaching Notes from Coaching Culture Episode 61: "Let them Lead" Strategies for Team Captains



Player's Selection Process

- We need to identify who the players look to and then work with those players to help develop their leadership.
- Captains are there to serve the team, not the coach. They need to be chosen by the people!
- Conversation with the players: What do we value in a leader? What do we need? Identify key behaviors and values of a great leader. List out 3-5 of these values.
- Who best represents these values?
- Narrow the players by...
 - Nomination
 - Who is interested in becoming a captain/ leader?
 - Write an Essay Explaining Why
 - Outside Panel
- Job Description: Give them a job description
 - Choose someone who represents the team in the decision making process. Who do you trust to represent you?
 - Who do you trust if you were having issues or challenges to talk with? Who do you trust to go with you to go to the coach to be your advocate?
 - Who do you see embodies our culture the best? Who represents our team identity the best by just watching them?
 - Pick the Top 3
 - Are you willing to serve as a captain? Put this on the ballot.

What does Leadership Look Like?

- Varies by Personality
- Strong Interpersonal Relationships
- Be the best leader they can be that suits their personality!

Whence you have your captains chosen, what do you do with them?

- We must mentor them as leaders!
- There is a difference between learning about leadership and actually leading!
- We need to give them authority to make decisions that matter. Whatever they get to make decisions on they are more likely to take ownership over.

Weekly Coach-Captain Meetings

- No secrets! Tell me even if I don't want to hear it.
- What does the team need right now? (Mental Health, Character, Leadership and Culture Building)
 - Allow them to change, shorten, and even cancel practice.
- What have you tried this week to lead?
 - "There is a difference between learning about leadership and leading."
- Are there people this week that need you to connect with them?
- Change the Environment!

Involve captains in the big decisions!

<https://thriveonchallenge.com/3-strategies-to-move-from-a-coach-led-team-to-a-player-led-team/>

<https://thriveonchallenge.com/the-character-and-leadership-development-you-need/>

-J.P Nerbun

jpnerbun@thriveonchallenge.com

Twitter: @jpnerbun

thriveonchallenge.com

Nate Sanderson

@CoachNSanderson

Nate_S@BreakthroughBasketball.com

