

COACHING NOTES FROM COACHING CULTURE

EPISODE 93: SHAPING YOUR CULTURE IN DAILY CONVERSATIONS WITH GUEST CHRIS OLIVER



Mentorship to Help You Transform Your Leadership: thriveonchallenge.com/mentorship/

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Culture formed in how we practice and the conversations having around our team.

Culture Conversations

- ***“No amount of team talks, workshops and lectures can shape a team more than the daily conversations that shape your team’s culture. I’ve become convinced that the culture on our team is formed in the conversations that take place every day.”*** -Chris Oliver
- One-on-one and small conversations are critical to creating meaningful conversation. Players will be considerably more engaged if they have regular communication with the coach.
- We need to ask: How do you want me to communicate with you?

Types of Culture Conversations

- Informal Conversations: Pre-Care and Post-Care
- Formal Conversations: Small Group Conversations
- Anonymous Feedback: Solicit Player Feedback

Locker Room Lawyers

- Don’t just have the players be lawyers in the dispute, the coach should be involved in these discussions and conflicts.

1 Minute Conversations

- What are you doing well?
- What do we need to work on?
- Where can they make the best contribution to the team in the next phase of the season?

Practical Tips

- Set Agenda for Meeting: Stay on topic!
- Google Form for Anonymous Feedback
- Put on your practice plan!
- Make it seem like it was their idea: “I know you wanted to talk...”
- Drop or shorten the “big team talk” to create time for the 1 on 1s.

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When a player responds and communicate negatively, it's not all bad! They feel safe enough to speak up. The way they said it may not be good, but the fact they said it is positive.

Share some positive stories with your team of how players coming to the coach can lead to a positive outcome. Got to provide evidence that "they can tell you anything."

Be intentional in the questions we ask.

Chris Oliver

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Chris Oliver's Article

<https://basketballimmersion.com/culture-conversations-to-shape-our-team/>

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