

COACHING NOTES FROM COACHING CULTURE

EPISODE 94: WHY YOUR TEAM'S VALUES CAN CHANGE YEAR TO YEAR



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

Schedule a Mentorship Call with JP: calendly.com/thriveonchallenge/initialcall

With Nate: forms.gle/5f8VmQ5LM8uN1qJd9

Thoughts on Cultural Norms from Chris Oliver

You want to have some anchors,

- Hard Work
- Communication
 - But what does that look like?
 - Need to be more specific.

We often go into practice every year pre-determining what our players need to learn.

- What happens if they already know this?
- We do not know our team's makeup.

Main Questions

Do your norms / values / pillars change from team-to-team?

Does a predetermined set of values / cookie cutter approach year in and year out best serve your team?

WARNING: "Recipes for Success" can't just be recycled year to year or taken from other teams.

Accountability-Accounting for their ability.

Meet them where they are at.

Avoid trying to sell them on your vision- create a shared vision.

We can't determine who your team is before you have worked with them during the season.

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Nate Notes (9 Minutes-14 Minutes)

“Love and Effort” looks different for every team, every season.

2 Big Obstacles to Giving Team Power to Choose Identity

1. Surrendering Control- Scary for us as coaches!
2. Storming Stage- Takes time and patience.

Great Culture Norms Establish through 3 Phases

1. Forming
2. Storming
3. Norming

Need to Ask the Team: Who are we? Who do we want to be?

Use questions to help guide this process as they discover their identity.

Avoid the attitude or heart posture of “our players should be able to do this because they are at this level”. Stop focusing on the gap of where they are to where we want them to be. Stop complaining and start investing in helping them to grow where needed.

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