

# COACHING NOTES FROM COACHING CULTURE



## EPISODE 113: HOW TO MAINTAIN HIGH STANDARDS IN YOUR PROGRAM-STRATEGIES FOR TRANSFORMATIONAL DISCIPLINE

Mentorship to Help You Transform Your Leadership: [thriveonchallenge.com/mentorship/](https://thriveonchallenge.com/mentorship/)

Schedule a Mentorship Call with JP: [calendly.com/thriveonchallenge/initialcall](https://calendly.com/thriveonchallenge/initialcall)

With Nate: [forms.gle/5f8VmQ5LM8uN1qJd9](https://forms.gle/5f8VmQ5LM8uN1qJd9)

**“You’ve lost the opportunity to get better.”**

### Transactional Discipline

- Shame
- Anger
- Yelling
- Sarcasm
- Threats
- Effect: Sometimes a short-term solution to behavior change. (Gets Compliance)

### Transformational Discipline

- Questions
- Listening
- Empathy
- Enforcing Standards with Love
- Effect: Long-term solution to behavior change. (Builds Character)

### 3 Phases of Transformational Discipline

1. Establish
2. Support
3. Enforce

### Ask the Team

- What happens if you aren’t meeting the standard?

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### Nate Sanderson Approach

- “If you don’t live “love and effort” you won’t play for me.”
- Love and effort are the criteria and requirement for players to play.

### Coaching Non-Negotiables

- What are the three most important behaviors for us as a coach?
- Fight every minute of every day to maintain those standards.

### Clarity In Our Standards

- Ask your top players to give you their VERY best for 3 minutes
- Use their very best to score them on a scale of 1-10
- Now the team know what a \_\_\_ looks like in practice.
- Anchors effort, because standards like effort can be really relative.

### Team Quick Set

- Use 3-5 simple drills to start your practice.
- Ask your team what excellence would look like in those drills.
- Identify two success criteria for the drill, which should be controllable behaviors. Avoid tactical and technical criteria.
- Use the “Reset” when even one single player drops to unacceptable.
- You don’t start practice until you have every player committing fully to those behaviors!

### When Practice Falls Apart

- “You’ve lost the opportunity to get better.”
- Give them or the captains a certain amount of time (i.e. 3 minutes) to “get it together” (back to acceptable) or else you will lose the opportunity to get better today.

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### Progressive Consequences

- Sit Out a Drill
- Sit Out a Practice
- Sit Out a Game

### No Conditioning as Punishment

- Players should want to work hard and have a great attitude to become the player and team they want to become.
- Alternatives
  - “This isn’t us. This isn’t who we want to be.”
  - “Come back when you are ready to be the team we want to be.”
- Need to set standards and vision before the season.

“Hold players accountable to the vision and standards, not your emotions.” -Nate Sanderson

### Identity versus Outcome

- 3 Layers of Behavior Change
  - Outcomes
  - Process
  - Identity
- Focus on your team’s identity to guide your process.

### How We Deliver the Message Matters

- Information is not best communicated through anger.
- Semantics, Body Language, and Tone

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### Enforce Standards with Love

- Do you want players to meet the standard out of fear or because they are intrinsically motivated to grow as a player and as a team?
- Identify your vision and process and then hold them to it with love!

Your job is to see who the person wants to become and support them to become that person. -  
Bob Goff in "Love Does: Children's Version"

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