



Episode 197 Sean Keating – Building a Selfless Culture

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Guest: Sean Keating is a head basketball coach at St. Peter HS in Minnesota. Sean attended the TOC Coaches Retreat in 2019 and has been a part of the TOC Mentorship program since then. Sean is also a co-host of [“The Eternal Student” podcast](#). You can find Sean on [Twitter](#).

Highlights:

- Applying Transformational Coaching to the Classroom
- Building a “Classroom Culture”

Episode Notes

“Transformational Leadership”

- “Don’t be the coach that doesn’t take care of their classroom”
- If 95% of our paycheck comes from teach we cannot be known as the coach whose classes are a joke, or as the coach that takes time off from teaching
- John Wooden – “The most important thing is the example you set”
- I don’t want the non-basketball students to think I favor the basketball players in class; or that he only connects with the basketball players
- Make it a point that every student feels valued and heard



Hero, Highlight and Hardship

- Life changing to hear what students were willing to share
- Special experience to have classes feel connected like our teams
- COVID helped enable this because of a hybrid class schedule, only half of the students were in the room during a period
- The results have been overwhelmingly positive, has created motivation for the future to see what else this might become
- Creating this classroom connection helps provide a broader sense of culture across our entire school as evidence by the support provided at games, class plays, etc

First Steps, Where To Start

- Be about your Purpose, your Vision, your Why
- Determining what do you really want to accomplish
- Become an artist in understanding who will mix with who in small groups
- “The answers you get are determined by the questions you ask” – [Kevin Eastman](#) ; become a great question asker
- Be intentional in connecting with every kid ... connect via Google forms
- Be real, be authentic; do not be afraid to be honest and vulnerable with students

Antennas Up

- Be on the lookout for moments or situations
- Being a great listener is a skill requiring constant work
- Many students don't have someone who will patiently listen to them
- Modeling the skill of list

Intentionality

- We underestimate our ability to impact people's lives outside of our team
- Non-athletic students might not have anyone else that will listen to them



- Challenge ourselves to be more present in order to identify the opportunities to impact others

Transformational Parenting

- Creating an environment where my own kids don't feel pressure to be something I want them to be; but instead for them to want to realize their full individualized / personalized potential in what they want to be
- It helps me embrace their individual authenticity
- Try to give them more grace

The Science of Mindset and Nutrition

- Trying to get students to understand themselves better and be reflective
- The foundation of the class is having a Growth Mindset
- "Hero, Highlight and Hardship" project
- Daily small group discussion for 45 minutes
- Speed dating sessions with questions relevant to the school, society, etc
- Students treat fellow students differently based on learning more about them, building genuine empathy

Personal Growth

- Be a life long learner, constantly asking questions
- As my family grows priorities change at times
- Trying to get over "Coaching Envy", be where you're at
- Successfully sifting through the abundance of information from other programs that is available
- What really matters? Does it help me grow as a father / husband, does it help me grow spiritually, does it help me become a more empathetic and better leader ... then I'm going to do it!

Year 3 Epiphany

- Identifying what really matters



- We did not do anything in that game that we spent the entire week practicing
- What matters to us is being really connected, being really heard, feeling valued, becoming leaders, working really hard we can be really tough to beat