

The Coaching Culture

Podcast Notes



Episode 200 Building a High-Level Team Culture | Barry Davis, Ph.D.

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Highlights

1. Successful programs have common traits.
2. The importance of leadership development
3. The importance of delivering a constant message.
4. High standards must be part of every program.
5. The importance of you having a growth mindset.

It is not about doing a lot of things well; it is about doing certain things well consistently over time and then consistently improving how you do these things.

Five Pillars of a Great Team Culture

1. Leadership & Leadership Development

- a. A group of people that handles things away from the coaches.
- b. A strong group of people who are the voice of the coaches.
- c. Players that can carry the coaches' voice.
- d. Players that believe and buy-in what the coach is preaching, and in his philosophy.
- e. Tradition takes over.
- f. Player council.
- g. Coach must set the example.
- h. Empower and invest in the develop of your leaders.



2. Consistency & Consistent Communication

a. Consistency

- Being the same every day.
- Knowing what to expect.
- Players know what the expectations are.
- Coaches' reactions to adverse situations are known.
- Everything day-to-day is the same.

b. Consistent Communication

- The staff is promoting and influencing with the same language.
- Staff is saying the same things.
- Reflect on the message given. Was the message clear?

3. High Standards

- a. Start from the vision.
- b. Standards need to connect with the vision.
- c. Standards are specific.
- d. It is important to be an example for the program and players.
- e. Begin with the end in mind.
- f. Set the standards. For example:
 - How do we act on the bus?
 - How do we practice?
 - How do we treat others?

4. Finding the Right People

- a. Alignment – everyone is working in the same direction.
- b. Without the right people is hard for them to lead, and to be developed as leaders.
- c. Communication becomes more difficult with someone that does not want to buy-in to you.
- d. Character counts.

5. Growth Mindset

- a. It is about listening.
- b. My way is good, but is there a better way?
- c. Open mind.
- d. It comes with failures.
- e. Surround yourself with people that have a growth mindset.



Final Thoughts

All five pillars had to be together. The five pillars are not mutually exclusive. If one is out of place; you are not going to reach the goals that you want to reach.

White Belt Mindset - you are always working to get better. You are never the expert. There is always something to be done. There is always more to do and more to learn. Success is never final. It is never over.

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