

# The Coaching Culture

## Podcast Notes



**Episode 210 From Good to Great | Dave Brandt & Dr. Mike Zigarelli- Messiah College Soccer Program**

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### Guests:

**Dr. Mike Zigarelli** (Book: The Messiah Method) & **Dave Brandt**

### Highlights

- 7 Principles of Great Team Culture
- Messiah's "Secret Ingredient"
- The Key to Consistent Leadership

Dr. Mike Zigarelli Professor of Leadership at Messiah College & Coach Dave Brandt (7 x National Champion) talk about how Coach Brandt facilitated the rise of Messiah college soccer to perennial National Champions.

### Intentionality

- Control, and orchestrate everything about your culture.
- If something is not going right with your team, it's your fault.
- Execution without excuses.
- If things are not going right, look in the mirror and fix it.

**Seven Disciplines** – to orchestrate any one of them with consistency requires effort and expertise; to orchestrate all of them requires a master conductor. Ensure that all things in the program are working together in harmony.

### Leadership and Culture Creation is and Art

- Relational
- Vulnerable
- Risky / Dare
- Requires Courage
- Approach it with Honesty and Transparency

**True Leadership Starts with One Thing: VISION** – Knowing what you wanted to look like beyond the bottom line. The vision measures:

- What's good & what's bad.



- What's right & what's wrong.
- What we do and what we don't do.

Have certain disciplines and certain tools or strategies that you are consistently using within your culture to bring the vision to reality.

**Idealism** – It's nothing more than a **commitment** to the way things ought to be.

**Culture** – disciplined, attitude, and action done out of **desire** to align.

***Rules are have to; Culture is I want to. They can't coexist.***

### Critical Steps in the Formation of Culture

1. Simple and Compelling Vision
2. Prepare the Soil
3. Teach Your Vision Very Well
4. Model Your Vision Impeccably
5. Integrate Your Vision
6. Confront Disconnect
7. Repeat x 10,000

**From a Good Program to a Great Program – Umbrella Concepts that make a great culture possible are:**

1. Idea of a Vision
2. Servant Leadership (Servanthood) – Team and others first orientation. The leader serves his or her people and not the other way around.
3. Intentionality – it's the tool of leadership. It enables you to execute the vision or not.

**If you don't like what's happening on your team, it's your fault.**

1. Not to make excuses.
2. Not to complain.

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