

# Building a Quality Coaching Staff

Jean Kesterson, retired volleyball coach, Cathedral High School

## What are your strengths? What are the strengths of your staff?

Strengths Based Leadership by Tom Rath

- Used in businesses now making way in coaching
- Put people in position to win

All leaders basically do four things in any setting. Name the person on your staff that best emulates the following skill sets.

Skills Set	Responsible Coach
Build Trust	
Show Compassion	
Provide Stability	
Create Hope	

Take the DISC Personality Profile. Improves communication.

Predict coaches profiles	
<b>D</b>	
<b>I</b>	
<b>S</b>	
<b>C</b>	

## What needs to be done

Skills Set	Responsible Coach
Setting	
Serve/Serve Receive	
Passing	
Blocking	
Floor defense	
Transition	

<b>Game Management</b>		<b>Responsible Coach/Parent</b>
<b>Video</b>		
<ul style="list-style-type: none"> <li>• Set up/tear down</li> </ul>		
<ul style="list-style-type: none"> <li>• Hit record/stop</li> </ul>		
<ul style="list-style-type: none"> <li>• Upload to Hudl</li> </ul>		
<b>Statistics</b>		<b>Responsible Coach/Parent</b>
<b>Bench Stats</b>		
<ul style="list-style-type: none"> <li>• Opponent's offensive patterns</li> </ul>		
<ul style="list-style-type: none"> <li>• Defensive positioning (what's open)</li> </ul>		
<ul style="list-style-type: none"> <li>• Side-out percentage</li> </ul>		
<ul style="list-style-type: none"> <li>• Opponents serve reception (who to serve to)</li> </ul>		
<b>Game Management</b>		<b>Responsible Coach/Parent</b>
<b>Scorers table personnel (usually just during tournaments)</b>		
<ul style="list-style-type: none"> <li>• Scorer</li> </ul>		
<ul style="list-style-type: none"> <li>• Libero tracker</li> </ul>		
<ul style="list-style-type: none"> <li>• Scoreboard</li> </ul>		
<ul style="list-style-type: none"> <li>• Announcer/Music</li> </ul>		
<ul style="list-style-type: none"> <li>• Update tournament charts</li> </ul>		
<b>Game Management</b>		<b>Responsible Coach/Parent</b>
<b>Equipment set-up</b>		
<ul style="list-style-type: none"> <li>• Game net</li> </ul>		
<ul style="list-style-type: none"> <li>• Score's table - scoreboard</li> </ul>		
<ul style="list-style-type: none"> <li>• Audio</li> </ul>		
<ul style="list-style-type: none"> <li>• Bleachers</li> </ul>		
<ul style="list-style-type: none"> <li>• Water</li> </ul>		
<b>Game Management</b>		<b>Responsible Coach/Parent</b>
<b>Equipment clean-up</b>		
<ul style="list-style-type: none"> <li>• Game net</li> </ul>		
<ul style="list-style-type: none"> <li>• Score's table - scoreboard</li> </ul>		
<ul style="list-style-type: none"> <li>• Audio</li> </ul>		
<ul style="list-style-type: none"> <li>• Water</li> </ul>		

<b>Social Media</b>	<b>Responsible Coach/Parent</b>
• School's athletic webpage	
• Twitter	
• Facebook	
• Instagram	
• Facebook	
<b>Other Duties</b>	<b>Responsible Coach/Parent</b>
Arrange transportation	
Reserve cafeteria for pre-match meals	
Script for announcer	
Coordinate for special event nights	
• Parent Night	
• CYO/Camper Night	
• Alumnae Night	
• Retro Night	
• Fun & Crazy theme nights	
Senior Night tribute booklet	
Senior Night announcer script	

## Building Trust

- Best work ethic and dedication. Sweeps the floor, helps set up
- Gets input, feedback from others
- Gives responsibilities
- Be honest/ be consistent
- Mutual respect is yours to build
- Help others respect each other
- Speak the same to their face as you do when they are not around
- Winning at all costs isn't winning, its defeating itself.
- Integrity is important.
- Protect the trust, control emotions
- Everyone has value
- You also need to live by the rules
- Assume good
- Admit when you make a mistake
- Respect others emotion
- Focus on what's important
- Help others be heard, be careful of group think (loud mouth frogs)
- Know your stuff – be prepared.

## Show Compassion

- Talk to them, Gen Z especially, every 1-3 days.
- Spend time with them Gen Z
- Help teammates/coaches be successful
- Recuse when needed
- Talk about goals
- Stay “in the moment” with your teammates/coaches
- Invest your time
- Talk with others about what's most meaningful in their lives.
- Be open to mutual vulnerability.
- Capture the successes of others, share with others
- Bring people together around shared dreams and goals.
- Share openly in others happiness.

## Provide Stability

- Use your sense of the bigger picture to bring calm in chaos.
- Help establish and hold accountable codes of behavior. Be consistent.
- Encourage teammate/coaches to dig deep into their talents and to put them to the test.
- Be predictable and consistent. Do what is required when it is required – if not before
- Be aware of others emotional tone. Respect it.
- Give others assurances that they are valued and and that you will be with them.
- “This too shall pass” don't let fear overcome the moment. It's a journey.
- Remain calm when needed. Focus on the positives. Set a (small) goal. Next play.

## Create Hope

- Establish and encourage interactions and forums in which teammate/coaches feel that their opinions are truly being heard.
- Develop talent for conflict resolution without agitation.
- Create a winning game plan. Divide into 3-4 grading periods. Evaluate, tweak, move on. Share with all parties involved.
- Have others share/say the goals/performance goals
- Everyone in the pool. Include everyone. Everyone has value.