

Teaching Leadership

Jean Kesterson, retired Cathedral High School

What your players (Generation Z) so special

- 88% of Gen Z are VERY close to their parents
- Gen Z are highly visual,
 - 8 second attention span.
- First generation that is 100% digital.
- Craves for constant and quick feedback. Face-to-face is best.
- Concerned about their privacy.
- Sees sports more as a health tool not play.

See Infographic

How to Coach Generation Z

- Talk to them, listen to them. Good communication is key.
- Remain calm and do not yell
- Be caring and encouraging
- Know your sport
- Stop team punishment drills (everybody on the line)
- Involves team in the decision-making process

DISC Behavioral Assessments

NCAA offers DISC test for student-athletes and athletics staff at no cost. Schools also may request an NCAA-trained facilitator to conduct on-site workshops.

Free DISC Assessment Sites

- <https://discpersonalitytesting.com/free-disc-test/>
- <https://www.123test.com/disc-personality-test/>
- <https://www.onlinepersonalitytests.org/disc>

D - Dominance	I - Influencer
C – Conscientiousness	S – Steadiness

Link from NCAA - <http://www.ncaa.org/sites/default/files/EverythingDiSCWorkplaceSample.pdf>

Leadership

The Team Captain's Leadership Manual, Jeff Janssen, M.S., 2007, 2014.

Top Three Leaders List: Who has the best work ethic, most confidence, you trust the most, cares most about teammates, cares most about winning, can confront and hold teammates accountable, best attitude on the team, you respect the most, best relationship with teammates, best relationship with coaches

Others you can add:

List the top three people who are going to make our team play better

1. _____ 2. _____ 3. _____

List the top three people who are going to help me play better

1. _____ 2. _____ 3. _____

How do you choose your leaders?

- Coaches choose
- Players selection
- Players select candidates, coach chooses captains
- Seniors, best players, hardest workers, returning players, by position (setter)

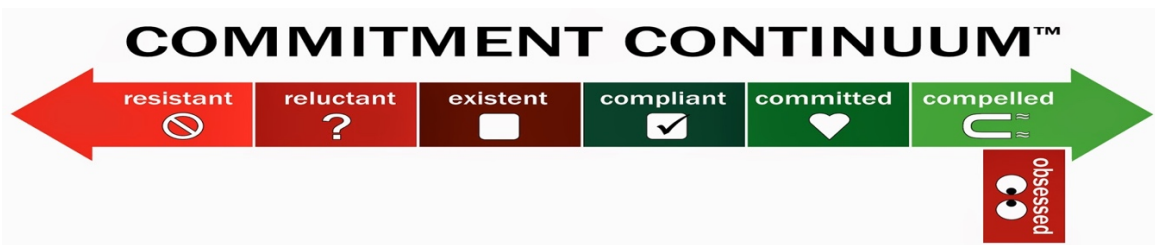
According to Janssen there are two kinds of Leaders

Leader by Example – how they conduct themselves is important

Vocal Leader - Same as above plus have excellent communication and listening skills.

- Encourager
- Enforcer

Commitment Continuum



Confidence – take inventory

- Past successes
- Think about your preparation

Composure

- Janssen uses stoplight analogy (stay in the green)



Hint:

Control the controllables

Player's effort, attitude, commitment, focus, diet, rest, body language responses to situations, preparation.

Uncontrollables: Coach's decision, crowd, teammates, officials, opponents, injuries/illnesses, playing time.

Character

- Who you are when no one is watching.
 - "Small eyes are watching"
- Includes the Social Media Test
 - Done in college athletic AND admissions departments

Encourager (Servant Leader)

- It's not about you. It's about teammates. Do you make your teammates better?

Encourager (Confidence Builder)

- Show and tell teammates you believe in them

Encourager (Refocuser)

- Tune in to your teammates mindsets (stern or sensitive)

Encourager (Team Builder)

- Help your teammates accept their roles

Enforcer

- Pick your battles, keep the big picture in view.

Create a WE WILL list

Team agrees to do these things:

- (Varsity) Care about everyone in the program. One family.
- Be a role model for Cathedral High School.
- Be on time (on time is 15 minutes early)
- Sit with your team prior to match or all day if tournament
- If you have a problem with a teammate, you must first speak to that teammate.
- If you have a problem with a coach, go talk to that coach.
- Cell phones put away during team meal, study table and the first 15 minutes of a long bus ride
- Be trustworthy, what is said in a team setting, stays with the team
- Be positive with your social media
- Be strong student-athletes by giving your best in the classroom.