



# LEADERSHIP SECRETS OF THE WORLD'S TOP COACHES

PRESENTED BY JOHN O'SULLIVAN

[www.ChangingTheGameProject.com](http://www.ChangingTheGameProject.com)  
@CTGProjectHQ

- **(COACHING) IS EASY. JUST SET HIGH EXPECTATIONS AND YOUR ATHLETES WILL MEET THEM!**

# THE “REALITY OF COACHING AND TEACHING”



- Set high expectations, communicate them effectively and while simultaneously communicating concern and love and respect, and reinforce those things while not enforcing your high expectations in a way that will damage your relationships or tries to be too much of a buddy. Also, check yourself constantly to make sure your expectations are focused on your (athletes)...and then some of your (athletes) will meet them, but not all, and not on all days.”

# TOPICS

- 1. WHAT IS QUALITY COACHING?**
- 2. UNDERSTANDING AND BUILDING TEAM CULTURE**
- 3. ENGAGING PARENTS IN THE PROCESS**



***LIST THE 5 QUALITIES  
OF YOUR BEST  
COACH OR TEACHER***



Coach Inspire  
Motivate Vision  
**Success**  
Teamwork Win  
Lead by Example  
Mentor

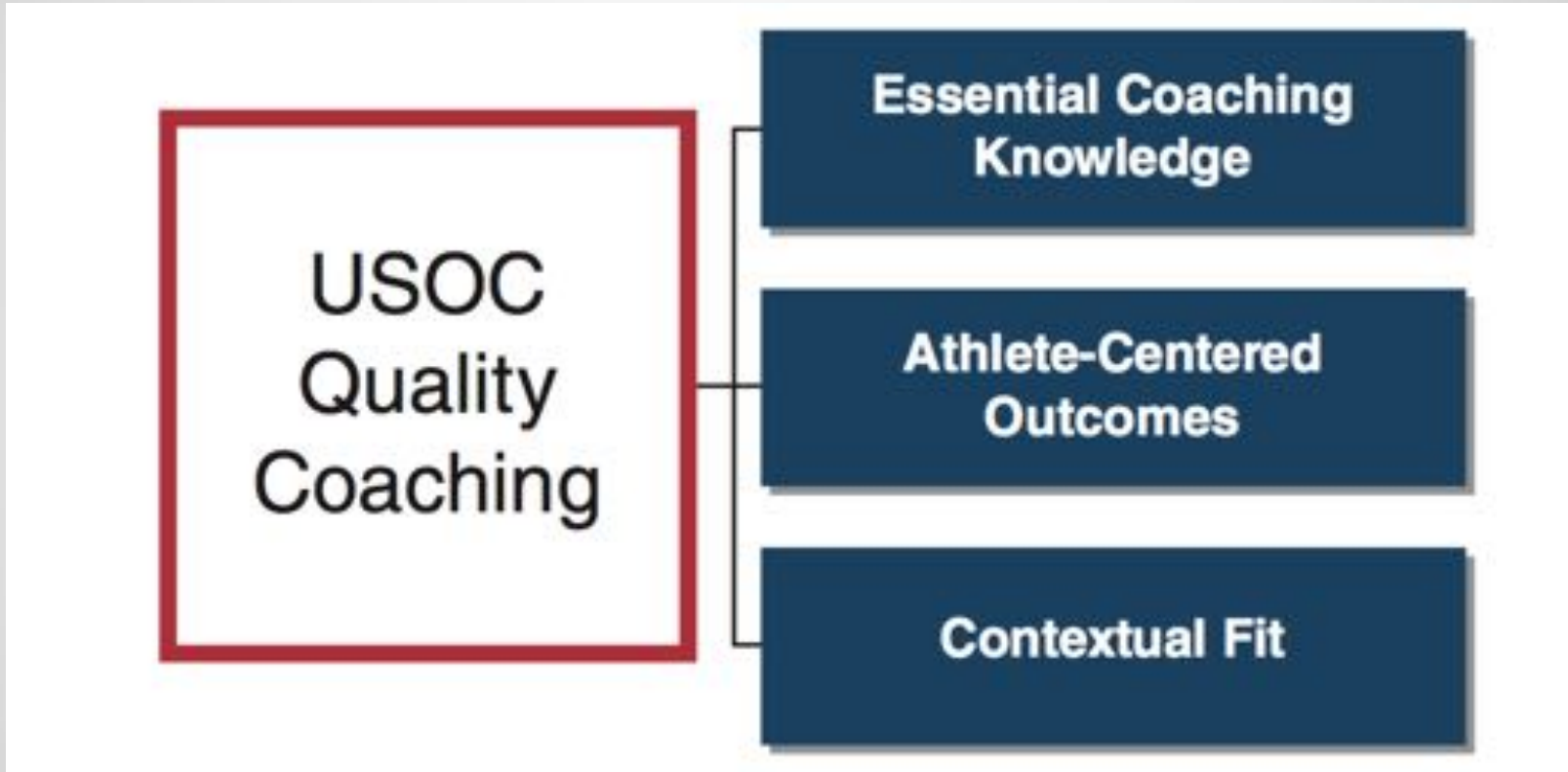
# WHAT KIDS WANT FROM US...



**RESPECT AND ENCOURAGEMENT**  
**POSITIVE ROLE MODEL**  
**CLEAR, CONSISTENT COMMUNICATION**  
**KNOWLEDGE OF THE GAME**  
**SOMEONE WHO LISTENS**



# WHAT IS “QUALITY COACHING?”



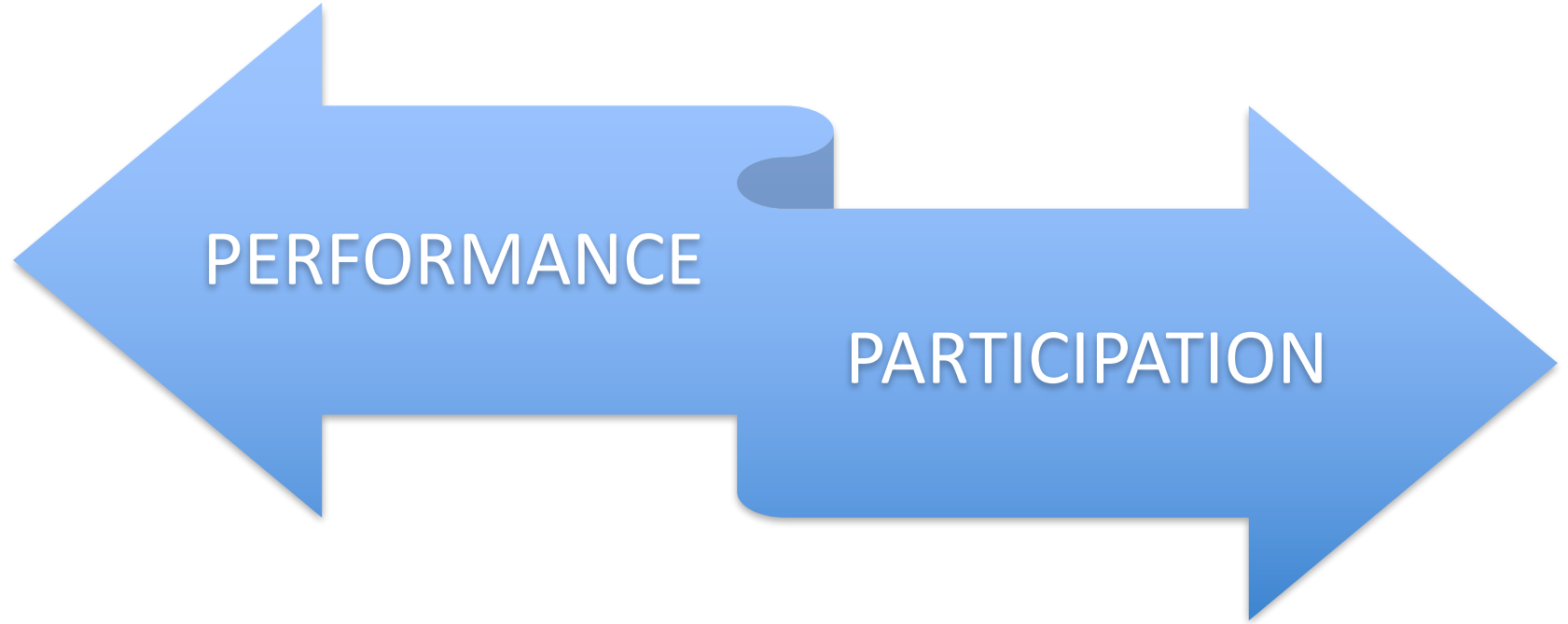
# WHAT IS “QUALITY COACHING?”



Athlete outcome	Description
Competence	Sport-specific technical, tactical and performance skills; overall health, fitness and physical well-being
Confidence	Self-belief, resilience, mental toughness and sense of positive self-worth
Connection	Interpersonal skills, ability to build and sustain meaningful and positive relationships
Character	Respect for the sport and others, integrity, self-discipline, and ethical and moral decision making



# WHAT IS THE CONTEXT?



# NOT ALL 12-YEAR-OLDS ARE 12



**PERFORMANCE = POTENTIAL - INTERFERENCE**



**SOURCE: GALLWAY, THE INNER GAME OF TENNIS**

**Green**

**Yellow**

**Purple**

**Red**

**Blue**

**Yellow**

**Red**

**Purple**

**Red**

**Blue**

**Yellow**

**Red**

**Blue**

**Red**

**Green**

**Yellow**

**Purple**

**Blue**

**Red**

**Green**

**Blue**

**Blue**

**Yellow**

**Purple**

Green Yellow Purple Red Blue Yellow

Red Purple Red Blue Yellow Red

Blue Red Green Yellow Purple Blue

Red Green Blue Blue Yellow Purple

**MOST HELPFUL QUESTION I ASK MY PLAYERS?**



**ONE THING THAT I WISH MY COACHES  
KNEW ABOUT ME THAT WOULD HELP  
THEM TO COACH ME BETTER IS...**

# CULTURE IS A PROCESS, NOT AN EVENT!



# PERFORMANCE IS A BEHAVIOR, NOT AN OUTCOME



Source: Mark Bennett, PDSCoach.com



# CULTURE



Values →

Commitment →

**Bend FC 2005 Girls White Team Values Worksheet**

Teamwork	Communicative
Encourager	Positive
Helpful	Focused
Sportsmanship	Kind
Supportive	Going/Leaving
Respectful	Loyalty
Great Attitude	Hard Worker
Fearless	Listener
	Trustworthy

I commit to being the type of teammate described above

Reese   Brooklyn   Sophia   Meredith  
Maggie   Kaitlyn  
Ali   Gianna   Samantha   Cassidy  
Kirsta   Jan   Tristen G

# ENGAGE YOUR PARENTS



**DO YOU WANT THIS...**



**...OR THIS?**



# UNDERSTANDING TRUST



# 3 THINGS ADULTS NEED TO HELP FOSTER IN THEIR KIDS



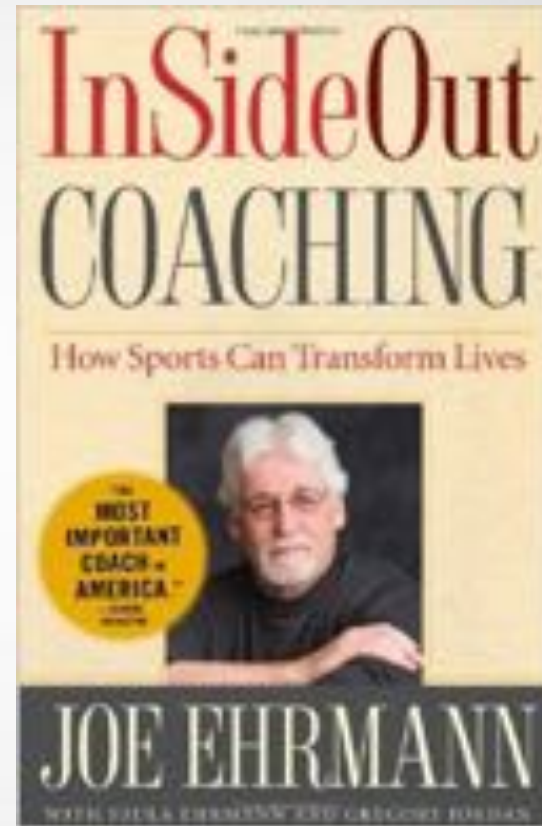
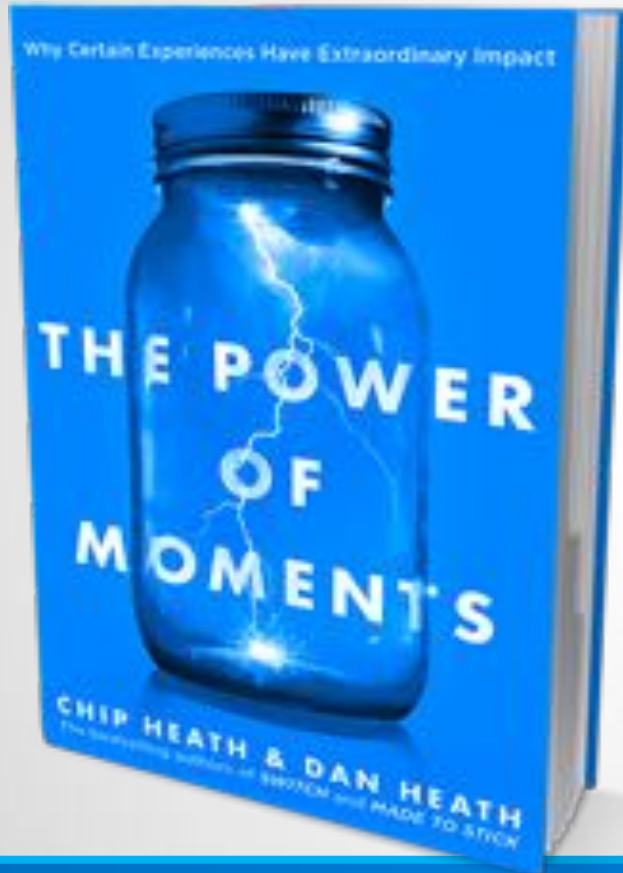
- 1. PASSION AND ENJOYMENT FOR THE SPORT**
- 2. OWNERSHIP OF THE ACTIVITY**
- 3. INTRINSIC MOTIVATION TO IMPROVE**

## 5 QUESTIONS TO ASK PARENTS



1. LIST 1 MEASURABLE PERSONAL AND 1 TEAM GOAL YOU HAVE FOR YOUR CHILD THIS SEASON.
2. WHAT DO YOU WANT YOUR CHILD'S EXPERIENCE TO BE LIKE IF HE/SHE CANNOT ACCOMPLISH THOSE GOALS?
3. WHAT WOULD YOU LIKE YOUR PARENT EXPERIENCE TO BE LIKE?
4. WHAT CAN YOU DO TO HELP CREATE THAT EXPERIENCE?
5. HOW CAN THE COACHES HELP FACILITATE THIS?

# REQUIRED MATERIAL



# CONTACT US

ChangingTheGameProject.com

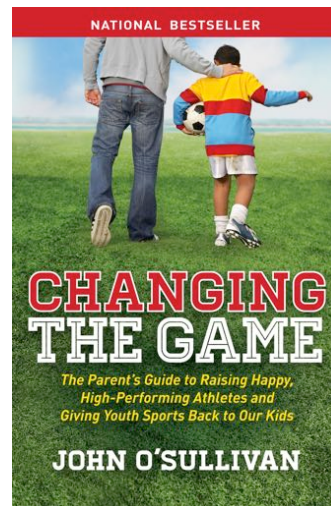
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WAY OF CHAMPIONS

TRANSFORMATIONAL COACHING CONFERENCE

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# QUALITY COACHING AND PARENT ENGAGEMENT IN YOUTH SPORTS

PRESENTED BY JOHN O'SULLIVAN

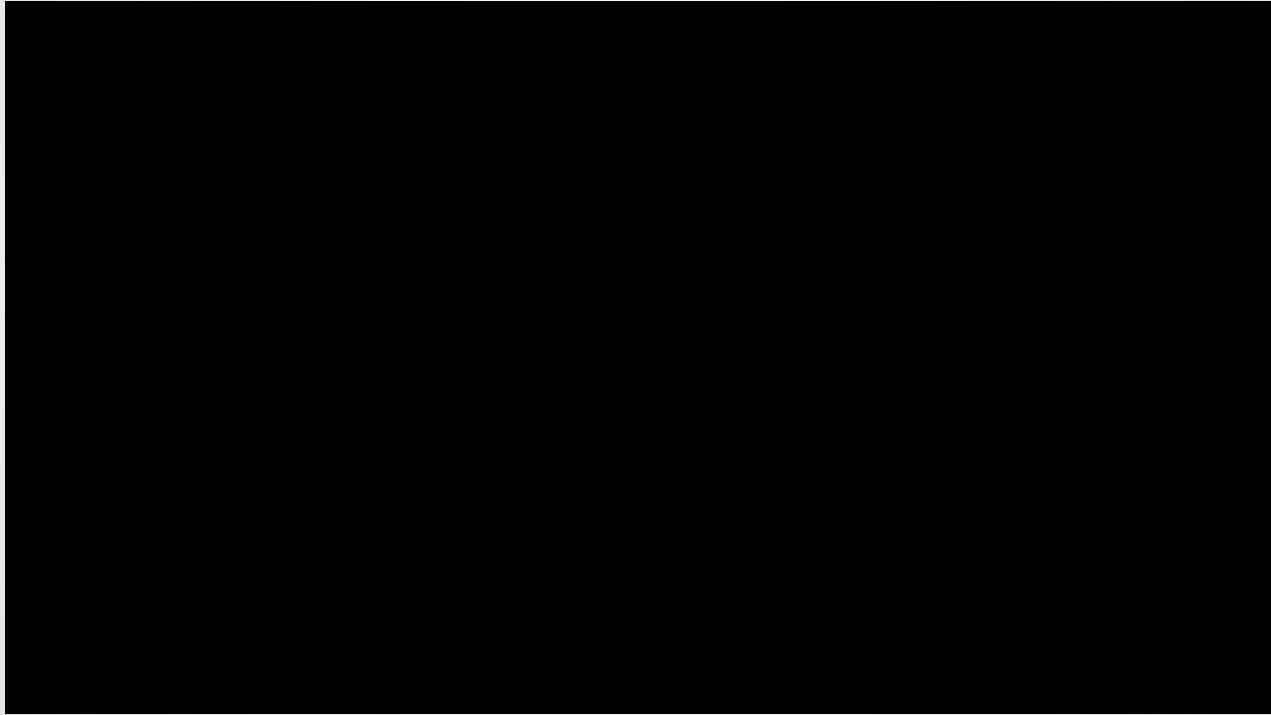
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# ARE THEY ENJOYING THE EXPERIENCE?



# WHAT DOES YOUR CULTURE LOOK LIKE?





- ***Harry, you are no longer Colcord; you are Blondin. Until I clear this place be a part of me – mind, body, and soul. If I sway, sway with me. Do not attempt to do any balancing yourself. If you do we shall both go down to our death.”***

# OWNERSHIP OF THE ACTIVITY



# BE PATIENT WITH TALENT DEVELOPMENT



what people think  
it looks like



what it really  
looks like

# THE RIDE HOME



# WHAT IS A CORE VALUE?



- **GUIDING PRINCIPLES THAT DICTATE BEHAVIOR AND ACTION**
- **ARE YOU ON THE RIGHT PATH, AND HEADED TOWARD YOUR GOALS?**





Love is giving someone the power to destroy you,  
and trusting they won't use it."

Well Done is Better  
Than Well Said

Accountability  
rust

RESPECT

Thoughtfulness

Be hungry + humble

Selflessness

Gratitude

Oneness

Never Take a Play Off

Competitiveness

Sacrifice

earnestness

Never Give Up

# CHILDREN ARE NOT MINI-ADULTS

CHILDREN

- Minds and bodies work differently than adults
- Need for developmentally appropriate activities

ARE NOT

- Fundamental movement developed in a playful atmosphere
- need wide range of activities

MINI-ADULTS

- reasons for playing are fun and friendship
- adults play for competition, weight-loss, etc

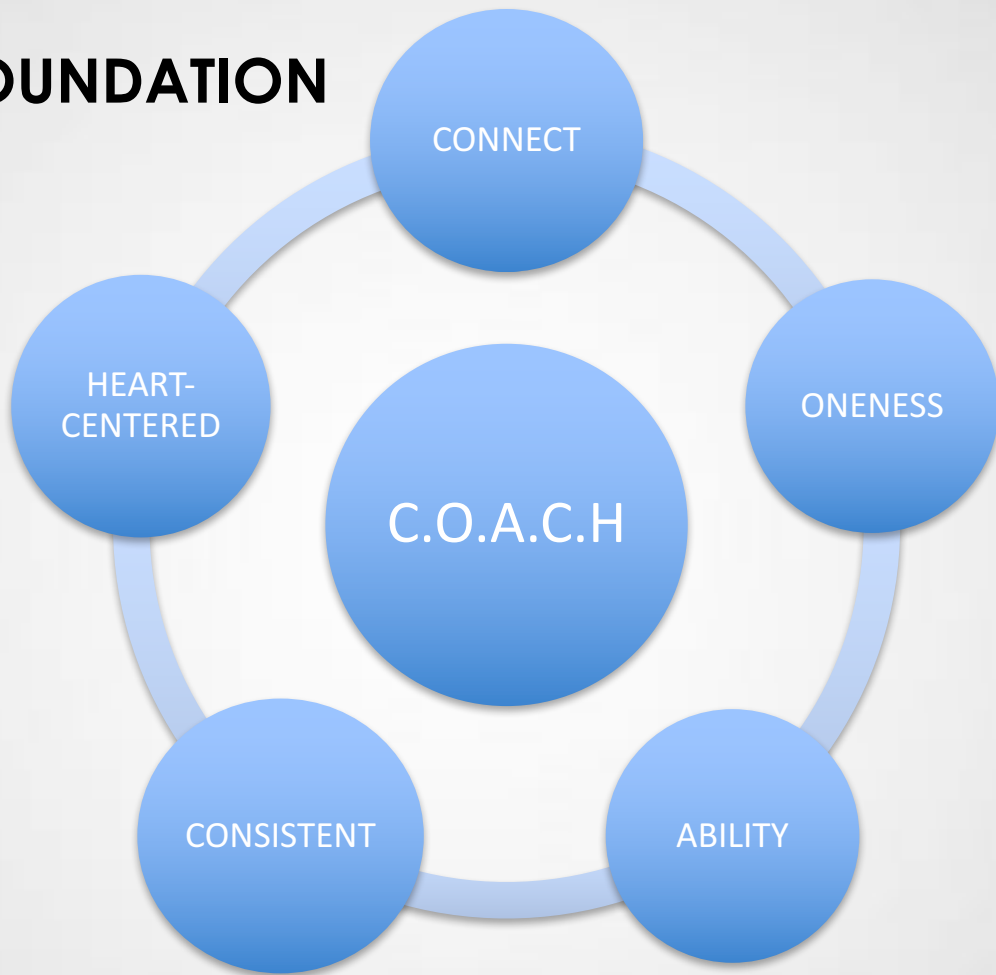
# WHY DO WE DO WHAT WE DO?



# SPORTS PARENT SUPPORT GROUP



# TRUST IS THE FOUNDATION



# ARE YOU TRUSTED?



$$\text{TRUST} = \frac{\text{C} + \text{O} + \text{A} + \text{C} + \text{H}}{\text{SI}}$$

SCORE EACH LETTER 1-10, 10 IS HIGHEST

# QUESTIONS TO ASSESS QUALITY COACHING



- 1. How does the coaching facilitate or fail to facilitate athlete development?**
- 2. What evidence is there that the athletes achieved the intended learning goals for the session?**
- 3. How can the coaching be revised to provide stronger opportunities for athlete development and achievement of learning goals?**



# WHAT IS “QUALITY COACHING?”

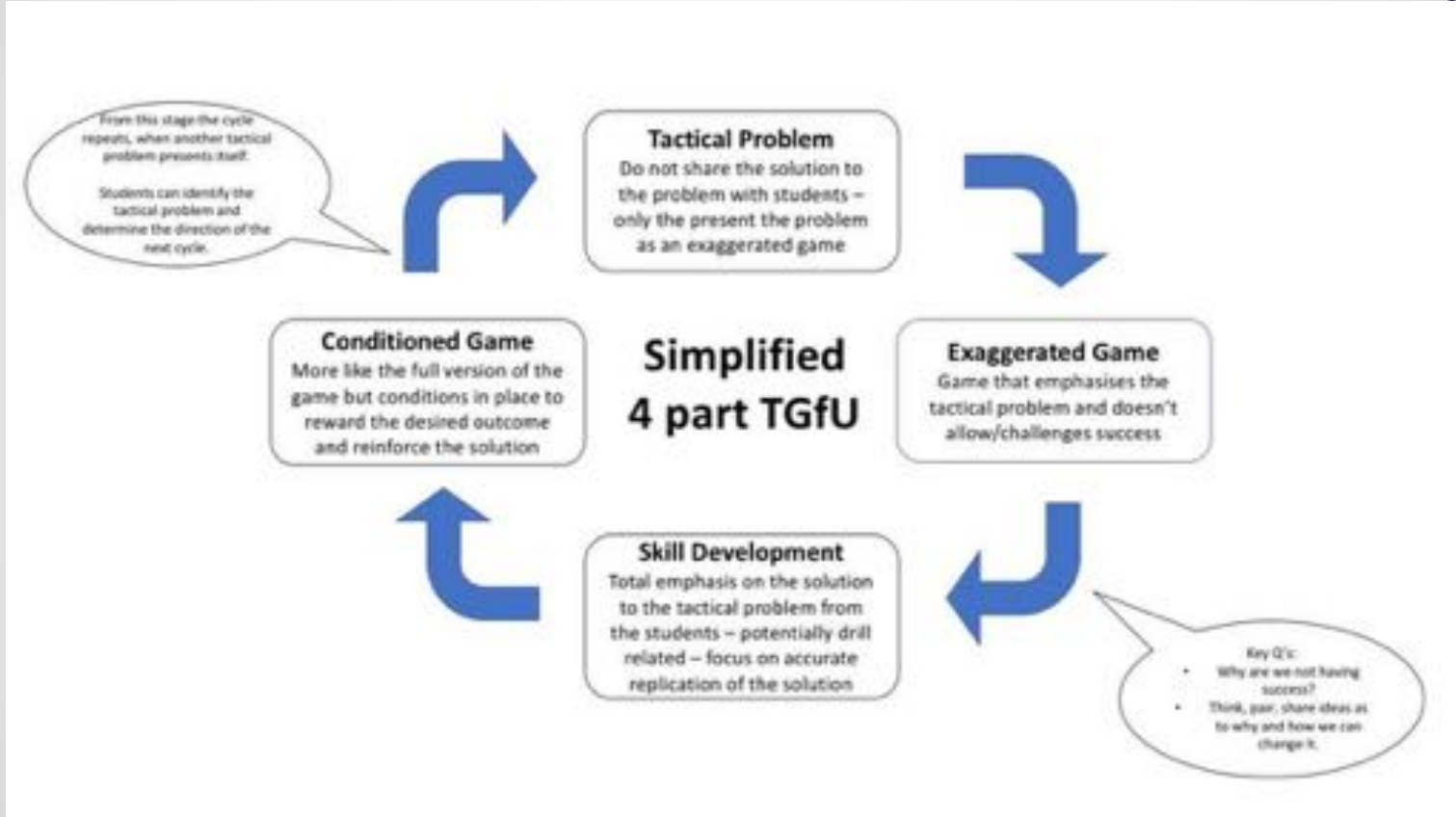


- **The consistent application of integrated professional, inter-personal and intrapersonal knowledge to improve athletes’ competence, confidence, connection and character in specific coaching contexts.**

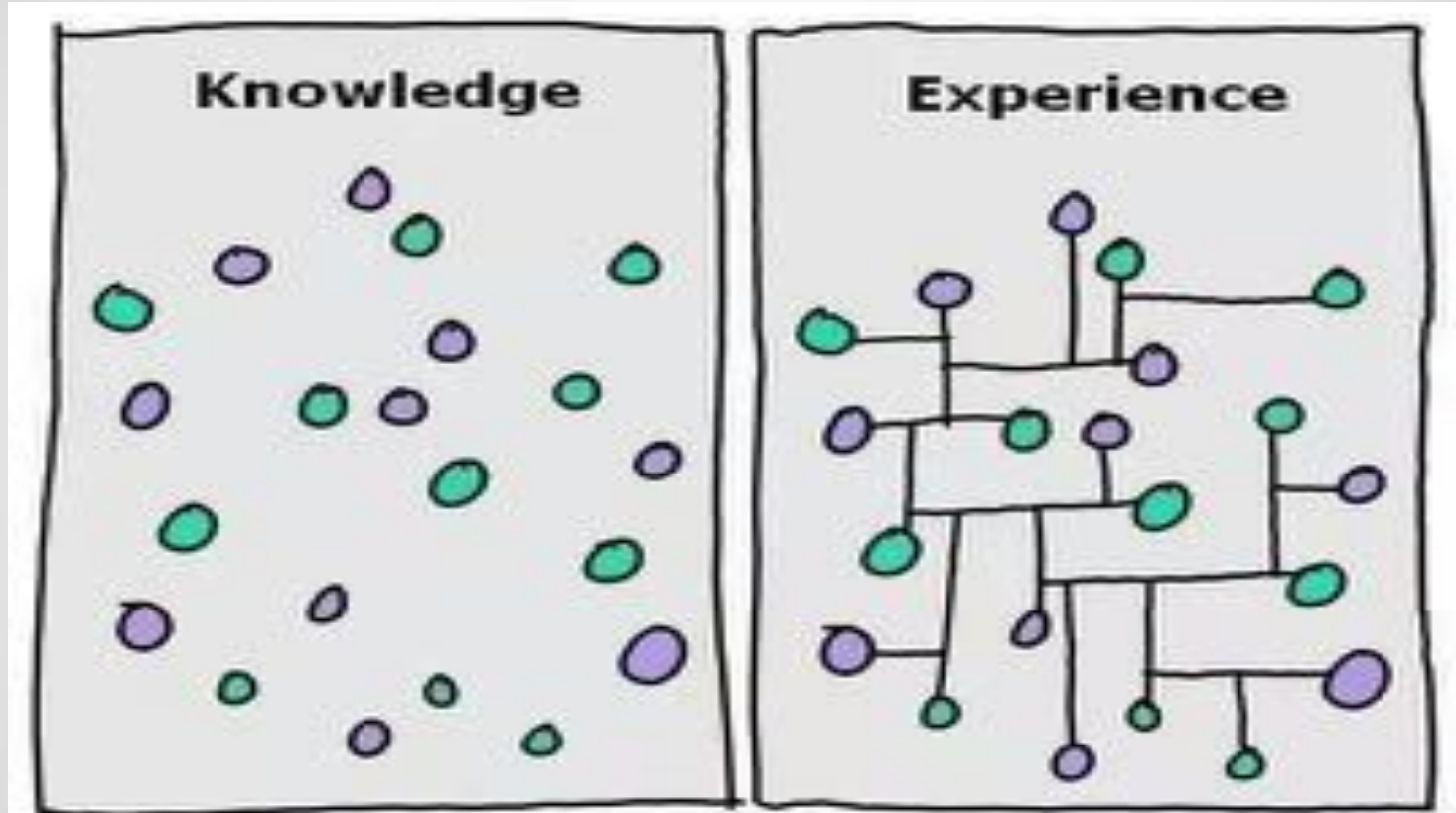
# THE 'CURSE OF KNOWLEDGE'



# TEACHING GAMES FOR UNDERSTANDING



**JUST BECAUSE WE TAUGHT IT DOESN'T MEAN THEY LEARNED IT**



# HOW TO ASSESS QUALITY COACHING



- 1. DETERMINE WHAT TO MEASURE**
- 2. SPECIFY SOURCES OF FEEDBACK (DOC, PARENTS, ATHLETES, ALUMNI)**
- 3. DECIDE HOW TO EVALUATE AND USE RESULTS**



Your opponent's greatest advantage is your  
lack of belief in yourself!!

Did well

Initial Positive Response

Accountability - giving + taking

Selflessness

Support off the field

Control the Control keys

Need to Stop

Only playing part of game

Lack of killer instinct

Overconfident

Lack of confidence

SACRIFICE

TRUST

RESPECT

OPENESS

NEVER GIVE UP

GRATITUDE

# ABSOLUTES

1. WE NEVER GIVE UP

2. WE NEVER LOSE CONFIDENCE

3. WE NEVER FEAR FAILURE

4. WE ARE NEVER DEFEATED

"RISE TO THE CHALLENGE"

FEARLESSNESS

ACCOUNTABILITY

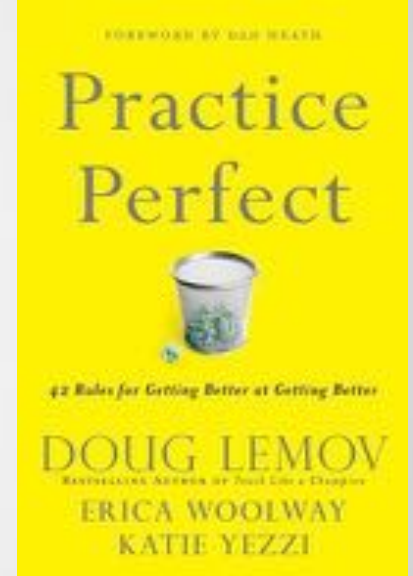
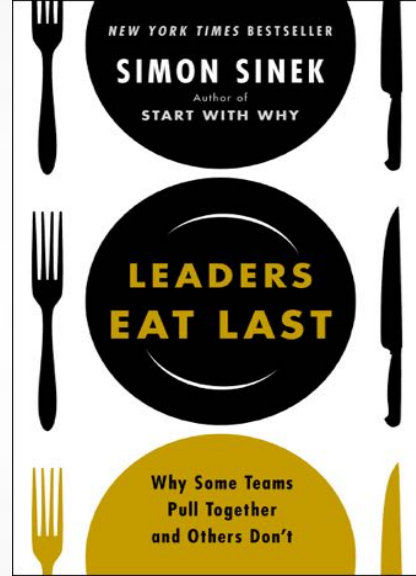
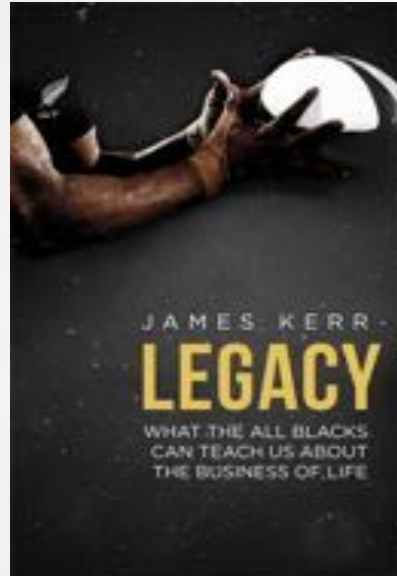
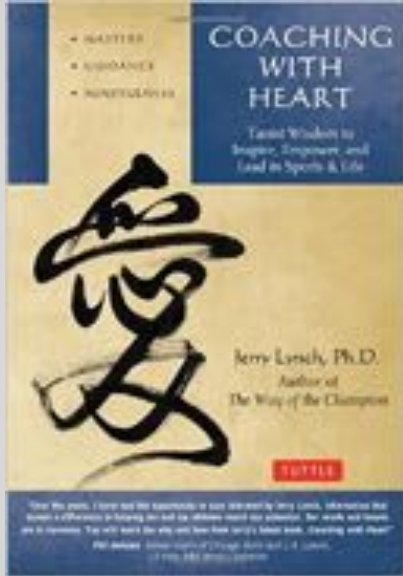
COMPETITIVENESS

THOUGHTFULNESS

SELFLESSNESS



# NEVER STOP LEARNING!!!



“When you are finished changing, you are finished.” Ben Franklin

# THREE TOPICS

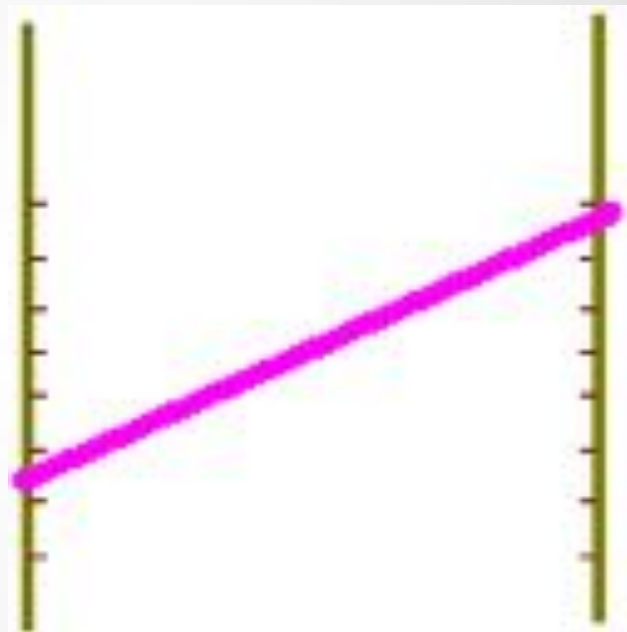
- 1. THE CHARACTER OF THE COACH**
- 2. TEACHING CHARACTER TO YOUR PLAYERS**
- 3. ENGAGE YOUR PARENTS**



# COACHING ON A “SLANTY LINE”

**DR. MUSKA MOSSTON**

- **KIDS CHOOSE THE LEVEL OF DIFFICULTY**
- **EVERYONE CAN HAVE SUCCESS**



# HOW TO ENGAGE PARENTS



- **PRE-SEASON MEETING**
- **GOAL SETTING EXERCISE**
- **OUTLINE PHILOSOPHY, EXPECTATIONS, RULES**
- **CONSISTENT COMMUNICATION/DRIP FEED  
GOOD INFO IN SEASON**
- **WRITTEN AND IN PERSON EVAL POST-SEASON**

# WHAT DOES YOUR CULTURE LOOK LIKE?

@Pac12Networks



0:15

Kelsey Plum draws a play | #Pac12WBB

For more, visit [pac-12.com](http://pac-12.com)



**PARENTS AND COACHES**  
**WORKING TOGETHER TO**  
**SUPPORT OUR ATHLETES**

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