

CREATING A STUDENT-ATHLETE LEADERSHIP GROUP

Navy Seals say when you're under pressure you don't rise to the occasion, you sink to the level of your training.



Presented by: Steve Kerkman and Steve Throne, Millard South High School

PATRIOTS INSPIRING TEAMMATES



YOU CANNOT IMPROVE WITHOUT CHANGE

Emotional: The *Desire* to Change

Intellectual: The *Knowledge* to Change

Physical: The *Effort* to Change

Social: The Environment Must *Support* the Change

*“You cannot improve without change, but you can
change without improvement”*



“Patriots Inspiring Teammates”

The Millard South Athletic Program has implemented a revolutionary program in the development of its athletes and its athletic teams. The “PIT Crew” (Patriots Inspiring Teammates) is a group of selected sophomores, juniors, and seniors chosen by coaches and administration to receive leadership training that can be utilized within our athletic teams and our student body at Millard South.

We are in an age when many kids are just told to be leaders, but the process is never explained. The “PIT Crew” will receive leadership training and will provide a support system of fellow athletes, coaches, and administration – especially in the face of adversity.

We are inviting you along with nearly 35 other student-athletes to be a part of this special group. Leadership training like this is a vital part of such college athletic programs such as North Carolina, Michigan, Pitt, and Baylor to name a few.

We will have meetings that try not to interfere with workouts or jobs throughout the summer. We will also carry the momentum of the group through the school year typically on selected Monday mornings and will also include some community service work.

Please put the listed dates/times on your summer calendar and make it a point to attend unless you have a sports-related conflict:

Tue May 31 6:30 - 7:30 am Room 107D
Tue June 7 6:30 - 7:30 am Room 107D
Tue June 21 6:30 - 7:30 am Room 107D
Tue July 12 6:30 - 7:30 am Room 107D
Tue July 26 6:30 - 7:30 am Room 107D

THE PIT CREW

PATRIOTS INSPIRING TEAMMATES

- A leadership development program for every athletic program in our high school (19 varsity teams)
- Started with coaches identifying at least two seniors and a junior who display some leadership qualities
- Meet once a week in the summer
- Meet about once/twice a month during the school year:
 - T-shirts
 - Leaders at sporting events
 - Charity work (Love, Serve, Care)
 - A Twitter Account
 - Immediate conversations about moments in our games or well-publicized game
 - Nebraska leadership summit
 - Identification of “young” leaders; mentor leadership program



TEAM KILLER – DISENGAGEMENT

KNOW THE SIGNS...HELP YOUR TEAM

- A Visionary Leader disengages when they are bored, unchallenged, and goals aren't high enough. Often, they feel lost if they are not reassured that their goals are shared as important.
- A Relational Leader disengages when their feelings or a teammate's feelings get hurt. Often they can't go on if someone is "mad" at them. Try and "mend the fence" with them before moving on.
- A Supportive Leader disengages if they are too afraid to fail or the team is not working hard enough or doing what they said they were going to do.
- An Emerging Leader disengages when they aren't respected or seen as important. Even if they aren't saying or out in front, oftentimes, they care as much or more than the perceived leaders.

THE PATRIOT WAY

Priority one: It can't just be meetings and words, it has got to be effective enough to be put into actions

Priority two: What does it mean "*The Patriot Way*"? – If any one of us told any athlete "That's not how we do things here"well, what are the basic expectations of ANY athlete at Millard South?

Priority Three: Let's take advantage of what we already have! Amazing social media (Nebraska football model), Coaches' meetings, PIT Crew, Unity Council, Brain Zone, Freshmen Symposium

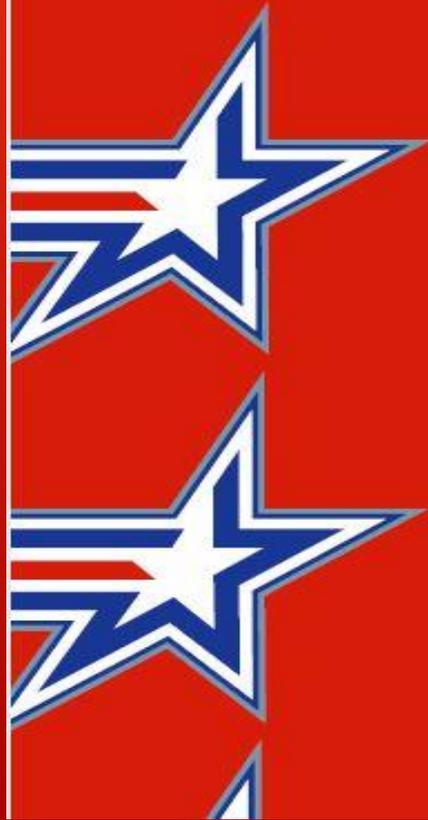
#TPW - UNCONDITIONALLY

1. Be a great teammate – especially in times of adversity
2. Support all athletic programs – at all levels, starting with your own
3. Display great sportsmanship at all times – at your games, and others
4. Invest in all competition – personally, at practice, and in games
5. Communicate effectively at all times – with coaches, teammates, those that try and bring you, your team, and your school down
6. Exhibit a relentless work ethic

THE PATRIOT WAY

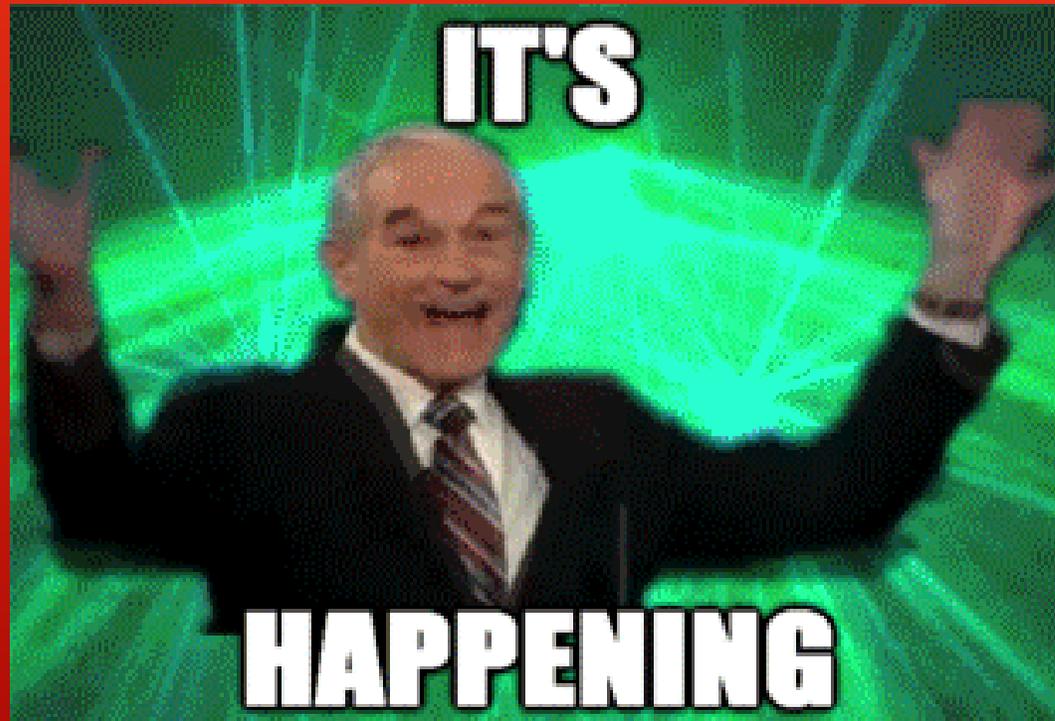
THE EVOLUTION OF A SCHOOL

The Patriot Way



- 1. Out Work People*
- 2. Be a Great Teammate/Classmate*
- 3. School Pride / Program Pride*
- 4. Respect Others*
- 5. Compete – Be Your Best Every Day*
- 6. Communicate Effectively at All Times*
- 7. Own Your Performance and Behavior*
- 8. Service Minded*

PIT CREW 'SHOUT OUTS'



SENIOR MOMENTS

Seniors – where are you headed? What's your parting thought?

Watch, Listen, Learn –

Your seniors will only be there for a few more weeks, so pay close attention to everything they do/did.

- How do/did they interact with your teammates?
- How approachable are/were they?,
- Do/did they help everybody stay relaxed?
- Do/did they all lead in the same way?.

6 LESSONS FOR “TAKING THE REINS”

1. Earn the reins, they aren't handed out
2. Beat the drum of tradition
3. Be a rock star teammate
4. Lead only when they need it
5. Be Prepared (*physically, mentally, emotionally, on and off the field/court*)
6. Be out front, even if you aren't

COMMON LANGUAGE:
COMMUNICATION
IN ADVERSITY FOR OUR STUDENT-
ATHLETES

The simple power of

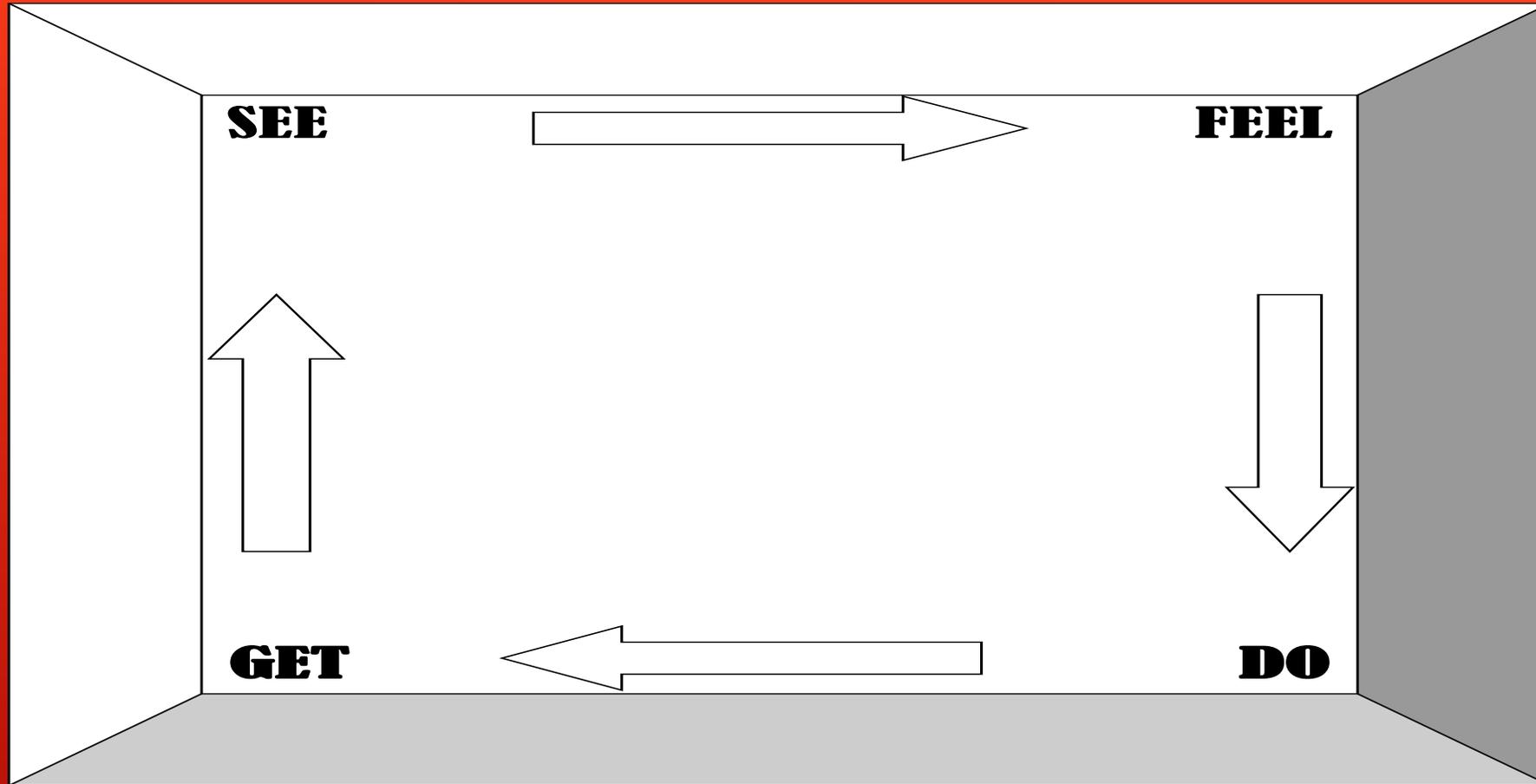
“We”

Don't use “you”,
we don't use “me”

“Change
Your
Frame”



THE FRAME – GET WHAT YOU WANT



Three Options to Get what you want to be getting:

Change Nothing. Continue to see things the way you have been seeing it. This will mean that you get the same results. Ex. You have failed every test. You change nothing. You continue to fail every test.

Change what you feel or do. You will see some minor results, but it won't bring about the big change you desire. This new action will continue to seem like hard work.

Change what you see. By changing how you see a situation and everyone involved, you will quickly change what you are feeling, doing, and getting. Change in seeing gives you the possibility for big changes in the results you desire.

The frame only works to the positive when you change your view.

“CAN I GIVE YOU SOME FEEDBACK?”

Feedback should be about behavior, not about the person or personality:

Describe what you see, don't evaluate the person.

Good: "Please stop talking when coach is giving instructions"

Poor: "Quit being a jerk and shut up"

Feedback should be as specific as possible:

Avoid generalizations.

Good: "When you goof off in the locker room before games, it affects my ability to concentrate and get focused"

Poor: "You guys, all this noise is distracting"

TEACH HOW TO RECEIVE FEEDBACK AS WELL!

Be OPEN to receiving feedback: Understand if it done as mentioned, it is not an attack, just a potential opportunity for communication and growth between or among teammates

A. Listen FIRST: *Don't think about your reply or response until the other person is finished. Avoid going on the defensive right away as much as possible.*

B. Clarify if necessary: *"When you said _____, am I clear that you meant _____?"*

In all cases:

A. The person receiving feedback should THANK the person for supplying it, whether it is considered positive or negative.

B. The person giving feedback should THANK the person for listening and being open to suggestion and improvement.