



# Pursuing Excellence

## "You are the example!"

This handout is written to provide RCBA coaches a template in pursuing excellence as an association, coach, player and team. There is more to coaching than just being a former athlete or knowing and understanding the plays, moves, and/or techniques of the game.

One must fully understand the types of individuals he/she will be working with: stakeholders such as participants, peers, parents, the association and parents and community.

Players are comprised of various age groups, sizes, and abilities (physical and intellectual), and in today's society parents/guardians are very receptive to programs that are good for their children. This, of course, includes parents/guardians of children with disabilities.

*Just remember that there is always room for improvement as you are the example to each of them!*



# Pursuing Excellence

## "Today's Players"

### "Environment – Culture: not their fault"

- Trophy Era: participation medals (really?)
- Parenting: Enabling (Too involved)
- Low self-esteem: anxiety issues.
- Entitlement: do not have to earn anything
- Technology: Instant gratification/dopamine
- Self-absorbed: it is all about me.
- Problem: everything worth while takes time!



# Pursuing Excellence

## "Excuses"

**DO NOT Allow them!**

- You are the example. It starts with you.
- You are accountable and you are responsible for your actions.
- Life is about the choices you make.



# Pursuing Excellence "No Excuses"





# Pursuing Excellence "Mission Field"

- Building Men of Character
- Classroom Expectations
- Work Habits
- Team Players



# Pursuing Excellence

## "Mental Toughness"

### Mental Toughness

"Being able to withstand great force without tearing or breaking."

- People are NOT born with mental toughness. It is a skill that is acquired. It is teachable.
- Mentally tough people are strong and they are resilient. They don't ever quit; especially when there is adversity.
- Mentally tough people are energy givers; not takers!
- Mentally tough people don't make excuses! They are personally accountable for their performance and their behavior.



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## "Sacrifice: TEAM first"

### Sacrifice

*"Something that is surrendered or lost in order to gain an objective."*

Are you willing to sacrifice your own personal gains so that others can benefit? This is NOT about you! You want your players to sacrifice themselves for the team – it starts with you.





# Pursuing Excellence "Enthusiasm"

Enthusiasm for one's work is critical. It is the ignition switch. Turn it on and things start happening.

- It brings on excitement.
- It creates focus.
- It produces energy.
- It generates extra effort.
- It develops excellence.





# Pursuing Excellence

## "Team Components"

- Camaraderie and Loyalty - a spirit of great goodwill; others more important than self
- Respect for One Another - Coaches and players will do anything for each other.
- Team Spirit - The willingness to sacrifice your self-interests for the benefit of your team.
- "WE supersedes "me" - The star on your team is your team!



# Pursuing Excellence

## "Leadership"

- If you do not have the ability to influence others you cannot be an effective leader.
- Leadership is influencing people to follow you.
- Leadership is getting people to do things they never thought they were capable of doing.
- True leadership cannot be appointed, awarded, assigned, or earned.



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## "Leadership cont."

- Players often have more influence on each other than the coaching staff.
- It is vital for teams to develop team leaders that are a living proxy of the team's core values.
- Young leaders often feel pressure to be perfect leaders.
- There are no perfect people. Therefore, there are no perfect leaders.



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## “Leadership cont.”

- We can become very good leaders in the same way we become good baseball players.
- Leadership is not easy, but it is vital to success. The player's ability to connect with each other may be the single most important intangible skill they can develop.
- Apply the fundamentals.



# Pursuing Excellence

## "Leadership cont."

### Lead by Example

If you want your team to be selfless, relentless, and have an attention to detail, then you **must** be selfless, relentless, and have an attention to detail. This is the foundation.



# Pursuing Excellence

## "Leadership cont."

**Proactively Inspire** - This is the hard part. Every action you take, your body language, and every word you speak is doing one of two things:

- Inspiring a team to the Provincial Championship
- Justify negativity to losing

If you have enough energy to complain, then you have enough energy to inspire a teammate. 2<sup>nd</sup> years **Mentor** the 1<sup>st</sup> years. Give **clear** expectations and **develop** relationships through personal conversations. **Affirm** each other while holding each other accountable.



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## "Leadership cont."

- **Own the Results** Both failure and success provide opportunity to build trust.
  - Take full responsibility for team failure and credit the team for success.
  - **If you get beat, say:** *"I take full responsibility for today's results. We will learn from it and become a better team."*
  - **If you win say,** *"I love these guys. We are going to continue to get better. I cannot wait to play baseball with my brothers again tomorrow."*

Leadership is not easy, but it is vital to success. The player's ability to connect with each other may be the single most important intangible skill they can develop.





# Pursuing Excellence

## “Qualities of a Great Leader”

- Character - Be true to yourself. It is who you are. Your character is guided by your daily decisions and actions.
- Reputation - This is what others say you are. If you have good character, your reputation will take care of itself.
- Servant's Heart - Be selfless! Others are more important than my personal agenda.
- Visionary - You must have a game plan and your expectations must be very clear.
- Driven - Success travels in the company of very hard work. You must have purpose.



# Pursuing Excellence

## "Qualities of a Great Leader"

- Motivator - Enthusiasm infuses and stimulates those who follow you.
- Organized - (Laser Beam v. Flood Light) Everything you organize must correlate with your overall game plan and mission!
- Personable - Do players really believe you when you tell them that you care about every aspect of their lives?
- Evaluator - You are the director of your player's fate. You had better be a good evaluator of talent. You had better be a good communicator.



# Pursuing Excellence "Greatness"

- Don't whine: Nobody likes to be around people who are whiners. You don't like where you are – change it or it will change you.
- Don't complain: Being negative isn't going to change a thing. Attitude is a choice.
- Don't compare: It is a waste of energy. You are where you are supposed to be.
- Don't make excuses: Be accountable. It is the first step to growing up.



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## "The Bottom Line"

You can only control what you have influence over. Don't waste time or waste energy on things you have no control over!

**Make a GREAT day!**



# Pursuing Excellence

"You determine your team's destiny"

- Vision Statement - What business are you really in?
- Annual Goals - Set up season, game, and individual goals for your team.
- Clear expectations - Everyone needs to be on the same page. You need to articulate what you want your program to be all about.
- Open mind - Be open to what your coaches and players tell you needs to be changed during the course of a season. It is the players' team, not yours.



# Pursuing Excellence “Vision”

“It is not the size of the vision that determines acceptance, support, and success.

It is the size of the leader.”

**John Maxwell (author)**

“Those who have plans and goals dictate to others, while those who have no plans and goals are dictated to.”

**John Wooden (College Basketball)**



# Pursuing Excellence "Character"

- Character makes trust possible. Trust makes leadership possible.
- There are no short cuts to long-term success. You want to look into the mirror every day! You are being watched by your players and your opponents.
- Integrity and honesty are critical if you want to have a great coaching career.





# Pursuing Excellence

## "Character Traits"

- Honesty - Be up front with your players. Even if it they don't like it, they need to know what their role is on your team.
- Self discipline - You are an example for your players. They watch every move you make.
- Hard work - You cannot expect your players to work hard if you do not.
- Priorities - Make decisions based upon your priorities. Be vulnerable – let your players know what your priorities are! (top 5)



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## "Character Traits"

- Mutual respect - If you do not respect your players, they will not respect you. Man's most important need: respect!
- Sincere caring - Players can read through you. Do you really care about your players?
- Good listening skills - Do you really listen? Do players feel that they can be honest with you?
- Apologize - When you make a mistake admit it and ask for forgiveness (role model).



# Pursuing Excellence “Greatness”

“Without self-discipline,  
success is impossible, period.”

Lou Holtz (College Football)

“Each of us is put on earth with the  
ability to do something well. We cheat ourselves, our  
families, the world, and the Lord if we don’t use that  
ability as best as we can.”

Chuck Knox (NFL)



# Pursuing Excellence "Perseverance"

"I have missed more than 9,000 shots in my career. I've lost almost 300 games. 26 times I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. **AND that is why I succeed!"**

**Michael Jordan**



# Pursuing Excellence

## "You set the tone."

"There may be more people that have more talent than you, but there is no excuse for anyone to work harder than you do."

Derek Jeter



# Pursuing Excellence "Summary"

- Great Character
- Mental Toughness: Handling Adversity
- Outstanding Communicator
- Unified Vision
- Daily organization
- High Expectations
- Good Evaluation Skills
- Recognizes Individual Talents Within Each Player:  
utilize these talents

*This is the property as developed by Richmond City Baseball (1963)*