Leadership
Coach Awareness
By Kaylin Olivas
Coaching Levels

1. Recreational
2. Club
3. State
4. High School
5. College
6. Semi – Professional
7. Professional

How are teams managed at different levels?
Coaching Behavior

• Attribution Theory (Fritz Heider)
  1. Intrinsic Factors
     a. What drives you?
  2. Extrinsic Factors
     a. Environmental or situational

What are we motivated by?

• Covariation Model (Harold Kelley)
  ➢ Why do we behave in a certain way?
    1. Distinctiveness (behavior with situation/player)
    2. Consensus (same with different situation/player)
    3. Consistency (behavior over time)

Does motivation reflect behavior?
Coaches Decision – Making Process

**Normative Model (Victor Vroom)**

- **DECEIDE**: Make decision without consultation
- **DELEGATE**: No coach involvement with decision

**INDIVIDUAL CONSULTATION**
- Consults individual coach/players to possibly assist in making decision

**FACILITATE**
- Coach(s) and players make the decision as a team

**GROUP CONSULTATION**
- Consults group of players or team on issue but makes decision alone based on discussion

**WORKSHOP Philadelphia**

**USYOUTHSOCCER.ORG**
Coaches Power

By John R.P. French and Bertram Raven

Bases Of Power

- **Coercive**: Player forced to do something that they don’t want to do
- **Reward**: Grant players what they desire or remove what they don’t
- **Legitimate**: Coaches ability to give players a sense of duty or responsibility (obey = title)
- **Referent**: Coaches ability to give players a sense of personal acceptance or approval (role model)
- **Expert & Information**: Coaches presenting players with information or knowledge

Can we give power to players?
Coaches Communication

➢ Use of Communication
  ✓ Explaining
  ✓ Encouraging
  ✓ Understanding
  ✓ Mentoring
  ✓ Teaching

➢ Type of Communication
  ✓ Verbal
  ✓ Demonstration
  ✓ Action
  ✓ Written

➢ Bias Communication
  ✓ Attention
  ✓ Double Standards
  ✓ Expectation
  ✓ Support
  ✓ Privileges

How can we prevent bias communication?
## Coaching Assessment

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<thead>
<tr>
<th>Evaluate</th>
<th>Manage</th>
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<tr>
<td>• Emotion</td>
<td>• Improvise</td>
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<td>• Consistency</td>
<td>• Adapt</td>
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<td>• Effectiveness</td>
<td>• Overcome</td>
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<td>• Develop</td>
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<td>• RREC</td>
<td>• Guidance</td>
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<td>• Life Lessons</td>
<td>• Encourage</td>
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What is your coaching philosophy?
Leadership
Team Management
Individual vs. Team

**Individual**
- Skills
- Knowledge
- Personality
- Male/Female
- Person/Player
- Ability

**Team**
- Position
- Cohesion
- Starters/Non Starters
- Philosophy
- Development
- Captain(s)

What are some differences?
Individual Coaching

- **Understanding**
  - Person to coach player
  - Level of player
  - Every player is different

- **Expectation**
  - Individual short/long term goals
  - Consistency
  - Team Goals

- **Motivation**
  - Play for
  - Respond to
  - Compassionate

- **Development**
  - Identify strengths and weaknesses
  - Proper demonstration
  - Player understanding

- **Biases**
  - Unequal treatment
  - Continual Focus
  - Center of Attention

- **Outsider**
  - Position on the team
  - Level of player
  - “Screw-up”

How do we coach the individual to benefit the team?
Team Coaching

- Understanding
  - Cohesion
  - Level of players
  - Formation

- Expectation
  - Short/Long term goals
  - Actions
  - Mentality

- Motivation
  - Constructive Criticism
  - Focus
  - Compassionate

- Development
  - Comprehension
  - Trust
  - Teamwork

- Biases
  - Starters
  - Captains
  - MVP

- Outsider
  - Non Starters
  - Position
  - “Screw-up”

How do you get individuals to buy into team philosophy?
Team Development

Bruce Tuckman’s Group Development Model

Forming
- Players are still focused on themselves
- Players are getting to know each other and accepting one another

Storming
- Growth of the team (make or break the team)
- Individual player vs team (coach involvement)

Norming
- Common Goal
- Motivated by team success instead of individual player success

Performing
- Function as team, established a captain (leader)
- Coach involvement is limited
Team Cohesion

HOW CAN YOU BUILD TEAM COHESION?