

# Leadership Coach Awareness

By Kaylin Olivas



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# 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

Make decision  
without  
consultation



DECIDE

No coach  
involvement  
with decision



DELEGATE

Normative Model  
(Victor Vroom)



INDIVIDUAL  
CONSULTATION

FACILITATE

GROUP  
CONSULTATION

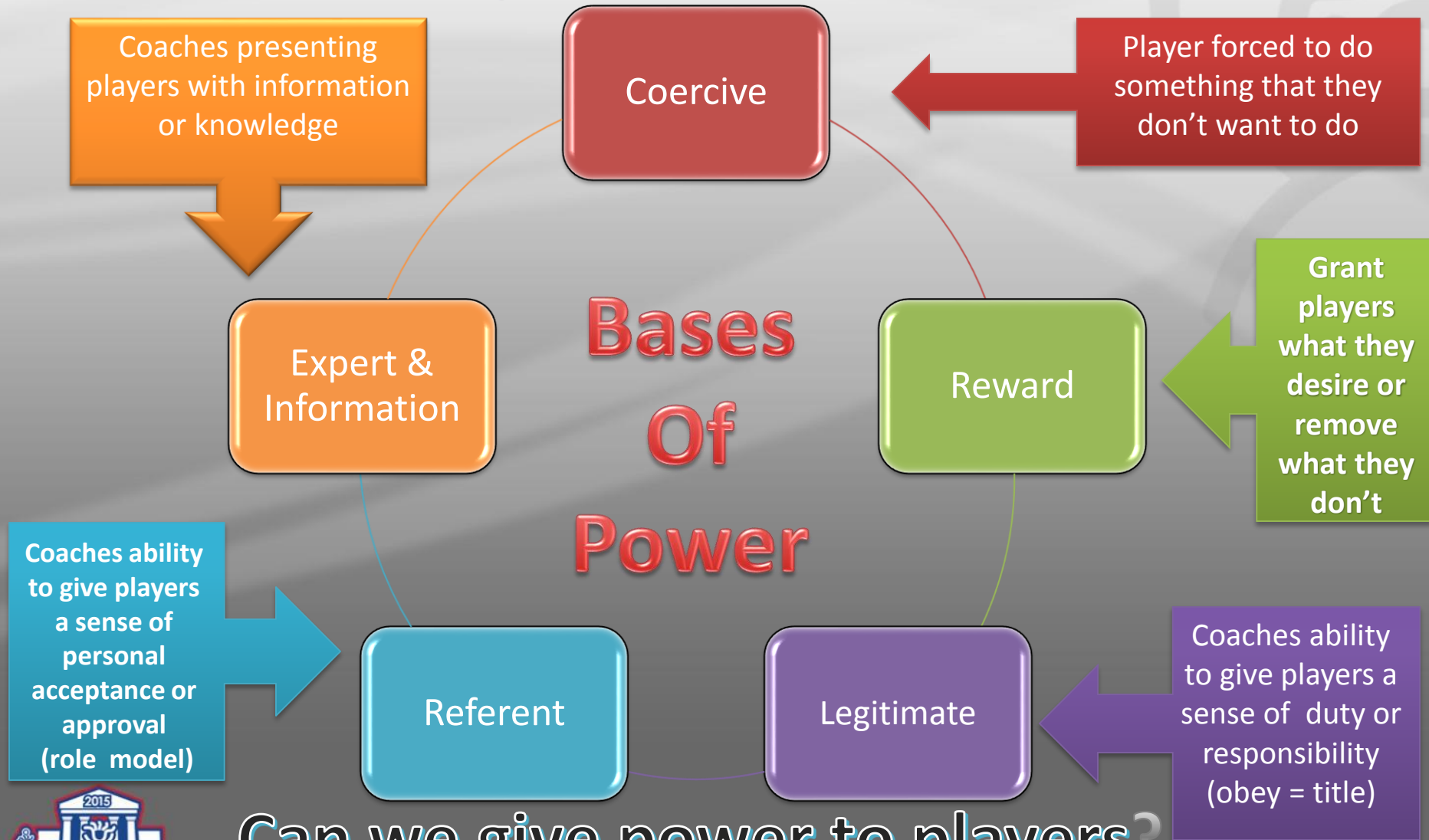
Consults individual  
coach/players to  
possibly assist in  
making decision

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

Consults group of players  
or team on issue but makes  
decision alone based on  
discussion

# Coaches Power

By John R.P. French and Bertram Raven



Can we give power to players?



# Coaches Communication

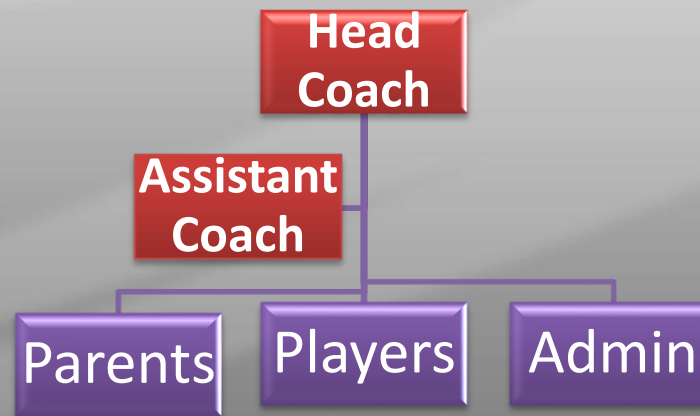
## ➤ Use of Communication

- ✓ Explaining
- ✓ Encouraging
- ✓ Understanding
- ✓ Mentoring
- ✓ Teaching



## ➤ Bias Communication

- ✓ Attention
- ✓ Double Standards
- ✓ Expectation
- ✓ Support
- ✓ Privileges



## ➤ Type of Communication

- ✓ Verbal
- ✓ Demonstration
- ✓ Action
- ✓ Written

**How can we prevent bias communication?**

# Coaching Assessment

## Evaluate

- Emotion
- Consistency
- Effectiveness

## Manage

- Improvise
- Adapt
- Overcome

What is your  
coaching  
philosophy?

## Teach

- Develop
- RREC
- Life Lessons

## Mentor

- Action
- Guidance
- Encourage

# Leadership Team Management



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# Individual vs. Team

## Individual

Skills

Knowledge

Personality

Male/Female

Person/Player

Ability

LEVEL

## 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

## ➤ Motivation

- Play for
- Respond to
- Compassionate

## ➤ Biases

- Unequal treatment
- Continual Focus
- Center of Attention

## ➤ Expectation

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

## ➤ Development

- Identify strengths and weaknesses
- Proper demonstration
- Player understanding

## ➤ Outsider

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

How do we coach the individual to  
benefit the team?



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# Team Coaching

## ➤ Understanding

- Cohesion
- Level of players
- Formation

## ➤ Motivation

- Constructive Criticism
- Focus
- Compassionate

## ➤ Biases

- Starters
- Captains
- MVP

## ➤ Expectation

- Short/ Long term goals
- Actions
- Mentality

## ➤ Development

- Comprehension
- Trust
- Teamwork

## ➤ 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?

