



# POWERING PODIUMS

Keep Our Coaches  
Happy and Healthy

Oct 4, 2018

Gail Donohue



PROUD MEMBER OF THE | FIER MEMBRE DU  
SPORT INSTITUTE NETWORK  
RÉSEAU DES INSTITUTS DU SPORT



# How can we support Coaches

- Educate them
- Invest in them- money and time!
- Support them
- Invest in their well being
- Help them move on
- Prepare succession plans
- HOLD THEM ACCOUNTABLE!!!!





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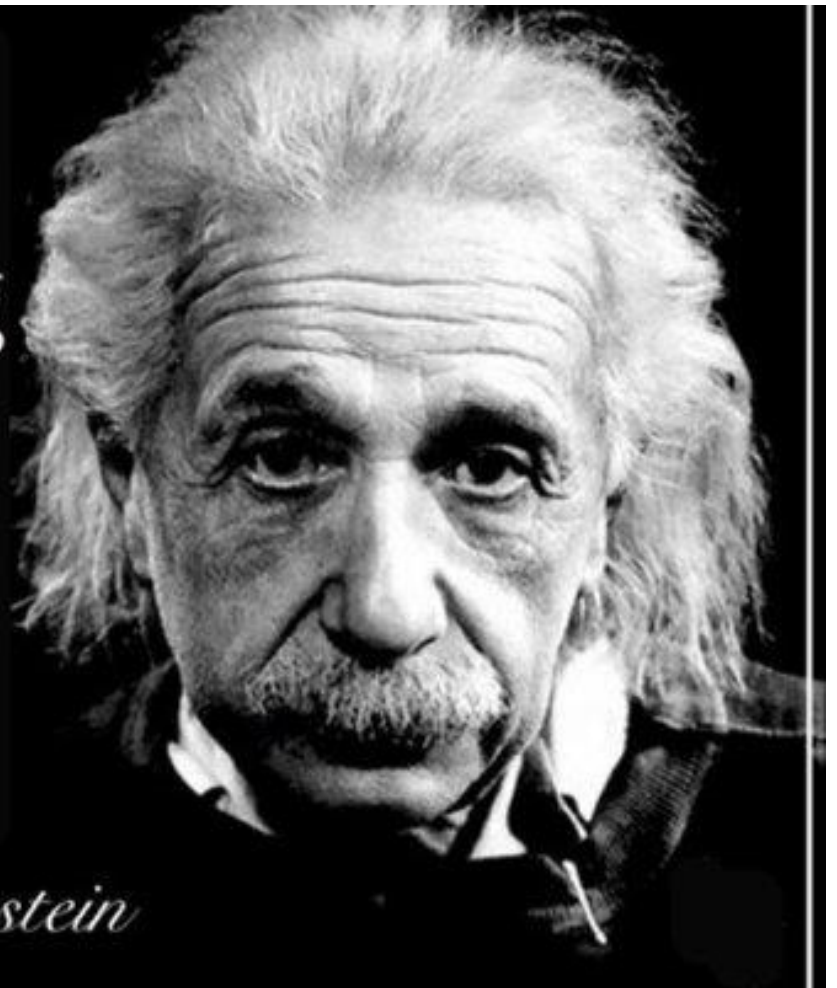


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Insanity:  
doing the same thing  
over and over again  
and expecting  
different results.

*- Albert Einstein*



- Think of BEST COACH/LEADER you had..... Write 3 descriptors
- Think of WORST COACH/LEADER you had..... Write 3 descriptors
- Share with a partner

Put each descriptor into a column....

EQ Emotional Intelligence	IQ Intelligence	Technical



Share at your  
table





"Failure is an  
opportunity to grow"

## GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude  
determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try  
new things"

"Failure is the  
limit of my abilities"

## FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like  
to be challenged"

"I can either do it,  
or I can't"

"My potential is predetermined"


"When I'm frustrated,  
I give up"

"Feedback and criticism  
are personal"

"I stick to what I know"



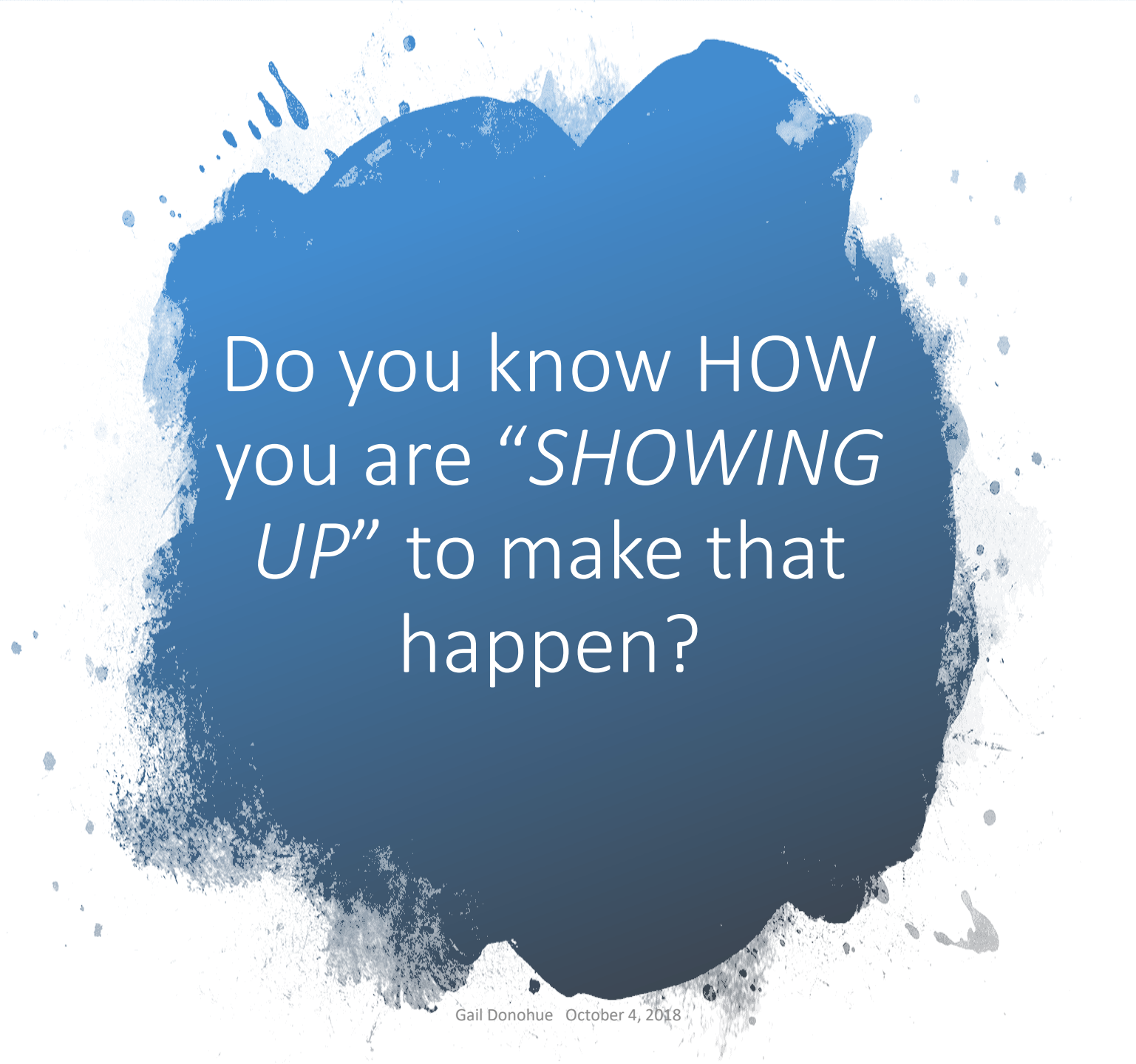
Are you a great COACH / LEADER?



Do you know  
what you  
want?



Do you  
know what  
you need to  
do?



Do you know HOW  
you are “*SHOWING  
UP*” to make that  
happen?

# How are you **BE** having.....

- What are the things you say?
- What is it you do?
- How do you make others feel?
- What's the impact you have by the word and actions you take every day?





Be X Do = Have

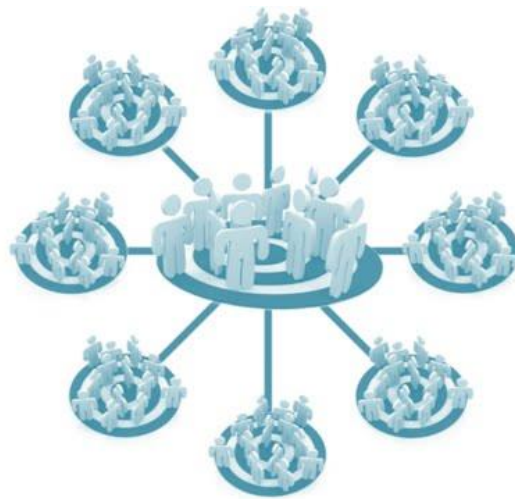




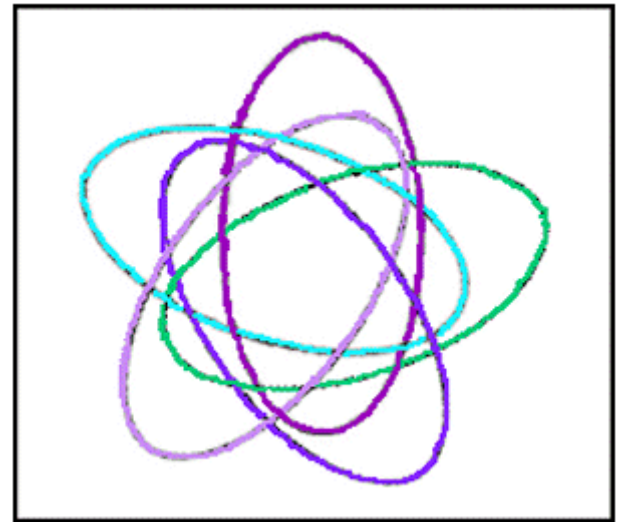




1900+



1970



2000+

The way we  
work is  
shifting.....

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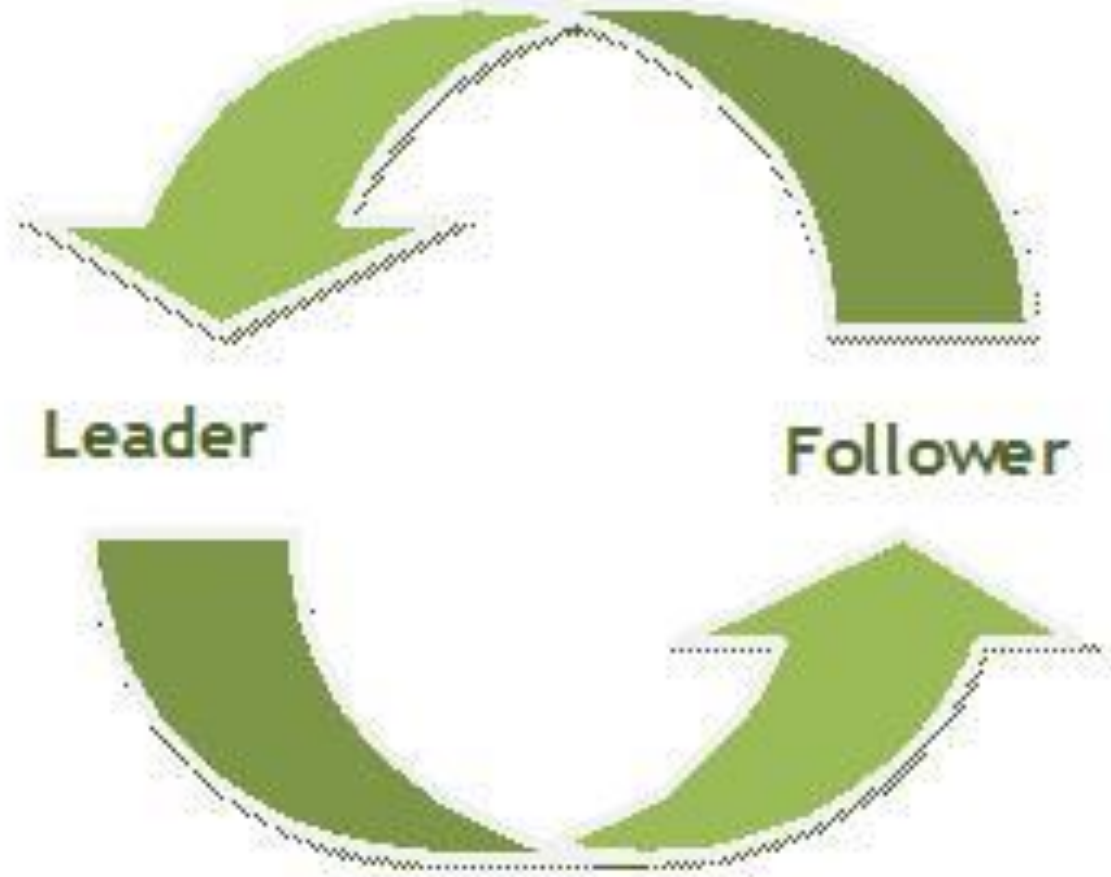
**“Great things  
in business  
are never done by  
one person.  
They’re done  
by a team  
of people.”**

**- Steve Jobs**



SWAGGER MEDIA





Would you  
follow you?



# SKILLS FOR SUCCESS

- Creativity
- Adaptability
- Resiliency
- Emotional Intelligence (EQ)
- Network Thinking
- Collaboration







# NEUROSCIENCE 101

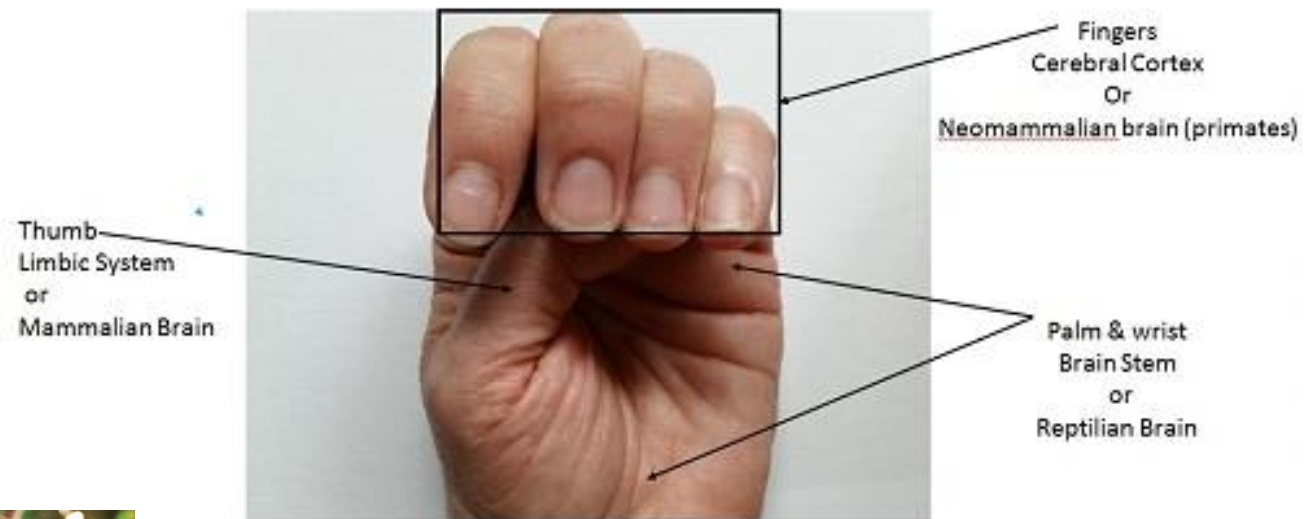


# Your Brain is a Social Organ



# YOUR BRAIN

## The hand model of the triune brain

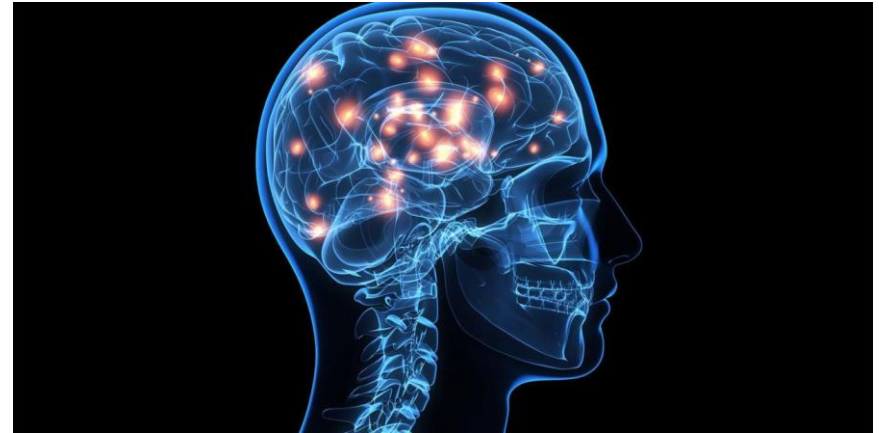


Daniel Siegel

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***KEEP YOUR  
BEHAVIOUR  
POSITIVE BECAUSE  
YOUR BEHAVIOUR  
BECOMES YOUR  
HABITS***



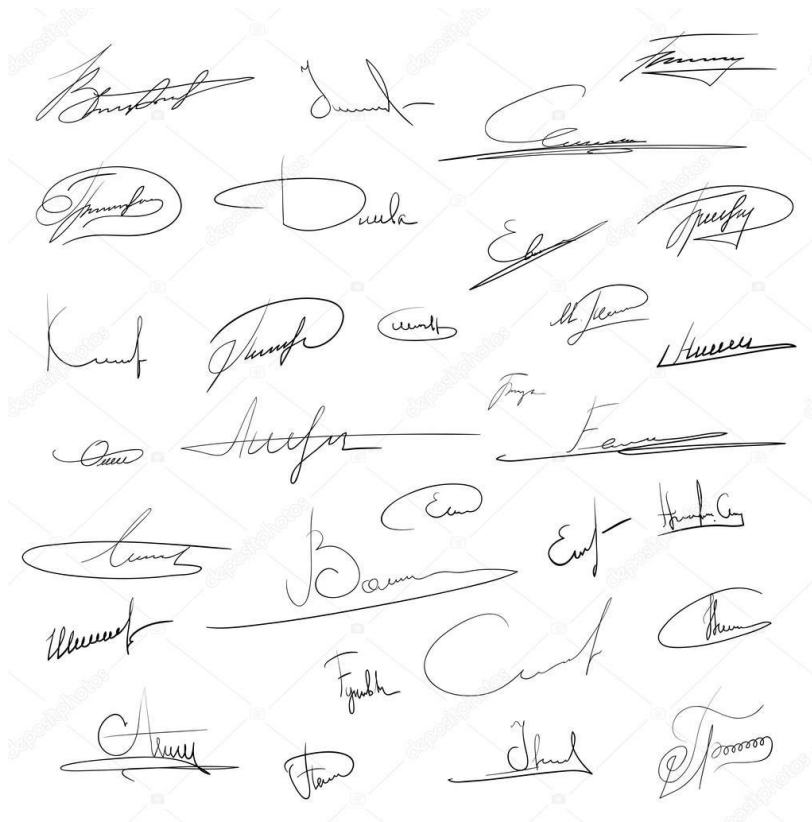
# Your Behaviours are Habits

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# Activity



# Practice Makes Permanent



A stylized illustration of a neuron. The cell body is a light blue, irregular shape with a prominent purple nucleus. Numerous thin, blue, branching processes extend from the cell body, creating a dense network. Several of these processes are highlighted with bright orange-yellow glowing points, representing active synapses or electrical impulses. The background is dark blue with some lighter blue, wispy patterns.

“Neurons that fire together, wire together.”

– Donald Hebb

# Emotions.....

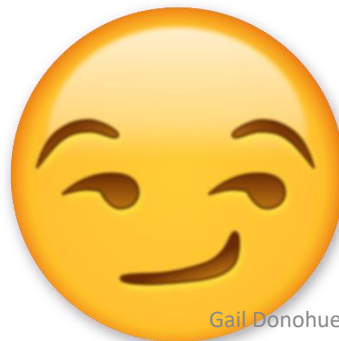
“Emotions are at the root of everything we do,

...the unquenchable origin of every act more complicated than a reflex”

- A General Theory of Love



# Our Emotions drive US!



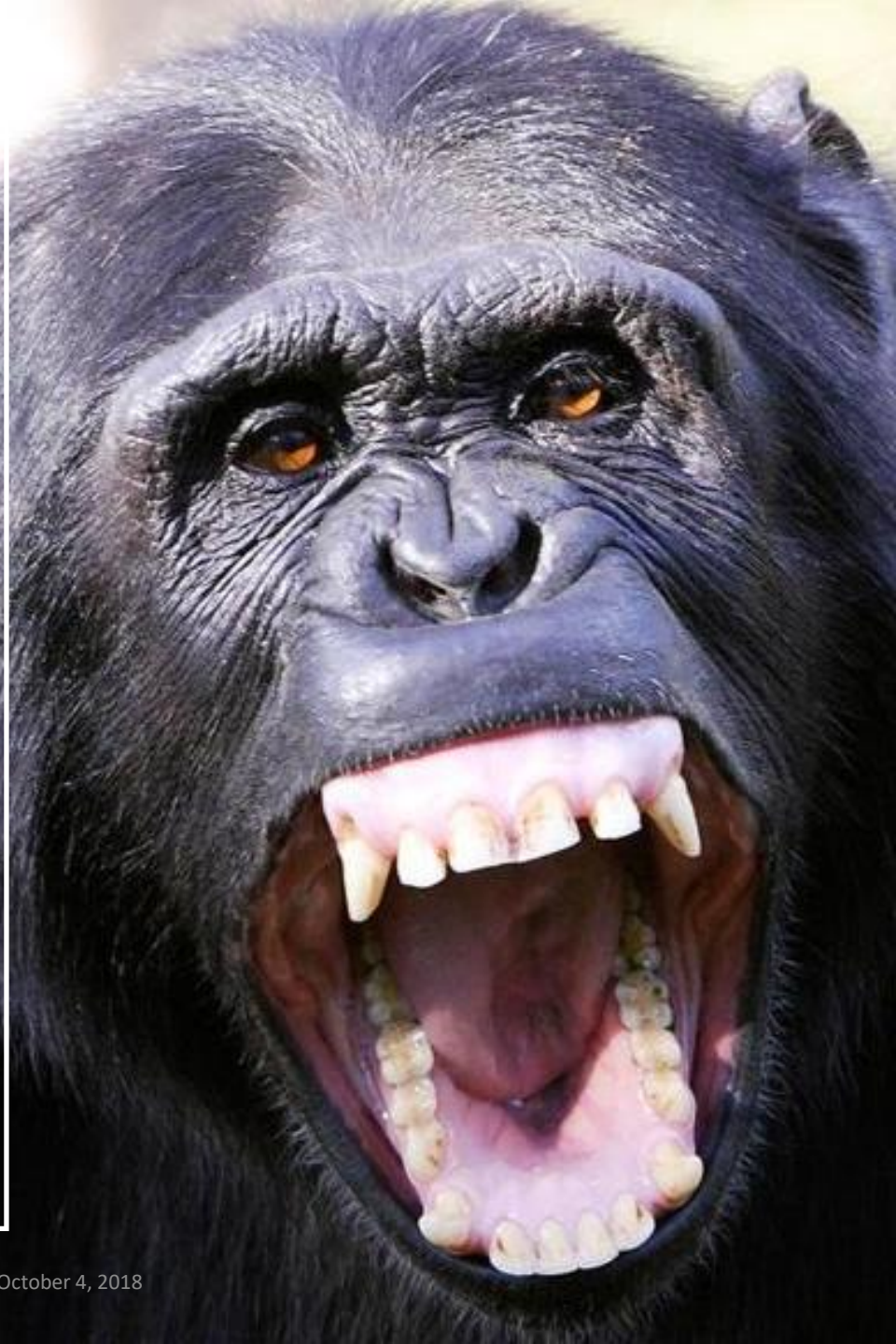
# Emotions

Drive Thought

Thought Drives Behaviour

Behaviour Drives Action

Action = Results





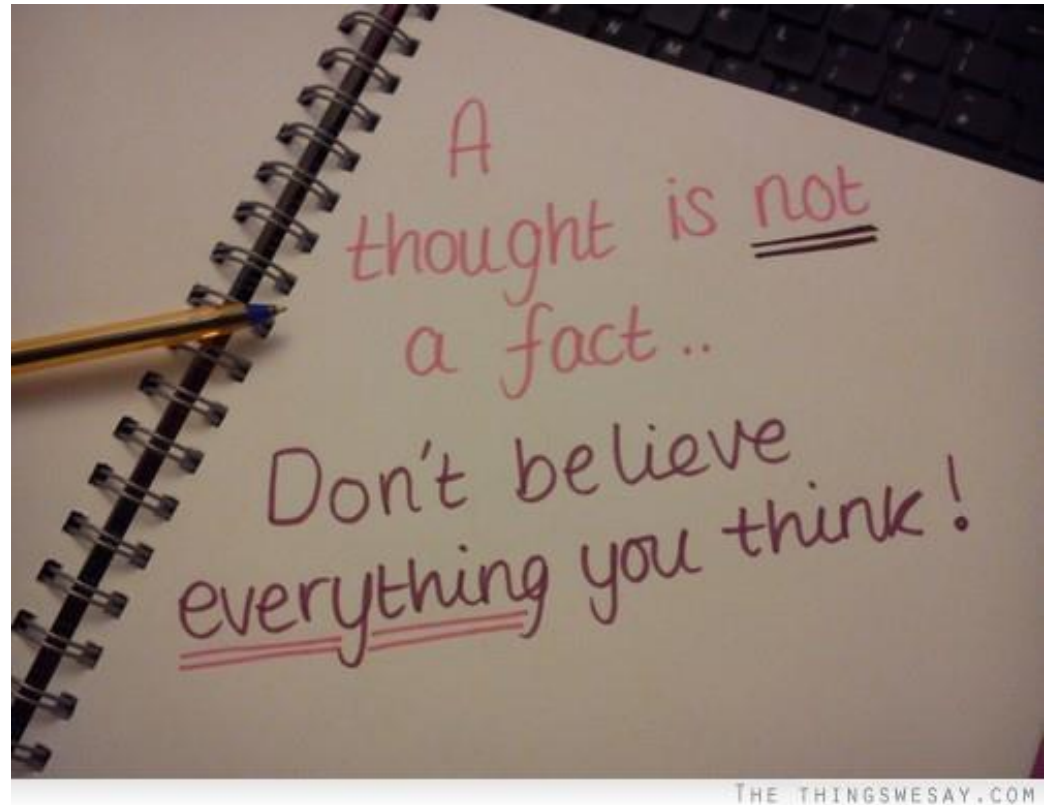
# MOODS ARE CONTAGIOUS, MAKE YOURS WORTH CATCHING

FITMOSPIRATION



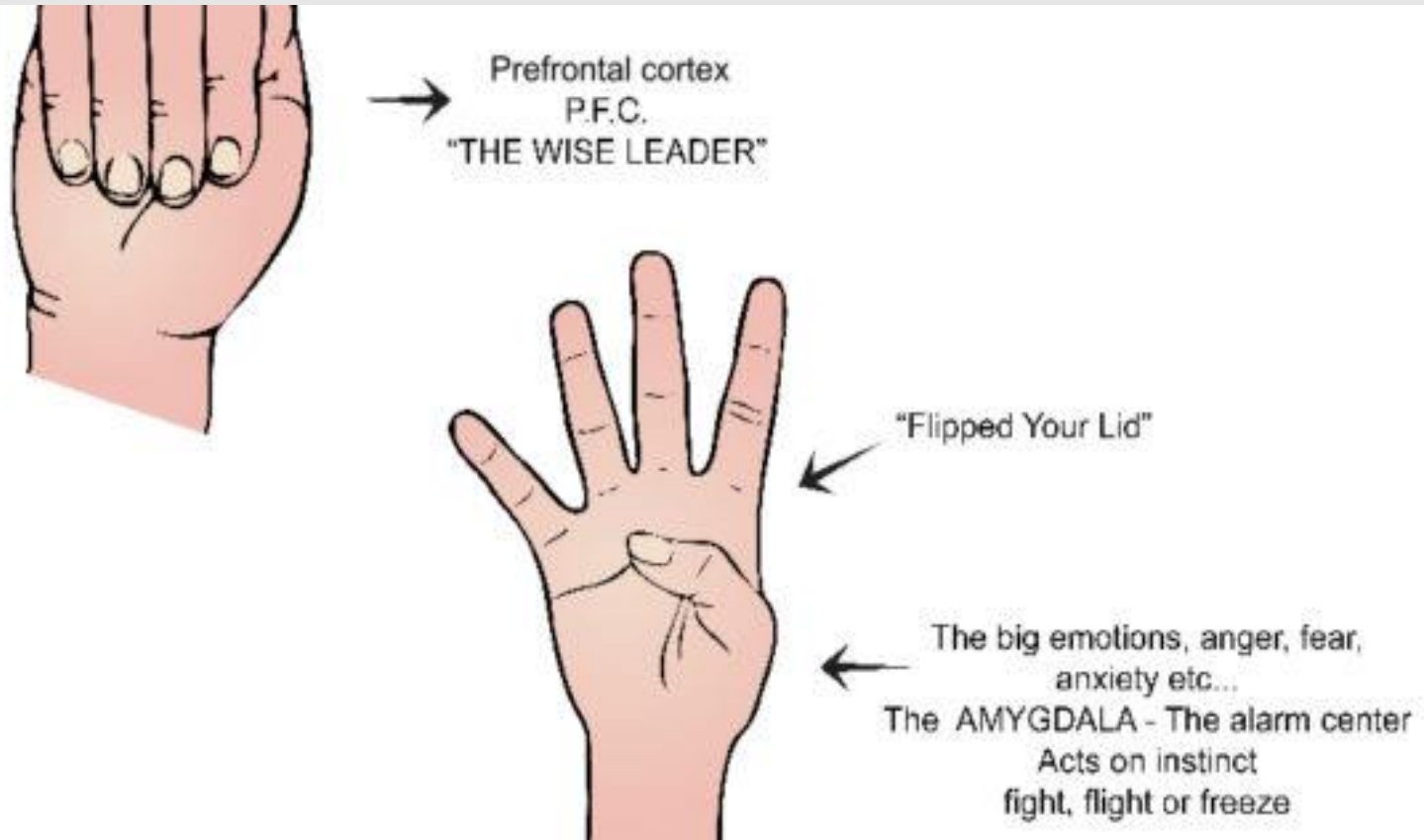
Thoughts  
create your  
*Reality*  
  
*and.....*  

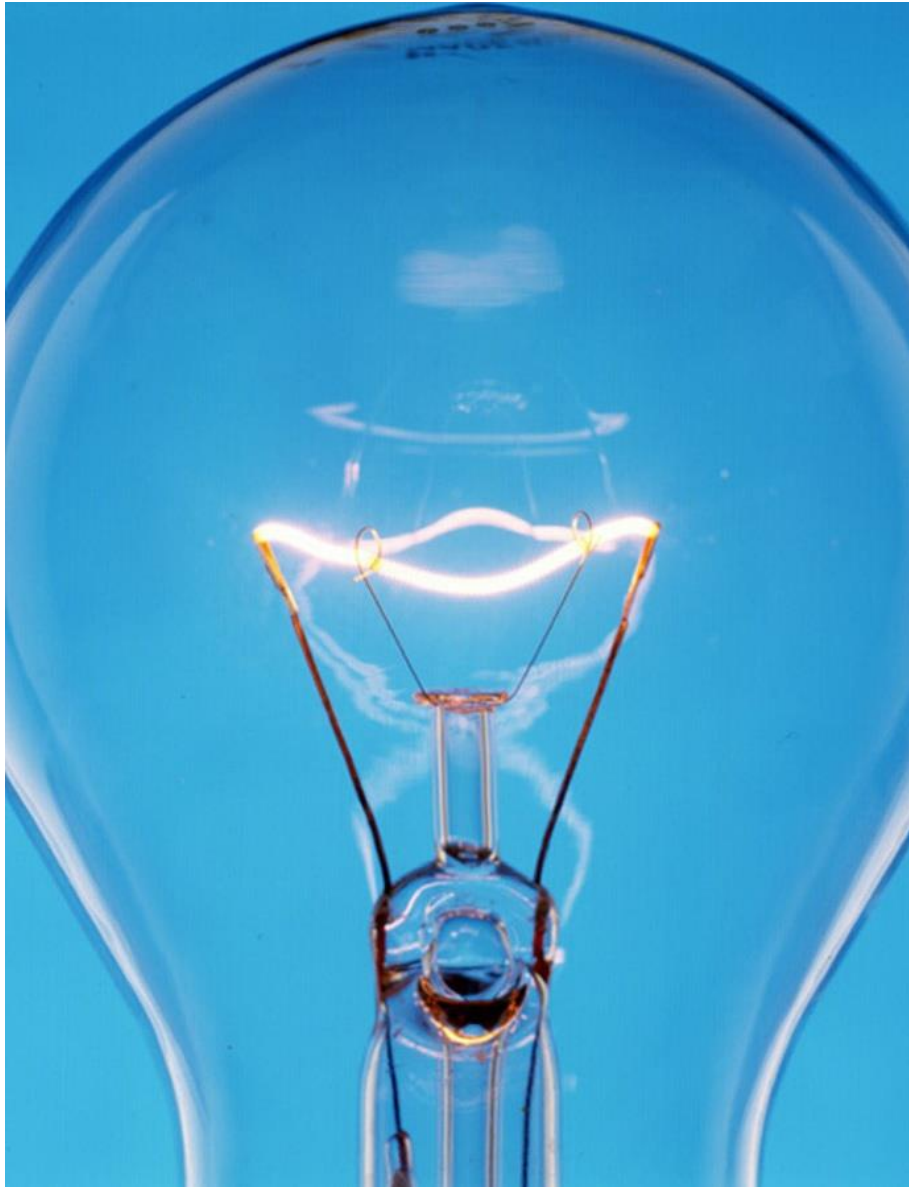
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THE THINGSWE SAY.COM

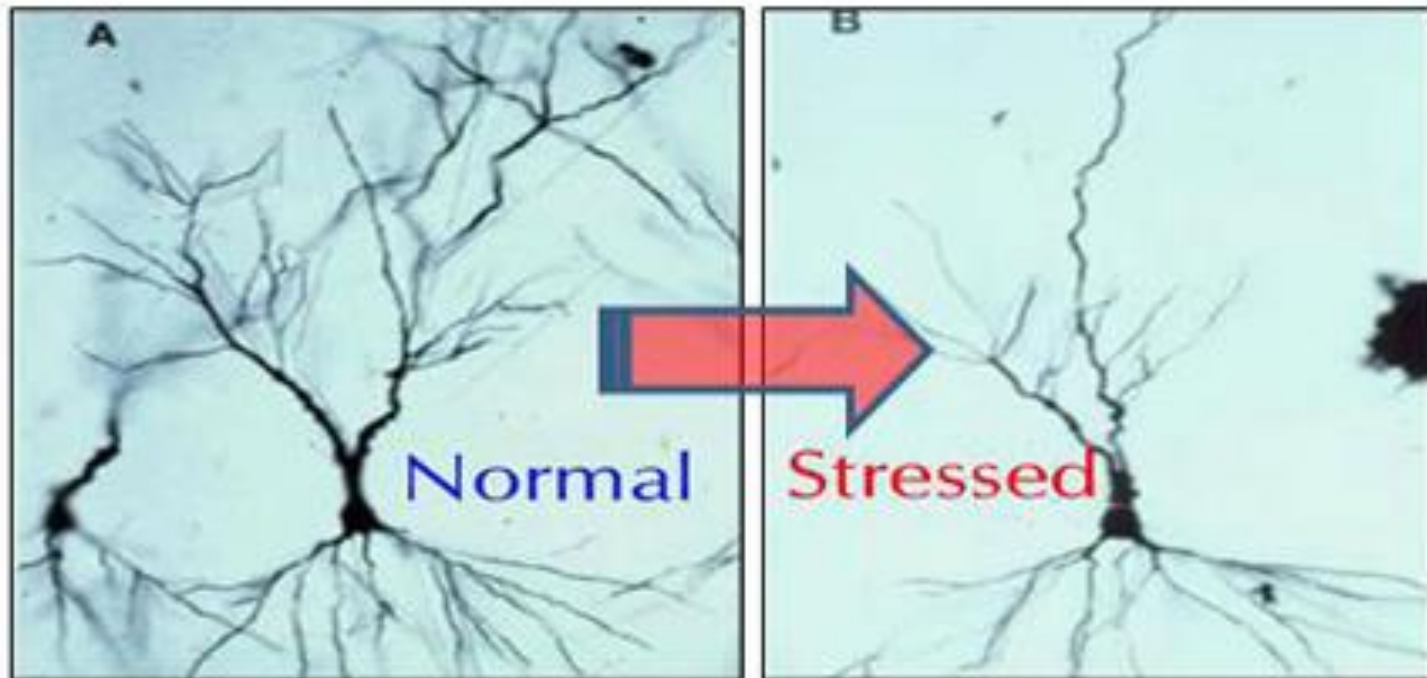
# Stress – Flip Our Lid





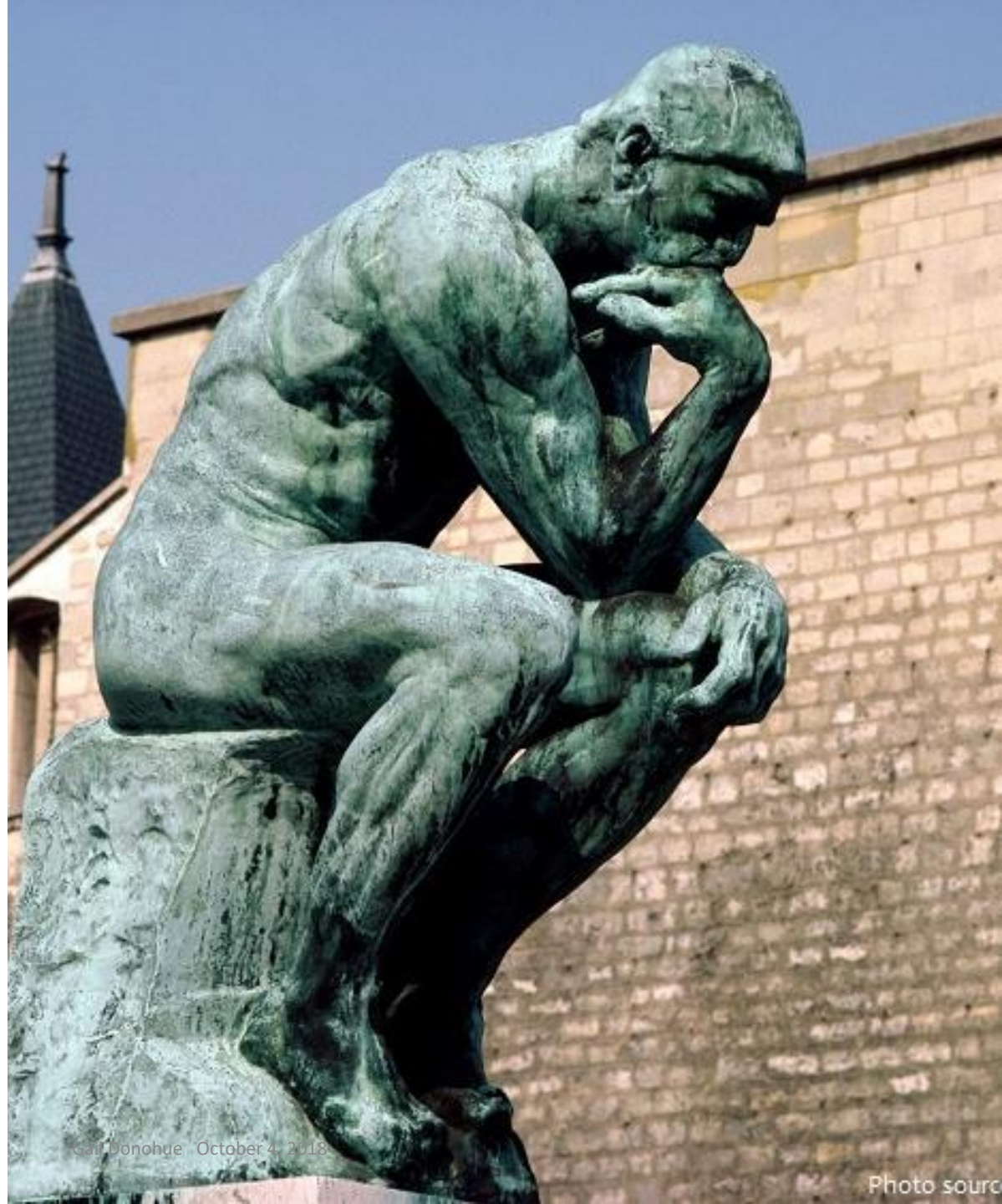
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# Stress Shrinks Brain Networks





- Can you think of situations where others “flipped their lids?”
- Can you think of situations where you may have “flipped your lid?”
- How can you see this applying with those you work with?
- How can you see this applying with your athletes?
- What can you learn from this?
- What can **you** do to keep your lid on?



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Photo source

Minimize  
Threat /  
Maximize  
Reward

---

S

---

C

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A

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R

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F

Minimize  
Threat;  
Maximize  
Reward

**Status**

**Certainty**

**Autonomy**

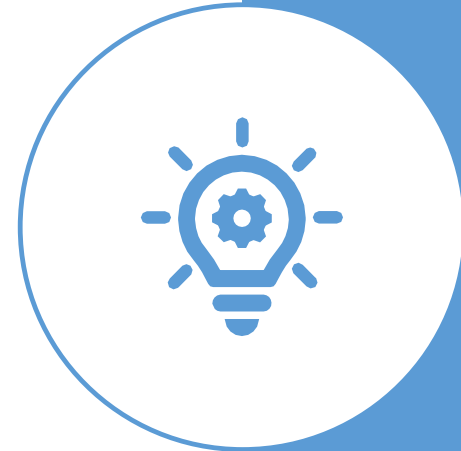
**Relatedness**

**Fairness**

# LEADERSHIP – INFLUENCING OTHERS

## Minimize Threat / Maximize Reward

- **Status:** is about relative importance to others.
- **Certainty:** being able to predict the future.
- **Autonomy:** provides people a sense of control over events.
- **Relatedness:** is a sense of safety with others.
- **Fairness:** is a perception of fair exchanges between people.







**IMPLICATIONS**



Minimize  
Threat;  
Maximize  
Reward

Status

Certainty

Autonomy

Relatedness

Fairness



S. C. A. R. F.

# Grow New Habits and Practices .....



# W.A.I.T.

- What
- Am
- I
- Thinking?







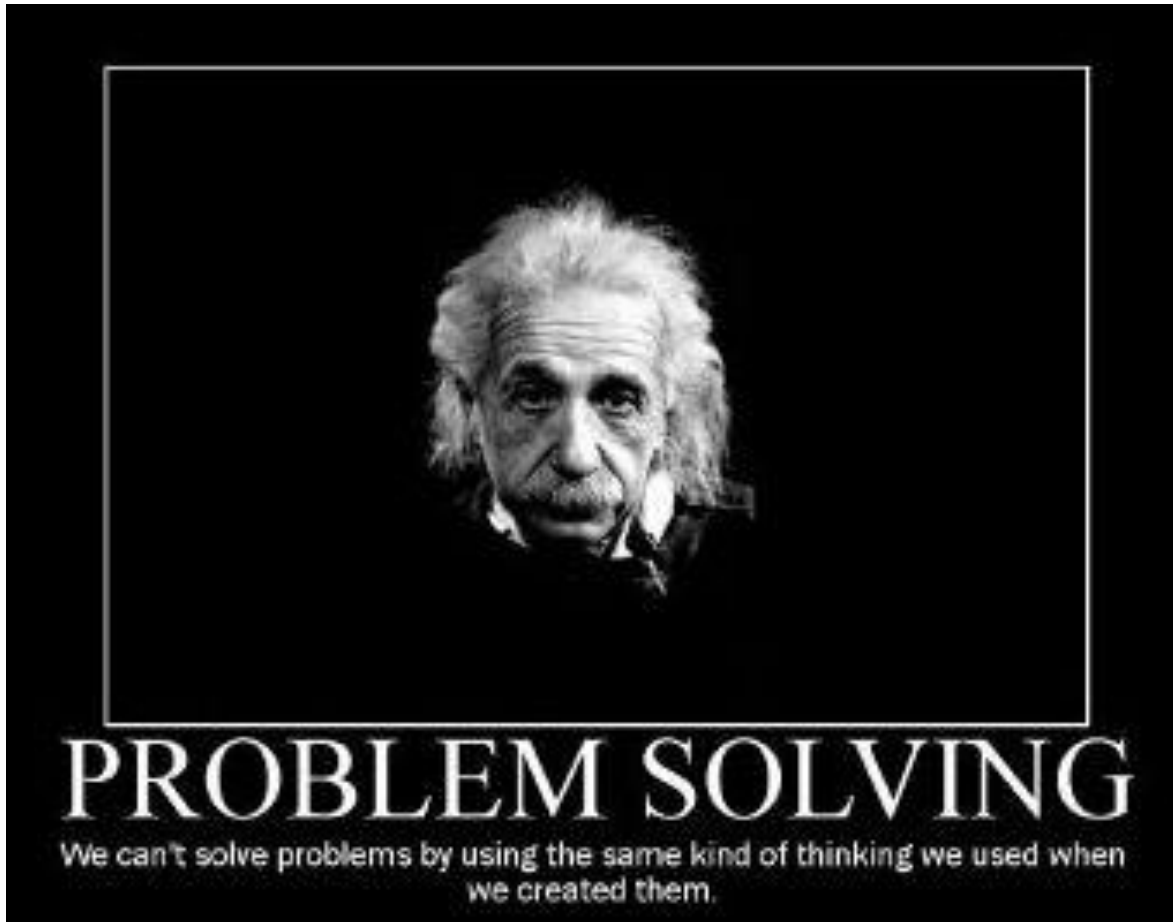
**Hello**  
my name is

Frustration



Name the Emotion to Tame it

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Focus on  
the  
action,  
not the  
people

# CONNECT – FACE 2 FACE!

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# Fill Yourself Up





# Other ideas to try.....

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If all you have is a hammer  
everything looks like a nail.

Bernard Baruch

**DOING  
things  
differently  
LEADS to  
something  
exceptional.**

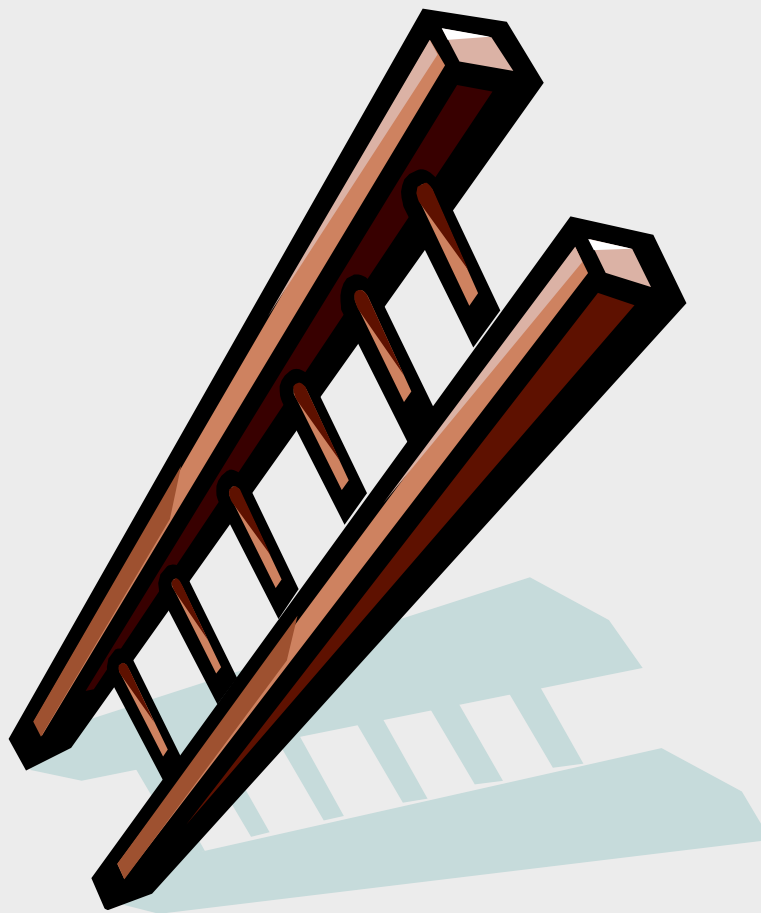




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# Look at Your Belief Systems

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# Embrace Other Perspectives





# Expand Your Network!





Great Leadership

Be X Do = Have

# Leadership – High Performance Sport...

- We are about Athlete Development.....
- Leadership – spend more time performing and not much time practicing.....
- Athletes spend time getting ready to perform.
- So -- When and where do you get ready to perform and be your best?





Part of any  
journey is  
taking that  
first  
step.....



# The End