

TEACHING LEADERSHIP THROUGH SPORT BREAKOUT SESSION

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PURPOSES

- Follow-up on and supplement the “Promoting Youth Leadership through Sport” keynote presentation
 - Present practical activities and exercises that can be used to help young people learn and develop leadership skills
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LEADERSHIP ACTIVITIES WORKSHOP: CAPTAINS TRAINING

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION / INSTITUTE
FOR THE STUDY OF YOUTH SPORTS



LEADERSHIP IN HIGH SCHOOL SPORT CAPTAINS



MHSAA-ISYS CAPTAINS LEADERSHIP TRAINING PROGRAM

- Joint venture of the Institute for the Study of Youth Sports (ISYS) and the Michigan High School Athletic Association (MHSAA)
 - Design and implement a program to teach high school student-athletes leadership skills and to thereby enhance the high school sports experience.
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OUR DEFINITION OF LEADERSHIP

- Leadership is a complex process that involves the effort of an individual (i.e., a leader) to help groups identify and achieve personal and group goals.



MHSAA CAPTAINS LEADERSHIP TRAINING PROGRAM

- One-day clinic
- Self-study captains leadership guide

TYPICAL CLINIC

- 9AM-9:55AM: Introduction
 - 10:00AM – 10:50AM: Breakout Session 1: What you Need to Know as a Leader
 - 10:55AM-11:45AM: Breakout Session 2: Handling Common Team Problems
 - 11:50AM-12:20PM: Lunch
 - 12:25PM-12:50PM: Breakout Session 3: Getting Your Questions Answered
 - 12:55PM-1:30PM: Closing: Where to Go From Here
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BREAKOUT SESSION 1A:

WHAT YOU NEED TO KNOW AS A LEADER

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“PURPOSES”

- To assist the athletes in arriving at a definition of effective leadership that includes the principles of positive peer modeling, communication, motivation, and team cohesion.
- To assist the athletes in conducting a brief self-analysis of their leadership skills.
- To assist the athletes in devising strategies for developing the 4 domains of effective leadership in themselves and others (i.e., positive peer modeling, communication, motivation, and team cohesion).

BREAKOUT SESSION 1: WHAT YOU NEED TO KNOW AS A LEADER

“CONTENT”

- Introductions
 - Introduce and review Student-Athlete Guide
 - Conduct large group exercise on what is effective leadership
 - Complete Leadership Performance Profiles (Rate self on skills of positive modeling, communication, motivation, team cohesion, other)
 - Facilitate strategy development exercise (Small group discussions on improving each leadership component in oneself and others)
 - Summary and Close
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Why do wolves hunt in a pack?





- *For the strength of the Pack is the Wolf, and the strength of the Wolf is the Pack."*

- Author Rudyard Kipling

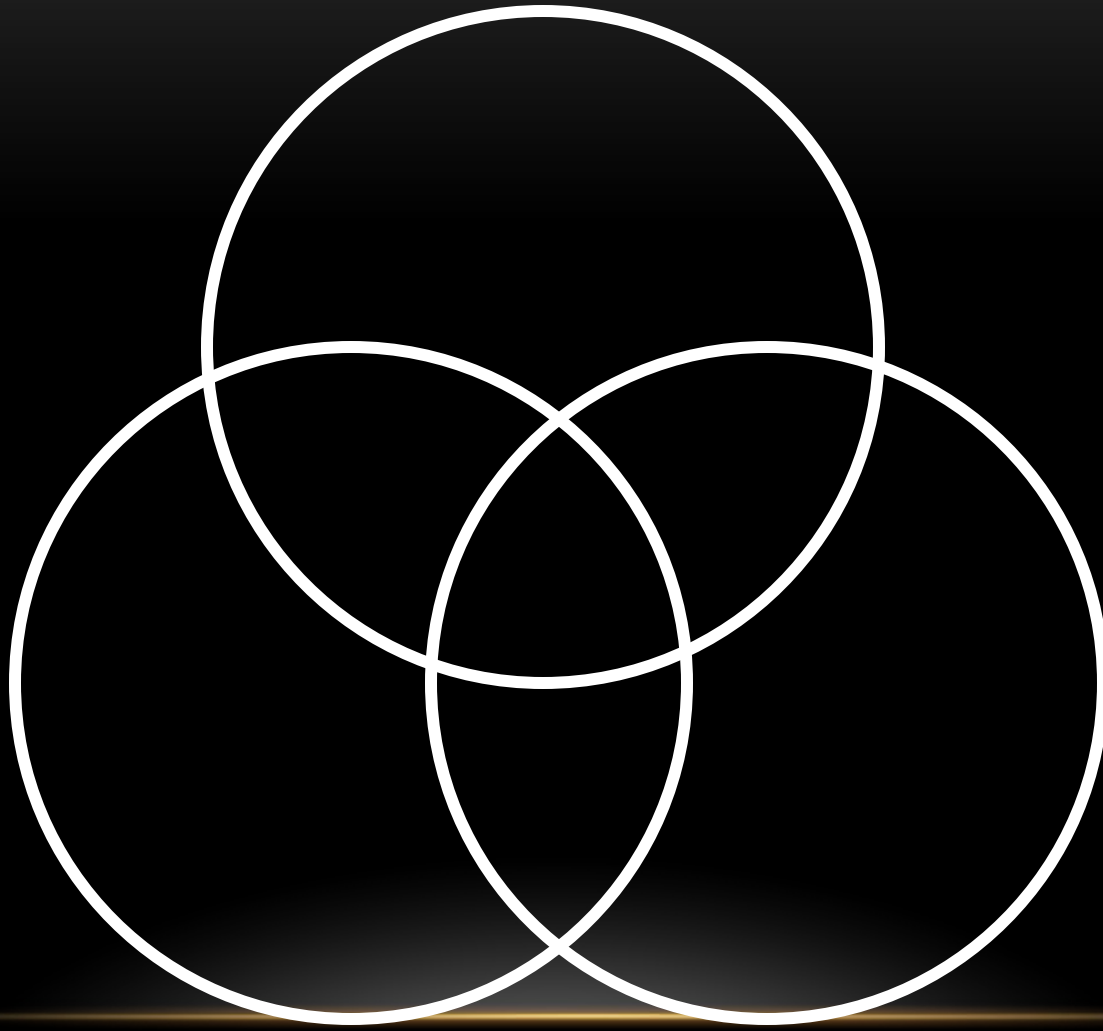
- So how does this relate to you be a leader?

WHAT IS LEADERSHIP?

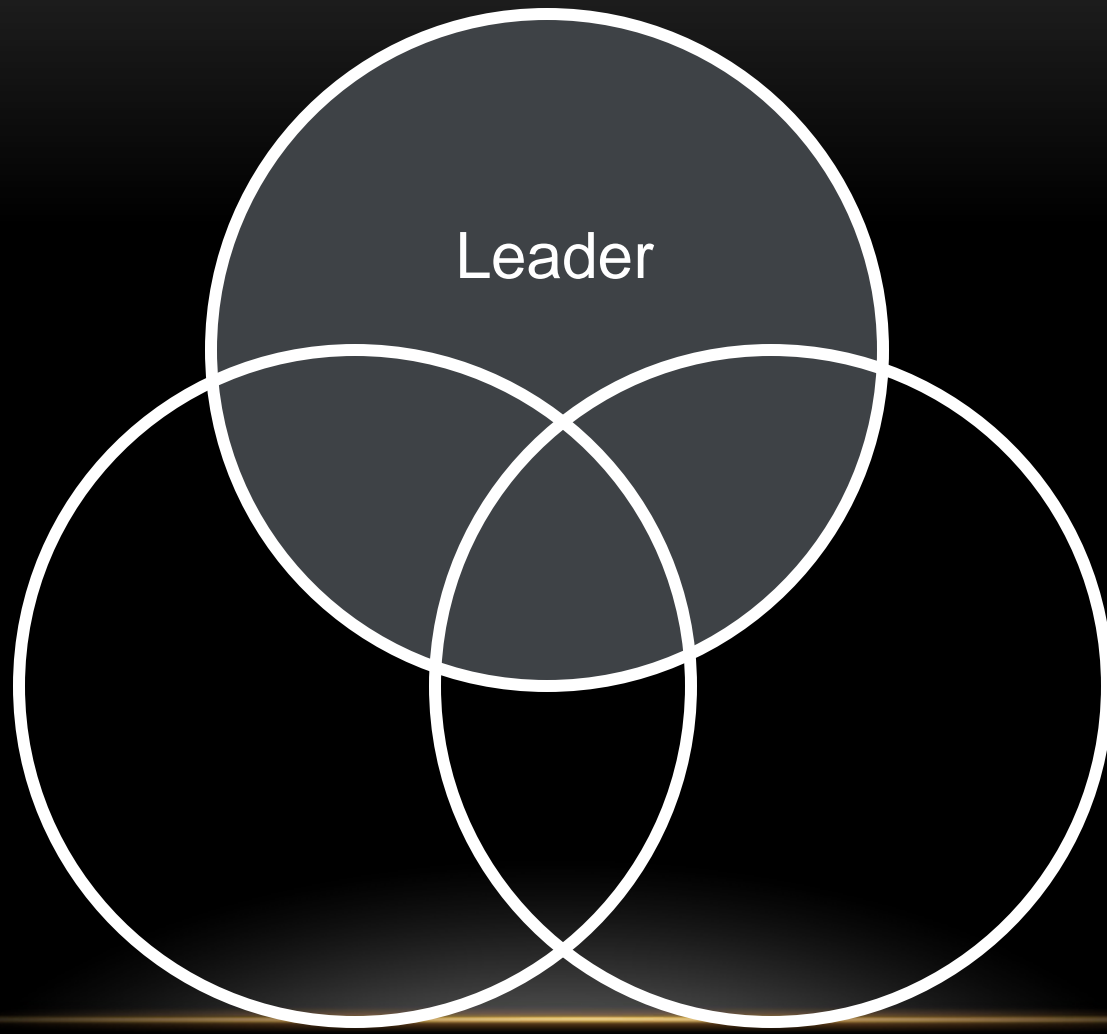
- “A process whereby an individual (e.g., team captain, coach) influences a group of individual’s (e.g., team) to achieve a common goal (e.g., win the league title, improve team’s performance)”

(Northouse, 2009)

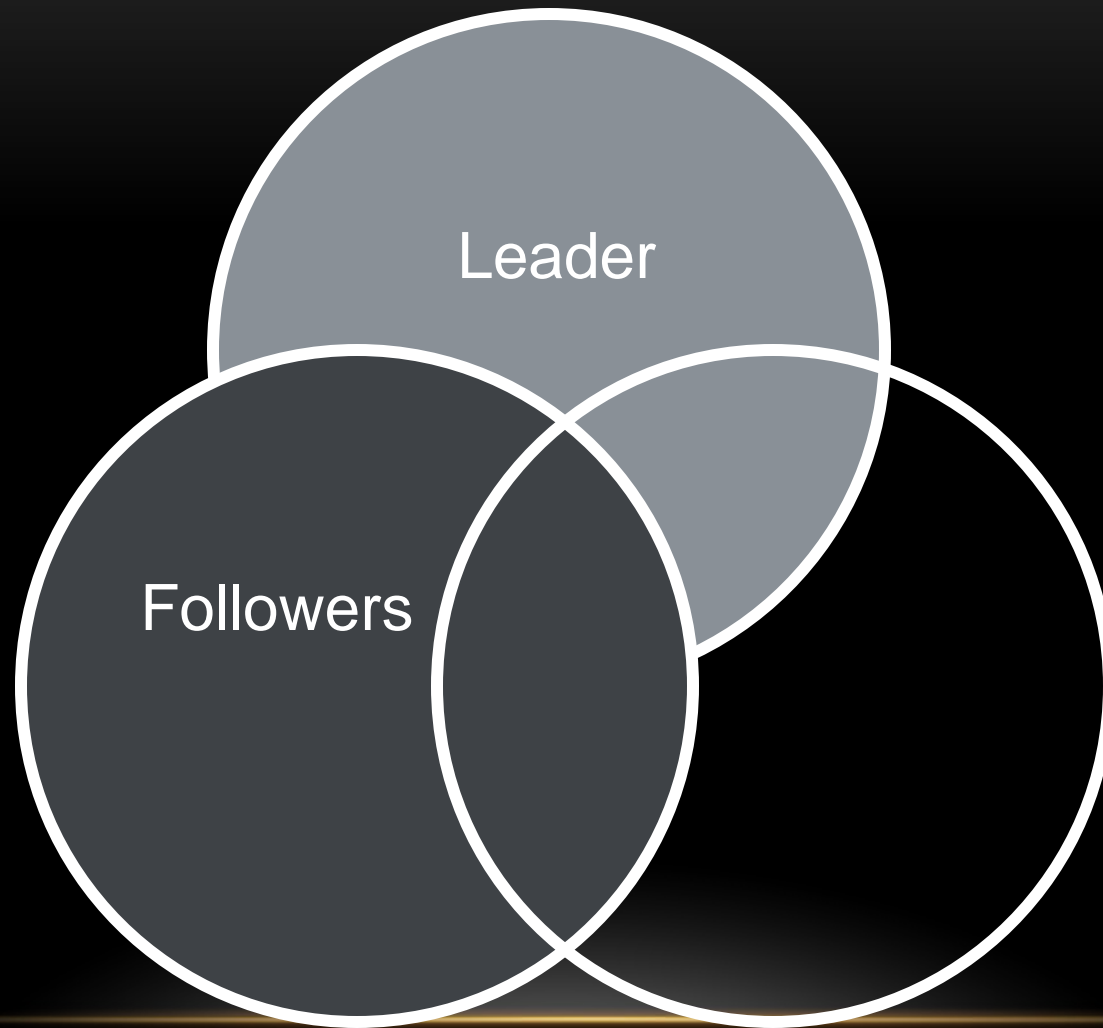
MODEL OF LEADERSHIP



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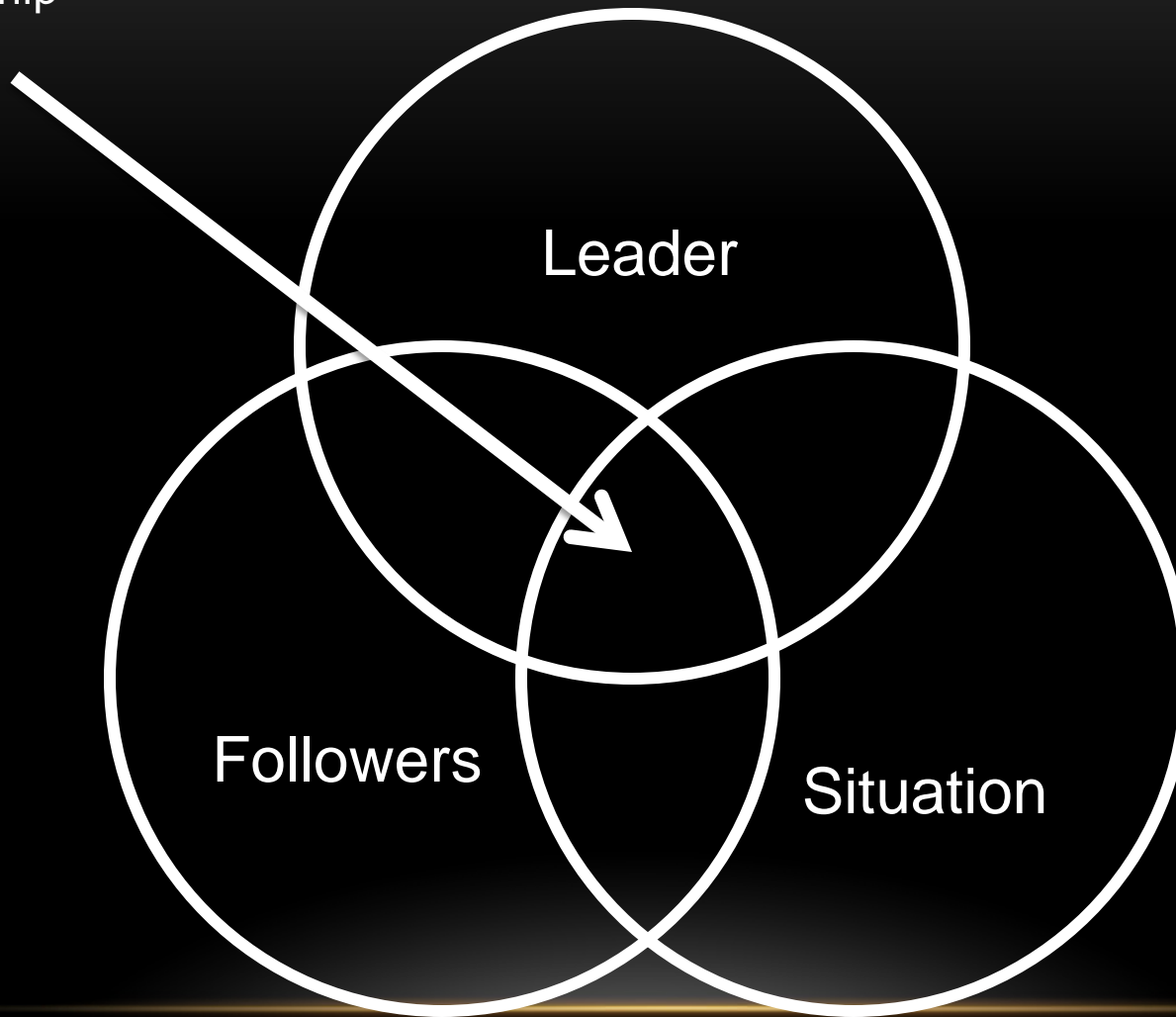


MODEL OF LEADERSHIP



MODEL OF LEADERSHIP

Leadership



WHAT YOU NEED TO KNOW AS A LEADER



STRATEGY DEVELOPMENT

- In your groups:
 - Briefly define your domain
 - Why is your domain important for becoming an effective leader/captain?
 - **How would you develop this characteristic in yourself or others?**
 - Choose a spokesperson
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Breakout Session 1B:

Developing a Leadership Style

TYPES OF LEADERSHIP

- Instrumental Leadership
 - Expressive Leadership
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IDEAL PLAYER LEADERSHIP

- a) Is warm and friendly towards teammates
- b) Works hard in practice and games
- c) Instructs team members on specific skills and strategies
- d) Helps teammates with personal problems
- e) Helps to organize and run practice and other team activities
- f) Shows respect for other on your team
- g) Helps set goals for the team
- h) Compliments teammates for good performance
- i) Helps settle conflict among team members
- j) Expects high levels of performance from self and teammates
- k) Points out others' mistakes and provides suggestions for correcting them
- l) Looks out for other on this team



Breakout Session 1C:

How Does a Good Leader Behave?

ROLE PLAYING GUIDELINES

- Create skits for *Poor* AND *Good* Leaders
 - Skits should be 90 seconds long!
 - The *TEAM CAPTAIN* should be obvious
 - HAVE FUN!
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Breakout Session 2:

Handling Tough Situations

BREAKOUT SESSION 2: WHAT YOU HANDLING TOUGH SITUATION “PURPOSES”

- To show the athletes that there is a range of tough situations that they should be prepared to face as a captain
 - To assist the athletes in developing strategies for coping with and resolving these difficult situations.
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BREAKOUT SESSION TWO: HANDLING COMMON TEAM PROBLEMS “CONTENT”

- Present difficult questions/scenarios commonly associated with being a captain (e.g., how do you motivate unmotivated teammates?)
 - Allow athletes to choose difficult questions/scenarios that they would like to discuss in length
 - Facilitate large or small group discussion on how to address each difficult question/scenario based on things that worked for the athletes in the past, things they have seen work for others, strategies discussed in the first session, the student-athlete guide, and facilitator input
 - Summary and Close
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HANDLING TOUGH SITUATIONS

1. How do I balance my roles as an athlete, a student, and a leader?

2. How do I get my teammates to respect and listen to me?

3. How do I become a vocal leader when I am more comfortable leading by example?

4. How do I support and remain loyal to my coach when I sometimes disagree with his/her decisions?

TAKE CHARGE

“Leadership development cannot be perceived as a single training course or as a one-shot event, but must be a continuous sequence of...learning and experience-building opportunities.”

From: <http://www.whitestag.org/index.html>

BREAKOUT SESSION THREE:

GETTING YOUR QUESTIONS ANSWERED

“PURPOSES”

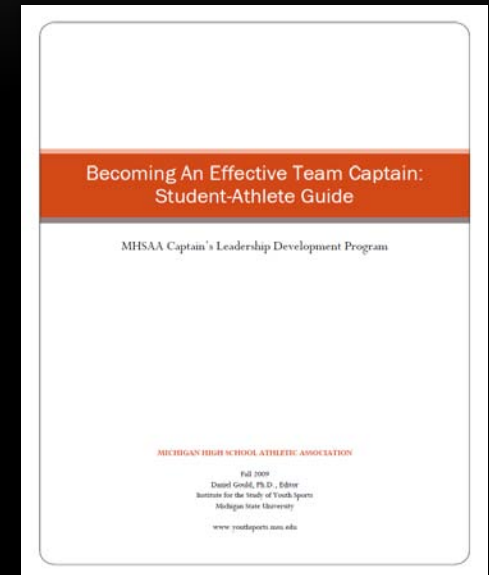
- To prepare the athletes, coaches, and athletic directors for collaborating in the closing session.
 - To answer any remaining questions.
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BREAKOUT SESSION THREE: GETTING YOUR QUESTIONS ANSWERED “CONTENT”

- Invite athletes to ask captaincy questions that may not have been answered
 - Facilitate behavior change exercise (Identification of 3-5 habits to Stop (e.g., ignoring freshman), Start (e.g., communicating with coach), Do more of, and Do less of)
 - Summary and Close
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BECOMING AN EFFECTIVE TEAM CAPTAIN: STUDENT-ATHLETE GUIDE CONTENT

1. Introduction – About the Captains Guide
2. My Role as a Team Captain
3. Effective Communication
4. Team Motivation – The Captains Central Role
5. Team Building & Cohesion
6. Handling Tough Team Situations
7. Recommendations from Captains and Coaches
8. Using What You Learned



CURRENT CHALLENGES

- Stimulating discussions
 - Getting the right student athletes involved
 - Determining the leadership capacity of high school students.
 - Lack of supervising teacher/coach involvement.
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FUTURE DIRECTIONS

- Develop a Concurrent Program for Supervising Coaches
 - Hold Participants More Accountable
 - Develop a Complete Program
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THANK YOU

