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

“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
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
MODEL OF LEADERSHIP

Leader
MODEL OF LEADERSHIP

Leader

Followers
MODEL OF LEADERSHIP

Leader

Followers

Situation
MODEL OF LEADERSHIP

Leadership

Leader

Followers

Situation
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
Breakout Session 1B: Developing a Leadership Style
TYPES OF LEADERSHIP

• Instrumental Leadership

• Expressive Leadership
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!
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.
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
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?
“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.
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
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.
FUTURE DIRECTIONS

• Develop a Concurrent Program for Supervising Coaches

• Hold Participants More Accountable

• Develop a Complete Program
THANK YOU