



# ***Developing LEADERSHIP Qualities in Coaching***

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# Developing LEADERSHIP Qualities within Coaching

*1. What?*

*2. Why?*

*3. How?*

TEAMWORK



# 1. WHAT LEADERSHIP Qualities?

**COACH** is defined as:

- “someone in charge of training an athlete or a team”
- “to teach and supervise”
- "to train intensively by instruction and demonstration.“

**LEADERSHIP** is typically defined as:

“the process by which one individual is able to guide a group of other individuals toward a collective goal, action or accomplishment”.



# WHAT Leadership Qualities...

- **Coaching** is like “managing”
- **Leadership** is BIGGER

Managing / Coaching		LEADERSHIP	
restricting	versus	enabling	
controlling		freeing	
playing safe		risking	
molding		releasing	
forcing		enhancing	
regimenting		challenging	
stifling		participating	
rigid		flexible	
autocratic		democratic	
consistent		predictable	
<i>Doing Things Right</i>			<i>Doing the Right Things</i>



***“You Manage THINGS...you Lead PEOPLE”***  
***- Admiral Grace Hopper***

**LEADER - Coach**



***Manager - Coach***

TEAMWORK



# *WHAT Leadership Qualities...*

■ Respected **LEADERS** concentrate on:

1. What they **ARE**:

- beliefs
- image
- character

2. What they **KNOW**:

- job
- tasks
- people

3. What they **DO**:

- implementation
- motivation
- direction



## *WHAT Leadership Qualities...*

1. What they **ARE**:
2. What they **KNOW**:
3. What they **DO**:

- Respected **LEADERS** concentrate on:

### **THE HARD STUFF**

*(Bigger than “just softball”*

*– The total person/player/coach things)*

*- The RIGHT and WRONG things*

# 2. WHY Leadership Qualities?







## ***WHY Leadership Qualities...***

- ***You cannot LEAD without eager followers***
- ***A BOSS tells others what thing to do...a LEADER shows that it can be done.***
- ***It's the followers, NOT the leader who determines if a leader is successful***

TEAMWORK



# *WHY Leadership Qualities...*



**You spend time talking to your players**



**You spend time worrying about EVERYTHING**



**You spend time answering questions about your moves**



**...and once in a while you can help elevate them to a special level...**

# 3. HOW LEADERSHIP Qualities?



WHAT FACTORS TAKE PLAYERS TO NATIONAL TEAM / OLYMPIC TEAM SUCCESS ?

1. They have **BEST GROUNDING IN MECHANICS** which allows them to **BREAK THE CEILING** at elite level due to having **NO SKILL FLAWS**:

- *Some hitters are good in college/club teams but have a weakness in their zone...they don't succeed at elite level since elite pitchers can find and attack that zone*
- *An elite level athlete will have strengths & weaknesses but weaknesses are still solid...i.e. they really hit the inside pitch and not as good on the outside pitch – but can still hit it.*





# *HOW Leadership Qualities...*

## WHAT FACTORS TAKE PLAYERS TO NATIONAL TEAM / OLYMPIC TEAM SUCCESS ?

### **2. Mindset that's DETERMINED but NOT PERFECTIONIST:**

- *Don't break themselves down when confronted with ANY FAILURE.*
- *They PERSIST IN FAILURE and not implode*
- *ALL players make mistakes ...*
  - *Elite players REBOUND (Tiger Woods hits 4 fairways & shoots a 67)*
  - *Other players let it kill them (4 fairways and we shoot 167)*

TEAMWORK



# *HOW Leadership Qualities...*

## **WHAT FACTORS TAKE COACHES TO ELITE LEVEL & SUCCESS?**

1. **COMPETENT** - *Knowledge of Skills, Strategies and Rules at level of players with no fatal flaws.*
2. **COMMITTED** – *Always adjust practices and teaching skills to impact and reach each player*
3. **CONFIDENCE BUILDERS** - *Don't break down when confronted with failure (yours & theirs)*
4. **CARING** - *Help each player reach their maximum on and off the field*
5. **COMMUNICATOR** – *finding ways to reach each player and honest with what you don't know*
6. **CHARACTER BASED** - *Make the Hard Decisions & Make the Right Decisions*
7. **CONSISTANT** – *with your personality, your rules and your decisions*

# Difference between GOOD & GREAT players:



<b>GOOD</b>	<b>GREAT</b>
Limited fundamentals	Thinks there are no limitations
Does just enough to get by	Does more than expected
A robot – goes through motions <i>(mentally lazy, easily intimidated)</i>	Understands the skill & how their body controls the skill <i>(understands how /why, student of the game)</i>
Blames & questions umpires	Accepts calls & makes adjustments
Questions your decisions	Accepts it but might not agree with it
Questions you & teammates	Supports you & teammates
Wants to stay in comfort zone (for their own success)	Wants to get better
Wants to draw attention to themselves via piercings and behavior	Wants their skill to set them apart
Waits for luck & gives in easily	Makes own luck & aggressive
Surrounds themselves with groupies	Surrounds themselves with champions
Makes excuses	Never makes excuses
Late or barely on time	Early
Sprays their thoughts all over	Focused

# ONE LAST QUESTION .....

## WHERE DO YOU FALL AS A COACH?



GOOD	GREAT
Limited knowledge	Thinks there are no limitations
Does just enough to get by	Does more than expected
A robot – goes through motions <i>(mentally lazy, never improving)</i>	Understands the skills, and strategies and rules <i>(understands how /why, student of the game)</i>
Blames & questions umpires	Accepts calls & makes adjustments
Questions players dedication	Accepts players are trying to give their best
Controls Players & discourages thinking	Encourages players to think on their own
Wants to stay in comfort zone <i>(for their own success)</i>	Wants to help everyone around them get better <i>(players, coaches, league and federation)</i>
Wants to draw attention to themselves via yelling, questioning and behavior	Wants their team to succeed – it's not about them
Waits for luck & gives in easily	Makes own luck & aggressive
Surrounds themselves with groupies	Surrounds themselves with champions
Makes excuses	Makes results
Late or barely on time	Comes early and stays late
Easily distracted	Focused

# Leadership Qualities?

*when faced with...*





# Leadership Qualities?

*You'll respond like this...*

