



"Leadership Expectations for Team Captains"

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Why you are here?

- Realize potential of your teams captains
- Want to tap into that potential
- Looking for ways to do so
- Looking for new ideas to use with your captains

What is Success?

If the game of life ended tonight, would you be a winner?

What makes us successful? Is it how many games we win, the fame we receive or money that comes our way? Is it acknowledgement, degrees and titles, or just personal satisfaction?

Someone once said that without a vision people would perish. Well, our hope is to give you a bigger vision of yourself and to help you see what will make you successful. We want to remind you that you were not created just to exist, to be about nothing, but to live life with a purpose ... a purpose to become more than and athlete, teacher, lawyer, doctor or even a father. To become a person of character!

Character is who you are, not what you do. It is our hope to motivate and challenge you in becoming a better person no matter what you do or where you go in your future. You will be presented with some ideas, some principles and truths that will help you to be successful in life in terms of your character.

Key words and concepts will be presented to you. Together they define a person of character. The question is, "Do you want to become that kind of person?"

What is being done with your captains now?

- Craig Hillier

<http://www.highschoolsportsleaders.com>

<http://www.certifiedteamcaptain.com>

- Cory Dobbs and the Academy for Sports Leadership

<http://corydobbs.com>

<http://www.sportleadership.com/>

- Individual programs utilize them differently
 - Team Leadership
 - Captains must participate in the Leadership Program

What Can You Do, Why Do You Do It?

Purpose: Learning to be a leader and working with a team is central to the mission of the school athletic programs. Varsity team captains are expected to model leadership, sportsmanship, and good citizenship to their teammates, competitors, and the school community. The Captain's Council exists to support those varsity team captains in their role by assisting them to become more effective leaders.

Captains of varsity sports meet regularly with the administration, the director of athletics and/or members of the coaching staff to discuss current issues and events as they relate to their teams, to the athletic department, and to the high school. Issues such as leadership, team building, and the continuing development of the ideal student-athlete profile are central themes for discussion. As stakeholders in our athletic family and as ambassadors to our school and programs, these captains will be directly involved in the decision-making process necessary to continue our program's elevation.

Phase I

Captain's Clinic: Preparing Students to be Leaders

All student-athletes that desire to be team captain's must first compete the "Captain's Clinic" to be considered by the team's coaches as a captain. Clinics will be conducted three times per year; spring, fall and winter.

1. Student-athletes that are recommended by their coaches will be invited to participate in the clinic.
2. Other team members will be allowed to apply to the athletic director to be included.
3. All students will be required to register prior to the deadline to be included in the clinic. Registration will be closed two weeks prior to the clinic.
4. Prior to the scheduled one-day clinic, successful applicants must complete the on-line curriculum at highschoolsportsleader.com.
5. All successful applicants will participate in a one-day clinic prior to the beginning of their season.

Captain's Clinic

This one-day clinic will utilize the book “Play Beyond the Scoreboard” by Craig Hillier.

- Each participant will receive the following material:
 - “Playing Beyond the Scoreboard” by Craig Hillier
 - Notebook, notepad and pen or pencil
 - T-Shirt
 - Breakfast and Lunch
 - Yearlong subscription to highschoolsportsleader.com
- Topics that will be covered and discussed in the clinic will include but are not limited to:
 - Qualities that captains possess
 - The role of a team captain
 - Creating team chemistry
 - Definition of a team
 - Team Building
 - Motivating your team
 - Communicating with teammates and coaches
 - Delusions of Drugs and Alcohol

Captain's Clinic

- Expectations of them as leaders
 - Tailor this to whatever your vision is!
 - “Are leaders born and not made or are they made not born?”



Captain's Clinic

- Expectations of them as leaders
 - Tailor this to whatever your vision is!
 - “Are leaders born and not made or are they made not born?”
- Liaison between coach and team, team and AD
- Planning for the year
 - What do you want to accomplish with your team, the athletic program, the school, etc.
 - Remember - Participants are leaders, get them started, they will find the way with some direction

Phase II

Captain's Council: Initiating Quality Student Leadership

Regular Meetings

1. Once selected as a team captain for the upcoming season, the individuals from each team will meet monthly at a designated time and place.
2. Agenda for meetings will be short with meetings lasting no more than two hours and they may include dinner or lunch.
 - Agenda items might include:
 - DOHS programs and policies
 - Sportsmanship
 - School spirit
 - Character building
 - Program Evaluations

Regular Meeting Agenda

1. Introduction exercise or video
 - AD led Exercise
 - <http://www.simpletruths.com/movies/>



Regular Meeting Agenda

(Continued)

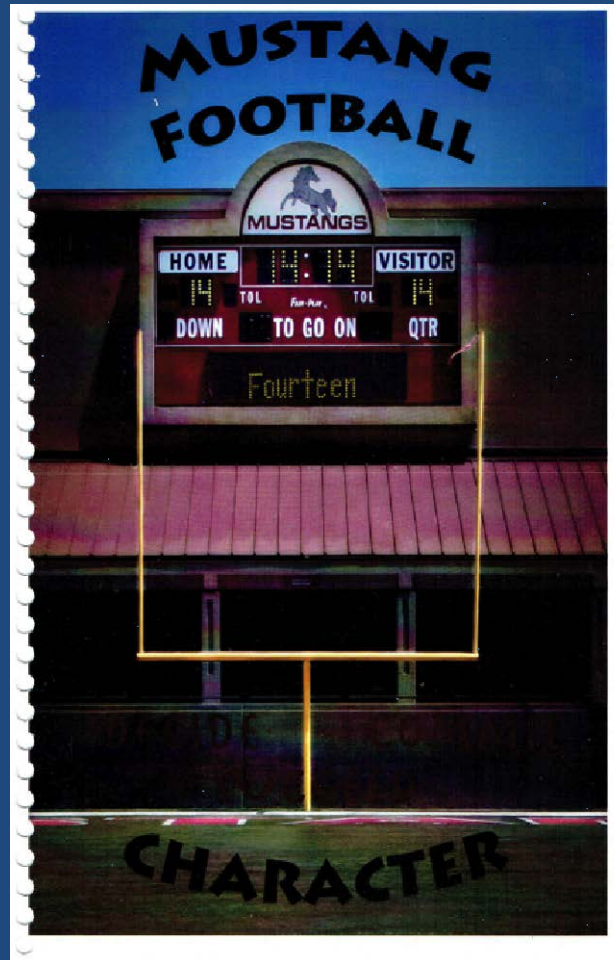
2. Captains reports

- All or in-season - time factors
- Feedback from others
- Discuss "issues"

3. AD's report

4. Lesson

- Numerous sources
 - Speakers
 - Pick a word or leadership trait
 - "Play 14 Lesson Book"



*Compiled by
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LEADERSHIP

"A leader is one who knows the way, goes the way, and shows the way. "

John C. Maxwell

"A good leader inspires people to have confidence in the leader; a great leader inspires people to have confidence in themselves."

Author Unknown

"Nothing so conclusively proves a man's ability to lead others as what he does from day to day to lead himself. "

Thomas J. Watson

LEADERSHIP

(Continued)

In life we talk a lot about being a leader ... about not following the crowd. About being a man that is willing to step up to the challenges he may face – whether on the football field, in the classroom, with your friends, or in your family.

Sometimes being a leader is not a choice, but a necessity. Maybe your mom has to work and you have to take care of things. Maybe you have brothers and sisters who need you to keep things together. Maybe you have a friend whose life is falling apart and they're looking to you for answers. Whatever it may be, there are times in life when you find yourself in a leadership role.

In those times, you need to know what makes a good leader so you can answer the call.

LEADERSHIP

(Continued)

What Makes a Good Leader?

- Dee Hock, the founder of Visa, created a "60 Second PhD in Leadership," which is made of 4 steps:
 1. Make a list of all things done to you that you abhorred (hated).
 2. DON'T DO THEM TO OTHERS. EVER.
 3. Make another list of things done to you that you loved.
 4. DO THEM TO OTHERS. ALWAYS.
- 6 Things a Leader Must Know How to Say
 1. The 6 most important words: **"I admit I made a mistake."**
 2. The 5 most important words: **"I am proud of you."**
 3. The 4 most important words: **"What is your opinion."**
 4. The 3 most important words: **"If you please."**
 5. The 2 most important words: **"Thank you."**
 6. The single most important word: **"We."**
 7. The least important word: **"I."**
- Jim Rohn, a famous American author and motivational speaker said, **"The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly."**

LEADERSHIP

(Continued)

Think it over ...

- Think about leaders you 've had in your life; now make a list of things they did that you hated and things they did that you loved.

- Do you do some of those things to others, good or bad?

- Of the "6 Things a Leader Must Know How to Say," which one do you need to practice the most? Why?

- Complete the GOALS section for LEADERSHIP:
 - Four Areas: Academic, Team, Personal, Extracurricular/Community

GOALS

Setting goals is a process that will help motivate you to make positive changes in your life. The first step of setting goal is deciding you want to improve and believing that you can.

Then you can make goals that give you something to work toward and serve as a guide for your actions and decisions.

Here are some important points to remember as you set goals and work toward them:

GOALS

(Continued)

- **A goal must be specific & realistic.**

Each goal is a look into the future at what you would like to be or accomplish within a specific time period. Your goals should be specific about what and when, and they need to be attainable.

A bad example: _____

A good example: _____

- **Can you make it happen?**

Goals should represent objectives in which you have some control, or at least have a major influence on the result. Objectives based on chance or luck are not good goals because no matter how hard you work you can't influence the results.

A bad example: _____

A good example: _____

GOALS

(Continued)

- **Big goals are usually a series of smaller goals.**

Long-term goals or hard-to-achieve goals will usually require a series of steps leading to their achievement. These steps are, in themselves, lesser goals, the achievement of which will bring their own sense of accomplishment and satisfaction.

A bad example: _____

A good example: _____

- **What's it going to take?**

For each goal you set you must determine what must happen to achieve that goal. Will it require special training? Will it require specific time set aside? Will it require practice? Will it require the cooperation of others? Will it require some physical or financial sacrifice on your part?

GOALS

(Continued)

- **Pick the right time.**

The best time to think about goals and your steps to achieve them is when you are rested and fresh. You will be more optimistic and will approach them more positively. Early in the day is a good time to decide what you will do that day toward the attainment of a specific goal.

- **Keep track.**

Record your academic, personal, football and extracurricular goals in the GOAL section of this journal. Once your goals are in writing, go back over them from time to time so you don't get distracted and lose focus.

GOALS

(Continued)

- **Don't give up!**

Steps toward achieving goals won't always go in a straight line. Sometimes there are obstacles, unexpected problems or temporary setbacks. The important thing is to you keep working your way toward the goal.

- **Keep your priorities straight.**

Don't get so carried away with your goals that you don't leave time for quality time with your family, friends and teammates.

Other Programs and Activities

- Adopt-A-Team – each captain (s) will adopt a “sister” or “brother” team to support
- Presentations to feeder school – Promote athletic programs to junior highs and explain the needs and requirements to students
- Establish and help maintain “Diamondback Park”
- Community or School Service
 - Volunteer work assignments – tournaments, events, etc.
 - Youth Sports Programs – Coaching, Officiating
 - Elementary Kids Night Out
 - Participate in Red Ribbon Drug Awareness Week
 - Reading Programs
- NFHS “Character Counts: Pursuing Victory with Honor” Program
- NCAA “Stay-In-Bounds” Program (RICHER Principals)
- NAIA “Champions of Character” Program

Recognition

- Captain's "C" on game uniform
- Letter Jacket Patch
 - Establish Criteria
 - Must be nominated to membership of DAAC by the head coach of the sport in which they participate.
 - Must complete their involved athletic season in good standing as defined by the head coach of that sport and complete the school year as an active member of DAAC.
 - Advisors Discretion: An student-athlete who display's extraordinary achievement or in the event of mitigating circumstances (such as injury or personal hardship) as judged by the advisor, may be awarded a patch and recognized as having lettered. A student-athlete who display's conduct unbecoming of a varsity athlete, as judged by the coaches and DAAC Advisor, may be denied a patch and letter.

Recognition

Letter Criteria (Continued)

In addition, the student/athlete must meet the following criteria as a member of DAAC:

1. Meeting Attendance (20%) (20 Points Maximum) 14
 - 2 points per meeting with 6 minimum meetings attended
 - More than 8 meetings attended = 2 bonus points
2. Completion of “**Certified Team Captain**” 40
3. Grade Point Average (20%) (25 Points Maximum) 12

2.00 = 2 points	3.00 = 10 points	4.00 = 18 points
2.25 = 4 points	3.25 = 12 points	4.25 = 20 points
2.50 = 6 points	3.50 = 14 points	4.50 = 25 points
2.75 = 8 points	3.75 = 16 points	

4. Community Service (10%)(20 Points Maximum) 10
 - 1 point per hour – 5 hours must be for DAAC
1. Letters earned in Athletics (10%) 4
 - 1 point per letter – 4th letter = one bonus point

TOTAL (Minimum Points)

80

Conclusion

- Even great leaders and, especially, young leaders need direction.
- Great way for you to establish your role as the athletic leader in your school
- Helps your coaches, your school, your teams and your athletes
- Helps you establish and maintain a relationship with the student athletes
- It is easy ... every one of you can do it!

Contact Info

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Welcome

- Pride!
- Gratitude!
- Why?
- Early Dismissals
- Guests
- Coach Hess

Ten Myths of Being a Captain:

- You are still part of the gang.
- The best players = the best leaders.
- You must be loud to be a leader.
 - Leaders must be popular.
 - You're the boss.
- Captains are the only leaders on the team.
 - Captains can't mess up.
- Respect can be demanded, not earned.
 - Last year = this year.
 - You're indispensable

We Need Leaders

...Who can not be bought...whose word is their bond.

- *...Who put character above wealth...who possess opinions and a will*
 - *...Who are larger than their vocations.*
 - *...Who do not hesitate to take chances.*
 - *...Who will make no compromise with wrong.*
 - *...Who will not lose their individuality in a crowd.*
 - *...Who will be as honest in small things as in great things.*
 - *...Who will not say they do it "because everybody else does it."*
 - *...Whose ambitions are not confined to their own selfish desires.*
- *...Who give thirty six inches to the yard and thirty two quarts to the bushel.*
- *...Who will not have one brand of honesty for business purposes and another for private life.*
- *...Who are true to their friends through good report and evil report, in adversity as well as in prosperity.*
 - *...Who do not believe that shrewdness, sharpness, cunning and long-headedness are the best qualities for winning success.*
- *...Who are not ashamed to stand for the truth when it is unpopular, who can*
 - *Say "no" with emphasis, although the rest of the world says "yes".*

CAPTAIN'S QUIZ:

1. How do I get my teammates to respect me and listen to me?
2. What do I say when someone is slacking off in practices, or conditioning?
3. How do I bring teammates to the realization that they are out of line by breaking training rules?
 -
4. How do I deal with a teammate who defies and undermines the coach behind the scenes?
5. What do I say to a teammate whose negative and selfish attitude is distracting and demoralizing to the rest of the team?
6. What do I do when two of my teammates are in a major conflict?
7. How do I inspire my teammates and get them to believe that we really could achieve our goals this season?
8. What do I do when one of my teammates is thinking of quitting?
9. How do I step up and be a vocal leader when I am more comfortable being a leader by example?
10. How do I support and show loyalty to my coach in front of my teammates when I sometimes disagree with his/her decisions?

Self Assessment

- First thoughts on my ability to be a leader and a captain at my school:
 - 2 3 4 5 6 7 8 9 10
 - Honesty
 - 1 2 3 4 5 6 7 8 9 10
 - Integrity
 - 2 3 4 5 6 7 8 9 10
 - Trustworthy
 - 1 2 3 4 5 6 7 8 9 10
 - Trusting
 - 1 2 3 4 5 6 7 8 9 10
 - Respect (Command and give)
 - 1 2 3 4 5 6 7 8 9 10
 - Servant

Self Assessment Cont.

- Can I talk to a teammate I do not like?
 - 1 2 3 4 5 6 7 8 9 10
- Can I choose the correct setting for conversations?
 - 1 2 3 4 5 6 7 8 9 10
- Can I calmly give corrective criticism to a teammate?
 - 1 2 3 4 5 6 7 8 9 10
 - Can I talk to my coach in private?
 - 1 2 3 4 5 6 7 8 9 10
 - Can I handle bad calls?
 - 1 2 3 4 5 6 7 8 9 10
- Can I handle criticism, regardless of the situation?
 - 2 3 4 5 6 7 8 9 10
 - Can I tell my parents and others the truth?
 - 1 2 3 4 5 6 7 8 9 10

Little Eyes Are Upon You

- There are little eyes upon you and they're watching night and day.
- There are little ears that quickly take in every word you say.
 - There are little hands all eager to do anything you do;
- And a little boy who's dreaming of the day he'll be like you.
- You're the little fellow's idol, you're the wisest of the wise.
 - In his little mind about you no suspicions ever rise.
 - He believes in you devoutly, holds all you say and do;
- He will say and do, in your way when he's grown up just like you.
- There's a wide-eyed little fellow who believes you're always right;
and his eyes are always opened, and he watches day and night.
 - You are setting an example every day in all you do;
- For the little boy who's waiting to grow up to be like you.

Goal Setting

- List Five Goals You Would Set For Yourself, Starting With Your Next Season:
- 1.
- 2.
- 3.
- 4.
- 5.

Goal Setting

- Be an excellent Catholic and Christian
 - Be an excellent son/daughter,
 - grandson/granddaughter,
brother/sister...
 - Be an excellent student
 - Be an excellent Teammate
 - Be an excellent person

Examples of goals

- Undefeated State Champion
 - Valedictorian of my class
 - Best captain ever
 - Best teammate ever
- Make my teammate better every day
 - Never get a detention
- Escort my mom to graduation

The 21 Indispensable Goals of a Leader

- 1. Character: Be a Piece of the Rock
 - *Character is more than talk
 - *Talent is a gift, but character is a choice
 - *Character brings lasting success with people
 - *Leaders never rise above the limitations of their character
 -
- 2. Charisma: The First Impression Can Seal the Deal
 - *Love life
 - *Expect the best, see the good
 - *Give people help
 - *Share yourself
 - *Roadblocks: pride, insecurity, moodiness, perfectionism, cynicism
 -
- 3. Commitment: It Separates Doers from Dreamers
 - *Commitment starts in the heart
 - *Commitment is tested by action
 - *Commitment opens the door to achievement.
 -
- 4. Communication: Without It You Travel Alone
 - *Simplify your message
 - *See the person
 - *Show the truth
 - *Seek a response

5. Competence: If Your Build It, They Will Come

- *Show up every day
- *Keep improving
- *Follow through
- *Accomplish more than expected
- *Inspire others

6. Courage: One Person with Courage is a Majority

- *Courage begins with an inward battle
- *Courage is making things right, not just smoothing them over
- *Courage in a leader inspires commitment from followers
- *Your life expands in proportion to your courage

7. Discernment: Put an End to Unsolved Mysteries

- *Discover the root issues
- *Enhance your problem solving
- *Evaluate your options for maximum impact
- *Multiply your opportunities

8. Focus: The Sharper It Is, the Sharper You Are

- *Focus 70% on strengths
- *Focus 25% on new things
- *Focus 5% on areas of weakness

9. Generosity: Your Candles Loses Nothing When It Lights Another

- *Be grateful for what you have
- *Put people first
- *Don't allow the desire for possessions to control you
- *Regard money as a resource
- *Develop the habit of giving

10. Initiative: You Won't Leave Home Without It

- *Know what you want
- *Push yourself to act
- *Take more risks
- *Make more mistakes

11. Listening: To Connect with Their Hearts, Use Your Ears

- *Listen to your followers
- *Listen to your customers
- *Listen to your competitors
- *Listen to your mentors

12. Passion: Take This Life and Love it

- *Passion is the first step to achievement
- *Passion increases your will power
- *Passion changes you
- *Passion will make the impossible possible

13. Positive Attitude: If You Believe You Can, You Can

- *Your attitude is a choice
- *Your attitude determines your actions
- *Your people are a mirror of your attitude
- *Maintaining a good attitude is easier than regaining one

14. Problem Solving: You Can't Let Your Problems Be a Problem

- *Anticipate problems
- *Accept the truth
- *See the big picture
- *Handle things one at a time
- *Stick with a major goal even when you are down

15. Relationships: If You Get Along, They'll Go Along

- *Have a leader's HEAD-understand people
- *Have a leader's HEART-Love people
- *Extend a leader's HAND-Help people

16. Responsibility: IF You Won't Carry The Ball, You Can't Lead The Team

- *Get the job done
- *Be willing to go the extra mile
- *Be driven by excellence
- *Produce, regardless of the situation.

17. Security: Competence Never Compensates for Insecurity

- *Provide security for others
- *Give more to people than you take
- *Share the spotlight
- *Share power
- *Admit your mistakes

18. Self-Discipline: The First Person You Lead Is You

- *Develop and follow your priorities
- *Live a disciplined life style
- *Challenge your excuses
- *Delay rewards until the job is done
- *Stay focused on results

19. Servanthood: To Get Ahead, Put Others First

- *Put others ahead of yourself
- *Be confident
- *Initiate service to others
- *Ignore rank or position
- *Serve out of love

20. Teachability: To Keep Leading, Keep Learning

- *If you stop growing, you forfeit your true potential
- *Overcome your success
- *Swear off shortcuts
- *Give up your pride
- *Never pay twice for the same mistake

21. Vision: You Can Seize Only What You Can See

- *Vision starts within
- *Vision draws on your history
- *Vision meets others' needs
- *Vision helps you gather resources

Leadership Characteristics Activity

- Name the three most important qualities of a team captain.
- 1.
- 2.
- 3.
- Name your top three strengths using the 21 characteristics listed.
- 1.
- 2.
- 3.
- List services/traits you expect from your captains.
- 1.
- 2.
- 3.
- What will you do for your team?
- 1.
- 2.
- 3.

HCC Priorities

1. God-Faith
2. Family
3. Academics
4. Team
5. Individual

Lessons from Geese

Geese flying in V-formation have always been a welcome sign of spring, as well as, a sign that heralds the coming of winter. Not only is this a marvelous sight, but there are some remarkable lessons that we can learn from the flight of the geese...because all they do has significance...

1. As each goose flaps its wings, it creates uplift for others behind it. There is 71% more flying range in V-formation than in flying alone. *Lesson: People who share a common direction and sense of purpose can get there more quickly.*
2. Whenever a goose flies out of formation, it feels drag and tries to get back into position. *Lesson: It's harder to do something alone than together.*
3. When the lead goose gets tired, it rotates back into formation and another goose flies at the head. *Lesson: Shared leadership and interdependence give us each a chance to lead, as well as an opportunity to rest.*
4. The geese flying in the rear of the formation honk to encourage those upfront to keep up their speed. *Lesson: Encouragement is motivating. We need to make sure our "honking" is encouraging and not discouraging.*
5. When a goose gets sick or wounded and falls, two geese fall out of formation and stay with it until it revives or dies. Then they catch up or join another flock. *Lesson: We may all need help from time to time. We should stand by our colleagues in difficult times.*

-Angeles Arrien

Problem Solving Template

- 1.Highlight Problem Areas
- 2.Identify and Define a Specific Problem
- 3.Collect and Analyze Data
- 4.Generate Solutions
- 5.Select Action Steps
- 6.Implement
- 7.Measure and Communicate Results

Problem Solving Activity

1. Discuss how you would help a coach with team rules if you were asked
2. Discuss how to handle a teammate who questions your coaches' decisions and ability's
3. Discuss a captain's potential role in working with unruly parents at games.
4. Discuss how you would handle the same situation if it were your parents.
5. Discuss what you would do if your coach went off on kids and it was not being well received.
6. Discuss how you can assist in ensuring that your teammates observe the school's training rules.

TEN CHARACTERISTICS OF THE SERVANT-LEADER

- Listening receptively
- Acceptance of (and empathy with) others
 - Foresight and intuition
 - Awareness and perception
- Highly-developed powers of persuasion
- Ability to conceptualize and communicate concepts
 - A healing influence upon people and institutions
- Ability to build a sense of community in the workplace
 - Practice contemplation
 - Willingness to change.

Self Reflection

- What does servant leadership mean to me?
- What does it mean I have to do in order to be a good captain?
- Am I able to accept the role of a servant?

Anyway

- People are unreasonable, illogical and self-centered
 - Love Them Anyway
- If you do good, people will accuse you of selfish, ulterior motives.
 - Do Good Anyway
- If you are successful, you will not fault friends and true enemies.
 - Succeed Anyway
 - The deed you do today will be forgotten tomorrow.
 - Do Good Anyway
 - Honesty and Frankness will make us very vulnerable.
 - Be Honest and Frank Anyway
 - People favor underdogs, but follow only top dogs.
 - Fight for Some Underdogs Anyway
- What you spend years building may be destroyed overnight.
 - Build Anyway
- People will need help but may attack you when you do help them.
 - Help people Anyway
- Give the world the best of all and you still may get mistreated.
 - Give the World the Best You Can Anyway
 - Always give it the best you have, Anyway

Tips For Captains

- Greet each teammate before practice
- Check out with each teammate after practice
 - Use the first name of each teammate
 - Thank each teammate
- Set up regular meetings with your coach(es)
 - Divert credit to teammates
- Make your self available to teammates
 - Be the hardest worker on the team
 - Work with officials

YOUR CHARGE

- BELIEVE
- ACT
- THINK
- ROLE MODEL
- COMMUNICATE
- LEAD AND FOLLOW AS APPROPRIATE.
- LOVE