

WHEELER

Leadership Development Program

inf**L**uence

int**E**grity

communic**A**tion

attitu**D**e

courag**E**ous

sac**R**ifice

goal**S**

servant**H**ood

v**I**sion

Perseverance



What do these NFL Coaches have in Common?

- Mike Holmgren
- Brian Billick
- George Seifert
- Mike Shanahan
- Dick Vermiel
- Steve Mariucci
- Denny Greene
- Ray Rhodes

Bill

Walsh



Why have a leadership program?

- Leaders are made, not born.
- Very few role models exist today.
- It makes us a better team.
- The more we INVEST, the greater our return.



Who participates in the leadership program?

- Initially all seniors, and 2 juniors selected by team.
- Eventually all participants will be selected by the team.
- Confirmed by their coaches.
- No more than 12.
- Captains must be chosen from this group.

Logistics of the leadership program.

- Sunday evenings at my house.
- Have food.
- No more than 45 minutes.
- At least 5 meetings.
- Start the first week of summer practice.



Lesson Plans

- Players must be involved. Participants must talk and share.
- Every core value will have an activity that helps strengthen the value.
- The participants will have responsibilities outside of the meeting time.
- Calling incoming players, calling middle school players and being assigned a group of players to know.
- Have a personalized folder with all of the information in it.



Lesson Plans

- 10 Core Values
- Signs relaying each core value.
- An example of each core value.
- Use quotes to strengthen each quote.



Core Values

inflUence

intEgrity

communiAtion

attituDe

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Influence

- List 3 people that have influenced you or that you have followed.
- Leaders touch the heart before they ask for a hand.
- PEOPLE BUY INTO THE LEADER FIRST, THEN INTO THE LEADERS VISION.
- If you consider the messenger to be credible, then you believe the message has value. People want to go along with people they get along with.



Integrity

- When you have integrity, your words and deeds match each other.
- A person with integrity does not have divided loyalties, have anything to hide, have anything to fear, or have to pretend to be something that they are not.
- A person with integrity does have a single mindness in purpose, have the glue to keep what they say, think, and do into a whole person so that there are never out of sync with each other.
- Our beliefs and talk match each other.



Communication

- The ability to communicate effectively is an indispensable requirement of sound leadership.
- Two main components, speaking and listening.
- Be specific, get to the point, choose your words carefully, and stress a positive before addressing a negative.
- The greatest attribute of a leader is the ability to listen.
- Watch the speaker, be patient as you listen, and ask questions to clarify the meaning being relayed.



Attitude

- Single greatest reason for failure.
- People are fired for the following reasons. Incompetence 30%, Inability to get along 17%, Dishonesty 12%, Negative attitude 10%, Lack of Motivation 7%, Refusal to follow instructions 7%, Other reasons 8%.
- Incompetence is skill related, the rest are attitude related.
- Our attitude cannot stop our feelings, but they can keep our feelings from stopping us.
- It is improbable that a person with a bad attitude can continuously be a success.



Courageous

- Courage is present in every great leader.
- Leadership courage is more than single acts of bravery.
- Leadership courage is the personal strength that enables a leader to handle fear, make difficult decisions, take risks, confront change, accept responsibility, and be self reliant.
- Courage enables you to follow your instincts and pursue our vision.
- As a leader, courage is not something you pursue, it is something you embody.



Sacrifice

- The constant in leadership is sacrifice, an ongoing process, not a one time payment. Sacrifice is the loss of the right to think about yourself. As responsibilities increase, rights decrease.
- President of the United States
- Martin Luther King Jr.
- THE GREATER LEVEL OF LEADERSHIP ONE WANTS TO REACH, THE GREATER THE SACRIFICES THEY HAVE TO MAKE.



Goals

- We must have end plan.
- You can not build a house without knowing what kind of a house you want.
- For us to be conference champions, what do we need to do 1 month from now, 1 week from now, and 1 day from now.
- Must think about what happens day to day.
- Our overall MISSION.



Servanthood

- Servanthood is the essence of teamwork.
- When we see the needs of others as importantly as we see our own needs we can truly begin to reach out to others around us.
- Self interest and selfishness breed dissension and alienation among the team.
- What is in it for me?
- What can I contribute?



Vision

- *“The soul never thinks without a picture.”*
Aristotle
- Passion, Motivation, Direction, and Purpose
- WITHOUT VISION GOOD THINGS WILL HINDER YOU FROM ACHIEVEING THE BEST THINGS.
- Vision is the difference between filling dirt bags and building a dike in order to save a town. Building a dike gives meaning to the chore of filling bags with dirt. In our case winning a conference championship gives meaning to lifting weights.
- Vision gives significance to the otherwise meaningless details in our life.



Perseverance

- Perseverance is one of the most important positive habits of life.
- Perseverance demonstrates work ethic.
- Perseverance not only lets you get your work done, it shows that you will do everything necessary to reach our goals.
- No matter how hard a task is, perseverance shows that you have the persistence necessary to succeed.



Torch Bearer Award

- Leadership award to the team member who shows the most dedication to the team mission statement, team vision statement, and team leadership core values.
- *Who ever controls the locker room controls the team.*



LEADERSHIP PYRAMID

1. Personhood:

Respect: teammates follow you because of who you are and what you stand for.

Master: It is seniors who have been committed to the program and servant leadership for years. Few make it to this level, but those who do are legendary.

2. Personal Investment:

Real Relationships: teammates follow you because you have personally invested in them. You put your relationship ahead of winning. You put your team ahead of yourself. This is where true team is built.

Master: Putting other people ahead of your self.

3. Production:

Results: teammates follow you because you produce on the field. This is where success is sensed by your teammates.

Master: Your position and your scheme. Carry out your assignment to perfection.

2. Permission:

Relationships: teammates follow you because they want to. Teammates will follow you because you are a senior or co captain.

Master: Getting to know your teammates on a personal level.

1. Position:

Rights: teammates follow you because you are a Co-Captain.