

Building an Appropriate Culture in Your Department

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Building an *Appropriate Culture* in Your Department

Effective Communication

- Honest
- Authentic – “a tow rope is better than an anchor”
- Timely
- Personalized – spend some time with your staff
- Avoid “See me...” Notes/emails
- Accept and utilize feedback from staff – creates sense of ownership

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Recognition

- Encourages performance
- Vicarious Reinforcement
- Feel valued
- How do you recognize your staff & athletes? Established programs?

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Teamwork

- Identify common goals for the department and how to meet goals
- Staff members know individual roles – job descriptions
- Time for peer coaching/mentoring/networking among staff
- Ownership

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Respect

- Must be a priority in your department
- Workload expectations are reasonable and appropriate; encourages a healthy balance between work and personal lives.
- Zero tolerance for dishonest behavior, harassment, discrimination, bullying, unsafe behaviors, violence...
- Promote diversity

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Fairness

- Consistency
- Clearly stating departmental expectations and how to meet expectations
- Set Up To Succeed – professional development, frequent feedback...

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Don't Forget:

The Interview Process

Ask questions that help you see if the candidate is a good addition to your department. Cultural Add Recruiting Model ➡ The cultural add recruiting model means identifying candidates who **share and embody your core values** and who **offer a unique perspective**. You want to continue to grow and develop your work culture and company, so look for candidates who will productively **add to your team, not necessarily fit into a mold**.

Captain's Councils/Student-Athlete Leaders

Define the expectations of your student-athlete leaders and their role in creating and maintaining the culture outlined in the department's mission and philosophy statements.

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Don't Forget:

Humor

- Well timed, APPROPRIATE, and timely use of humor will help a difficult situation more lighthearted
- Outings

Flexibility

- Change is a constant in any department...allow yourself and your staff the flexibility for changing situations.

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- ❖ Culture is a set of beliefs that drive behaviors to produce a desired outcome.
- ❖ If you want to improve your results, start by improving your culture.

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The Right Culture Strategies

- ❖ Identify your **M**ission, **V**ision, and Core **P**inciples
- ❖ Focus on the behaviors and what it looks like to live in alignment with your organizational mission, vision and core principles.

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ST. JOSEPH HIGH SCHOOL CHAMPIONSHIP CULTURE & MVP PROCESS

MISSION <i>Why</i>	<i>Develop BEARS to Reach Their Potential through Educational Athletics</i>
VISION <i>What</i>	<ul style="list-style-type: none">• Execute Elite Training Sessions• Increase Participation Numbers• Compete For & Win Conference Championships• Compete For & Win MHSAA Tournaments• Achieve Academic All State• Participate in Community Service
CORE PRINCIPLES <i>How</i>	<p>Belief: Confidence based on preparation</p> <p>Effort: 100% Effort, 100% of the Time</p> <p>Accountability: We do what we say we will do.</p> <p>Respect: Treat others how they want to be treated.</p> <p>Selfless: WE before ME</p>

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WHAT IT LOOKS LIKE TO LIVE B.E.A.R.S.

ABOVE THE LINE BEHAVIORS

WHAT IT DOESN'T LOOK LIKE TO LIVE B.E.A.R.S.

BELOW THE LINE BEHAVIORS

PERSON

- Be On Time
- Do What's Right
- Do What You Say You Will Do
- Accept Response-Ability - E+R=O "Good"
- Team First - We Before Me
- Volunteer and give back
- Have a higher purpose than self
- Do More Than Expected

- Late to class/practice
- Making choices that are below the line
- Behaving below the line
- Being selfish and putting yourself before team
- Showing disrespect to others

STUDENT

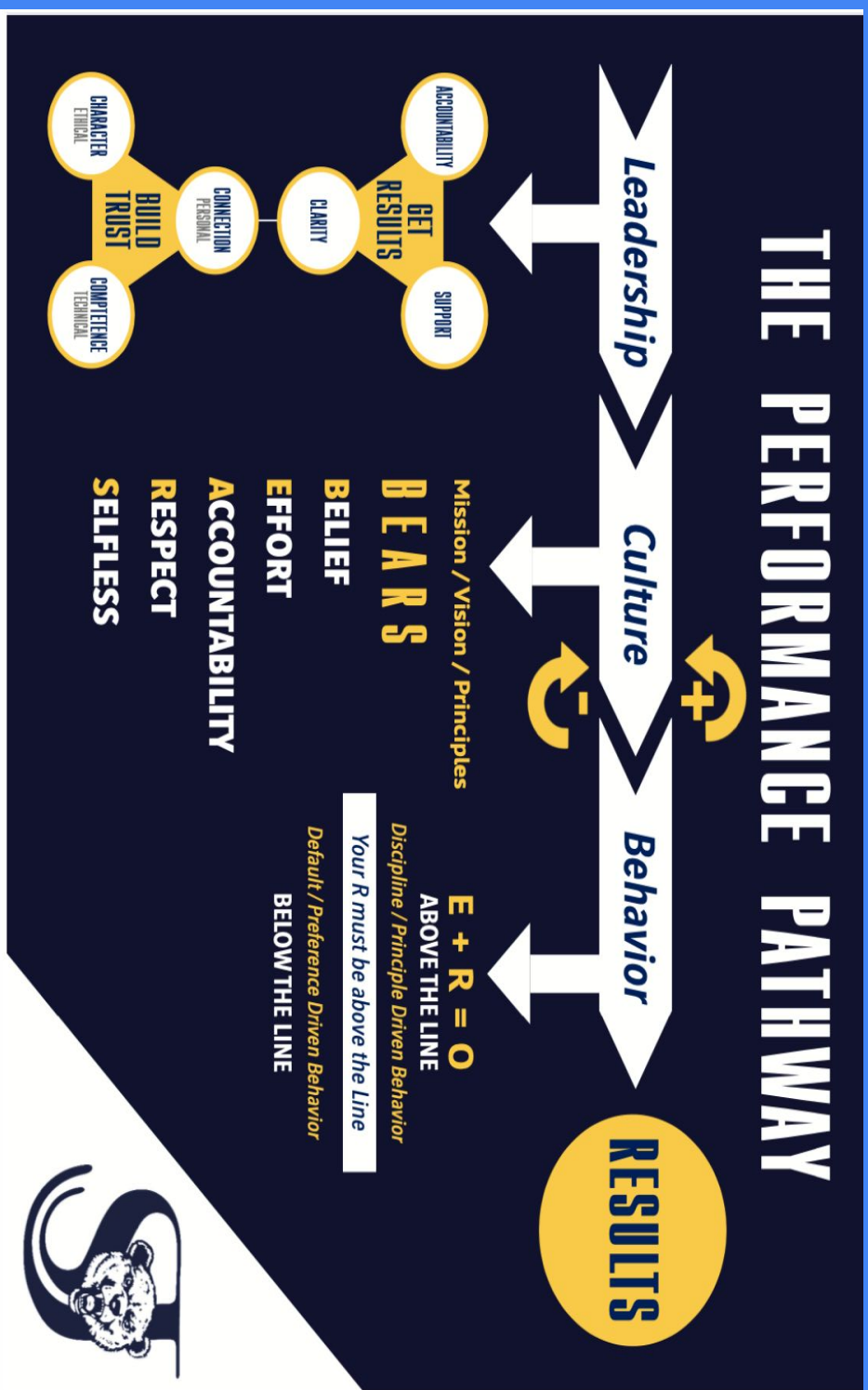
- Do your own work
- Turn work in on time
- 3.0 GPA or higher
- Participate in Class
- Be organized for class
- Be a leader in the classroom

- Not turning in assignments
- Turning in assignments late
- Not engaged in class
- Plagiarism, cheating
- Not giving your best effort

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ABOVE THE LINE BEHAVIORS		BELOW THE LINE BEHAVIORS	
ATHLETE			
<ul style="list-style-type: none">● Be a good teammate● Lead by example● Winning and Learning● Win with grace and lose with dignity● Be present in training sessions● Respect your opponent, the officials, and your environment. #sweepthesheds		<ul style="list-style-type: none">● Bad Body Language when faced with adversity● Focusing on the outcome● Not believing in your coach/team● Making excuses● Putting me before we● Showing poor sportsmanship	
COACH			
<ul style="list-style-type: none">● Professional Development● Control your “response”● Prepare for elite training sessions● Turns in all requests from athletic dept on time● Be a model of living BEARS● Holds self, staff and athletes accountable		<ul style="list-style-type: none">● Late with administrative tasks (roster, uniforms)● Unprepared for practices and/or games● Lack of motivation and energy (Have to attitude)● Points the finger for losses● Displays unsportsmanlike behavior	

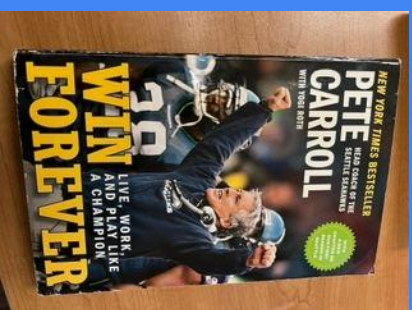
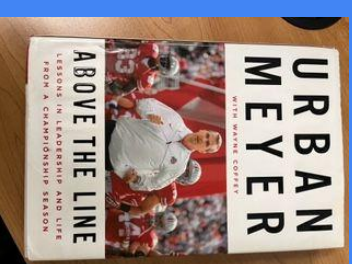
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Create the culture you
want, or deal with the
culture you have



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THE PERFORMANCE PATHWAY

