

# Our Philosophy



## Women's Basketball

# Plan/Vision/Philosophy

## Mission Statement

- Where have you been, where are you going, how are you getting there?
- Operate like the organization you want to become
- No excuses-do more with less
  - All about what you focus on!
- This plan must be communicated to all members of the organization
- Everyone must be on the same page reading the same book

# Core Values

- Discipline
  - Doing things right and doing them that way all the time regardless of your emotional state
- Integrity
  - Doing the right thing when no one is looking
- Loyalty
  - To SIUe, the program and each other
- Trust
  - Work at this! It takes time but is essential to success
- Consistency
  - KEY! Leader can't have a bad day
- Accountability
  - Be responsible for your actions good or bad-NO EXCUSES



**Discipline**  
**Accountability**  
**Loyalty**  
**Consistency**  
**Integrity**  
**Communication**

# What do we do?

- Seize Human Potential
  - Challenge our players to be the best they can be in every area of their life-reach their potential
    - Academically, athletically and personally
    - Buy in-to the team, the university and themselves
    - TEACHERS/ROLE MODELS-We are all a teacher to someone  
BE A GREAT TEACHER/ROLE MODEL



# Expectations of My Staff

- Treat People Well
- Work as Hard as you possibly can
- Take Pride in every task no matter how small-how you do anything is how you do everything
- Do it this way all the time
- Be the same person everyday
- Loyalty to me and SIUe
- Best practice-Think like a head coach

# We are a UNITED FRONT

- Collective Pride--Us, Ours, We
- We don't use I publicly
  - Only when individually we screw up
  - In Coaches Meetings when we have an opinion
- WE are Always a unit

# Our Staff





# How do we coach?

- Energy and Enthusiasm
  - Team must bring effort, communication, and focus daily
- Positively and Consistently
- Very detailed
- Games vs Practice
- Golden Rule
  - Everyone is important and treated fairly
- “I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel” Maya Angelou

# Buy In Process

- Consistency
- Everyone is a person first
  - Leaders must make a personal investment in all members of their organization
- Open Door Policy
- Effort, attitude, focus, and communication are expected-all can be controlled
- Production takes care of itself
- We>Me
- Team members will be what you emphasize and tolerate

# The Bus

- This bus is on the way to winning a championship and playing in the NCAA tournament and making history for SIUe
- We represent ourselves, SIUe, women's basketball in everything we do
- You are either on the bus or not on the bus
- There is no in between
- If you aren't making things better you are making things worse
- Add value to everything you are involved in

# TOGETHER



# Feedback

- Valued work is fulfilling
  - Everyone can be a star in their role
- Tell people what you want and how you want it
- Be direct and honest
  - We do this with kindness
  - Positive way to say everything-no embarrassing or belittling
  - No Sarcasm
- Be impeccable with your word
  - FOLLOW THROUGH!!
- Everything is in the best interest of the team
- “If you can’t take the rubbing how will you ever be polished?”



# Accountability for All

- NO EXCUSES & NO EXPLANATIONS!
- Admit mistakes and don't repeat them
- Apologize in front of the group when you are wrong
- Hold yourself to a higher standard than anyone else
- Best way to get more work or work you want to do is to do a great job on the small stuff

# Success

- “Success is peace of mind which is a direct result of self-satisfaction in knowing you did your best to become the best you are capable of becoming.” -John Wooden
- “If you’re always striving to achieve success that is defined by someone else, you’ll always be frustrated. Define your own success.” - Coach DeForest
- Success changes from year to year for us
- Celebrate daily victories- academics/athletics/personal
- How do you define success for you?

# Defining Success



# Focus on the Positive

- Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you'll never, ever have enough. –Oprah
- “If you don’t like something, change it. If you can’t change it, change your attitude”-Maya Angelou

# Show Appreciation

- Say Thank You
- Be Genuine
- Handwritten Notes go a long way
- Nice Emails
- Public Recognition
- Monetary Appreciation
- Title Promotion



# Individual Goals

- MUST HAVE A VISION OF WHAT YOU WANT TO ACHIEVE
- WRITE THEM DOWN
- SHARE THEM WITH PEOPLE WHO WILL HELP YOU GET THERE
- Must be attainable and measurable
- Do short term and long term
- Requires discipline
- Much more likely to accomplish them if written down

# Organizational Goals

- Important to keep everyone on the same page
- Measurable and attainable
- Post these for all to see
- Serve as checkpoints on our road to achieving success

# Our Goals 2011-2012

- Fundraise \$12,000
- Average 1,000 fans a game
- GPA over 3.0 both semesters
- Keep our team fresh mentally and physically
- Be in tune with our team
- Excellent communication within our staff
- Positive leadership
- Everyday effort and work ethic as though we are in the last year of our contract

# Team Goals



## **Consistency**

**Everyone make 5,000 shots**

**Game like effort in  
everything we do**

**Do the little things  
the right way**

**Enthusiastic Communication**

**Personal Accountability  
and Progress**

# Closing Thoughts

- Don't set out to be liked, set out to be consistent and fair-treat people well=people will like and respect you.
  - “All things being equal, we will work harder and more effectively for people we like. And we will like them in direct proportion to how they make us feel” Dr Robert Cooper



# 2011-2012 SIUe Cougars

