2019 Leadership Summit -

It's really hard to put into words what happened at the summit for me. I had no idea what I was getting into or what to expect. This weekend was one of those events that will help shape me as a coach for a lifetime.

What happens when you put together 50+ coaches from 50 states who really don't know each other…? None of us could have expected this weekend to make the impact it did. One word that I would use is POWERFUL. Coach "Teeter" made us look at ourselves and she challenged us every day.

Quick Takeaways - (Some more obvious than others)

Learn the different types of personalities on your team. We used the DISC style test, one of many different ones out there.

- Know thy self - Learning how to work with others first takes learning about yourself, how you react and how you communicate
- Not everyone is wired the same - learn how to effectively communicate to make sure you are heard
- Listen - Really listen
    - When is the last time you were in a conversation and had your answer ready before they were done speaking.
    - Listen with your entire body… Eye contact / body language / don't speak
- After you know how you operate - don't be afraid to lean into your strengths but also know you can work on your weaknesses
- Platinum Rule - treat others the way THEY want to be treated

Culture is built and grown with time and care

- Schedule culture when you are not in the water… Make it 10-15 min on deck or in the hallway before practice starts
- Quick Check-in with name and 1 word to describe how you feel takes less than 5 min
- Big group - Find 3 people link up / make it 6 / all your fav stroke / make relay…
- Face to face talks where you can't talk just listen…
    - Props help get the conversation started
    - Really listen and thank the person for sharing
- Know what's going on outside of swimming - strive for more of a connection
- Summer Reading - Book Reports using "Their words"

Phrases to avoid in communication

- BUT - Eliminate that word use AND
- You know statements - No, I don't know please tell me - Own your statements don't put them off…
- Keep It Super Simple - KISS

Resources to keep handy -

- www.whatdriveswinning.com - Dr Jim Loehr
- https://Animoto.com - quick video editing software
- www.fiverr.com - animation help hire staff to create animation (Cheap)
- Brene Brown - belief and vulnerability