



# Building Your Team

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## SO YOU WANTED TO SIT IN THE BIG CHAIR?

- Presentation Overview
  - Athletics administration, organization, and management.
  - Hiring.
  - Evaluations.
  - Performance management best practices.




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## YOU HAVE OPTIONS

**EMBRACE  
IT**

**RUN  
FROM IT**



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### BUILDING YOUR TEAM



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### THE TEAM CAN CHANGE



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### YOU WILL FACE CHALLENGES

- SCENARIO #1:  
You have just been named the new athletics director (AD) at the institution where you have been a coach for the last eight years. How do you earn the trust and the respect from your colleagues of whom you are now the boss of.

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### YOU WILL FACE CHALLENGES

• SCENARIO #2:

You have just arrived on campus as the new AD. The majority of your staff have been at the institution for an average of 10 years each, but you are the new member of the department. How do you sell them on your vision for the department and their skepticism for change?

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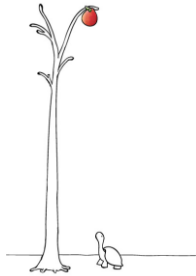
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### GIBBS' RULE #3

NEVER BE UNREACHABLE



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### YOUR INNER CIRCLE

• EXERCISE #1:

You are a newly minted AD, but a member of your inner circle is sharing pieces of a conversation about an interim coach who has applied for the permanent position that you thought was between the two of you with other members of the staff. How would you handle your next conversation with the central staff member? The interim coach?

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### YOUR INNER CIRCLE

• EXERCISE #2:

During the course of your first year, your assessment of the budget is that some cuts need to be made. This means potentially cutting a team or two. Your SWA disagrees with your leanings on what to cut. She shares her thoughts with the coaches whose programs might be impacted. What are your next steps?

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### GIBBS' RULE #38

YOUR CASE,  
YOUR LEAD



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### EVALUATING YOUR TEAM

• EXERCISE #3

When you were hired, you believe that you were brought in to bring change. What are the important characteristics in determining whether or not you have a good team to bring about the changes you want to make?

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### EVALUATING YOUR TEAM: VISION TEST

• EXERCISE #4

A student-athlete posts something perceived to be racist on social media that offends a segment of the general campus population. There is talk about campus protests at athletics events. How do you mobilize your team to take on the matter?

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### PERFORMANCE MANAGEMENT AND BEST PRACTICES

**RULE #15:**  
ALWAYS WORK AS  
A TEAM



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### IMPORTANT LESSONS

**RULE #5:**  
NEVER BYPASS THE CHAIN OF COMMAND.

**RULE #3:**  
DON'T BELIEVE WHAT YOU'RE TOLD. DOUBLE CHECK.

**RULE #39:**  
THERE IS NO SUCH THING AS A COINCIDENCE.

**RULE #8:**  
NEVER TAKE ANYTHING FOR GRANTED.

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### ALWAYS REMEMBER

**RULE #10:**  
NEVER GET PERSONALLY INVOLVED IN A CASE.

**RULE #45:**  
CLEAN UP THE MESS THAT YOU MAKE.

**RULE #51:**  
SOMETIMES...YOU'RE WRONG.

**RULE #11:**  
WHEN THE JOB IS DONE, WALK AWAY.

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### YOU ARE NOT ALONE



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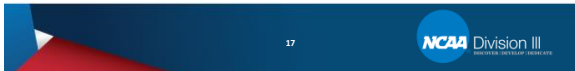
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### QUESTIONS?

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