

The Coaching for Leadership Program

The most intense program for the coach looking to push his or her team leadership and team building to the edge.

Cory Dobbs, Ed.D.

The Academy for Sport Leadership
www.sportleadership.com



[A DEMANDING PROGRAM]

The demanding leader behaves in a principled way that motivates and inspires those around them. Such leaders display enthusiasm and optimism by providing meaning and challenge to their followers work. Demanding leaders stimulate their followers' efforts by focusing on the "Bigger Picture."

Coaching for Leadership

“Sometimes ya gotta make a bold move.”

About the Program

Cory Dobbs, Ed.D., Facilitator

The Academy for Sport Leadership

The **Coaching for Leadership Program** is based on 20 years of work by Professor Cory Dobbs who has written extensively on leadership, change, and Teamwork Intelligence. The program draws on his extensive practical experience applying the concepts of action learning, a leader in every locker, and the building of teamwork intelligence. Professor Dobbs founded The Academy for Sport Leadership and has worked with teams of all sizes over the past decade.

The *Coaching for Team Leadership Program* is designed to help coaches develop leaders while cultivating a culture of teamwork intelligence. The highly interactive, three-day experience is designed to provide new concepts, benchmark best practice examples, and provide real time coaching from Dr. Dobbs. The participants, your staff and team, are prepared at the end of the program to teach and develop leadership capacity at the highest level possible. Participants leave the program with a framework that is developmental and diagnostic. Each participant will leave with action plans for developing leadership capacity and Teamwork Intelligence.

Coaching for Leadership shows you why the traditional team captain model is a substandard way of instilling your team with a leadership ethos. Dobbs shows you how to optimize the team building process by infusing leadership and team building into everything you and your players do. Coaching for Leadership is an innovative change program grounded in a peer-based team leadership model which offers you—the coach—a definitive way to raise the bar on team building.

The *Leader in Every Locker* mindset is one in which the team works together to shift its values, assumptions, and behaviors so that leadership is invested in the full team. The approach is based on Dr. Dobbs' 20 Principles and Concepts that fundamentally change the way the team thinks and acts.

Want Results? This program is intense and full of interactive exercises, self-assessments, and other practical tools. Yes, you'll learn by doing.

Teamwork Intelligence is the purposeful and intentional relational process of team members together raising one another to higher levels of motivation, collaboration, compassion, and performance. It's deceptively simple: in order to build a high-performing team you have to create the conditions for team members to commit and unify—to coalesce into a single organism. Such oneness is not inevitable; it is built methodically and deliberately.

- Teamwork Intelligence (TI) is rooted in our qualitative research and team practice.
- Teamwork Intelligence is focused on interaction and introspection (action and reflection).
- Teamwork Intelligence is a sophisticated system that leads to simple applications. Yes, it's intense! The only way to high performance is through high involvement plus high engagement.
- Teamwork Intelligence is a mindset and a set of skills for interaction in the team environment.

HOW IT WORKS

The **Team Leadership Program** (which includes the Teamwork Intelligence Program) is based on 20 years of work by Professor Cory Dobbs who has studied and written extensively on leadership. The program draws on his extensive practical field experience applying the concepts at various levels of student-athletics.

The developmental framework of detailed models and dynamic diagnostic tools drive this rigorous 3-day experience.

Dr. Dobbs will work with you to craft a customized program to meet your specific needs.

Sample Program (on your campus)

Day 1

2.5 hour Morning Session: Coaching the Coaches

2.5 hour Afternoon Session: Team classroom

Day 2

2.5 hour Morning Session: Team Practice

2.5 hour Afternoon Session: Coaching the Coaches

Day 3

2.5 hour Morning Session: Team Meeting

2.5 hour afternoon Session: Coaching the Coaches

Follow-up

Five 30 minute Coaching Consulting tele/skype sessions

Cost: \$Varies per project .

Fees include: preparation, customization, program development and program book / workbooks and resource for players and coaches. We can adjust the program to reflect a lower cost (2-day program).

We Customize Every Program.

- We can collapse the schedule from 3 days to 2.
- You can dedicate all sessions to coaching education.
- You can dedicate all sessions to player development/team development.
- You can choose to do the program in-season or out of season.

Let's get creative and design a program that fits your needs and will help transform your team.

WHAT MAKES US DIFFERENT?

In the competitive sports environment, coaches find themselves doing more and more to simply keep up.

The core of every Academy for Sport Leadership (ASL) engagement is the shifting of thoughts and actions. Change happens quickly. And slowly. But it happens. Change is necessary for improvement and thus is a vital element for individual and team development.

Here are some of the highlights of the Team Leadership Program that **no one else brings to the table.**

- The Four Minds of the Coach. Adaptive leadership.
- Teamwork Intelligence model. For development, assessment, and diagnosis.
- The 8 Roles of Team Leadership. Social identity and team development. Team play at its best!
- Dynamic Tension Systems. Integrating the dual-processing theory to solve paradoxical problems. Yes, theory.
- Self-awareness. Yes, we help coaches find their blind spot(s).
- A Leader in Every Locker perspective. The team captain is dead. Long-live the team captain (your opponents!).
- ASL Case Study method of teamwork intelligence. Tool for understanding and constructing the team culture.
- Espoused theory vs. theory in use. Yes, more theory. Nothing as practical as a good theory.
- Original research. We've done some of the best qualitative observations in the field.
- Not just research. Practice. We've taken our practices to the playing field—and they've held up nicely.
- And, this is a big AND, Dr. Dobbs will work alongside you to help you develop your own Leadership Academy for your community (coaches or players). This is a great way to "brand" you—as an outstanding leader and team architect.

About the Facilitator

Dr. Cory Dobbs is a national expert on sport leadership and the founder of The Academy for Sport Leadership. A teacher, speaker, consultant, and writer, Dr. Dobbs has established The Academy for Sport Leadership as a leader in curriculum and program development for developing student-athletes into team leaders and team builders.

A former basketball coach, Dr. Dobbs basketball coaching background includes experience at the NCAA Division II, NJCAA, and high school levels of competition. While coaching he researched and developed the transformative *Becoming a Team Leader* program for student-athletes. The Academy for Sport Leadership's model for development is a road-tested results-driven framework for helping student-athletes learn how to lead and for coaches learning to coach for leadership.

Dr. Dobbs has worked with professional, collegiate, and high school athletes and coaches teaching leadership as a part of the sports experience. He teaches workshops, seminars, and consults with a wide-range of professional organizations and teams. Dr. Dobbs previously taught in the graduate colleges of business and education at **Northern Arizona University**, Sport Management and Leadership at **Ohio University**, and the Jerry Colangelo College of Business at **Grand Canyon University**. He is the author of *Exploring Conversational Learning*, *Becoming a Team Leader: A Workbook for the Student-Athlete*, *Release Your Team's Potential*, *Coaching for Leadership*, *Team Leadership: A Curriculum Guidebook for Creating a Leadership Development Program for Student-Athletes*, and the *Teamwork Intelligence workbook and facilitator's guide*.

Program Objectives

The following Objectives are simply to “get the conversation started.” The desired approach is to collaborate with the coach and players to ensure a transformational experience.

- Utilize the practice of teamwork intelligence to enhance overall leadership and teamwork success.
- Manage team dynamics and threats to high-performance. Part of this is the adoption that the only way to high-performance is through high-involvement and high-commitment.
- Apply effective relational communication strategies.
- Critically assess program growth opportunities and implement the necessary infrastructure for sustained success.
- Coaches invest themselves as leaders to optimize professional growth and career path.



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