

Positive Coaching for Sports Turf Mangers


Josh McPherson, CSFM with help from Scotta Morton PhD



Brandon Coleman
Mizzou Athletics
 Great Kid
 Starting having work issues
 I decided I didn't have the time to spend with him so I just co-existed with him
 NCAA Regional Prep

What are we going to learn here today?

- Intro – How did I get interested in this and what is it
- Values in Action – How using your own values and your co-workers you can get more fulfillment and better productivity in a day
- Best Selves – Who are we when we are our best self and what does this mean
- How to be Demanding without being Demeaning
- Gratitude – Be thankful for what you have and letting others know what they mean to you
- How can I apply this information right now
- Conclusion and open discussion




Time to Make a Change
 Dr. Rick McGuire
 I was questioning my own ability as a new father and a leader
 My employer would pay for me to go and it was on campus



My Story

George Mason University
 Director of Turf Management
 26 years old
 Supervising someone older than me and someone who applied for the job
 The last advice I got before I left Virginia Tech was "Growing grass is the easy part"
 I thought you were just supposed to yell at people to get off the grass
 I rejected the idea of being the angry groundskeeper



Dr. Rick McGuire
 Head Track and Field Coach 1983-2010
 143 All Americans, 110 Conference Champions, 29 USA National Team members, 7 NCAA Champions, 5 Olympians and 2 Silver Medals
 He also established the graduate masters and doctoral programs in Sport Psychology

Discover the Calling

“People don’t care how much you know until the know how much you care.”

- Theodore Roosevelt

“You can make more friends in two months by showing interest in others than you can in two years by trying to get others interested in you.”

- Dale Carnegie

Growth Mindset vs Fixed Mindset

Am I going to be comfortable and keep doing the same thing or am I willing to get uncomfortable and try something new

Who was your first positive coach?


Think of someone that has impacted you life.

Who?

Why?

Can you try to make someone else feel that way?

What does it mean to lead with your strengths



Activity

Get with someone else and discuss these questions I just posed.

Who?

Why?

VIA Classification of Character Strengths



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My top 5 and my bottom 3 Strengths

STRENGTHS

- Appreciation of Beauty and Excellence
- Social Intelligence
- Prudence
- Forgiveness
- Judgement

Bottom 3

- Self-Regulation
- Bravery
- Spirituality

Self Care

Are you eating all of your meals or getting McDonalds every morning?

How many hours of Sleep are you getting each night?

Are you practicing mindfulness with thoughts? Do not ignore negative thoughts but acknowledge than and move on

Comparisons to other co-workers

Appreciation of Beauty	Humility	Spirituality	Honesty	Appreciation of Beauty	Honesty
Social Intelligence	Humor	Honesty	Perseverance	Hope	Spirituality
Prudence	Kindness	Fairness	Creativity	Love of Learning	Kindness
Forgiveness	Leadership	Leadership	Love	Judgement	Leadership
Judgement	Teamwork	Prudence	Teamwork	Zest	Love
Self-Regulation	Appreciation of Beauty	Appreciation of Beauty	Spirituality	Spirituality	Forgiveness
Bravery	Love of learning	Humility	Bravery	Forgiveness	Hope
Spirituality	Prudence	Love of learning	Appreciation	Humility	Love of Learning

Share your best Self Stories

Get in your groups again and share how you are when you are your best self.

Share stories where you have made mistakes and you were not your best self.

Best Selves

Who are you at your best self?

How do you get to that place each day?

Do you have Morning Routine?

Meditation?

Demanding without being Demeaning

It is acceptable to get after it with someone and challenge them to be better and that they can give more to the team

Gratitude



What did I do with this information

Gratitude Letter

Take the time to write a gratitude letter to someone that means something to you.

It may be a parent, or the person you thought of as your first positive coach

What did I do with this information



Gratitude Challenge

Interaction with Athletes

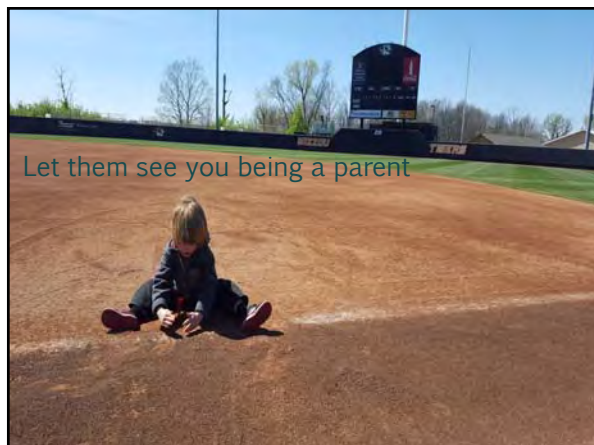




Feedback

Specific feedback not just great job but great job "specific thing"

Don't dwell on mistakes, correct them and celebrate the accomplishments



I'm a Coach and I am Proud to be a Coach

Mission and Vision Statement

Mission
To create memorable experiences for student athletes, guests and co-workers by creating safe, playable, environmentally friendly, and beautiful athletic surfaces and landscapes

Vision

- By investing in our co-workers lives we will provide a work place that creates unity and enhances productivity
- We will push ourselves to pursue new ways to manage sportsturf surfaces and set the standard by which fields are maintained in the SEC, NCAA, and worldwide
- We will pursue ways to conserve water and reduce pesticides without decreasing the safety and playability of the of the athletic surfaces
- We will strive to make each student athlete, guest and co-worker feel like they are the most important person we are interacting with each day.

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