

Frank Dick O.B.E

Leading Edge

It is our choices...that show what we truly are, far more than our abilities.

Professor Dumbledore

Probably the Only Sustainable
Competitive Advantage You Have is the
Ability to Learn Faster Than the
Opposition

Arie De Geuss

Vision

Purpose

Action

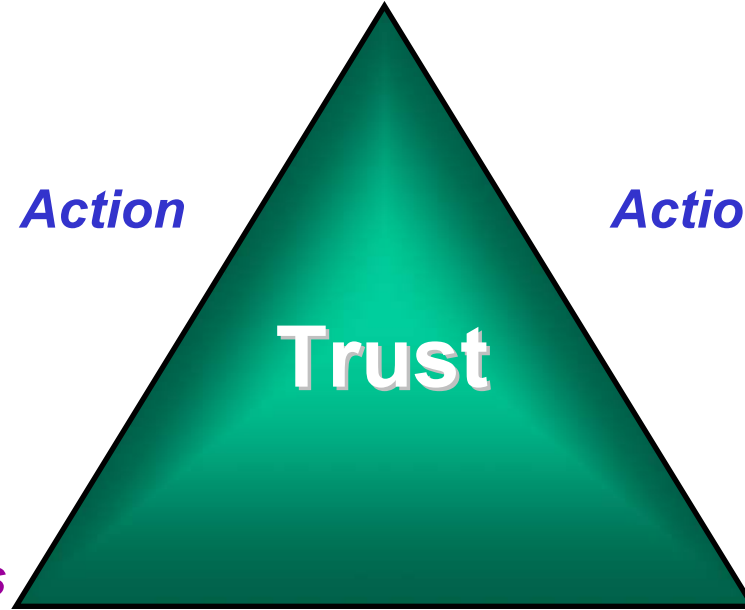
Action

Trust

Behaviours

Relationships

Values



4 KEY BEHAVIOURS

- Accept personal ownership for seeking the opportunity to make the winning difference.
- Take responsible risks in deciding what to do with that opportunity.
- Act effectively and efficiently.
- Learn from the experience and share it.

Ownership can only be realised in practice, if everybody has both leadership and teamship qualities. Each becomes a player coach.

3 R's

Responsibility for:
Your own performance
The best you can be



World Class



Your Own Development
Accept/seek
Coaching



World Class



Coaching Other
Player/Coaches

Coach's Double Vision



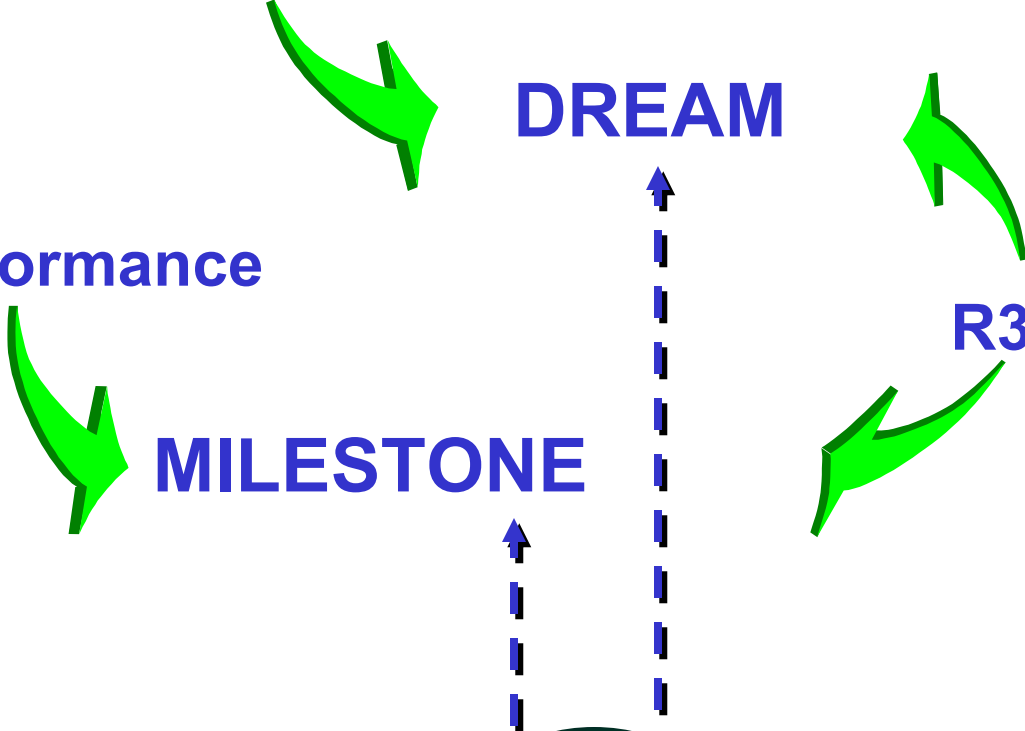
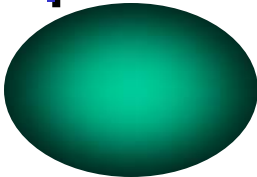
R2 Development

DREAM

R1 Performance

MILESTONE

R3 Coaching



Grow an environment
where the best, brightest
and most creative are
attracted, recruited,
developed, retained and
unleashed.

BUILDING WINNING TEAMS

- **SELECT**
- **DEVELOP**
- **INVOLVE**
- **SUPPORT**
- **INSPIRE**

Selection Criteria

- ▶ Technical
- ▶ Coachable
- ▶ Balance
- ▶ Will to Win
- ▶ Chemistry

The Coaching discipline

1. What is the best result achievable over agreed period?
2. What performance will get the result?
3. What quality consistency makes this performance a probability?
4. What conditioning & functional parameters & at what level ensures quality consistency?

5. What is the performance & development plan to meet the objectives?
6. What controls will ensure accurate progress monitoring?
7. What support do you need to deliver?
Who are they? Can you lead this team?
8. Are you coachable?

PERFORMANCE BUILD

1. Learn and persistently practice quality of technical game
2. Develop fitness to be technically effective
3. Develop maximum speed without compromising technical effectiveness

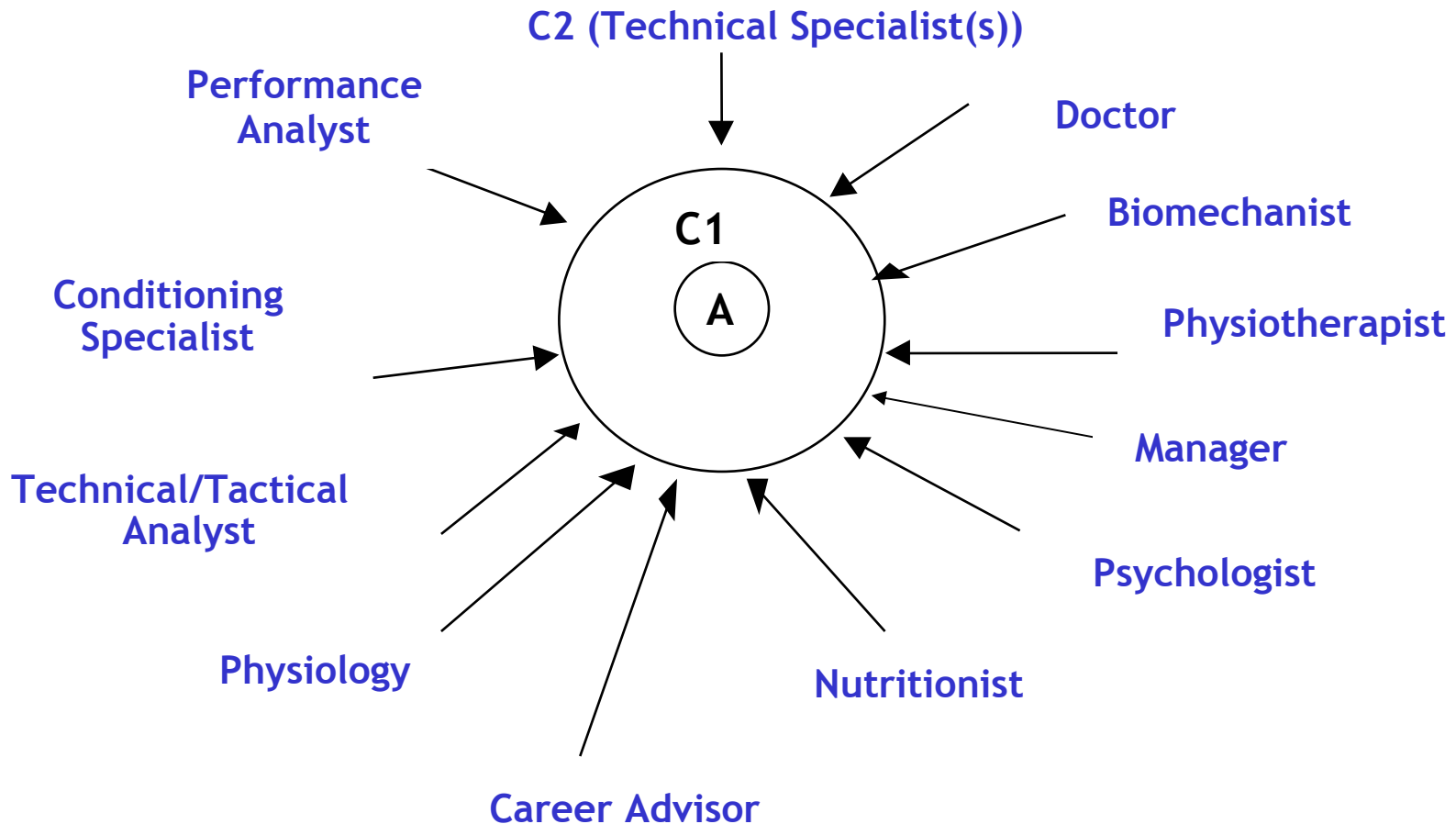
4. Develop optimal cruising pace
5. Rehearse extremes and change of pace
6. Read game and respond faster and more effectively than the opposition

7. Win and win again....and again

PERSONAL COACH

Leading the Players Performance
Development and Delivery Process.

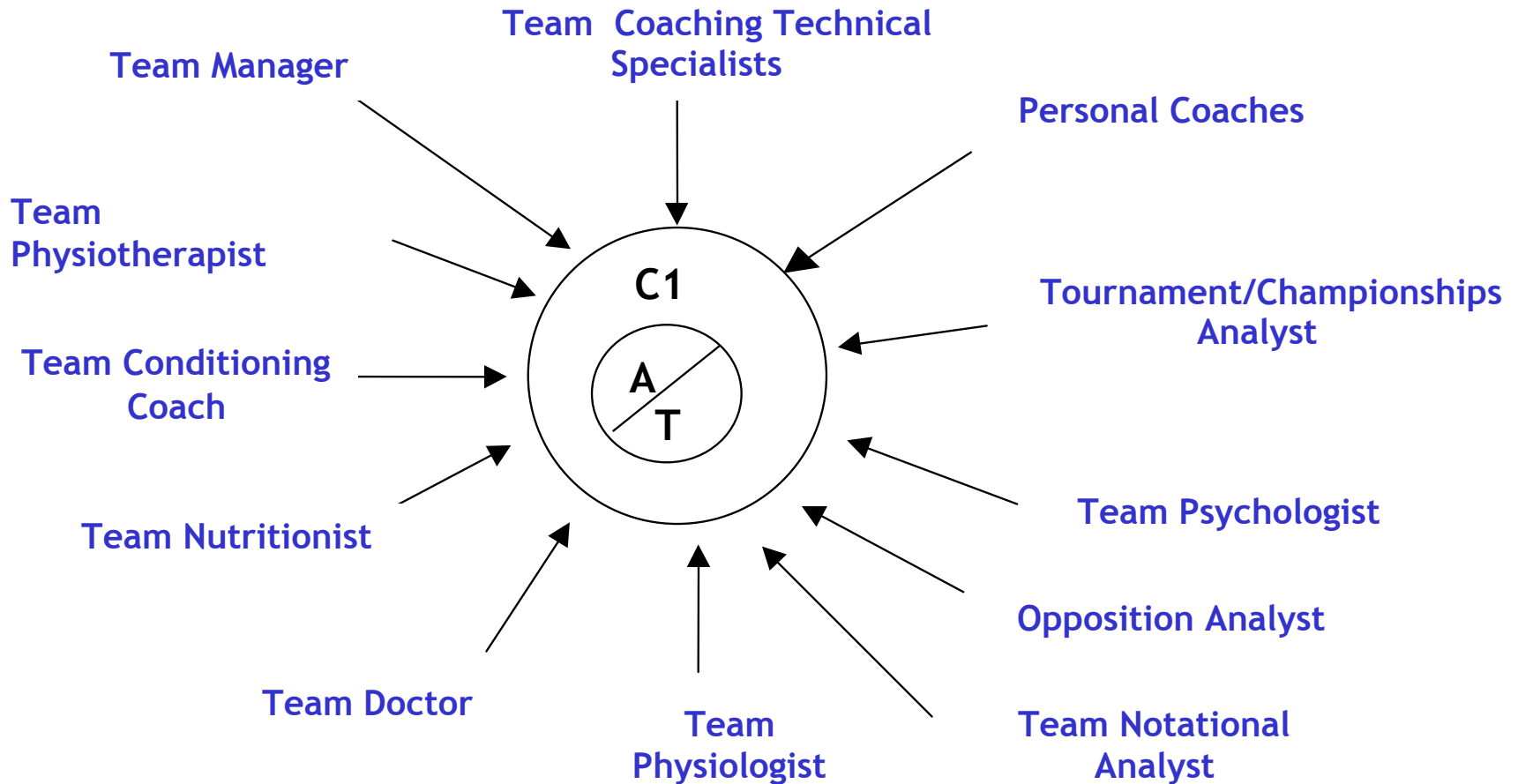
PERSONAL COACH - ATHLETE



TEAM COACH

Co-ordinating the best fit of individual player performance contribution within the team, to develop and deliver optimal team performance.

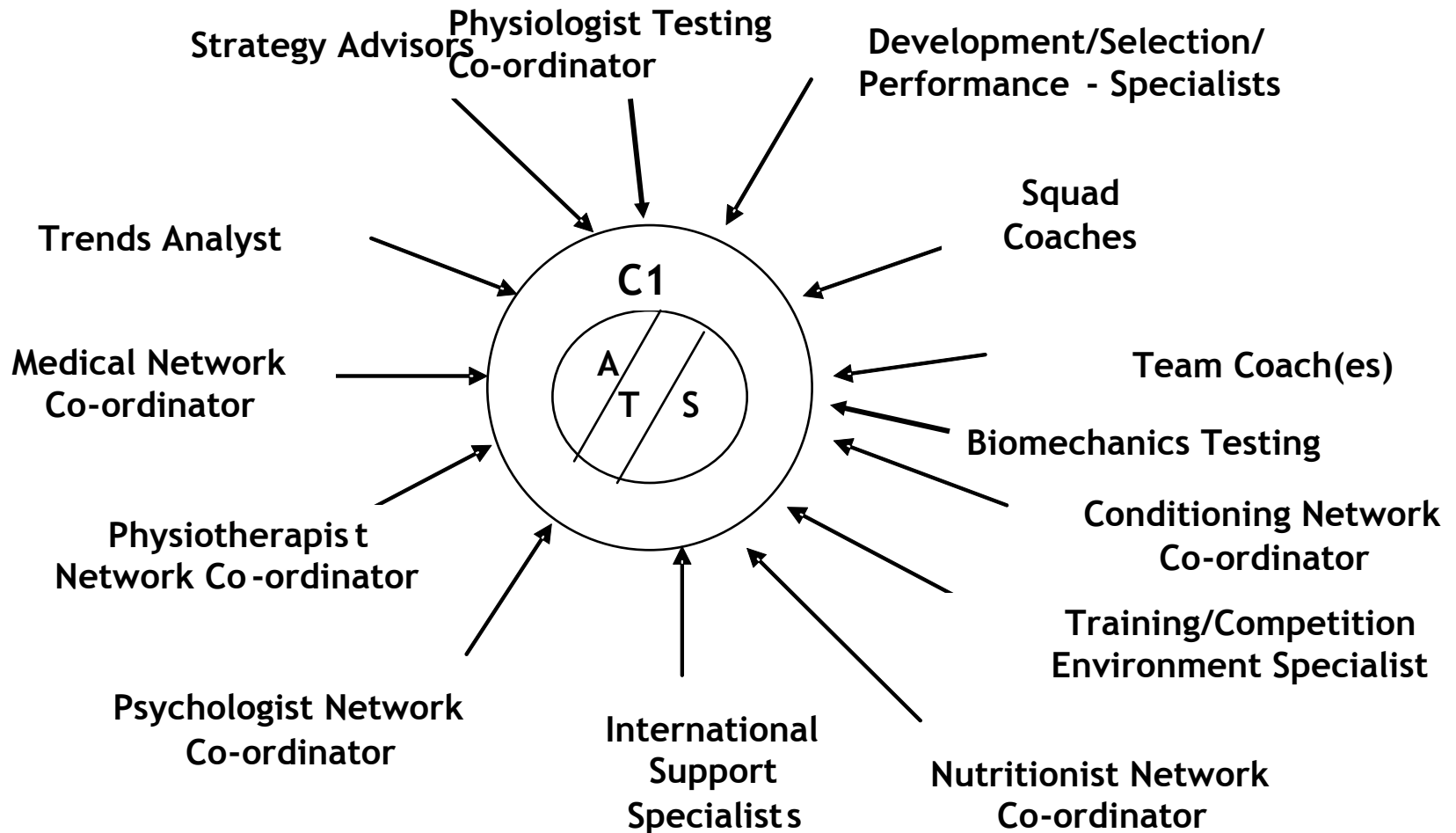
TEAM COACH - ATHLETE/ TEAM



CHIEF COACH/ HEAD COACH

Affording vision, strategy and quality control in creating a supportive environment and motivational climate for the most effective outcome of the players' and teams' performance development and delivery processes.

CHIEF COACH - ATHLETE/TEAM/NATIONAL SQUAD



Professional Development Coach

- Architect, engineer, leader and manager of coach, coaching and coaching career development; monitor and mentor in pursuit of coach and coaching program effectiveness.

Professional Development Coach



3 QUESTIONS

- ▶ What do you want?
- ▶ What will it cost?
- ▶ Are you prepared to pay the price?

Visionary
Values based
Focussed
Meticulous/Relentless
Explorer/Learner
Decision Agility
Communicator
Simplifies the complex
Individual & Team Player
Inspirational
.....
Restlessly Climbing

The passion at heart of every great undertaking, comes from the deep longing of human beings to make a difference; to have an impact. It comes from giving rather than taking and being appreciated for that.

Peter Senge

“To Win The Future
Everybody’s Got To
Be A Leader”
(Schoomaker)

Everyone has leadership
qualities; not everyone
develops them.

Coach your people to
develop them.

Growing the Leader
7 Stages
&
7 Shades of Motivation

Acceptor

Embryonic Executive

- Drive & belief - to be the winning
- difference
- Identify, attract & win mentors who will
- change your life.
- Recruit your support team

Explorer

New Tigercub on the block

- Low key entry - shine but don't outshine
- Time to gather intelligence and build relationships
- Learn culture through experience
 - battle - seasoned professional is the best coach
 - what you need to know
 - keeps you alive

Challenger

Called to take the helm

If promoted from the ranks

- How to relate to former peers, now your reports.
- Set & fine-tune boundaries & relationships
- Cannot speak openly on all things...perceived attitude.

If newcomer

- Who to listen to
- Who to trust
- Prioritise to hold ship steady...firefight...momentum

Spark Gap

Firings....their emotional lives in your hands

Winner

The Polished Professional

Grown comfortable with role

= confidence & conviction

- But scrutiny never ends - every word is heard & interpreted
- Leaders not told everything so can't assume know everything
- Nurture those whose stars shine brightly - they'll make you shine
- Retain a trusted friend as a mentor & confidante

Champion

The General

- Empower people to speak the truth - and listen to it.
- Heed warnings and jokes! - don't have "tired ears".
- Tell the difference between acceptance and angry silence.
- Build and nurture coalitions and alliances.
- Change.....enroll your people, win their support.
 -don't hesitate ..do the right thing.
 -listen to mood and motivation.

Dynasty

The Statesman

- Guardian of dynasty - stand the next leaders on your shoulders
- Pass on wisdom - experience
- Called as consultant firefighter/
stabiliser

Renaissance

The Sage Mentor

- Mentor
- Renaissance
- Deep smarts
- If I'd known then.....

Coaching Tips for Leaders

- Keep vision and values front and centre
- Encourage challenge, not only from each person in the team, but by seeking out tougher arenas.
- Listen for the truth; what you need to hear, even if it's not always what you want to hear
- Keep an effective spark gap

Coaching Tips for Leaders

- Be decisive but be agile.
- Changing direction fast is an essential skill for you and for the success of the enterprise.
- The opposite of right is not wrong, it's left!
- Walk your talk
- Respect your intuition. Honour your judgement calls

Coaching Tips for Leaders

- Know your strengths and grow them
- Know and recruit if those whose strengths are not yours
- Build & nurture - Alliances and coalitions
- Delegate, don't desert - prepare your people
- Value respect above affection

Character To Impose
Personality To Impress

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