

A APPENDIX A:

Team Vision Phase 2

Instructions

- Pair up with one teammate you don't typically hang out with.
- Let Coach know who they paired up with to ensure no one is left out.
- Use the brainstorming session notes and work with your partner to design and display your vision (a theme, phrase, picture, etc.).
- Submit their work to the coach on or before: _____

(deadline)

B APPENDIX B:

Team Vision Phase 2

- The next step of our vision construction process is upon us!
- Starting today each student-athlete picks one teammate.
 - These groups should not include someone in your class or someone you are particularly close to.
 - The pair or group will use the notes from yesterday's meeting to simplify, articulate, and display a team vision as you and your partner interpret it.
 - This could be in any form you see fit (theme, phrase, picture, object, etc.).
 - Be creative.

The challenge during this step is to find a way to clarify and communicate our vision in a sticky and memorable way so the vision can guide our decisions on and off the court. Your version of our vision needs to be turned into Coach on or before the deadline. Until then, keep your version within your group.

Go above and beyond in this challenging mission! Connect with each other in real ways, discussing the various parts of our team and vision that will be critical to our success, and most importantly, have fun with each other in creating a deliverable way to display/talk about our vision. You undoubtedly want more direction on this. We are a player-driven program. For this stage of the vision construction, ask each other for that direction and swing for the fence.

C APPENDIX C:

Team Vision Phase 3

- Attached to this message is the result of another group's vision project from the last phase.
- You should not attempt to find out whose project you have or attempt to gain insight or interpretation for the project.
- Using the attached vision project, you and your partner or partners are being tasked with creating a video presentation expressing your interpretation of the vision.
 - This can be in skit, dialogue, or song form.
- The video length must be 3 minutes or less
- Your goal is to cast the vision in a convincing and inspiring way in a video.

D APPENDIX D:

Team Vision Phase 4 (Please read and complete directions.)

Successful leaders often have well-articulated team visions or representations of their visions. This is best explained by Jim Collins, the author of the best-selling book *Good to Great*, in his forward to the 25th edition of Stephen Covey's *The 7 Habits of Highly Effective People*. Collins wrote, "In a world of change, disruption, chaos, and relentless uncertainty, people crave an anchor point, a set of constructs to give them guidance in the face of turbulence." These anchor points will be the literal foundation and filters for all decisions made by you, your staff, and your players.

A great example of a cultural construct or vision can be found at the University of Minnesota where football coach PJ Fleck articulates his cultural vision with the phrase "Row the Boat." Coach Fleck further defines what this means to him and how it relates to his program. He is also a passionate and repetitive messenger of the mantra in both words and action. Since it is true that vision rarely repeated is quickly forgotten, the simplicity and repeatability of a team's vision should be of utmost importance in its creation.

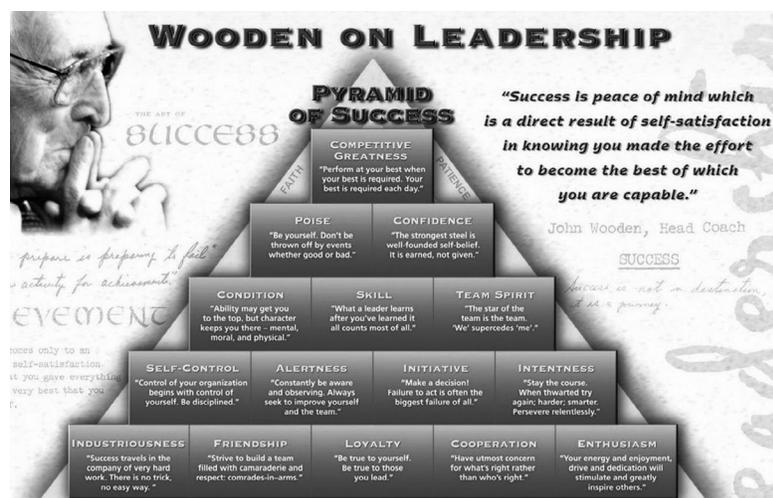
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Why did *Row the Boat* work so well with the football programs at Western Michigan University and again at the University of Minnesota? Mostly because it can be broken down in very simple and memorable terms. There is the oar, the boat, and the compass. The oar symbolizes the energy behind the program, the boat symbolizes the sacrifice that the people in and around it make for the program, and the compass symbolizes the common purpose everyone in the program is striving for.

Our vision can be as complex and symbolic as Coach Fleck's where each part of the boat carries its own significance, or it can be a collection of values listed and defined. The most important aspect of having a cultural vision is that it is communicated to the people in the program often and that everyone believes in and lives by it consistently.

Row the Boat is just one example of the countless ways leaders have tackled this challenge of painting a vision to bring clarity to their team. Two of the all-time best basketball coaches to ever wear a whistle saw fit to operate from their own visual constructs as well. Coach John Wooden had the Pyramid of Success, Coach Pat Summit had her Definite Dozen. Likewise, Kobe Bryant shared his Mamba Mentality with the next generation of athletes through his academy after his storied playing career concluded.



- 12 LESSONS IN LEADERSHIP**
1. Good Values Attract Good People
 2. Love is The Most Powerful Four-Letter Word
 3. Call Yourself A Teacher
 4. Emotion is Your Enemy
 5. It Takes 10 Hands To Make A Basket
 6. Little Things Make Big Things Happen
 7. Make Each Day Your Masterpiece
 8. The Carrot is Mightier Than A Stick
 9. Make Greatness Attainable By All
 10. Seek Significant Change
 11. Don't Look At The Scoreboard
 12. Adversity is Your Asset

MAMBA MENTALITY
/ˈmɑːbə mənˈtælədē/

MANTRA
A CONSTANT QUEST TO BE THE BEST VERSION OF ONE'S SELF

- PAT SUMMITT'S DEFINITE DOZEN**
- Respect yourself and others
 - Take full responsibility
 - Develop and demonstrate loyalty
 - Learn to be a great communicator
 - Discipline yourself so no one else has to
 - Make hard work your passion
 - Don't just work hard, work smart
 - Put the team before yourself
 - Make winning an attitude
 - Be a competitor
 - Change is a must
 - Handle success like you handle failure
- Source: PatSummitLog
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Use the examples on the previous page as inspiration for your own, without leaning too heavily on any of these. During this phase, put some thought into taking the work you have done thus far to articulate the vision and think of an anchor that is best suited to hold the ideas, principles, *how's*, and end goals with power and symbolism. You can use ideas generated by the team during earlier phases or simply start anew.

Can you find something to hold the vision with the power of simplicity and repeatability so that each and every action, decision, inspiration, adversity, and victory can be represented along the way? That is the challenge we are asking each of you to undertake for Phase 4.

Please have your idea ready to bring to the team by _____

(deadline)



E APPENDIX E:

Team Vision Phase 3

Organizations cannot assume that everyone wants the same thing. This is especially true for organizations chasing big goals in highly competitive environments. This means that casting a clear and inspiring vision for teams is step one of any great and worthwhile climb.

We are now into Phase 5 of our vision casting process. By now the vision is beginning to take shape. Ask yourself this: do you sense that you are now closer to being able to clearly articulate this team's vision to each other, members of other teams at our school, and your friends and family that are not a part of our team? Can you sum up for people our culture and what it is we're chasing in a clear and passionate way?

When team members believe in a shared vision, they are much more likely to tie their individual values to that vision. This allows them to have a greater sense of ownership and it motivates them to offer new ideas and new ways to help.

The United States of America was founded and formed based on a vision that has stood the test of time.

The Preamble to the Constitution reads: "We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America."

This generally gets summed up succinctly as "We the People." This is a clear picture that we, the masses, get a say; we get a vote. It's clear. It's simple. It accurately describes what the United States aspires to as a nation.

What makes our team different from other programs? Realize before you answer this question, that players on every team in the conference will say things like, "We're a family," "We work hard," etc. When you answer this, when you describe this vision, it must be **real**, and it must be uniquely ours.

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Here are some common themes that generally come out of this process in the first four phases:

- Goals to win the conference
- Make a run in the tournament
- Competing
- Being player-driven
- Living every day like champions
- Embracing our sport and class as our priorities
- Empowering our freshmen/eliminating hierarchy

These are all great ideals. However, if the above list isn't expressed in a way that will focus the program in a powerful and inspiring way, it's just sunshine and rainbows. What are we, as a team, truly willing to do daily to reach our greatest potential?

Phase 5 is about discovering and declaring what makes this program different.

Can you come together to sum this up in a declarative way with a phrase, a picture, an item, or a mantra?

That is your Phase 5 challenge:

1. Have another team watch party of the videos from the Phase 3
2. Discuss the reading assignment from Phase 4
3. Have a team brainstorming session about our vision. Beginning with the end in mind, lay out a way to declare our separation from other teams in our sport, conference, and even at our school, and plainly lay out HOW we intend to get to WHERE we intend to end up.

F APPENDIX F:

Now that you've clearly articulated your idea of what our vision is, it's time to use your creative minds and hearts to collaborate on an expression of that vision. Below you'll find some examples of what that might look like. Please watch all four. Use them as both inspiration and as examples for your video.

Your assignment is to work together—all of you—to create a well produced video that can serve as an expression of our vision. What is it? What does it look and feel like when you're living it? Be creative and have fun while also taking what you're doing seriously to show it the care it deserves. The purpose of having a clear vision is to have one unified force saying the same things, aspiring to live up to the same standards, and fighting for the same ideals all in the pursuit of one goal.

Your first draft will be due for team viewing on: _____
(deadline)

Video 1, Clemson Football Vision:

<https://www.youtube.com/watch?v=Qi4VDpzMY9A>

Video 2, Minnesota Players articulating the culture:

<https://www.youtube.com/watch?v=QW2-ZCVsU3w>

Video 3, USA Volleyball Culture:

<https://www.youtube.com/watch?v=vIPJauFnTmE&t=95s>

Video 4, New Zealand All Blacks Rugby Culture:

<https://www.youtube.com/watch?v=6nBZWEuAiaY>