

A close-up photograph of a brown leather basketball with black lines, resting on a light-colored wooden basketball court floor. The ball is positioned on the left side of the frame, and the floor's grain and black court lines are visible. The background is dark, creating a dramatic effect.

Hoops, Hardwood, Coaches and the Project Team

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Reed Shell



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Basketball

- Spontaneous teamwork;
- Fast-moving; needs great flexibility and harmony among its players;

Self Directed Work Teams: A Primer –

Torres & Spiegall

Team Benefits

- **Improve Performance**
- **Gain Competitive Position**
- **"the most consistently successful strategy to improve performance has proven to be the use of teams and teamwork"**

Kinlaw, Dennis. Developing Superior Work Teams: Building Quality and the Competitive Edge

John Wooden Background

27-season run that included 766 games, 620 victories and 10 national championships.

10 NCAA Championships, 7 straight

Head coach at the University of California at Los Angeles.

Nicknamed the "Wizard of Westwood,"

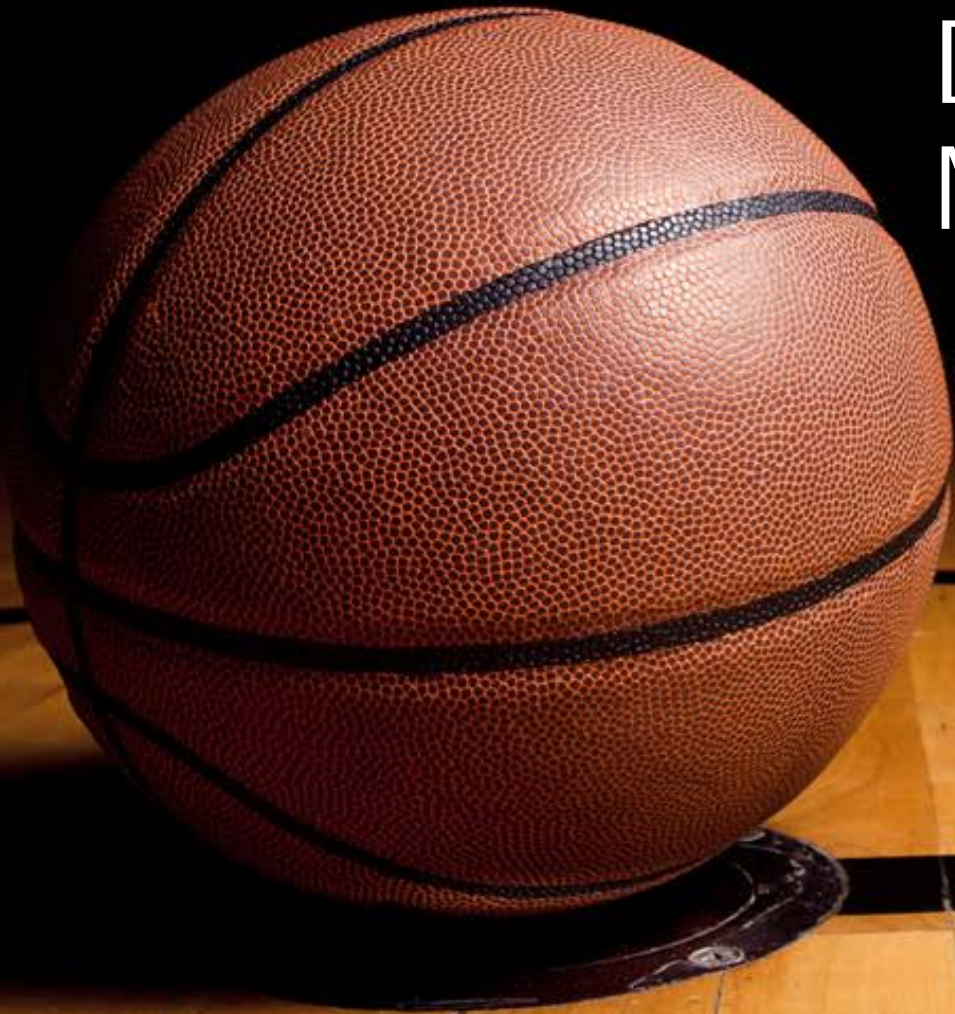
Ten NCAA national championships in a 12-year period as head coach at UCLA, including a record seven in a row.

John Woodens 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

No detail was too small for Wooden. One of the first things he taught players was how they should wear their socks and tie their shoelaces. His explanation: He didn't want players developing blisters on their feet.

"I had three rules for my players.
No profanity.
Don't criticize a teammate.
Never be late." —John Wooden



A close-up photograph of a brown leather basketball with black lines, resting on a light-colored wooden floor. The lighting is dramatic, highlighting the texture of the ball and the grain of the wood. The background is dark, making the ball and floor stand out.

Studying John Wooden

Teams should be like a family where respect, love, harmony exist while looking out for and caring for each other.

Pat Summitt

Head coach of the University of Tennessee Lady Vols basketball team from 1974 to 2012

1098 wins, most in College Basketball

1997-98 Undefeated Season

Won eight NCAA championships

Head coach, 1984 U.S. women's basketball team to a gold medal

Pats 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

Put the Team Before Yourself

Teamwork doesn't' come naturally. It must be taught.

Teamwork allows common people to obtain uncommon results.

Not everyone is born to lead. Role players are critical to group success.

In group success there is individual success.

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Studying Pat Summitt

To have a self organizing team it will require discipline, and accountability

Phil Jackson Background

Chicago Bulls 1989-1998

LA Lakers 2000-2010

Every Season Winning Record

Eastern Philosophy

Native American Spiritual Practices

Zen Master

The Jackson Eleven

1. Lead From The Inside Out
2. Bench The Ego
3. Let Each Player Discover His Own Destiny
4. **The Road To Freedom Is A Beautiful System**
5. Turn The Mundane Into The Sacred
6. One Breath=One Mind
7. The Key To Success Is Compassion
8. Keep Your Eye On The Spirit, Not On The Scoreboard
9. Sometimes You Have To Pull Out The Big Stick
10. When In Doubt, Do Nothing
11. Forget The Ring

Triangle

All five players must be fully engaged every second—or the whole system will fail.



Studying Phil Jackson

A great team leader is one who has the ability to make the best of the talents of the team

Michael Jordan

- **Six NBA Championships**
- **Five Most Valuable Player (MVP) Awards**
- **Ten All-NBA First Team designations**
- **Nine All-Defensive First Team honors,**
- **Fourteen NBA All-Star Game appearances,**
- **Ten scoring titles**
- **Six NBA Finals MVP Awards**

Team Challenge



**When one team member
wants to do everything and
they are great**

Phils Approach

- Talk to Michael
- Team Effort

“The important thing, is to let everybody touch the ball, so they won’t feel like spectators. You can’t beat a good defensive team with one man. It’s got to be a team effort.” – Phil Jackson

Scottie Pippen

"With the Bulls we'd also had a great floor leader, Scottie Pippen, the man I've always said helped Michael to become Michael". – Phil Jackson

Phils Approach 2

- **Create a sense of oneness**
- **The right environment**

“Basketball is a great mystery. You can do everything right. You can have the perfect mix of talent and the best system of offense in the game. You can devise a foolproof defensive strategy and prepare your players for every possible eventuality. But if the players don’t have a sense of oneness as a group, your efforts won’t pay off. And the bond that unites a team can be so fragile, so elusive.”—Phil Jackson

Kareem Abdul Jabbar

- **20 Seasons NBA**
- **6 time MVP**
- **6 NBA Championships**
- **3 NCAA Titles**

Team Challenge



A Team Member is not liked.

John Wooden's Approach

Treat them like family

Dennis Rodman

- **Won five NBA championships**
- **Led the NBA in rebounds per game for a record seven consecutive years**
- **"arguably the best rebounding forward in NBA history"**

Team Challenge



**A team player that does not
play by the rules**

Phil's Approach

- **Treat like an adult and force rigidity**
- **Hold them accountable**
- **Give up control**
- **Trust in the moment**
- **Live with compassion**

“Before enlightenment, chop wood, carry water.
After enlightenment, chop wood, carry water.”

The point:

Stay focused on the task at hand rather than
dwelling on the past or worrying about the future.

Kobe Shaq Feud

- **Kobe building resume at expense of the team**
- **Shaq not in shape**

Team Challenge



When two or more team members are fighting or don't get along

Phil's Response

- **Non Action**
- **Focus on the team**
- **Avoid the distraction**

Michelle Marciniak Background

- "Spinderella"
- Scored over 1,000 points in three seasons
- Focused leader

Team Challenge



How to build trust on a team

Pat's Approach

- **To build trust you need to say the truth**
- **Use honesty at the right times**

The Right Moment

“I turned to the rest of the team. “Is there anyone in this room who doesn’t think that if Michelle had her head on straight we would have won a national championship?” – Pat Summitt

Praise

This woman who just beats on you all the time suddenly gives you this compliment that you're not ready for or prepared for, at the most critical time. It worked. Hook, line, and sinker. I was in a different place in that game. —MICHELLE MARCINIAK

1996 Final Four held in Charlotte, North Carolina

- **Played Uconn**
- **Beat Virginia**
- **Michelle Marciniak was the MVP of the Final Four.**



Dishonest teams don't win the big one. They cover up their losses with rationalizations and excuses that soothe their eggshell egos, and they keep making the same mistakes. -- Pat Summitt

Candace Parker Background

- **2 NCAA National Championships**
- **First women player to dunk**
- **The ultimate all-around player**
- **WNBA Champion**

Team Challenge



**How keep the great players sharp
and not burn out?**

Pat's Approach

- Culture of a program/team
- Commit
- Play all out
- Every detail
- Never go through the motions
- Rules and policies

“What happened next is a credit to the culture of a program in which players are taught to commit, to play all out, to attend to every detail no matter how seemingly unimportant, to never go through the motions, no matter how routine seeming, to finish with as much energy as they started with.” – Pat Summitt

Three Learnings From Studying Basketball Coaches



To have a self organizing team it will require discipline, and accountability



A great team leader is one who has the ability to make the best of the talents of the team



Teams should be like a family where respect, love, harmony exist while looking out for and caring for each other.

John Wooden

**“Love is the most important thing in the world.
Hate, we should remove from the dictionary.”**

– John Wooden

"Discipline helps you finish a job, and finishing is what separates excellent work from average work"

– Pat Summitt

"Most coaches get tied up in knots worrying about tactics, but I preferred to focus my attention on whether the players were moving together in a spirited way."

– Phil Jackson

A Regular Team



A Champion Project Team



Thank you!



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