



# WABASH BASEBALL

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## Leadership Training Series 2012-2013

### **Purpose: "What makes a good leader?"**

The Wabash Baseball Leadership Training Series will provide the Wabash baseball team captains an opportunity to explore the qualities of effective leadership. This will be achieved through exposure to influential members of the Wabash Community, exploring leadership through literature, meeting with Dr. Chris Carr, interviews with leaders in their communities, creation of a mission statement, and frequent meetings with the Wabash Baseball coaching staff. The men who participate in the WBLTS will develop skills that make them superior leaders for the Wabash baseball program and for any organization they are involved with after their time at Wabash College.

### **Apply:**

- Returning members of the Wabash baseball team who are interested in being captains/leaders and think they are qualified to take on the challenge will formally apply for the position.
  - They will formally answer 3 questions in writing for the coaching staff
    - "What qualities should an effective leader have?"
    - "What qualifies you to be a leader in the Wabash baseball program?"
    - "How can you make the other members of this program better men, students, and players?"
  - The coaching staff will review the applications for sincerity and thought.
  - Applicants approved by the coaching staff will be given the opportunity to address the team prior to the start of the fall baseball season to answer the questions in person.
  - Returning team members will vote for 4 potential captains from the approved applicant pool.

### **Interact:**

- Lunch meetings with influential members of the Wabash community on *Fridays* during the fall semester while classes are in session.
  - Although the meetings are informal, the captains will develop a standard list of questions that will be asked of each community leader. The questions will focus on:
    - Leadership Philosophies
    - Leadership Qualities
    - Leaders they personally admire and respect (and why)
    - Challenges to Leadership
    - Advice for young leaders/captains in an athletic setting
  - Captains will be provided with a biography of each community leader prior to each lunch meeting
  - Schedule
    - **September 7 - Mike Raters '85, Dean of Students**
    - **September 14 - Clyde Morgan, Head Track & Field Coach**
    - **September 21 - Tom Runge '71, Director of Parent and Alumni Relations**

- September 28 – Mac Petty, Head Golf Coach, Former Head Basketball Coach
- October 5 – Joe Haklin '73, Director of Athletics
- October 19 – Roger Busch '96, Head Cross Country Coach
- October 26 – Dr. Tom Bambrey '68, Former Dean of Students and AD
- November 2 – Cal Black '66, Former FBI Special Agent
- November 9 – Brian Anderson, Head Wrestling Coach
- November 30 – Jason Hutchison, Head Tennis Coach & Facilities Director
- December 7 – Pat White, President of Wabash College
- Leadership workshops with Dr. Chris Carr '82, sports psychologist
  - Wednesday, September 12<sup>th</sup> at 4:30pm in Billings Conference room
  - Tuesday, January 22<sup>nd</sup> at 4:30pm in Billings Conference room
- Bi-monthly lunches with Coach Stevens and Coach Vazquez
- Dinner with Coach Stevens at his home twice during the semester
  - Wednesday, September 26<sup>th</sup> – 6:00pm
  - Wednesday, November 14<sup>th</sup> – 6:00pm

### Analyze:

- Captains will read 3 books based on leadership and development over the course of 4 months.
- They will meet with the coaching staff to discuss the practical applications of the messages conveyed in the books.
  - **Colvin, Geoff.** *Talent is Overrated: What Separates World-Class Performers from Everybody Else*
    - September 3 – October 8
    - Lunch with Coaching Staff on October 8 to discuss
  - **Holtz, Lou.** *Winning Every Day*
    - October 9 – November 26
    - Lunch with Coaching Staff on November 26 to discuss
  - **Wooden, John.** *Wooden on Leadership: How to Create a Winning Organization*
    - December 14 – January 14
    - Lunch with Coaching Staff on January 15 to discuss

### Personalize:

- Captains will identify and interview 2 leaders from their community (hometown) during Thanksgiving or Winter Break.
- They will write a brief synopsis of their interviews, comparing and contrasting leadership styles and qualities with the leaders they've met from the Wabash community and studied in their readings.
- The final product will be presented and discussed at a lunch meeting with the coaching staff on January 15.

### Create:

- Captains will collectively create a vision statement for the 2012-2013 Wabash baseball team.
- Vision Statements define the purpose of an organization. They do so in terms of the organization's values rather than bottom line measures (values are guiding beliefs about how things should be done.) The vision statement communicates both the purpose and values of the organization. For players, it gives direction about how they are expected to behave and inspires them to give their best.
- The vision statement should contain both broad and specific purposes of playing baseball for Wabash College and what those involved with the Wabash baseball program hope to gain and achieve by being members of the organization.

- Vision statement will be created by captains and will be introduced to the team prior to the start of winter workouts
- Mission statement will be reviewed/revisited following the first half of the winter workouts at a lunch meeting with the coaching staff on December 3<sup>rd</sup>.
  - Is our mission statement still accurate?
  - It should provide a foundation heading into Winter Break and the Spring Season

**Structure:**

- Captains will develop in-season team guidelines to provide standardized behavioral expectations for team members and encourage positive daily actions
- Coaches must approve all team guidelines before they are presented to the squad
- Captains will submit/propose team guidelines to coaches by the first week of second semester classes (January 15)
- Finalized guidelines will be ready to introduce to the team by the first winter team meeting (January 21)

**Build:**

- All players will attend a day long team-building obstacle training program led by U.S. Marines at Camp Atterbury on February 2<sup>nd</sup>
  - Team members will be separated into 4-5 groups by position
  - Each captain will be responsible for leading one of the 4-5 groups through obstacles created by the Marines
  - It will be the responsibility of the captains to make sure EVERY team member completes ALL obstacles. If one team member fails, everyone fails.