

Coaching Beyond the Scoreboard

The Growth of Conestoga Valley Wrestling

Presented by
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SRUAHPERD Mini-Convention
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Who am I?

- Professional:
 - Health and Physical Education Instructor
 - Head Varsity Wrestling Coach
 - Conestoga Valley H.S. – Lancaster, PA
- Education:
 - B.S. – Health & Physical Education from Lock Haven University
 - M.S.A – Sport & Athletic Administration from West Chester University
- Personal:
 - Married 25 years in June
 - Two Daughters – Kylie (SRU) and Karisa (ESU)
 - Born in to the coaching profession



Core Understandings:

- Teaching and Coaching are Synonymous
- One of the big myths in our culture is that sports build character
- There may not be a more influential group of leaders in the world than transformational coaches (Erhmann)
- Now is the most difficult time to be a coach, but it can be the most rewarding (Duke)

Essential Questions:

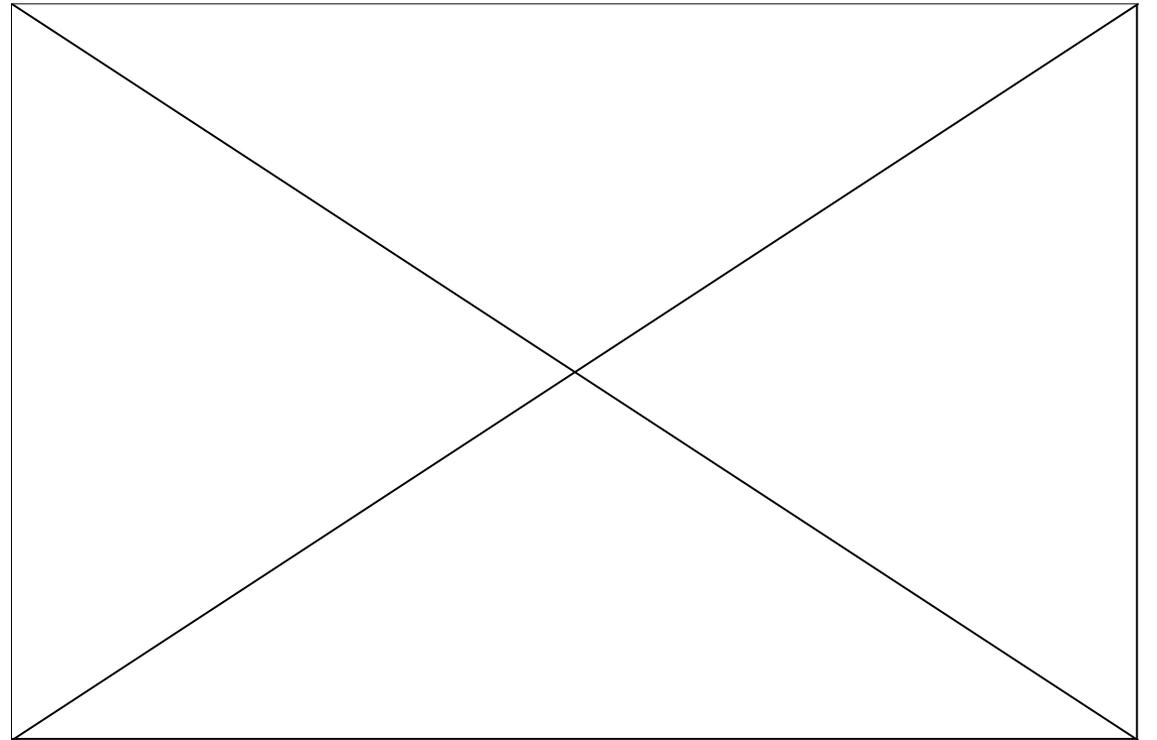
- How do I define and measure success?
 - What is the difference between “Great” and “Good”?
- What is the difference between a “transactional coach” and a “transformational coach”?
- Why do I coach?
- Why do I coach the way I do?
- What does it feel like to be coached by me?

Resources of Impact

- Pursuing Victory with Honor – Josephson Institute
- “The 15 Invaluable Laws of Growth” – John C. Maxwell
- Sports Leader (www.sportsleader.org) – “Virtue = Strength”
- “One Word”, “The Carpenter”, “Training Camp”, “The Energy Bus”, and “You Win in the Locker Room First” – Jon Gordon
- “3-D Coach: Capturing the Heart behind the Jersey” – Jeff Duke
- “Inside Out Coaching: How Sports can Transform Lives” – Joe Erhmann
- “What Drives Winning?” – Becky Burleigh – Univ. of Florida
- Proactive Coaching – www.proactivecoaching.info; Also on Facebook

Teaching and Coaching are Synonymous

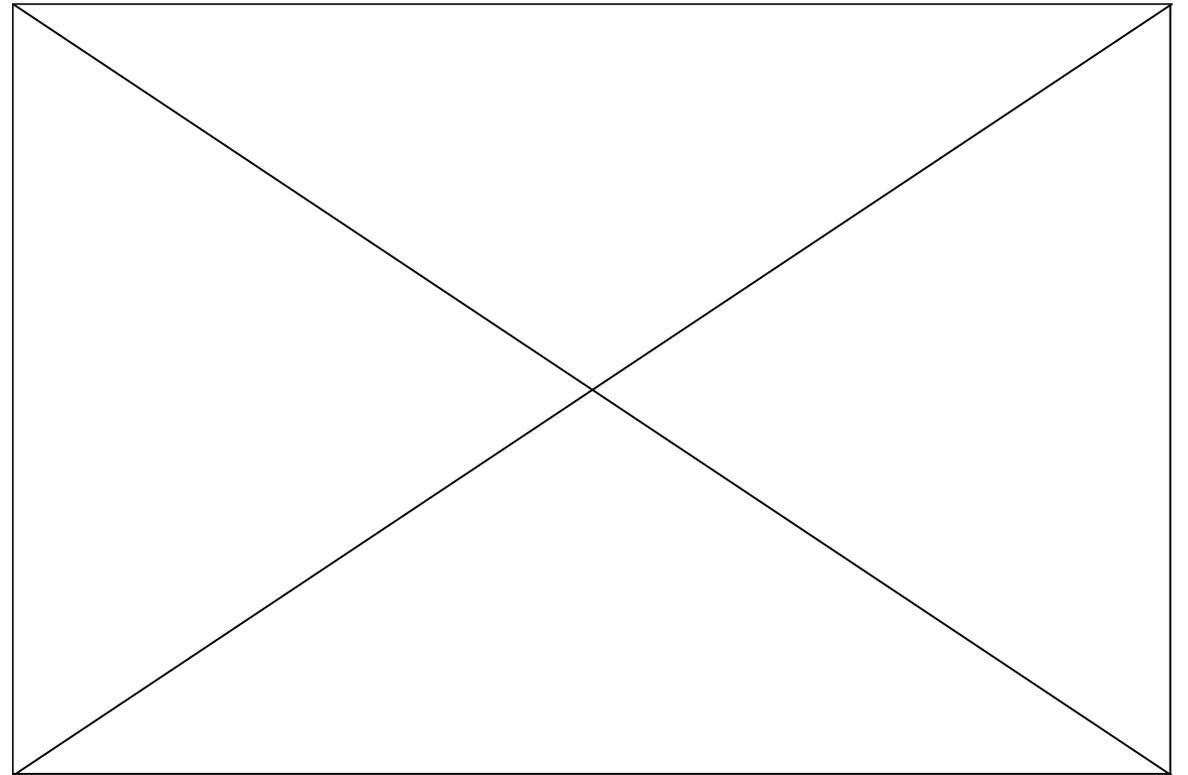
- Your practice facility is your classroom
- Your practice plan is your lesson plan with goals and objectives (S.L.O's)
 - You have the end in mind
- It's about moving your athletes in a direction of personal growth in skill, knowledge, and understanding of your sport
- Each competition is an exam
- You have the potential to **influence** a great number of individuals and “touch the future”.



How do you define and measure success?

- We are a performance-based sports culture, are we not?
- Is success based on wins and losses?
 - There were only 13 winning seasons in wrestling from 1959-1997 at Conestoga Valley
 - 8 of those were prior to 1974
 - I only had 2 in my first 8 years (1997-2005)
- I had to reconsider my measure of success
- What would a “more than winning” approach look like?
- What is the difference between “Great” and “Good”?

- 2016 District III Wrestling Championships

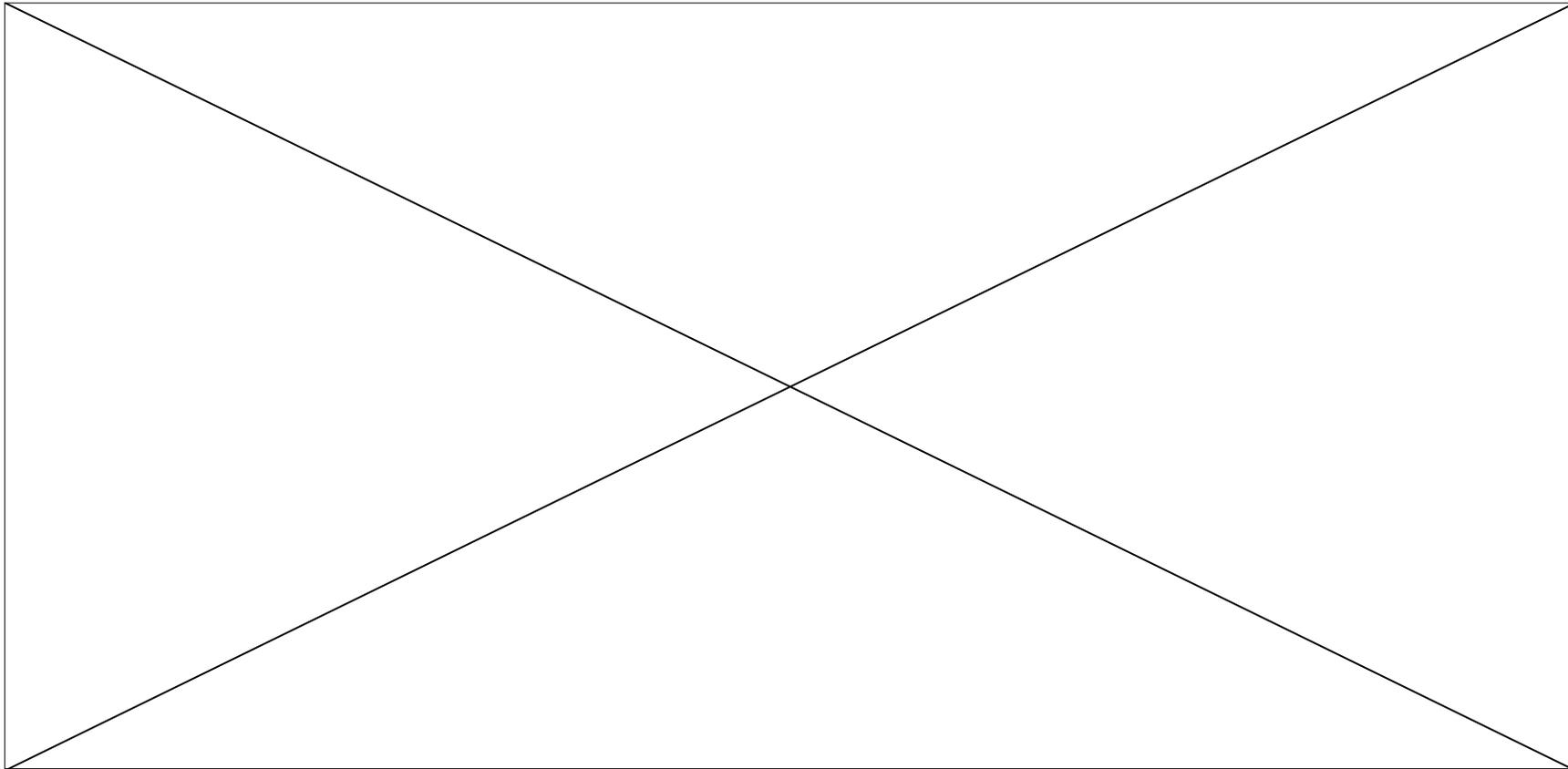


The Law of the Rubber Band – John C. Maxwell

- Success is about personal growth
- A rubber band is only useful when...
- The Law of the Rubber Band:
 - “Growth stops when you lose the tension between where you are and where you could be.”
 - There’s a gap between us and our potential. We must let the tension of that gap motivate us to keep striving to get better.
- You have to get your players to see their potential and want to strive to get there. This is an athlete-centered philosophy.



Law of the Rubber Band – In Action



Transactional vs. Transformational Coaches

- How quickly can you name the coaches that you've had in your career?
- To any, were you just a number on roster? Which ones really cared about YOU?

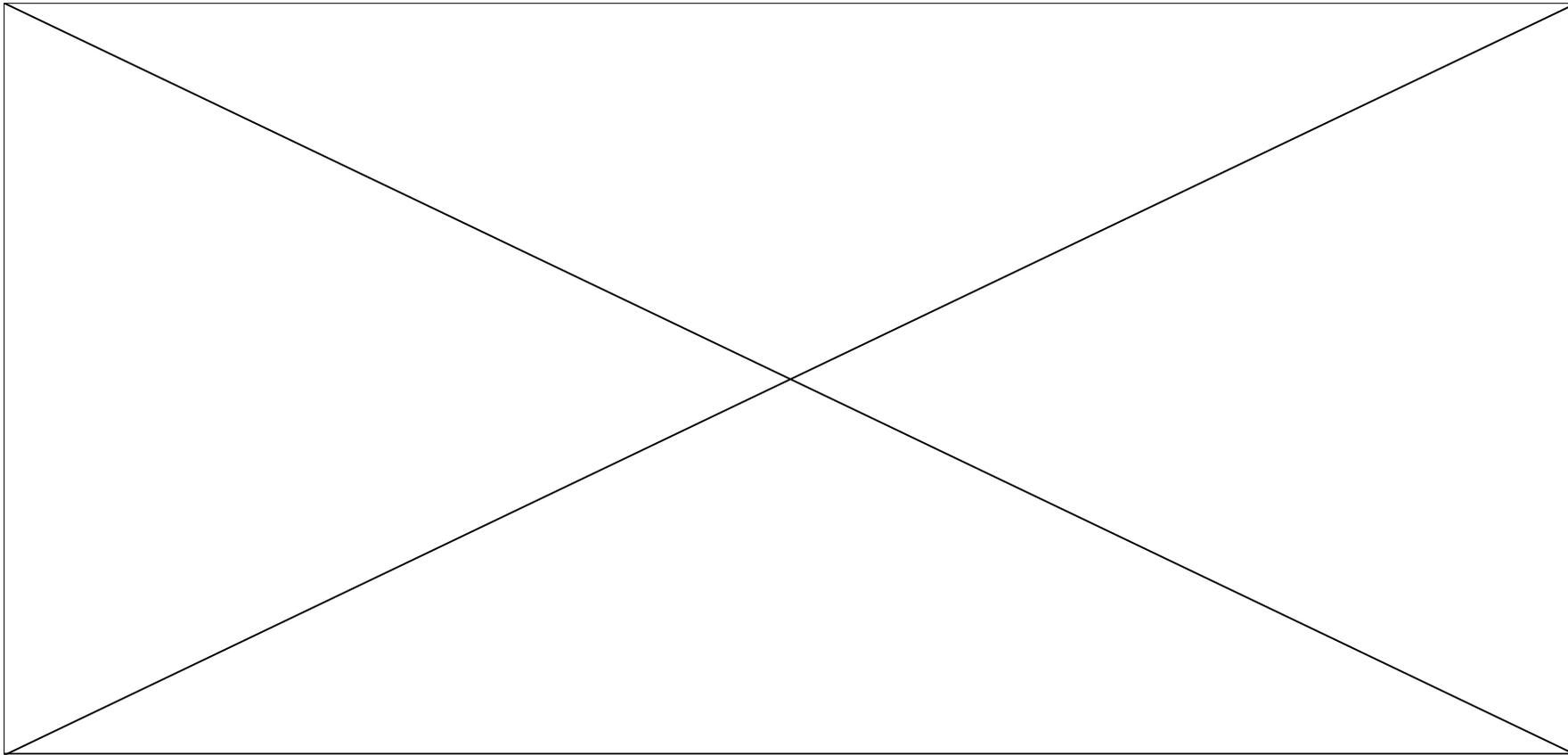
Transactional Coach

- Acts on quid pro quo basis (give me something in return)
- Look for what they can get out of coaching and not what they could give
- Ignore athletes' developmental needs
- Manipulate and distort the values of winning and losing

Transformation Coach

- Dedicated to self-understanding and empathy
- Understands the obligation to coach for our players and not for ourselves
- Asserts the right way, the only way, to coach young people is to seek transform their sense of their own worth, talent, and value
- View sports as a virtuous and virtue-giving discipline

“Virtue = Strength” – Sports Leader



The Myth - - “Sports Build Character”

- How many believe that this is true?
- Sports do not build character “unless a coach possesses character and intentionally teaches it.”
- Sports are a great vehicle by which lessons about character can be taught.
- What is character?
 - Character is defined as “who you are as a person.”
 - Performance Character skills vs. Moral Character skills
- With the right approach to coaching, you can capture the heart, mind, and soul of your athletes

Answering the tough question: Why?

- Why do I coach?
- And Why do I coach the way I do?
- In order to be a better coach, you need to be a better you.
- Instead of pursuing a championship (goal), we started to pursue an ideal - a character-based approach (process) to building a “more than winning” program

- Rare Breed Creed
- “CV” Wrestling – Core Value

Training Week	Core Value – “CV” Wrestling	Competition
November 21	Trustworthiness	Dallastown Scrimmage
November 28	Responsibility	Home Scrimmage
December 5	Respect	Jim Thorpe Duals
December 12	Fairness	Cocalico; Carlisle Tournament
December 19	Caring	Kennard Dale
December 26	Citizenship	Holiday Classic
January 2	Committed	L-S
January 9	Relentless	Garden Spot
January 16	Determined	Manheim; L-L League Tourn.
January 23	Perseverance	Eph; Leb; New Oxford Inv.
January 30	Courageous	Conrad Weiser
February 6	Dependable	Reading; Cedar Crest
February 13	Confident	Sectionals
February 20	Toughness	Districts

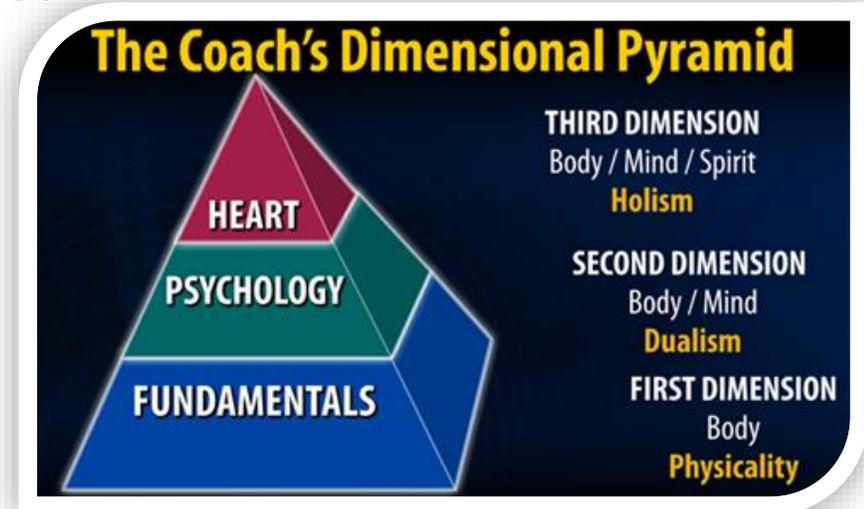
Answering the tougher question...

- What's it like to be coached by me?
- Coaching is about developing positive relationships with your team members...but CAUTION!...
 - You are not their friend. They have friends. You are their COACH.
 - Remember, your job is to get them (team and athletes) to do what they don't want to do so that they can achieve what they want to achieve.
- Although our program was making progress, I wasn't doing a very good job of listening.
- Following a particularly difficult but "successful" 11-5 season, I had to really reflect on what it was really like to be "coached by me".

A New Approach



- “Being a 3-Dimensional Coach means that you are
 - 1) Fundamentally sound
 - 2) Skilled at coaching the mind/motivation of the athlete
 - 3) Focused on capturing and developing the heart of the player.”
- Here are a few changes we’ve made to reach the Heart and Mind of our athletes:
 - Meet with captains regularly – Get the pulse of the team
 - Captains now apply, interview, and are voted on
 - Mentor groups assigned to each coach
 - Added Ceremony to our program
 - Father-Son Uniform Ceremony in the early season
 - Letters to Mom Ceremony in the late season



A New Measure of Success

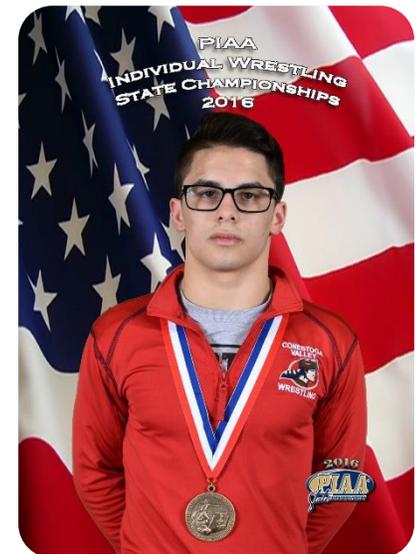


- Vision Statement:
 - “Focused on the character that drives the process of developing Life Champions”
- Purpose Statement:
 - To inspire wrestlers towards personal growth through intensive wrestling training that reveals and seeks to instill the character skills needed to be ‘Forever Strong’.”



The Impact of TRUSTING the Process

- 10 Winning Seasons in the last 11 years
- First League Section Title in school history in 2012-13
- Won a second League Section Title in 2014-15 with school record 16 dual meet victories
- First PIAA State Medalist in 24 Years this season
- Raised \$100,000 to re-name our school gymnasium
 - “Allen Uyeda Wrestling Gymnasium”
- The REAL Success...



In Summary...

- When someone comes up and asks you if you had a successful season, simply respond:
 - “Ask me in about 10 years!”
- Contact Information:
 - Email: trent_turner@conestogavalley.org
 - Phone: 717-397-5231, ext. 1069
 - Follow Conestoga Valley Wrestling
 - www.conestogavalleywrestling.org
 - Twitter - @cvwrestling Instagram – buckskinwrestling