

# Building an Appropriate Culture in Your Department

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# Building an *Appropriate Culture* in Your Department

## Effective Communication

- Honest
- Authentic – “a tow rope is better than an anchor”
- Timely
- Personalized – spend some time with your staff
- Avoid “See me...” Notes/emails
- Accept and utilize feedback from staff – creates sense of ownership

# Building an *Appropriate Culture* in Your Department

## Recognition

- Encourages performance
- Vicarious Reinforcement
- Feel valued
- How do you recognize your staff & athletes? Established programs?

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## Teamwork

- Identify common goals for the department and how to meet goals
- Staff members know individual roles – job descriptions
- Time for peer coaching/mentoring/networking among staff
- Ownership

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## Respect

- Must be a priority in your department
- Workload expectations are reasonable and appropriate; encourages a healthy balance between work and personal lives.
- Zero tolerance for dishonest behavior, harassment, discrimination, bullying, unsafe behaviors, violence...
- Promote diversity

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## Fairness

- Consistency
- Clearly stating departmental expectations and how to meet expectations
- Set Up To Succeed – professional development, frequent feedback...

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Don't Forget:

## The Interview Process

Ask questions that help you see if the candidate is a good addition to your department. Cultural Add Recruiting Model → The cultural add recruiting model means identifying candidates who **share and embody your core values** and who **offer a unique perspective**. You want to continue to grow and develop your work culture and company, so look for candidates who will productively **add to your team, not necessarily fit into a mold**.

## Captain's Councils/Student-Athlete Leaders

Define the expectations of your student-athlete leaders and their role in creating and maintaining the culture outlined in the department's mission and philosophy statements.

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Don't Forget:

## Humor

- Well timed, APPROPRIATE, and timely use of humor will help a difficult situation more lighthearted
- Outings

## Flexibility

- Change is a constant in any department...allow yourself and your staff the flexibility for changing situations.

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- ❖ Culture is a set of beliefs that drive behaviors to produce a desired outcome.
- ❖ If you want to improve your results, start by improving your culture.

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## *The Right Culture Strategies*

- ❖ Identify your **M**ission, **V**ision, and Core **P**inciples
- ❖ Focus on the behaviors and what it looks like to live in alignment with your organizational mission, vision and core principles.

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## ST. JOSEPH HIGH SCHOOL CHAMPIONSHIP CULTURE & MVP PROCESS

<b>MISSION</b> <i>Why</i>	<i>Develop BEARS to Reach Their Potential through Educational Athletics</i>
<b>VISION</b> <i>What</i>	<ul style="list-style-type: none"> <li>● Execute Elite Training Sessions</li> <li>● Increase Participation Numbers</li> <li>● Compete For &amp; Win Conference Championships</li> <li>● Compete For &amp; Win MHSAA Tournaments</li> <li>● Achieve Academic All State</li> <li>● Participate in Community Service</li> </ul>
<b>CORE PRINCIPLES</b> <i>How</i>	<p><b>B</b>elief: Confidence based on preparation</p> <p><b>E</b>ffort: 100% Effort, 100% of the Time</p> <p><b>A</b>ccountability: We do what we say we will do.</p> <p><b>R</b>espect: Treat others how they want to be treated.</p> <p><b>S</b>elfless: WE before ME</p>

# Building an Appropriate Culture in Your Department



## WHAT IT LOOKS LIKE TO LIVE B.E.A.R.S. ABOVE THE LINE BEHAVIORS

## WHAT IT DOESN'T LOOK LIKE TO LIVE B.E.A.R.S. BELOW THE LINE BEHAVIORS

### PERSON

- Be On Time
- Do What's Right
- Do What You Say You Will Do
- Accept Response-Ability - E+R=O "Good"
- Team First - We Before Me
- Volunteer and give back
- Have a higher purpose than self
- Do More Than Expected

- Late to class/practice
- Making choices that are below the line
- Behaving below the line
- Being selfish and putting yourself before team
- Showing disrespect to others

### STUDENT

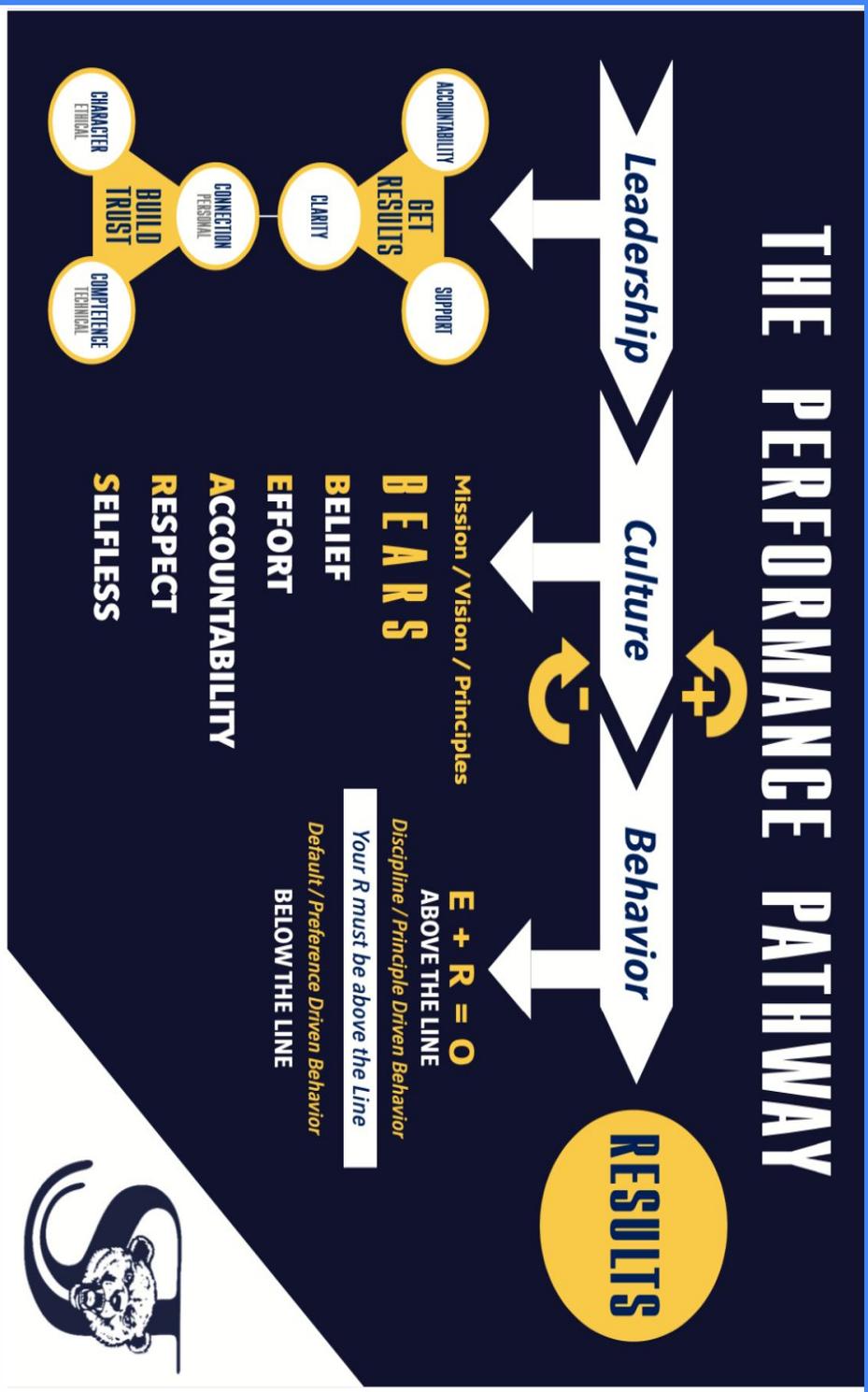
- Do your own work
- Turn work in on time
- 3.0 GPA or higher
- Participate in Class
- Be organized for class
- Be a leader in the classroom

- Not turning in assignments
- Turning in assignments late
- Not engaged in class
- Plagiarism, cheating
- Not giving your best effort

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	WHAT IT LOOKS LIKE TO LIVE B.E.A.R.S. <i>ABOVE THE LINE BEHAVIORS</i>	WHAT IT DOESN'T LOOK LIKE TO LIVE B.E.A.R.S. <i>BELOW THE LINE BEHAVIORS</i>
<i>ATHLETE</i>	<ul style="list-style-type: none"><li>● Be a good teammate</li><li>● Lead by example</li><li>● Winning and Learning</li><li>● Win with grace and lose with dignity</li><li>● Be present in training sessions</li><li>● Respect your opponent, the officials, and your environment. #sweepthesheds</li></ul>	<ul style="list-style-type: none"><li>● Bad Body Language when faced with adversity</li><li>● Focusing on the outcome</li><li>● Not believing in your coach/team</li><li>● Making excuses</li><li>● Putting me before we</li><li>● Showing poor sportsmanship</li></ul>
<i>COACH</i>	<ul style="list-style-type: none"><li>● Professional Development</li><li>● Control your “response”</li><li>● Prepare for elite training sessions</li><li>● Turns in all requests from athletic dept on time</li><li>● Be a model of living BEARS</li><li>● Holds self, staff and athletes accountable</li></ul>	<ul style="list-style-type: none"><li>● Late with administrative tasks (roster, uniforms)</li><li>● Unprepared for practices and/or games</li><li>● Lack of motivation and energy (Have to attitude)</li><li>● Points the finger for losses</li><li>● Displays unsportsmanlike behavior</li></ul>

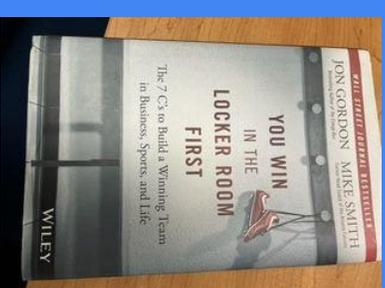
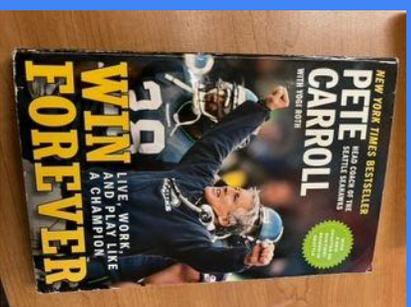
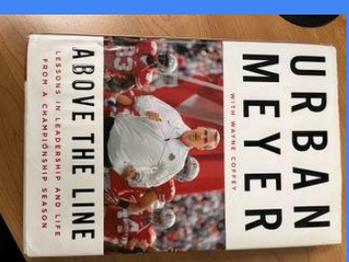
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# Building an *Appropriate Culture* in Your Department

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Create the culture you  
want, or deal with the  
culture you have

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# THE PERFORMANCE PATHWAY

