



# NORTH CAROLINA FC

## Defending: High vs Low Pressure



# What Is A Team

A collection of people working together cohesively to achieve an agreed, desired result, goal or outcome, in a way which maximises the skills and talents of all the members without compromising their values or ethics.





# What Is A Team

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- ✓ Who are the team members?
- ✓ What is the reason this team exists?
- ✓ What are the norms that will guide how the team will work together?
- ✓ What results are expected for this team?
- ✓ What are the team roles and who will play them?
- ✓ Who will support the team if needed?

# Team Culture

The culture of a team is built around a pattern of shared assumptions and seen in its system of language, action, shared values, rituals, symbols, beliefs and team myths. This culture impacts upon team effectiveness and cohesion and must be considered by the coach.

**TEAM  
CULTURE**





# Norms Of A Team

- Norms are acceptable standards of behaviors within a group that are shared by group's members.
- Should be developed, adopted, improved or modified by all team members.
- Should always be visible to team members.

## Examples of Norms

- Be open and honest—say what you think and feel in the room, not the parking lot
- Be aware of your level of participation. Allow equal airtime for each member so the discussion is "fair share."
- Listen to other's perspectives
- Speak directly to the person(s) when there is a need to confront, challenge, disagree, etc.



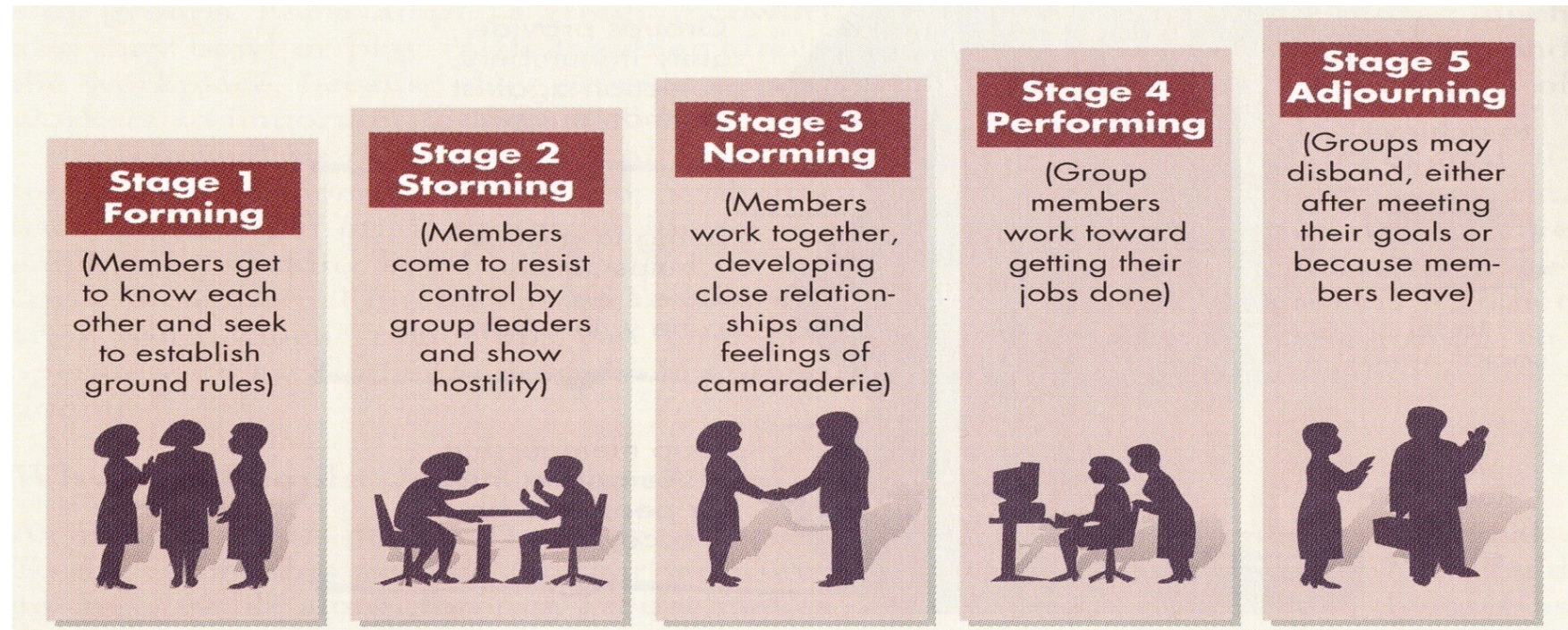
# Tuckman's Model Of Team Development

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- ✓ Developmental Sequence in Small Groups
  - (Psychological Bulletin, 1963)
- ✓ Reviewed 50 articles from the academic literature dealing with stages of group development.
- ✓ Fit the stages identified in the literature with his proposed model.

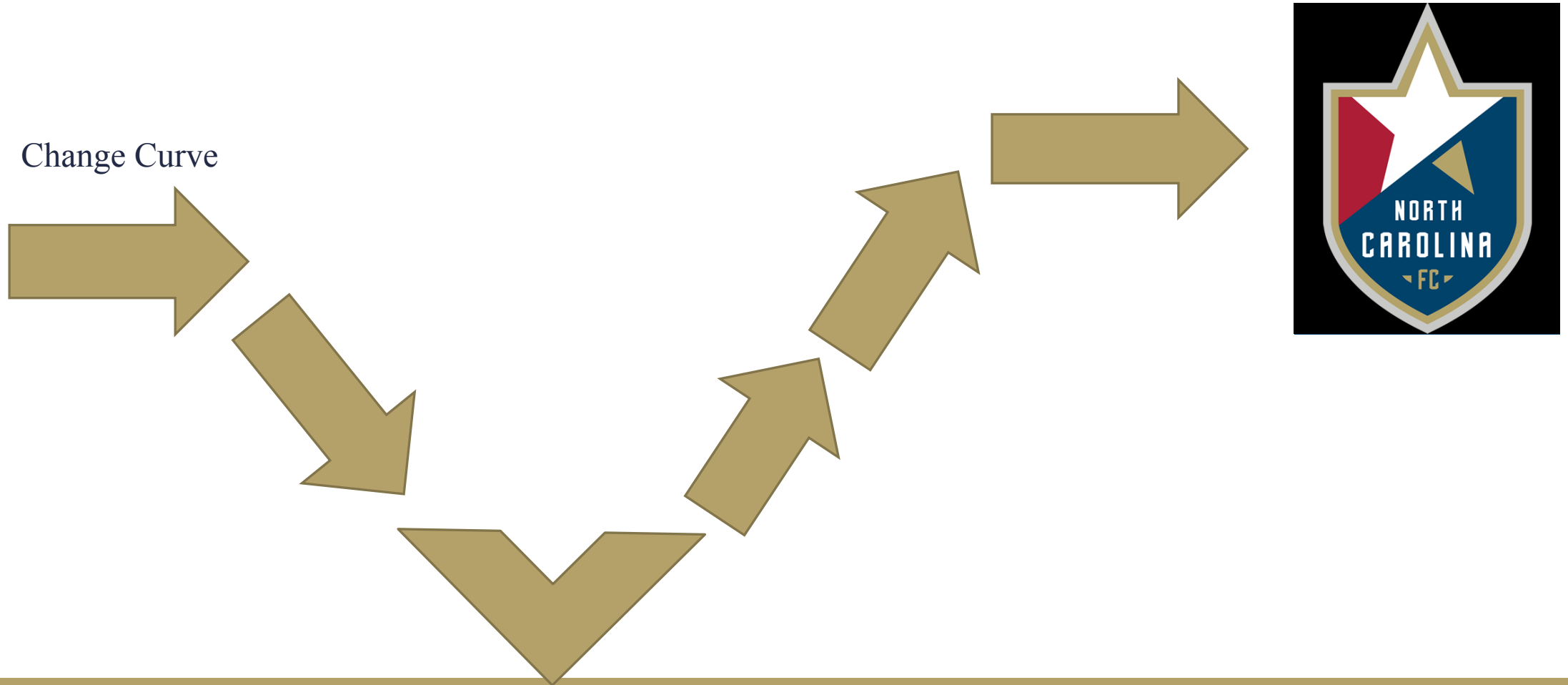
# Stage Model Of Team Development

Tuckman's Model





# Change Curve





# Roles of the Coach

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**Managing:** The accomplishment of predetermined objectives by others. Basically everything that takes place before we walk on the field.

**Coaching(Teaching):** Developing a player to understand and execute in the game. This is unfortunately a small amount of time on the field, per week.

**Leading:** Leading parents/players. Providing the vision and motivation to the players so they work together toward the same goal.

\***Collin's Good to Great** - "the really good companies, that understand leadership, is getting the right people on the bus".

\*If you are not going the same destination as the bus, you need to get off.

As a youth coach, we have such a great responsibility to develop players, yet we mustn't forget the importance of developing people. I feel this is such a vital role of the coach, and I believe "teachable moments" that parallel to the real work (work world) for the players later in life.