

Managing Large Teams at the Collegiate Level



**What is the most
important thing
when coaching
56 women?**



**START
DRINKING
EARLY IN THE
DAY 😊😊😊**

What is Your Story??



- We ask every athlete in our very first meeting “What do you want your story to be?”
- In the end, each athlete controls their story, we are only there to guide and advise.
- We don’t take credit for All-Americans, but we also don’t take blame if they don’t make it.
- They have every resource here to be successful, but it is up to them what they do with it.



Wilson-isms...



- I get paid every other Wednesday whether you run fast or not.
- I am going to the Big Ten Meet for sure!
- I have a longer contract than you!

If You Bring Them In, Treat Them as Equals



- Every athlete knows that we care about them as people first. There is no pecking order in this!! They all work just as hard and are just as committed to us, no matter what their genetic gift, so why would we be more committed to certain athletes?
- Everyone gets the same coaching, the same resources and the same respect no matter who they are...you never know when a 5:08 miler will become your next All-American (Stephanie Price)

MAKE RACING A PRIORITY FOR ALL



- No one is going to come on a team or stay very long if they only get to train.
- In order for athletes to develop, they must get a chance to **COMPETE!**
- Our athletes don't race every weekend, but we coach at meets almost every weekend.
- One extra meet for your developing group could be just the carrot someone needs to make the next step (Harper McConnell)

CREATE A FAMILY



- Every member of your family has a job and can pull their own weight...same on teams. Even if they are not the most talented, what else can they bring to the table?
- Each member of our team treats each other like sisters. They look out for one another, support each other through the rough patches and celebrate the triumphs (everyone gets a ring 😊)



Open Door Policy



- Create an atmosphere every day where every athlete knows you are there for them no matter what! Know their background, their families and their goals.
- Any athlete on our team knows that they can call us or come in our offices for any reason at any time (although at 3:00am it better be a damn good reason! 😊)



NO ONE BRINGS DRAMA



- The old saying “If you don’t have anything nice to say, don’t say anything at all”
- Leave your baggage at the door when you come to practice
- Your job is to keep your coaches happy!
- Recruiting the right kids makes all the difference!
You can’t undo 18 years of bad parenting



Follow a Chain of Command



- If you have an issue, see a captain/upperclassman first...then see assistant coach...then see Wilson
- When you come to the office with a problem, be prepared with at least two solutions before you walk in the door
- **NO ONE** can be needy! Everyone needs help from time to time, but you can't need something every day.



Training Diaries and the Z.O.D.



- Every athlete has a training diary and they turn them in every week. We can see what they are doing and they get feedback from us in writing weekly!
- They see the Zone of Discipline AT LEAST 10 times a season (see back page of handout).
- It is not the workouts that upset the apple cart, it is managing your life the other 22 hours of the day.

Create a Policy Sheet



- We have a policy for **EVERYTHING** from parents in the team tent, to who travels where, to pregnancy.
- Every athlete signs every line at the beginning of the year.
- Cuts down on drama....when there is an issue we can pull out their sheet and show them “Remember when you signed this??”

Depth is a Great Motivator



- If you do not want to do things the right way, we have 55 people waiting to take your spot!
- We always say, 56 pushes 55 who pushed 54 all the way up to 1.
- We would not have qualified for the last 7 NCAA Championships if our top 5 felt overly comfortable in their spot.
- They deal with pressure to perform all year to keep their spot, once they get to the “big” meets, they can handle the heat!

The Business Model



- When dealing with every single one of your athletes remember this; if they have a good experience they tell 3 people, if they have a bad experience they tell 10.
- Athletes care if they run fast, but they care more if they know they were treated the right way no matter what!
- You never know which of your alums will be coaching the next high school phenom 😊

WHAT IS THE 4H CLUB?

- Our goal as coaches and their goal as athletes is to stay:
 - HAPPY
 - HEALTHY
 - HUMBLE and
 - HUNGRY to COMPETE

9 time out of 10, if they are all of these things, they are also successful on and off the course!





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