CREATING A TEAM CULTURE

NORTH CENTRAL COLLEGE CROSS COUNTRY AND TRACK & FIELD



15 NCAA Division III National Cross Country Championships 10 NCAA Division III National Track & Field Championships



15 Second Place Finishes – 10 Third Place Finishes
4 Fourth Place Finishes

OUR PHILOSOPHY

- Building winners in life
 - Prepare athletes for life after college
 - Not going to be professional runners
 - Discipline in all areas of college life
 - Top priority is getting an education
- Run for fun and personal bests
- Culture of discipline
 - Discipline in running leads to academic discipline
 - Eating and sleeping right
 - Doing all the "little things"

- No individual is bigger than the team
 - Sometimes a less talented team wins
 - Stronger as a group than they can ever be individually
- 3 ways to contribute to the team's success
 - Performance
 - Attitude
 - Helping out as good teammate



RECRUITING TO FIT INTO OUR PHILOSOPHY

- Sizing up the recruit
 - How engaged is he?
 - Does he ask questions?
 - Is he only motivated by the stopwatch?
 - Is he undertrained/untapped
 (10:44 & 10:42 two milers)
 - What is he looking for in a school and program
- Input from the team
 - Overnight visits
- Attitude
- Expectations spelled out
 - 2 per day workouts
 - Faith, family, and academics come before running
 - Running should be close behind academics



CHANGING THE CULTURE

- 2005
 - What went wrong?
 - When did it start?
 - What were the factors which led to our culture slipping?
 - What types of individuals were on the team
- The aftermath of 2005
 - What changes were made
 - How did the makeup of the team's change



- Getting from 2005 2008
- 2009 team
 - Senior dominated
 - What they endured for 4 years
 - Alumni criticism
 - Rebuilding the culture
 - Taking ownership of the team and the program

What they meant for future teams

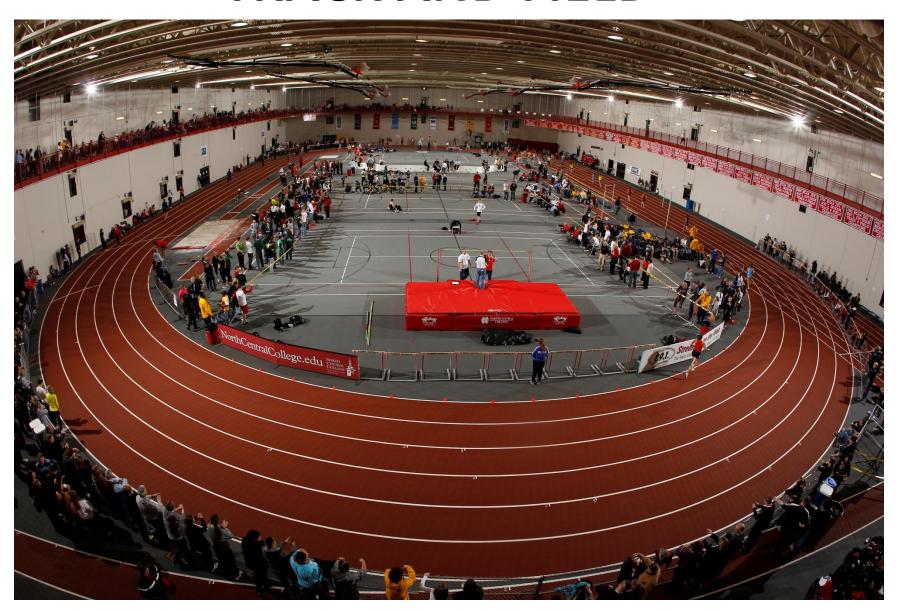


FRESHMEN

- 3 objectives
- Separate group in the fall
- Progressive overload
- Race as separate team from time to time
- Weekly meetings
- Same expectations as varsity
- After cross country, no longer freshmen



TRACK AND FIELD



TRACK AND FIELD

- Same Philosophy
- Same expectations
- **Individualized workouts**
- Teams within the team steeplechasers, mid-distance, 5K & 10K
- Full team weekly meeting

