

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

