

# From the Ground Up

Establishing and Maintaining a Healthy Program Culture

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# Agenda

- Cultural Shift in Athletes & Team
- Cultural Shift at the Institution & with Support Staff



# What is Culture?

- Always a Sum of All Parts
- You Get The Culture You Create
- EMPOWER the right people

# Cultural Shift in Athletes & Team

	Years 1 & 2	Years 3 & 4	Years 5 & 6
At Practice	Bad	Good	Good
Outside of Practice	Bad	Better	Good (not perfect)

# Years 1 & 2

**At Practice**



**Outside of Practice**



# Years 3 & 4

**At Practice**



**Outside of Practice**

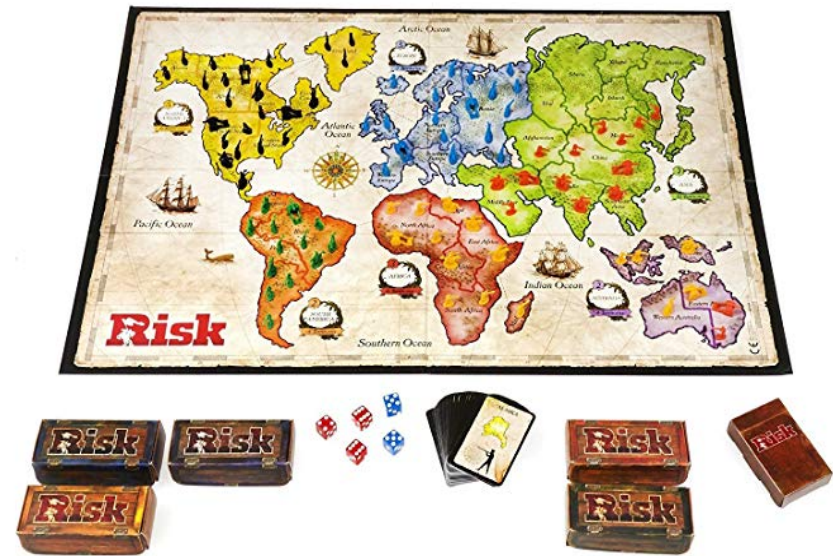


# Years 5 & 6

## At Practice



## Outside of Practice



# Program Growth at Temple

## Men:

Year:	AAC Team Place	Region Team Place:
2013	7 <sup>th</sup> of 8	21 <sup>st</sup> of 26
2014	6 <sup>th</sup> of 9	16 <sup>th</sup> of 23
2015	4 <sup>th</sup> of 9	15 <sup>th</sup> of 25
2016	5 <sup>th</sup> of 9	19 <sup>th</sup> of 22
2017	3 <sup>rd</sup> of 10	7 <sup>th</sup> of 26
2018	2 <sup>nd</sup> of 10	6 <sup>th</sup> of 24
2019	2 <sup>nd</sup> of 10	4 <sup>th</sup> of 25



## Women:

Year:	AAC Team Place	Region Team Place:
2013	8 <sup>th</sup> of 10	23 <sup>rd</sup> of 29
2014	11 <sup>th</sup> of 11	22 <sup>nd</sup> of 29
2015	10 <sup>th</sup> of 11	23 <sup>rd</sup> of 30
2016	8 <sup>th</sup> of 11	19 <sup>th</sup> of 28
2017	3 <sup>rd</sup> of 12	10 <sup>th</sup> of 28
2018	3 <sup>rd</sup> of 12	4 <sup>th</sup> of 30
2019	3 <sup>rd</sup> of 12	7 <sup>th</sup> of 31





# Why Did it Change?

- Accountability (Athletes AND Staff)
- Increased “Realistic” Expectations
- Training
- Consistency
- Winning

# Recruiting

Years 1 & 2	Years 3 & 4	Years 5 & 6
People who make us better athletically	People who make us better athletically AND are the appropriate fit culturally	People who make us better athletically, are the appropriate fit, at the right price AND with the right vision

	Years 1 & 2	Years 3 & 4	Years 5 & 6
At Practice	Bad	Good	Good
Outside of Practice	Bad	Better	Good (not perfect)

# What's Next?

- Get Comfortable being Uncomfortable
- Leave it better than how you found it
- Keep Showing Up

# Cultural Shift at the Institution & with Support Staff

- Athletic Training
- Strength & Conditioning
- Allied
- Academic Advising

# Unanswered Questions

- Recruiting: Give them what they want to hear (or what they need to hear?)
- “I don’t want you to think that I don’t care”
- Captains?
- Confrontation doesn’t have to be negative

Questions?

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