

Transformational Leadership

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In this lesson you will learn:

- Transformational vs Transactional Leadership
- Creating a Championship Culture
- 5 Ps of Leadership

Transcript of this talk:

Well, good morning or good afternoon, maybe where you live. It's good to be with the international coaches Academy today. My name is Eric Nelson, I'm the Vice President of Catalytic Ministries at Athletes in Action here in the US and have had the chance to see many of your countries live and in person over the years and love working with our staff and athletes and coaches wherever we are.

If you don't know who Athletes in Action is, let me just take a second to give you a real simple version and phrasing for who we are and what we do. We focus on developing athletes and coaches as leaders of influence on and off the field. Our ultimate goal is to see athletes and coaches living to leave a powerful legacy on every team, in every sport, and in every nation. Which really, it's kind of rooted in character, isn't it? I mean, the character of a man shows up when he's playing sports, how would competition be affected if individual character became important?

Again, one of the most famous team sport coaches of all time in the US, his name was John Wooden, coached a university to 10 National Championships in the first 12, in 12 years. But he said, it's important to be more concerned with your character than your reputation, because your character is what you really are. Well, your reputation is merely what others think you are. So who's the coach in this, the coach is the powerful tool, he has the power, he has the ears of his athletes. There was a famous leader here in the US that said the coach has more influence in one year than other pastors and leaders do in a lifetime. You the coach, have more influence than you think you do.

Your words matter, your person matters, and how you help build total athletes on your team. But it starts with you, the coach, to build the total coach to be the total coach. So let's talk about it today. The topic is transformational leadership. As I just referenced a minute ago, being the transformational coach involves you and your person developing physically, mentally and spiritually.

So what is transformation? What is the transformational leader? Who is he? What does he do when he can lead himself? What kind of person are you becoming as a coach? This will affect the impact you have on your athlete today.

So let's take these two words: **transformational** and **transactional**, talk about how they're different.

Transformational vs Transactional Leadership:

- **Transactional Leaders:** Well, the transactional leader I'd like to describe it using this Kleenex (tissue) and then I'll just give you some phrases. Well, I don't know how often you use Kleenex in your house. But in our house, we use them to blow our nose. And then what do we do with him, we throw them away. Many coaches around the world treat their athletes like Kleenex, they're to be used for a purpose to gain their own influence, power. elevate themselves to the next level in their country. And then when they're done with them, they throw them away. That's the transactional leader.

A transactional leader builds a culture of fear of failure and shame. Talent Acquisition is their goal; winning is the focus. It's the ultimate. These coaches are living through their athletes, players are discarded. If they're not of use anymore, their self worth is based on wins. That's the transactional coach. Our athletic landscape is filled with those kinds of people.

- **Transformational Leaders:** But for the transformational leader, winning is not the end goal. Building character, teamwork, humility, unity through sport. Competition is to be valued and honored. It's a privilege to be in competition with somebody else. The athlete in their development is the priority. The opponent is not the enemy. They're the co-competitor. They're motivated by intrinsic values that prepare them for life. So who are you as the leader? Are you a transformational coach or a transactional coach that only you can answer that question. But by virtue of you wanting to be in this academy, we think you want to be transformational. So let's talk about you as the person and the coach, how you can develop that. Real quickly. I read recently and just know this is true about championship cultures.

Championship Culture:

There are six components of a championship culture: 1. unified towards common vision, 2. alignment 3. standards of conduct, 4. core values, 5. clear vision, but the number one critical factor is being a 6. credible servant leader.

Are you a credible servant leader? Like is there really any other kind of leadership other than servant leadership? We shouldn't even have another term. But are you a credible servant leader? Do they trust your person on the court on the field? And off? Are you followable?

In the 12 men that followed the person of Jesus, they knew something, they trusted that person.

So here's our goal for our short rest of our time together here. We want to talk about how do you lead yourself to become followable? That's it. How do you lead yourself in order to become followable? So let's discuss what some aspects of doing that would be starts with you. You cannot lead others if you can't lead yourself. So let me share with you the five P's of self leadership.

The 5 P's of Leadership:

1. Purpose

Number one, purpose. Do you know why you do what you do? Think for a second, let's pause here just for a second. Why do you coach? Can you answer that right now? What's the purpose of the coach? Well, you may be familiar with this, but that the term came from the old stage coach that moved important people from here to there. They took people to places that they could not go themselves. Do you have a clear, concise statement about why you coach? I hope it's to promote human flourishing. The athletes that you have, that they would flourish in all aspects of life well beyond their years with you. So I want to use a little two by two diagram to talk about this whole topic of human flourishing and helping people as the reason why we coach and you'll see from the the two on to the two by two, that there's a there's a Y axis coaching, and an x as x axis that deals with the challenge amount. Okay, so let me just talk about that for a second. You know, if you're a high challenge coach, you tend to, to grade on players without any relationship. If you're only relational, then they may not follow you. So let's take a look at this. If you're a high challenge and not relational, you just might be a mean person to them. If you don't challenge, and you're really not relational, you're well, you're probably not even on this. In this academy. You're, you're apathetic and you don't lead people. If you're very relational, but you don't challenge you're really more of a friend than a coach. But if you know how to develop relationships with your players, and you know how to challenge them, then they flourish. Do you know why you coach? What is your purpose? Why do you do what you do? Is the player's experience consistent with what you would say, why you do what you do? Is it consistent? Are you the same person with what you say and what you do?

2. People/Community

So number one is purpose number two, people/community in your life. What Why is that important? there really are no Lone Ranger's that are successful. They all have people around them. Why is that important? They people give us courage. People protect us in our weakness. People help us face fears. as competent as you are as a coach, you have fears. Who are you sharing those with? People also help us experience grace in a different way. So here's some questions for you as you become a transformational leader, Not the transactional Kleenex coach, are you surrounding yourself with people that know your strengths and weaknesses and speak regularly into your life that help coach you on how to be the transformation. They're consultants on your own personal growth. And sometimes we all have deep things going on inside of us, that erupt as coaches. And we, we get angry and moments. So we go, why did I get that angry and unleash on these players? We've got to work through some of our own things. And it's there's some emotional, unhealthy things going on inside that caused us to to erupt on players. Some of us need counselors, pastors, teachers that we can, we can talk through some of those things. Who knows you.

3. Pace

Purpose number one, people number two, three, the transformational coach has a sustainable pace in his life, meaning when his players are around him, they know that he's present, he or

she is present with them. They sense that, okay, they're with me right now. I knew a guy that was coaching, he had a relation, a fellow that coach Junior High football in California. He had a relationship with Steve Jobs. Steve Jobs was the guy who invented Apple, pretty much. And his relationships with Steve Jobs was he was a personal coach to him. And, but he's coaching his middle school football team. So one day in practice, he he was out there coaching, and these are all 13 and 14 year old boys, coaching middle school football and his phone rang and he lifted up his phone. And his phone said Steve Jobs. And a player score. Steve Jobs was calling. He said I'll take it later, and put the phone back in his pocket. He can wait. You're what's important. See, this guy had a real sense of pace in his life, and why it's important. He learned to delegate things to others and trust them with it. He learned to spend time reflecting on what's important and renewing himself, he learned that there's a word or rhythm of work and rest when he was when he was resting or playing or work. He knew when that was, and he had some time to think for himself to sharpen his or her vision. This is one thing I would like to encourage you with, you know, our lives most around the world are of chaotic, constantly chaotic. And we have the tyranny of the urgent piling down on you every moment of every day. You know, those problems are always going to be there. **Can you put in your calendar at least start with one hour each week to step back? And think about what's most important, and reflect on your week. That's what I'm talking about. Sustainable pace.** Fourthly, we have purpose, people pace.

4. Priorities

Fourthly, is priorities. Well, as I said a minute ago, the tyranny of the urgent weighs down on us, this player, this parent, this emergency medical issues, whatever this player wants to leave, things happen all the time. But the benefit of pausing to reflect is that you do establish priorities. You can clearly say this week, here's what's most important for me to do. So I encourage you this, can you spend some time every week saying, here's my top three things? And is it measurable? We can you know, at the end of the week, you can say yes or no, I did this. You have a deadline, who are you accountable to for it. priorities are really important. Because if we don't, we get sucked in to somebody else's problems that become more urgent. **Very few leaders in life are able to spend the appropriate time on the most important and not urgent things.** Very few leaders, maybe you could be one of those leaders.

5. Perspective

Lastly, perspective what is my perspective? What lens Am I looking at coaching through we talked about purpose didn't we? Like if you're really about the the destiny of this player living out Who, who God has designed them to be as a person, if you're really about that, then you talk to them differently you you coach them different your you support them different doesn't mean you don't challenge them, but it just means you have a different perspective, but it's important to understand, what lens I'm looking through, as I coach, long term view, short term view. When we have a short term view, I can yell, scream, kick, throw things, to get them to do what I want them to do right now. You're not blocking out, you're not hustling, you just kick and throw away to do whatever I got to do to get them to do it right now. Sometimes that's necessary, right? But

most of the time, it doesn't have a long term view, short term success, long term failure. How can I really get that athlete to own their own growth? That takes us stepping back? Let's consider the analogy of the tether is a famous telescope called the Hubble telescope. And you'll see a picture of it on the screen. Well, they spent, I believe the number was \$40 million on this telescope, that they could see all the planets. And so they finished it and they sent it up. And when the picture started coming back down, actually, they were all blurry. A time, we spent \$40 million on this telescope, and we don't have the results we want. What's the problem? Well come to find out one of the lenses, a little lens about this big was in the wrong way. And all they had to do was turn it around, and everything became clear. See, that's what happens when we have the wrong perspective. It looks foggy to the players that we're coaching, we become transactional. Sometimes you need a perspective change, so that things become clear as to why you're doing what you're doing. So those are the five things that we talked about there: purpose, people, pace, priorities and perspective.

What kind of leader are you becoming? Transformational or Transactional? You'll see some discussion questions on the board, I encourage you to take a look at those questions.

Thanks for being with us in the academy. I hope this is really beneficial to you as a leader

Discussion Questions:

- What will success look like in leading transformationally?
- What tangible changes can you make in your coaching style that will reflect what you want your athletes to see in you as a coach?
- What are ways you could include your team into helping you identify areas where they would like to see this played out in the team culture?
- Who can you invite into your life/coaching that can give you feedback on how this is going?
- What obstacles or barriers get in the way of you leading yourself well?
- What obstacles keep you from doing the most important things first?
- What challenges do you face to stay healthy as a person...emotionally, spiritually, mentally, professionally?
- Where do you need growth in leading others ? How do others experience your leadership? Have you asked?