

Leadership is Influence

Patrick Bailey
Assistant Baseball Coach
Oregon State University

pat.bailey@oregonstate.edu
541-231-4860

**"Whether your team has talent to spare or is spare on talent,
a leader's goal remains the same;
namely you must bring forth the best from those with whom you work."
JOHN WOODEN**

Enthusiasm: Enthusiasm for one's work is critical. It is the ignition switch. Turn it on and things start happening.

- It brings on excitement.
- It produces energy.
- It generates extra effort.
- It develops excellence.

NOTE: If you lack enthusiasm for your job, get out or change! It is not fair to your players or the other coaches. Daily enthusiasm is a choice!!!!

Three Critical Components for a TEAM

1. Camaraderie and Loyalty- a spirit of great goodwill; others more important than self
2. Respect and Love for one another: Coaches and players will do anything for each other.
3. Team Spirit: The willingness to sacrifice your self-interests for the benefit of your team.
The star on your team is your team! "WE" supersedes "me".

Leadership – the bottom line:

- If you do not have the ability to influence others you cannot be an effective leader.
- Leadership is influencing people to follow you.
- True leadership cannot be appointed, awarded, assigned, or earned.
- The only thing a title can buy you is time.

**"Players will not buy into your program until they buy into you."
Pat Bailey**

Qualities of a Leader:

- Character- Be true to yourself. It is who you are. Your character is guided by your daily decisions and actions.
- Reputation- This is what other say you are. If you have good character, your reputation will take care of itself.
- Servant's Heart- Be selfless! Others are more important than my personal agenda.
- Visionary- You must have a game plan and your expectations must be very clear.
- Driven- Success travels in the company of very hard work. You must have purpose.
- Motivator- Enthusiasm infuses and stimulates those who follow you.
- Organized- (Laser Beam v. Flood Light) Everything you organize must correlate with your overall game plan and mission!
- Personable- Do players really believe you when you tell them that you care about every aspect of their lives?

- Evaluator- You are the director of your players' fate. You had better be a good evaluator of talent. You had better be a good communicator.

Four Rules to Abide by if you want to be a Great Leader

1. Don't whine. Nobody likes to be around people who are whiners. You don't like where you are – change it or it will change you!
2. Don't complain. Being negative isn't going to change a thing. Attitude is a choice!
3. Don't compare. It is a waste of energy! You are where you are supposed to be!
4. Don't make excuses. Be accountable. It is the first step to growing up?

Bottom Line: You can only control what you have influence over. Don't waste time or energy on things you have no control over!

**"Make each day your masterpiece."
John Wooden**

Developing into a Great Leader is a Process:

- Leadership is developed one day at a time.
- Establish goals and monitor them.
- Read books on leadership, motivational, mental part of game, etc.
- Become an expert in your profession – be a learner!!!!!!
- Spend time with other leaders whom you are attracted to.
- Kaizen- a race with no finish line. It requires continuous on-going daily evaluation.

Choice- controlling your direction is better than being controlled by it:

- Vision Statement- What business are you really in?
- Annual Goals- Set up season, game, and individual goals for your team.
- Clear expectations- Everyone needs to be on the same page. You need to articulate what you want your program to be all about.
- Open mind- Be open to what your coaches and players tell you needs to be changed during the course of a season. It is the players' team, not yours.

**"It is not the size of the vision that determines acceptance, support, and success.
It is the size of the leader."
John Maxwell**

**"Those who have plans and goals dictate to others,
while those who have no plans and goals are dictated to."
John Wooden**

Character: Character makes trust possible. Trust makes leadership possible. We have a character issue in our country today – don't fall into the trap!

- Honesty- Be up front with your players. Even if it they don't like it, they need to know what their role is on your team.
- Self discipline- You are an example for your players. They watch every move you make.
- Hard work- You cannot expect your players to work hard if you do not.
- Priorities- Make decisions based upon your priorities.
- Mutual respect- If you do not respect your players, they will not respect you.
- Sincere caring- Players can read through you. Do you really care about your players?

- Good listening skills- Do you really listen? Do players feel that they can be honest with you?
- When you make a mistake admit it. Go one step further – apologize! Nobody who has ever been born on the face of this earth, except for Jesus Christ, is perfect!

“Without self-discipline, success is impossible, period.”
Lou Holtz

**“Each of us is put on earth with the ability to do something well.
 We cheat ourselves, our families, the world, and
 the Lord if we don’t use that ability as best as we can.”**
Chuck Knox

Who do you Like to be Around? Who you are is who you attract.

- You attract people who have qualities like yourself.
- You are who you like to spend time with.
- If the people you attract are questionable, then it is time for you to improve yourself.

Do you have a Quality Inner Circle?

- Family
- Friends
- Mentors
- Mentoring
- Coaching staff
- Fellow employees

What do you see as the 5 most important qualities that you should have in order to be a great leader/coach?

- A. Prioritize the qualities you listed 1-5, 1 being the most important quality.**
- B. Put a + by each quality that you possess.**
- C. Put a – by each quality that you need to work on.**
- D. Set up a plan: How you are personally going to make that (–) into a (+)?**

**“When the pressure is on, great leaders are at their best.
 Whatever is inside of them comes to the surface.”**
John Maxwell

**“Victorious leaders feel the alternative to winning is totally unacceptable,
 so they figure out what must be done to achieve victory, and
 then they go after it with everything at their disposal.”**
John Maxwell

CONCLUSION

Key Components of Great Leaders

- Great Character
- Outstanding Communicator
- Unified Vision
- Daily organization
- High Expectations
- Good Evaluation Skills
- Handles Adversity
- Recognizes Individual Talents Within Each Player: utilizes these talents

I am fully convinced that 95% of what happens to you in life is not as important as how you respond to what happens to you."

James Dobson

"Success is peace of mind that is a direct result of self-satisfaction in knowing you made the effort to become the best that you are capable of becoming."

John Wooden