

Administrators Role in Player Development

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What is an Administrator/Coach?

An administrator is:

- one who administers especially business, school, or governmental affairs
- to administer is to manage or supervise the execution, use, or conduct of

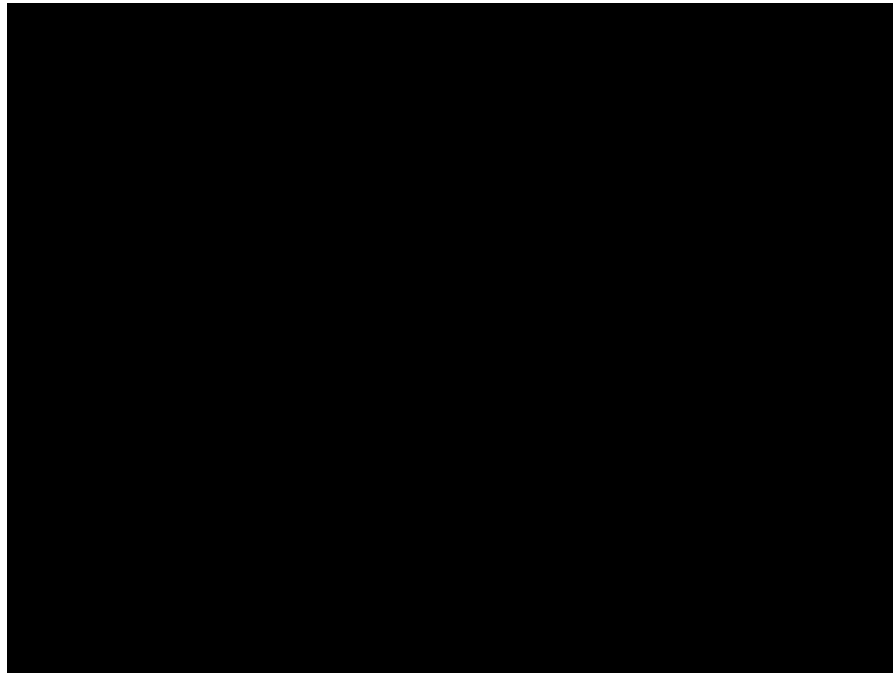
A coach is:

- one who instructs players in the fundamentals of a sport and directs team strategy



Are These Roles in Conflict?

- What is your interpretation of the relationship between these two titles?
- Often it comes to down to miscommunication



Common Accusations of Administrators

- Administrator is the A word
- Only concerned with money
- Doesn't think of the player when making decisions/policies
- Creates unneeded paperwork/processes



Common Accusations of Administrators

- Micromanages
- No respect for odd hours
- “Just a coach”
- Doesn’t know the game



Common Accusations of Coaches

- They think wearing sweats means they have no responsibility off the field
- Completely ignore budgetary concerns
- Fail to communicate what they need in a professional way



Common Accusations of Coaches

- Talks about being a team but is not a team player (with admins)
- Forgets there are 30 other teams to worry about
- Does not speak the party line



Who Gets Lost in the Finger Pointing?



How Do We Bridge the Gap?

The easy way



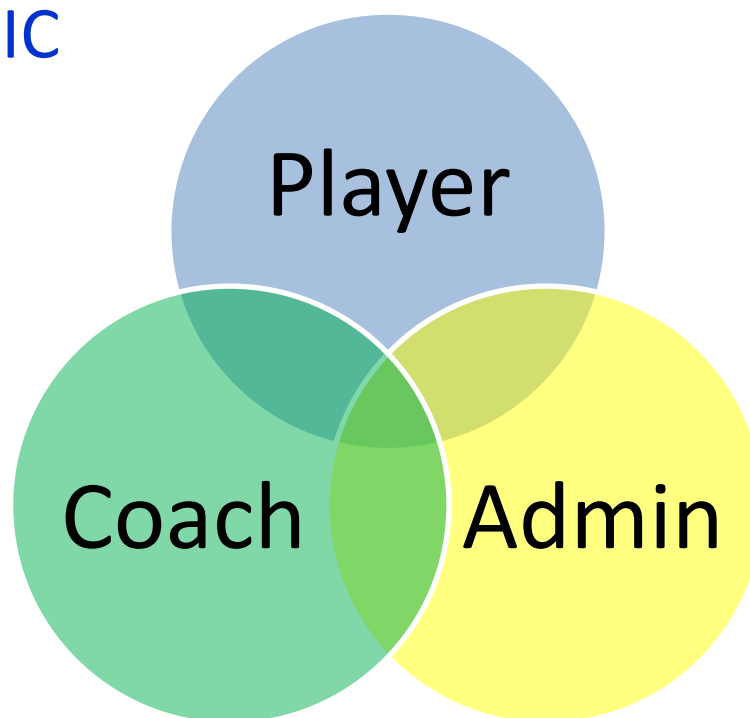
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How Do We Bridge the Gap Actually?

- This is a MUTUAL responsibility
- Agree on a focal center (mantra)
 - Be PLAYER-CENTRIC



How Does an Administrator Bridge the Gap?

- Review the mission statement regularly
- Be aware of the quicksand
- Make sure you know the game



How Does an Administrator Bridge the Gap?

- Be a **MANAGER** not an Administrator
 - What does that mean?
- Definition of a manager:
 - An individual who is in charge of a certain group of tasks, or a certain subset of a company. A manager often has a staff of people who report to him or her.



What is a Manager?

- PEOPLE based not budget based
- Seeks to motivate not dictate
- Sees job as that of managing the rules not reacting to them



What is a Manager?

Is someone who:

- Asks questions
- Seeks input before making policy
- Seeks to understand others' goals



What is a Manager?

Is someone who:

- Seeks efficiency and optimization, not just one
- Empowers
- Allows for variable leash lengths



Can the Roles be Complementary?

Real life challenges:

- Upon moving from Director of Coaching to Executive Director what are some concerns I might have had to think about?
- What are the concerns the new DOC may have moving into a role with me as ED?
- Upon being an Executive Director and serving as a PT college coach reporting to an assoc. AD what are concerns?



Lesson Learned

- Get out of the way
- Be available
- Be interested
- Be a practitioner and make that reciprocal



How Does a Coach Bridge the Gap?

Beware of the
hard way



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How Does A Coach Bridge the Gap?

- Realize and accept this is an important relationship
- Realize team/player development needs a team of support
- Learn the administrative burdens and pressures
 - Respect them as you would like to have yours respected



How Does A Coach Bridge the Gap?

- Be a PROFESSIONAL off the field
- Pick your battles
- Be part of the solution
 - Volunteer to operationalize some processes (language)
- Do not forget the organizational mission (not just yours)

Bridge Infrastructure

- Break the pattern on polar positions/thoughts
 - This is an ongoing effort
- Focus on players and people
 - have a mantra (Player Centric)
- Agree on roles and processes
 - communication



Questions?

- Thank you for your attention!

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