



Creating Group Culture

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Creating Group Culture

- Leadership

- Parent-Swimmer-Coach Relationship/
Communication
- Personal Responsibility
- Work Towards Rewards
- Group Culture Meetings

Leadership



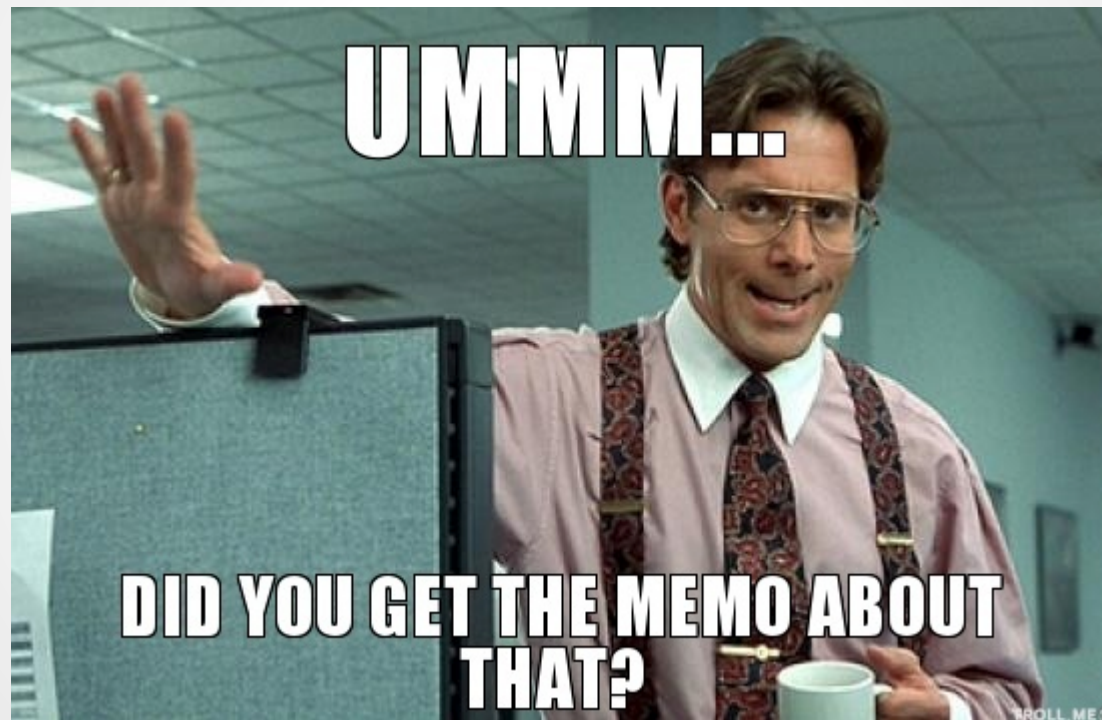
Leadership

- “Alpha” swimmers = Vocal Leaders
- Quieter swimmers = Positive Attitudes/

Leading by Example

- Warmup responsibility
- Team cheers

Communication



Communication

- Email accessibility
- In-person meetings, at least 3 per season per swimmer
- Weekly Splash Flash

Communication *cont.*

- Yearly Junior Group Packet
 - Mission statement
 - Communication
 - Developmental targets
 - Workout and meet attendance policy
 - Required equipment
 - Workout schedule
 - Dryland explanation
 - Meet schedule
 - Supplemental reading - Drive Your Own Car

Personal Responsibility

“Drive Your Own Car”



Work Towards Rewards



Work Towards Rewards

- Clear expectations
- You get what you give
- Examples of more “tangible” prizes
 - Monster Swim Pies
 - 100% Yardage
- Mentally translates into swimming success

Group Culture Meetings

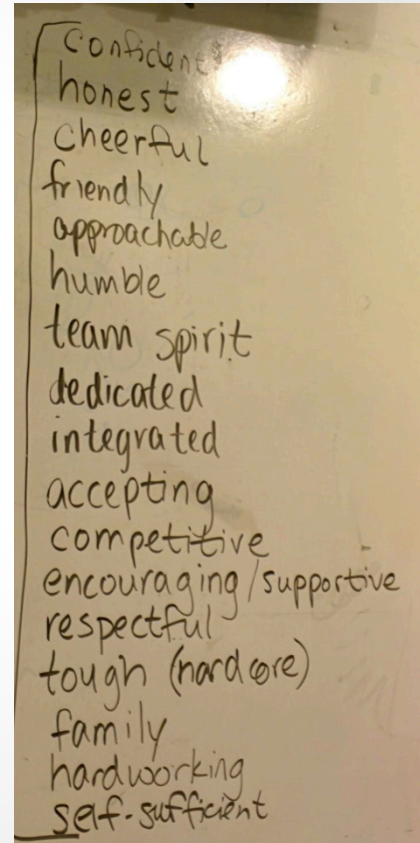


Group Culture Meetings *cont.*

- What qualities do we want to have? What do we want people to think of us?
- Things that we'll do outside of the pool as a group to form our group culture
- Things that we'll do in the pool as a group to form our group culture
- Things that we'll do as an individual to form our group culture
- Things they like and don't like about the group

Group Culture Meetings *cont.*

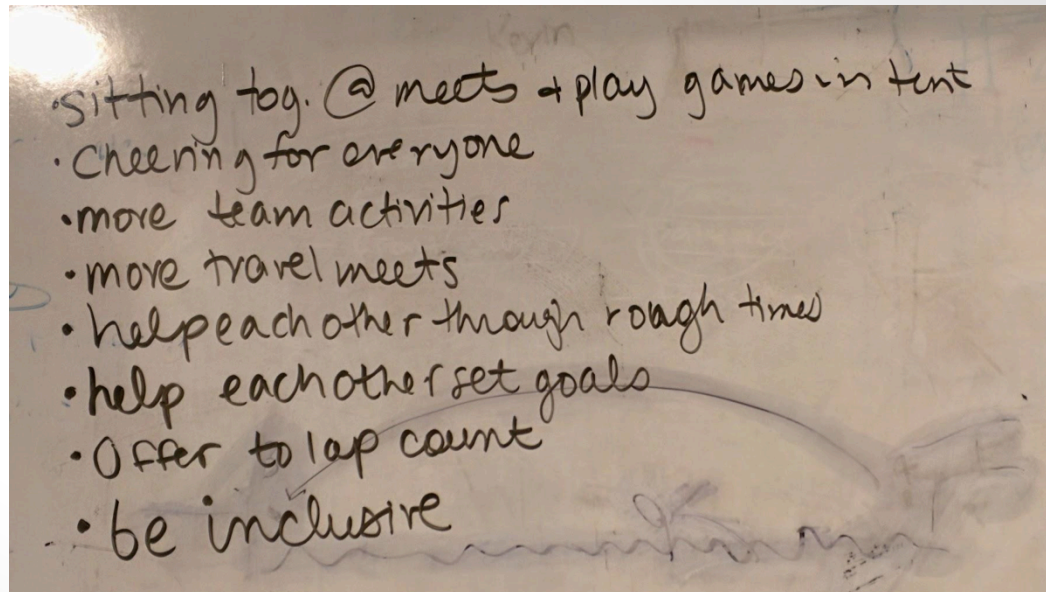
What qualities do we want to have? What do we want people to think of us?

A photograph of a piece of paper with a handwritten list of qualities. The paper is slightly wrinkled and has a bright light reflection near the top right. The list is written in a casual, cursive script.

confident
honest
cheerful
friendly
approachable
humble
team spirit
dedicated
integrated
accepting
competitive
encouraging/supportive
respectful
tough (hardcore)
family
hardworking
self-sufficient

Group Culture Meetings *cont.*

Things that we'll
do outside of the
pool as a group
to form our
group culture



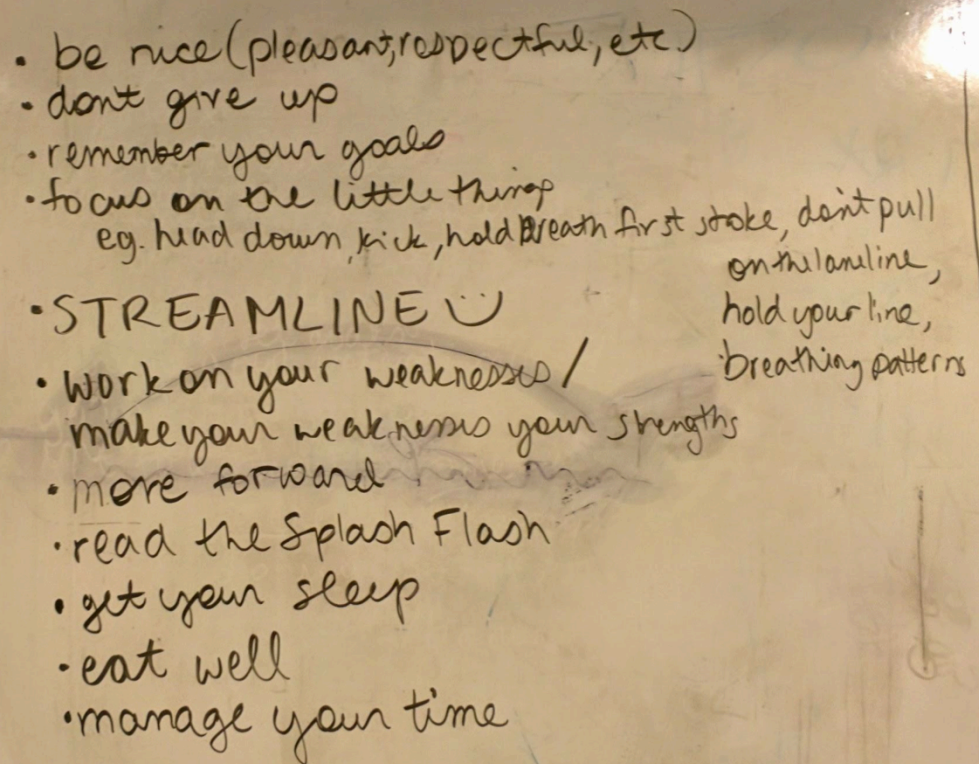
Group Culture Meetings *cont.*

Things that we'll
do in the pool as
a group to form
our group
culture

- encourage
- say good job
- think before you speak
- focus while things are explained
- focus on what you're doing
- Remind people of good habits
- assume good intentions
- go in the right order
- get to workout on time
- do the set the way it's supposed to be done
- switch who you swim with
- try your best/be honest

Group Culture Meetings *cont.*

Things that we'll
do individually
to form our
group culture

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- A photograph of a piece of paper with handwritten notes in black ink. The notes are organized into a bulleted list. The paper is slightly aged and has some creases. The handwriting is in a casual, cursive style. The list includes general advice like 'be nice' and 'don't give up', specific instructions for a 'STREAMLINE' activity, and personal care reminders like 'get your sleep' and 'eat well'.
- be nice (pleasant, respectful, etc.)
 - don't give up
 - remember your goals
 - focus on the little things
eg. head down, kick, hold breath first stroke, don't pull on the lane line, hold your line, breathing patterns
 - STREAMLINE ☺
 - work on your weaknesses /
make your weaknesses your strengths
 - move forward
 - read the Splash Flash
 - get your sleep
 - eat well
 - manage your time

Group Culture Meetings *cont.*

- A recap of what we went over in our meeting
- A compilation of everything that they liked in the group (these were typed up almost exactly as they wrote them, ordered alphabetically)
- A compilation of everything they didn't like about the group (again, typed up almost exactly as they wrote them, but this time, grouped by theme)

Group Culture Meetings *cont.*

- Follow-up meeting one week later
- Went over responses to things they didn't like and possible solutions



Resources

- Google Docs
- Google Groups
- Proactive Coaching
- Swim Coaches Idea Exchange Group (FB)
- www.dropitto.me

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