Creating Group Culture

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Creating Group Culture

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

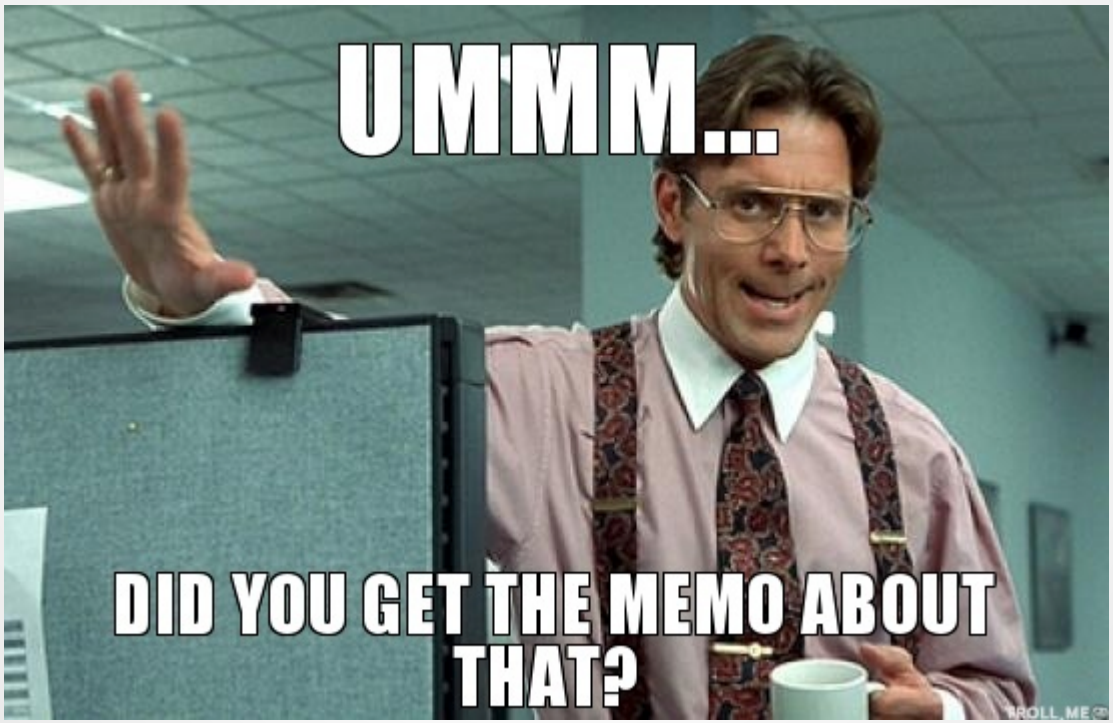
Leadership

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

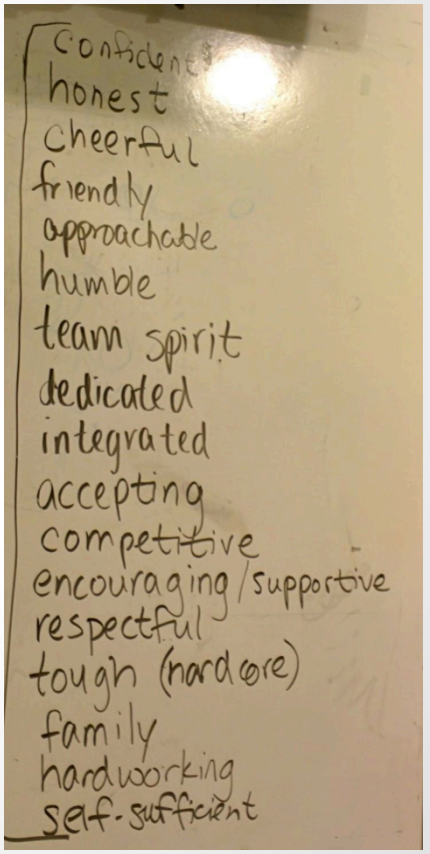
Group Culture Meetings

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

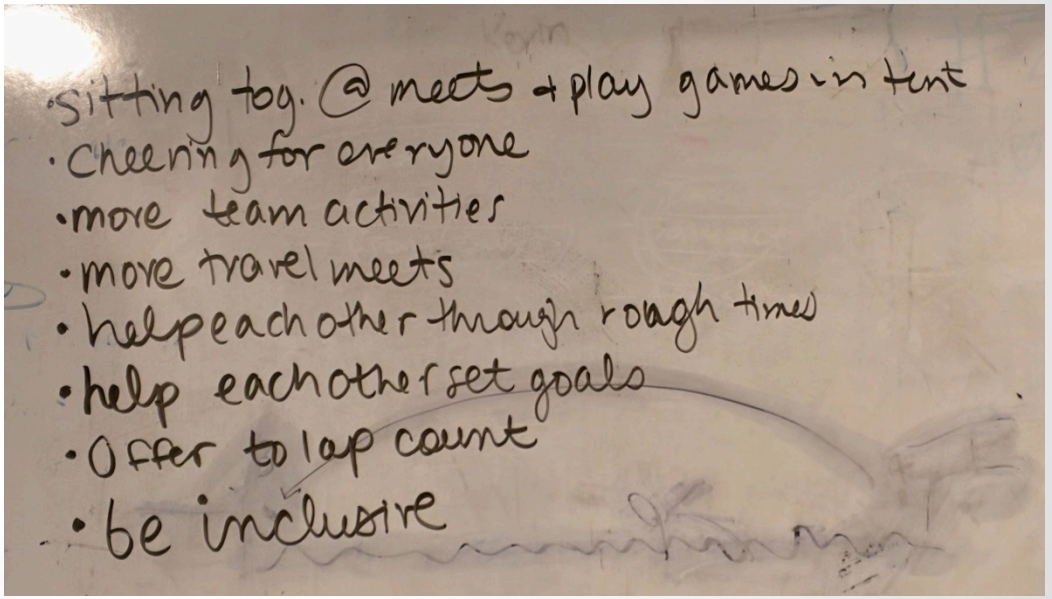
Group Culture Meetings *cont.*

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



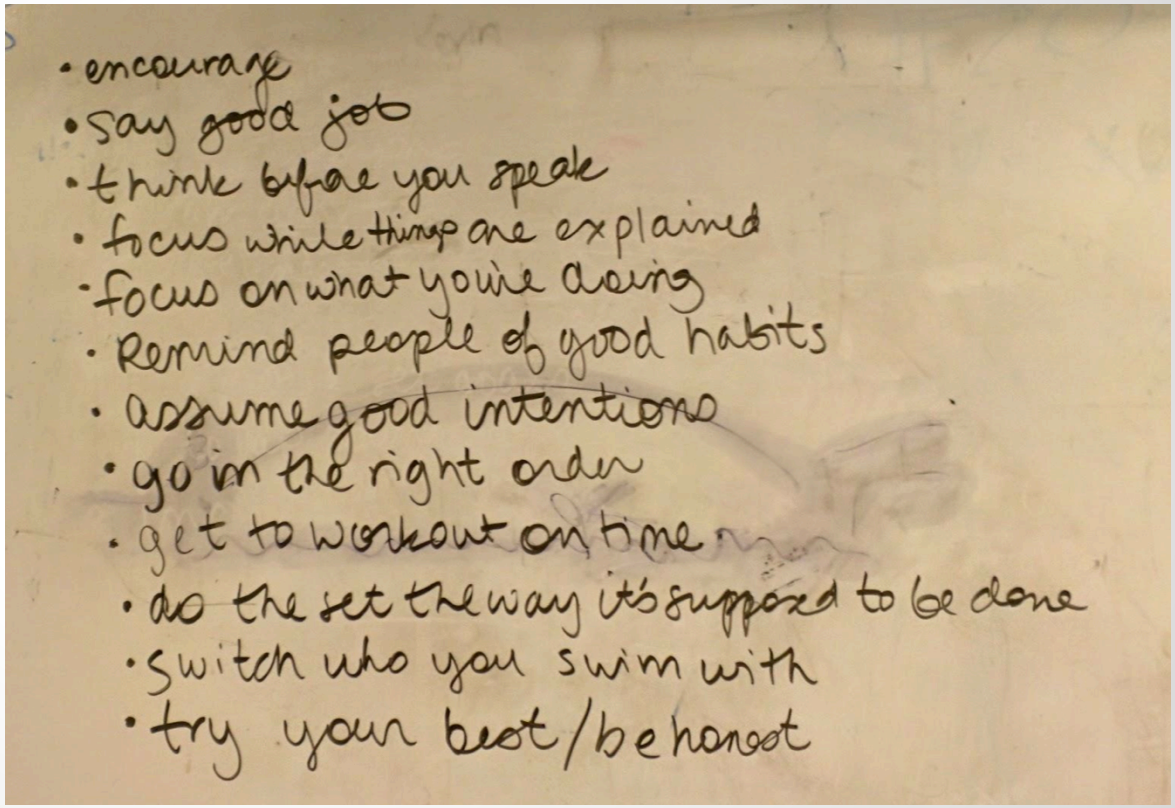
Group Culture Meetings *cont.*

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



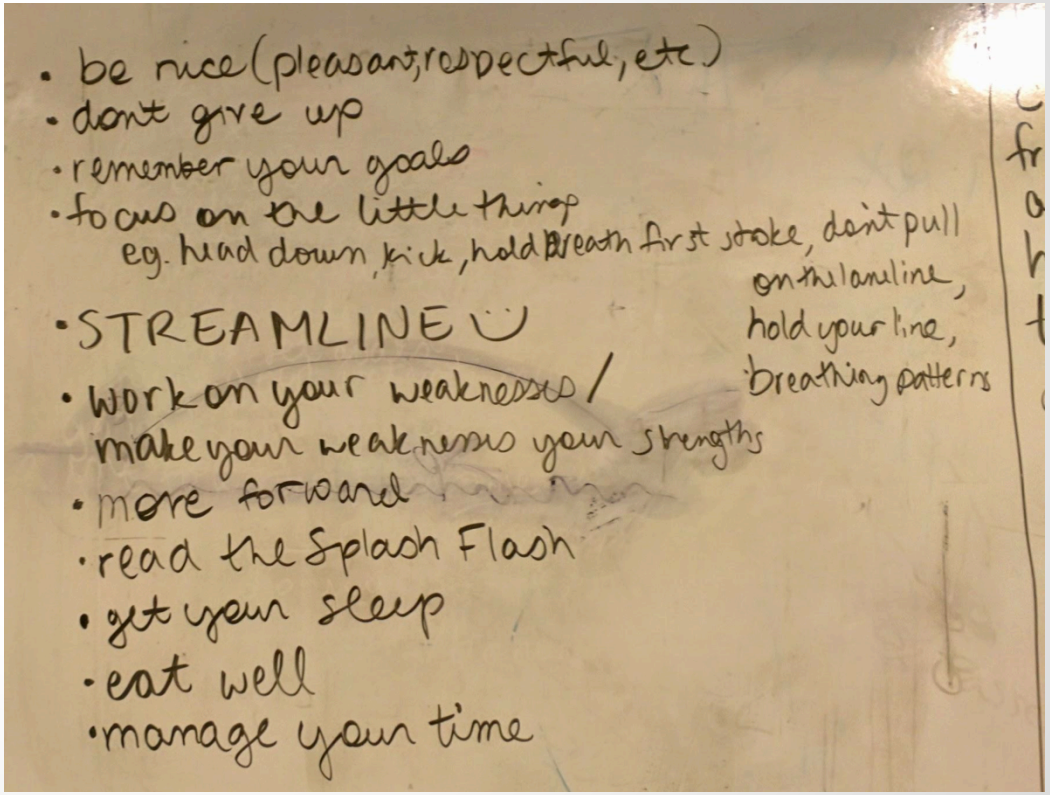
Group Culture Meetings *cont.*

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



Group Culture Meetings *cont.*

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

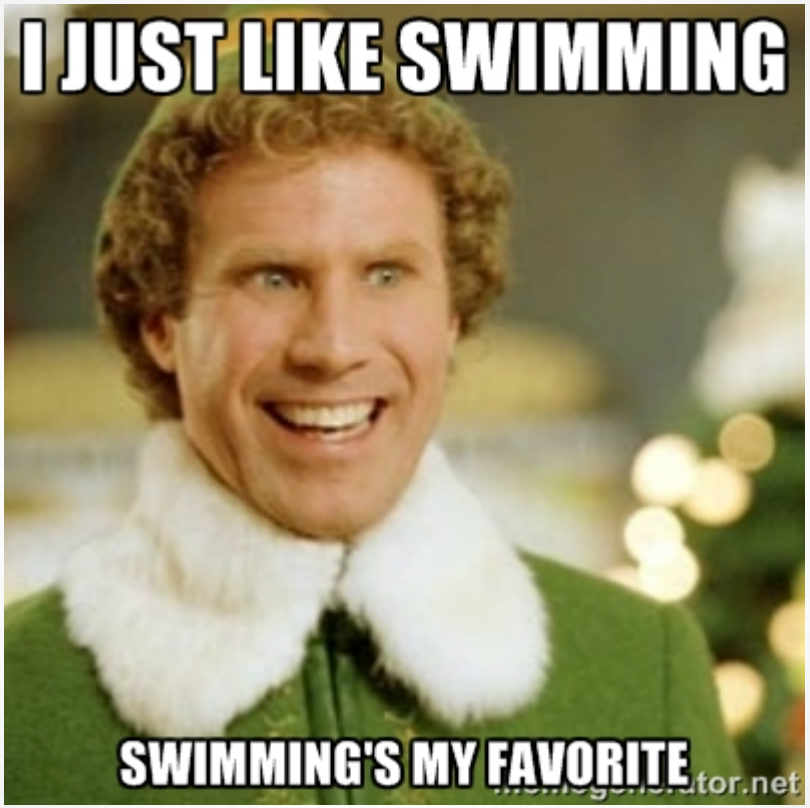


Group Culture Meetings *cont.*

- 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


I JUST LIKE SWIMMING
SWIMMING'S MY FAVORITE

Resources

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

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