



Monday's Scouting Report – "In His Mitt"

May 23, 2016

Culture

A friend of mine with FCA has said that "The culture of the Locker Room is as important as the Performance on the Field." Peter Drucker once said that; "Culture eats strategy for lunch."

Think about it. Is it the strategy that wins the game? Is strictly the performance on the field that guarantees a win? If that were the case why bother playing the game at all?! In fact why don't we just award the Championship to the team that has the best player stats?

As coaches we know better. ...and that is why it is important for us to focus on team chemistry. Sure talent, performance and strategy play a role. No one is saying they don't, but how many times have seen a team with great players fail to succeed due to dysfunctional culture in the locker room?

At FCA we focus on "We Will" statements to help form our expectations to create a healthy, high performance culture based on biblical values. Here is an example:

- We Will...be loyal to the absent.

We all know in the dugout and in the locker room "water cooler talk" destroys a team! You know, when one teammate says something negative or complaining about another who isn't there or behind his back. This is a culture (locker room) killer.

We should instill a culture on our team that demands ALWAYS speaking highly about another teammate and avoid negative conversations. Instead suggest and promote a personal conversation be pursued. This builds TRUST and UNITY between players and within a team.

This kind of culture starts with us - the coaches. We should never speak negatively about an assistant coach on our staff or a player on our team to another. Any issue should be addressed head-on individually.

"And if someone overpowers one person, two can resist him. A cord of three strands is not easily broken." -- Ecclesiastes 4:12