

"Learn Why Today's Best Coaches and Leaders Are a Little Bit 'Old School' "

I have spent the last 15 years teaching coaches and leaders how to motivate and maximize the performance of their people in the 21st century. I have seen the leadership pendulum swing from the dictator type to the relationship driven coach. But today, I want to share a secret with you that only highly successful companies, schools and organizations know... if you want to be a high performing organization or team, you better not drink the kool-aid that says 'old school' is bad or not needed or wanted in today's world.

As I work with highly successful companies, championship teams and elite military teams, they all have one thing in common...

They believe their leaders need to embed 'Old School' values into their cultures while embracing and weaving 'New School' methods into their leadership style. Contrary to some popular beliefs of today, players/employees/ and children want and need: Direction, Discipline, Accountability, Encouragement and Coaching. This especially includes millennials. The top coaches and leaders I see today create a culture and demand the following "Old School Values" of themselves and their people.

TOP 7 'OLD SCHOOL' VALUES IN DEMAND TODAY

1. RESPECT: This begins by respecting the organization, it's leaders, our colleagues and especially ourselves. To respect someone or something means you admire and revere them and we don't take things for granted. Gratitude is a big piece of respect and quite frankly, and 'old school' thank you has become a forgotten word.

2. WORK ETHIC: Perhaps the greatest attribute a person can have is a relentless work ethic that is brought on a daily basis regardless of circumstances. It's still about showing up every day, and that's what the elite performers do consistently. When hard work is combined with talent success is inevitable. Your 'Old School' quote here: "Hard work

3. ACCOUNTABILITY: Taking ownership and responsibility for our actions is perhaps the single, most outstanding characteristic of elite cultures and high performing teams. Back in the day, blaming others was not an option and it shouldn't be today. Great leaders take responsibility for their actions and they know that you get what you tolerate. We must hold ourselves and each other accountable.

4. EARN YOUR REPUTATION/PROMOTION: Our country was founded on the principles of hard work and reaping what you sow. No one is going to give you anything in the competitive worlds of business, sport and life. You must earn the right daily to be chosen as a starter or to be known as a person of high integrity and character. Showing up doesn't qualify you for promotion, it's what you do when you show up that counts.

5. DISCIPLINED HABITS OF EXCELLENCE: I recently read an article where a top executive felt the secret to his success was his commitment to disciplined, daily constructive habits. Creativity and innovation are vital, but doing the essential little things right, every day is the life blood of sustained success. We know as employees, that if we want to perform at excellent levels everyday then we must have leaders, coaches, and parents that help us develop the necessary habits we need to excel and demand that we perform them.

6. MENTALLY TOUGH/THICK SKIN: When speaking to groups I always say, "We are not nearly as mentally tough as we used to be as a society." If we hope to be successful, we know we must develop greater grit and toughness in ourselves and others. I find it astonishing how we are so easily overwhelmed and how we view criticism as a negative...we interpret it as, "you don't like me." Elite leaders critique others without the recipient feeling devalued or resentful. In other words, feedback is a good thing and we need to crave it.

7. LOYALTY: The dictionary defines loyalty as a strong feeling of support or allegiance. a faithful commitment to someone or something, a bond. As a young coach I was taught the 3 most important things in coaching are Loyalty, Loyalty, and Loyalty. This didn't mean I didn't speak my mind if I disagreed with something or if I saw an illegal act. What it did mean, was that the organization and team I belonged to was more important than my own needs and desires. The TEAM came first, it was WE before Me and I could trust the organization, that if I did my job well they would take care of me. Great cultures take care of their own and vice versa.

I realize this article may be a refreshing drink of cold water for some and for others, finger nails on a chalk board or a scratching fork on a plate. Either way, my purpose is to say this, we can't simply go one way or the other. We can't be just new school or old school, the best leaders and coaches today are an intentional blend of both.

In closing, I challenge you to ask yourself, "What am I doing to make sure I am not losing my old school values? What am I doing to make sure I am not becoming obsolete and stuck in my old ways as a leader? What is my organization doing to make sure we are instilling 'old school' values while being relationship driven?"

Make it a great month and be a Legacy Builder!