

# Mentoring/Training the Next Generation Sports Turf Manager

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## Objectives

- Identify how you tend to lead within your natural personality
- Training the next generation
  - How to communicate with the next generation
  - Give proper perspective, work ethic, and professionalism
- How to motivate ALL of your employees
  - They will all need different buttons pushed!
  - Identify personality traits to help you better lead "The Individual"
- How to let failure be a good thing and to be OK with it
  - Staying positive and sharing failures
  - Being there for each of them when they need you
- Have a little fun!

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## Disclaimer

- I am not an expert in the sciences of "touchy feely". I do not hold a degree in the sciences of "touchy feely". I don't like "touchy feely", but I do believe that we all can use our life experiences to better our work environment and influence the people around us, **FOR THE BETTER!!** This will however take some self reflection and possibly some change in your daily habits.



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## Every situation has leaders!

- School house playground
- Pick up basketball game
- Group project in college
- Your current workplace



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## Leadership! Know thyself....how do you lead?

- *"No amount of personal competency can compensate for personal insecurity."*  
—Wayne Smith
- *"If we desire to grow and reach our potential, we must pay more attention to our character than our success."*  
—John C. Maxwell
- *"Exceptional leaders distinguish themselves because of superior self-leadership."*  
—Daniel Goleman

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## Leadership! Know thyself....how do you lead?

- Leader, do you see yourself as a leader?
  - Have you ever asked that question of yourself?
- The book "Gospel Leadership" by Robert H. Thune
  - The first chapter in the workbook challenges you to think about how you naturally lead
  - Like most things I read, I relate it to my family and/or workplace
- Leadership within the workplace
  - Do you lead your people well?
  - As a leader, what do you fear?



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## Leadership! Know thyself....how do you lead?

- A leader who fears **disapproval** may use leadership in order to be **liked**.
- A leader who fears **uncertainty** may use leadership in order to **gain a sense of control**.
- A leader who fears **vulnerability** may use leadership as a way to **"perform" in front of others to avoid being known deeply**.
- A leader who fears **failure** may use leadership as a way to **avoid risk**.



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## Leadership! Know thyself....how do you lead?

- What are you most afraid of as a leader?
- In your leadership, what do you seek to avoid at all costs?
- What must you have as a leader in order to be satisfied?
- What makes you angry or sad when trying to lead? Why?



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## Leadership! Know thyself....how do you lead?

- "If people knew \_\_\_\_\_ they wouldn't follow me"
  - What goes in the blank? Why do you think it's true?
- Transformational leader...
  - Desire is to serve and to develop others.
  - Values people more than the position.
  - Strength comes from relationships, moral authority, growth of others, and the respect they have earned.



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## Communicating with the Next Generation

- How does someone more than twice the age of incoming college students possibly communicate effectively with the next generation?
  - Let me know if you have the answer.....
- What does effective communication look like?
- "95% of all conflicts/issues are because of a communication lapse!"



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## Communication Types

- Social Media
  - Twitter
  - Facebook
  - Instagram
  - Snapchat
  - Vine
  - Periscope
  - Pinterest???
- Phones
  - Constant internet access
  - Email
  - Text
  - Music
  - ESPN Updates
  - Games
  - Weather
  - Misc. Apps (Marco-Polo)
  - Make a call???

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## Motivate all Employees

**MEDIATOR**  
Attention goes to conflicts and discomfort. Energy goes into other people and avoiding promoting conflicts.

**PROTECTOR**  
Attention goes to those who need protection and to power and control. Energy goes into being powerful, protecting and fighting.

**PERFECTIONIST**  
Attention goes to what is right and wrong, being good. Energy goes into trying to improve.

**2 GIVER**  
Attention goes to the wants and needs of others, being appreciated. Energy goes in to giving & helping.

**EPICURE**  
Attention goes to what brings pleasure and comfort. Energy goes into interesting ideas and pleasurable experiences.

**PERFORMER**  
Attention goes to what brings success & gaining approval. Energy goes into achieving goals, tasks and prestige.

**LOYAL SKEPTIC**  
Attention goes to loyalty and potential worth - ease to organize. Energy goes into becoming experts, questioning or doubting.

**ROMANTIC**  
Attention goes to what is missing. Energy goes into searching for the most unique, special and fulfilling.

**OBSERVER**  
Attention goes to the expectations of others. Energy goes into becoming private and self-sufficient and acquiring knowledge.

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<b>E</b> <b>Extroverts</b> Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.	<b>S</b> <b>Sensors</b> Sensors are realistic people who like to focus on the facts and details. They apply common sense and past experience to find practical solutions to problems.	<b>T</b> <b>Thinkers</b> Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.	<b>J</b> <b>Judgers</b> Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.
<b>I</b> <b>Introverts</b> Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.	<b>N</b> <b>Intuitives</b> Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.	<b>F</b> <b>Feelers</b> Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.	<b>P</b> <b>Perceivers</b> Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

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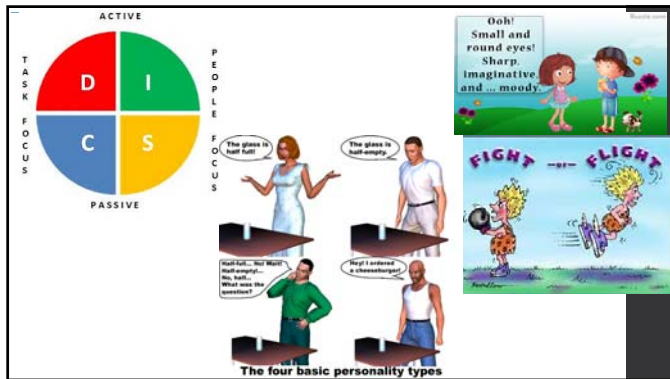
### 16 PERSONALITY TYPES

By Myers-Briggs, Keirsey classification

 supervisor ESTJ enforcing	 inspector ESTJ enforcing	 provider ESFJ supplying	 protector ESJ securing
 promoter ESTP persuading	 craftsman ESTP instrumental	 performer ESFP demonstrating	 synthesizer ESFP synthesizing
 teacher ESFJ educating	 organizer ESJ guiding	 champion ESFP motivating	 leader ESFP consulting
 facilitator ENTJ mobilizing	 implementer ENTJ enforcing	 inventor ENTP diversifying	 architect ENTP designing

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## Failure, must have some to grow....

The best lessons that I have learned, typically come out of failure!

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## Admit Fault as a Leader!

- When failure happens....
  - Own it (Fall on the Sword)
- As a leader, no matter who made the mistake....you get own it for your superiors!

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## How to Win Friends and Influence People, by Dale Carnegie

- 15% of financial success is technical knowledge. 85% is due to skill in human engineering-to personality and the ability to lead people (Carnegie Institute of Technology)

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## How to Win Friends and Influence People, by Dale Carnegie (Be a leader)

- Talk About your Mistakes First...try to remember that you were not always tenured, experienced, and MADE MISTAKES!
- No one likes to take orders....instead of barking orders, make suggestions.
- Let the other person save face....don't publicly humiliate anyone. You will not only lose that employee, but the others will also feel the effects.

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## How to Win Friends and Influence People, by Dale Carnegie (Be a Leader)

- Give a dog a bone...."the avg person can be led readily if you have his or her respect and if you show that you respect that person for some kind of ability"
- Make the fault easy to correct....praise the things done right and minimize the mistakes
- Making people glad to do what you want....always make the other person happy about doing what you suggest



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## Kristen Hadeed, founder of Student Maid

- It's necessary to break "helicopter parenting"
- The recent generations need to have VERY honest feedback. It will bring tears for many.
- Student Maid posts customer feedback for the whole company to see. After time the feedback becomes less and the work becomes better.



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## Kristen's rules of success for millennials at Student Maid:

- Allow them to make mistakes
- Watch the mistakes happen without helping
- Let them struggle to make it right
- "Failure is really important, it causes you to reflect, to grow, to learn"
- Kristen also says, "that if you, the boss messes up, its VERY important to admit it"

**Mistakes  
Are The  
Stepping Stones  
To Learning!**



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## Communication Fail...

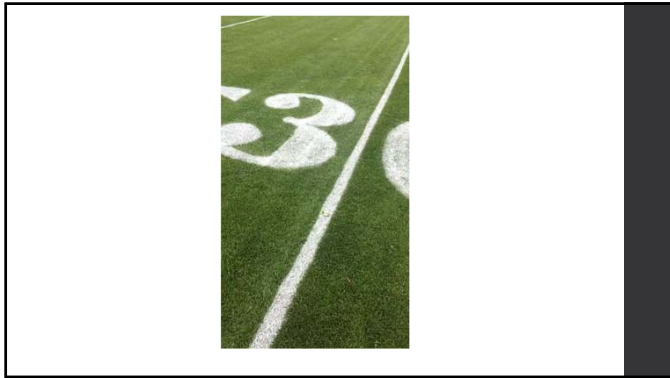


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## Communication Fail



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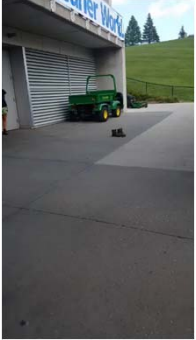
### Have a little fun....

- Cook outs
- Home Run Derbies
- Bike Races in the Shop
- Pickup football games
- Movie days
- 1981 Trivial Pursuit
- Misc. Challenges




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### Having a little Fun...



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### Having a little Fun...



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Volunteer, help with things outside of athletics....



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### Final Thoughts

• "Young Leaders are not raised up in crowds, but through life on life mentoring relationships." Dr. Tim Elmore



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Any Questions?



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