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Assistant Professor

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Dr. LaNise Rosemond is entering her 9th year Tennessee Tech University where she teaches in the sport management curriculum. She also serves as coordinator for two faculty leadership development programs at Tennessee Tech University.

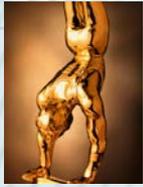
Prior to joining Tech, Rosemond has been a head and assistant basketball coach at division I and II institutions, was one of the first women to coach boys' basketball at Norview high school, VA, where was awarded the NBA/WNBA/National Federation of State High Schools Award. Rosemond has served as a college athletic compliance coordinator, college associate athletic director, senior woman's sports administrator, and High and Middle School Health and Physical Education Teacher and coach.

Rosemond's doctorate degree is in Educational Administration from Tennessee State. She holds a Master degree in Education with a concentration in Sport Management from Florida A&M University, and a BS in Physical Education from Norfolk State University.

Rosemond is the President for the 650 plus members of the Tennessee Association of Health, Physical Education, Recreation and Dance (TAHPERD) for the State of Tennessee and member of both the North American Society of Sport Management (NASSM), and the National Speakers Association (NSA). Rosemond has a TV web based show called "Fresh Direction" on the campus of Tech and she is a regular host on the local radio station. Furthermore, Rosemond has a leadership program for undergraduate coaching and sport management students called, "SMILE." Smile stands for Sport Management Institute for Leadership Excellence.

Rosemond has given over 100 speeches around the country to coaches, students, and people from all walks of life. This past summer Rosemond, spoke at the National Coaching Conference, held in Morgantown, WV. Most recently she spoke on the panel of speakers with the National Predators Hockey Team's "Breaking Into Sports" program which included top front office managers from the Atlanta Falcons, Nashville Predators, NCAA, just to name a few. Rosemond recently published her book titled, "Coach There is Hope: Avoiding Stress and Burnout From the Things You Cannot Control."

2015 WORLD ROWING COACHES CONFERENCE



COACH, THERE IS HOPE:

AVOIDING STRESS AND BURNOUT
FROM THE THINGS YOU CANNOT CONTROL



FISA Coaching Conference



Dr. LaNise Rosemond
Tennessee Technological University, Cookeville, TN
November 20, 2015

AGENDA

- ☞ What is Stress? What is Burnout?
- ☞ Family First
- ☞ We All Have a Story
- ☞ Long Work Hours
- ☞ Poor Sleeping Habits/Poor Physical Health
- ☞ Lack of Physical Health Maintenance
- ☞ Hiring and Supervising
- ☞ Caring: Constantly
- ☞ Emotional Health
- ☞ Avoiding the Arrogance Syndrome
- ☞ Is More Really Better?
- ☞ Accountability Partner
- ☞ Managing Conflict

WHAT IS STRESS? WHAT IS BURNOUT?

- × *Stress is defined as “a substantial imbalance between demand (physical and/or psychological) and response capability, under conditions where failure to meet the demand has important consequences (Weinberg and Gould, 2010).*
- × *According to Weinberg and Gould (2010), burnout has been defined as an exhaustive psychophysiological response exhibited as a result of frequent, sometimes extreme, and generally ineffective efforts to meet excessive competitive demands.*

FAMILY FIRST

- × Prioritize your family first
- × Ask for permission from your family to be as busy as you will be
- × Invite your spouse or significant other on the journey

WE ALL HAVE A STORY

- × Share your story with other new and more seasoned coaches
- × Be aware of the dangerous traps into which stress can lead you
- × Know what burnout looks like and avoid it

LONG WORK HOURS

Dr. John Maxwell says, “Take care of yourself more than you take care of others”

- ☞ Take a trip or getaway
- ☞ Turn off your cell phone and all electronic distractors
- ☞ Schedule planned rest time
- ☞ Create your “ME TIME”
- ☞ Delegate small task to supporting staff
- ☞ Get more volunteers if needed

POOR SLEEPING HABITS/POOR PHYSICAL HEALTH HABITS



Latest update on the National Sleep Foundation Report

- + Take your mind off of coaching and develop routine quiet time
- + Look at sleep as a win and not a loss
- + Don't let yourself go physically; get a grip before it becomes too late
- + Make the investment in yourself because YOU are worth it!

HIRING AND SUPERVISING

HANDLING THE MANAGEMENT OF A TEAM AND A PROGRAM

Slack asserts(1997) there are two ways to view a sport organization--organizational theorist or organizational behaviorist.



Organizational Theorist

Explores concepts such as:

- goals,
- systems,
- emphasizes the small group or individuals within the organization



Organizational Behaviorist

Focuses on

- the individuals and small groups of people within the organization
- the effects of their behavior on the organization.

FOUR MAJOR MANAGEMENT THEORIES THAT ARE COMMONLY USED IN SPORTS PROGRAM



- × Management by Objectives (MBO) Peter Drucker
- × Total Quality Management (TQM) W. Edwards Deming
- × Scientific Management, Frederick Taylor
- × Theory of Positive Political Skills, Peter Block

CONTINUED

- × You are not ready to be in authority until you learn how to come under authority
- × Trust does not happen overnight, and it takes time for most of us to trust individuals
- × Trust is a choice
- × Sometimes you have to be willing to take a risk on certain people until they show you something different
- × Know your strengths and operate to the highest level at your strength
- × Get people around you who are better than you in certain areas
- × Be intentional about developing yourself as an effective supervisor
- × Strive to be the type of leader who pushes others to go further than you have achieved

CARING: CONSTANTLY

“Almost everything in leadership comes back to **relationships.**”

- Mike Krzyzewski

(aka Coach K of Duke University and
USA Olympic Men's Basketball Coach)

CARING: CONSTANTLY

- × Coaches, be aware of how you are treating your athletes
- × We need more mentors and mentoring programs designed to encourage, challenge, and provide support for elite-athletes who come from difficult types of backgrounds
- × Athletes can succeed with the proper support mechanisms in place

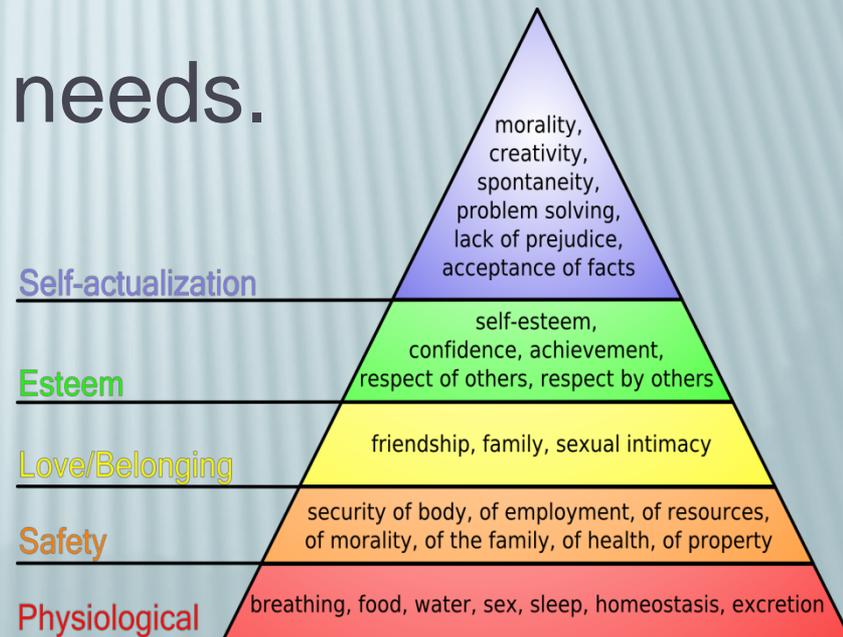
JIM GRASSI ON ENCOURAGEMENT/CARING

- × “I’m convinced that encouragement has to be the most important trait of all. You can lack a little talent, you can play in a small unknown school, but you will most likely never develop the commitment and dedication you need without someone in the balcony of your heart rooting you on and guiding you to the next opportunity.”

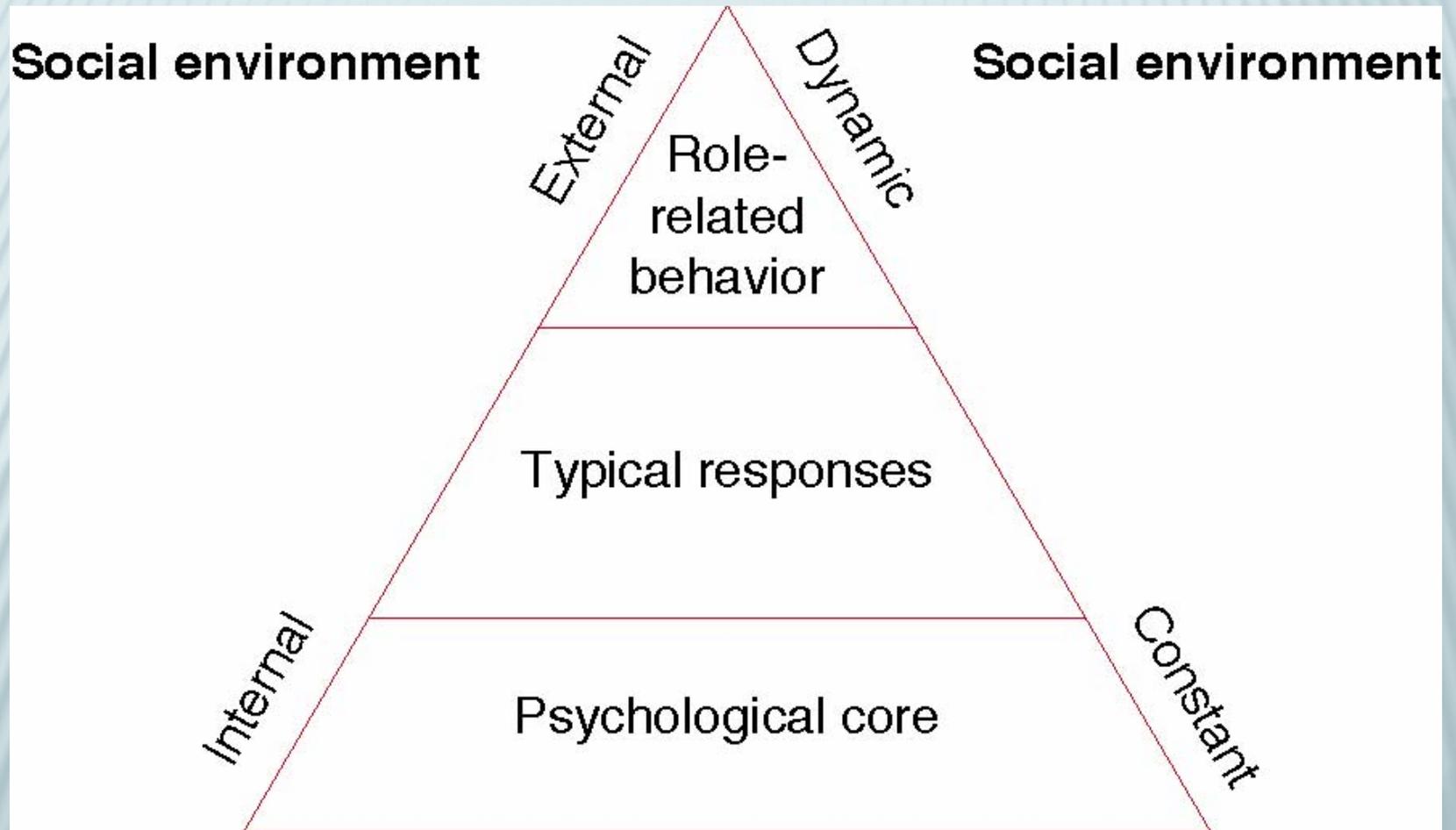


MASLOW'S HEIRARCHY OF NEEDS

- × Basic needs.
- × Safety needs.
- × Psychological needs.
- × Belongingness and love needs.
- × Self-esteem needs.
- × Self-actualization.



WHAT MAKES UP PERSONALITY?



Adapted, by permission, from R. Martens, 1975, *Social psychology and physical activity* (New York: Harper & Row), 146. Copyright 1975 by Rainer Martens.

EMOTIONAL HEALTH

- × Athletes share with me often that most of their coaches were very emotionally unstable and they never knew how the coaches were going to treat them from day to day
- × Sit with someone at least once a year to examine your behavior
- × It is not healthy for the coach to be lashing out every day

AVOIDING THE ARROGANCE SYNDROME

- × Embrace and maintain the art of humility
- × Remember where you came from
- × “It can be lonely at the top so take someone with you up there”

IS MORE REALLY BETTER?

- × Is more practice really the only answer?
- × Do something different
- × Evaluate your practices

ACCOUNTABILITY PARTNER

- × It is possible to be practicing the wrong perspective for twenty years without anyone ever challenging you to think twice about some of your ideas and systems
- × Let your pride down and be willing to admit when you made a mistake
- × Be willing to be wrong sometimes

MANAGING CONFLICT

You can measure a leader by the problems he tackles. He always look for ones his own size.

-John C. Maxwell

The measure of success is not whether you have a problem to deal with, but whether it is the same problem you had last year.

-John Foster Dulles, Former Secretary of State

MAXWELL'S FIVE POINTS

Problem solving is vital in handling conflict with teams or organizations. Maxwell asserts that leaders with good problem-solving skills demonstrate five qualities:

- 1) They accept problems
- 2) They see the big picture
- 3) They handle one thing at a time
- 4) They don't give up a major goal when they're down (Maxwell, 1999)
- 5) They anticipate problems



MANAGING CONFLICT WITHIN THE TEAM

In starting any team it is important to know how to deal with conflict because conflict is inevitable.

Being proactive is the key!

Bruce Tushman's Linear Perspective (1965) proposed groups go through four stages as they develop and prepare to carry out the group's tasks.

- + Forming
- + Storming
- + Norming
- + Performing



MANAGING CONFLICT- CONTINUED

- × The linear perspective assumes that teams move progressively through stages during their athletic experience.
- × Vital issues arise in each stage, and when issues are handled successfully, the group moves on.



THANK YOU FOR YOUR TIME!



Questions?

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