



# UCONN: THE LESSON

All About the Win?

# The Expectation

- We set the goals
  - *Realistic or unrealistic*
- The big win.....the loss
- Initiatives
- Benchmarks
  - *Financial*
  - *Productivity*
- Clearly Communicated
  - *Verbal*
  - *email*



# THE STAGE



**Video of UConn women's basketball coach condemning the 'me culture' of youth today strikes a nerve as he hits out at today's young athletes 'always thinking about themselves'**

- Comments made by the coach of UConn women's basketball team went viral
- He spoke in 2016 about the difficulty of recruiting enthusiastic players nowadays
- Geno Auriemma cited the 'me culture' in youth sports as the reason for it
- It has been shared more than 700,000 times and viewed more than 35million
- He also talks about the fact that kids try to be 'cool' instead of showing passion

# Preparation

- The curve
  - *Know it all out of the gate*
  - *Training?*
- Bounce back
- Perspective
- Adaptation
  - *Is not coping*
- Coping mechanisms
  - *Generationally very different*

# Generational Give Up Perception

- Often lack follow through
- Move on to the next thing
- Always about the product not the process
- Distraction
- Lack of a plan
- Diffusion of responsibility
- Failure to see value in others “me”



**“37 WHO SAW  
MURDER DIDN’T  
CALL THE POLICE”**

*- The New York Times*

March 27, 1964

# 7 P's



**Proper  
Process  
Preparation  
Prevents  
Piss  
Poor  
Performance**



# Aviation



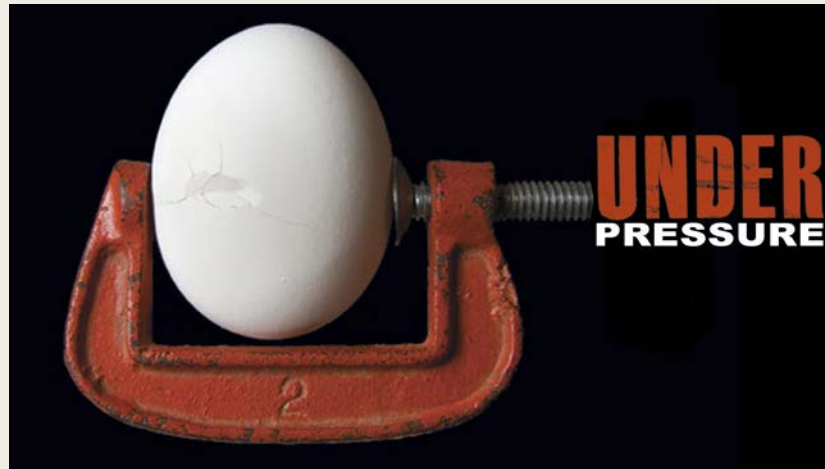
# Hire on Performance

- Generational and societal push:
  - *Talent*
    - What on a CV or GPA
- What about the things that aren't on paper
  - *Attitude*
  - *Passion*
  - *Drive*



# What They Remember

- The reaction
- Words
- Tone
- The follow up
- The coaching
- The accountability
- The tolerance
- The driving factor
  - “yes man”



## Who Remembers:

- The employee that moves on or up
- The patient
- The team
- Administration
- Physicians

# The Solution

- Prepare for Failure
- Know failure is necessary
- Accountability
- Redirection
- Value of hard work



# Future Topics in this On-Going Leadership Series

- WORKPLACE CULTURE
- HIRING AND RETAINING
- ACCOUNTABILITY AND TOLERANCE
- INCREASING TRANSPARENCY
- COACH UP OR COACH OUT
- BULLYING
- STRESS AND MANAGEMENT
- POSITIVE ENVIRONMENT AND WELL-BEING
- CHARACTERISTICS OF SUSTAINABLE LEADER

# Services and Solutions



- Leadership Assessment
- Culture Assessment
  - *Safety*
  - *Communication*
  - *Well-Being*
- Education-specific to target position
  - *Executive Leadership Team*
  - *Managers/Directors*
  - *Staff*
  - *Human Resources*
- Engagement and Buy-In Solutions
- Performance Pillars and Benchmarking