

# BEYOND BOUND



Professional Development - For Coaches & ADs  
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## HORIZONTAL ACCOUNTABILITY

Vertical vs. Horizontal Accountability - top down vs. shared leadership within your program

VERTICAL ACCOUNTABILITY	HORIZONTAL ACCOUNTABILITY
Requires constant energy & attention of the Coach/AD	Collective energy & attention of the entire team
Perspectives, experiences, values & motivators of Coach/AD only!	Collective perspectives, experiences, values & motivators of entire team!
Only effective when you are in the room	Most effective when you are not in the room
Easily undermined and undercut in times of adversity	Shared responsibility in times of adversity

## WHAT DOES IT LOOK LIKE?

- **HIGH ENERGY:** Increased energy at practice as players hold each other accountable. Fewer roller coaster moments in games...players constantly uplifting
- **PROBLEM SOLVING & CREATIVITY:** Less looking to the bench...players handle it and solve issues, fix mistakes. Players communicate and adapt faster, creating based on game situations.
- **TEACHING, TEACHING, TEACHING:** Coaching staff focus becomes teaching nuances of the game, not managing attitude & effort of team
- **ROLE PLAYING:** When players buy into the fact they are accountable to the team and responsible for the vision, they are more bought into their role!

## GETTING STARTED...

- **Hardest Workers** - Build leadership capacity in your hardest workers...do all you can do to make sure your BEST ATHLETES are your hardest workers
- **Team Led Practices** - Give them opportunities to plan and execute, adjust and adapt practice, be accountable for the outcome by being responsible for the process!
- **Let them figure it out!** - As you build it, find strategic times to just sit down, be quiet, and let the team solve the problem!