

Leadership Techniques Handout

Do not lead by edict. Ask questions of the official or coach that will lead him or her to the correct conclusion. (example) If I accept this swimmer's excuse for missing his last event and allow him to swim his next race, who might be affected by this decision either positively or negatively? Is it within the rules to allow it?

There is no motivation derived from a pay-check for the majority of USA Swimming officials, so nurturing and kindness is the best way to retain and lead volunteers. Impatience and autocratic authority will surely drive volunteers away.

If you really want to lead you must get in the midst of the volunteers and serve with them.

Praise in public...re-educate in private.

Use the sandwich technique to re-educate. Praise---Problem solve--- Praise

The best leaders always: Delegate... Support... Coach...Direct...
Acknowledge others contributions and accomplishments.

Coaches and Officials must be part of the same team, working for the athletes. Mutual respect and unity of purpose provide an atmosphere of friendliness that is the single most important attribute we have to recruit and retain officials

The parents, swimmers, and coaches must always see a happy, dedicated, team approach to officiating. Engage with the public when you are not on duty. Let them know officiating is an enjoyable team effort. All officials are ambassadors for our part of this sport.

Remember: When you slow down... You go faster.