The Gold Standard: Building a World Class Team by Mike Krzyzewski

Building a world class team, like the US Olympic Basketball Team, requires time . . .

TIME TO CHOOSE YOUR PEOPLE:
* Find people that share your core values—for Coach K, he wants players unified on defense
* Before you can teach X’s & O’s you have to decide who the X’ and O’s are

TIME TO UNDERSTAND CONTEXT:
* Look at the game from other points of view
* Don’t wait until failure to analyze where you stand
* Never preclude players who have had past failures

TIME TO GAIN PERSPECTIVE:
* There’s always something bigger than you – find it
* Engage the body, mind and spirit—there’s shared achievement when you share all three
* Use guest speakers to explain concepts at a deeper level

TIME TO FORM RELATIONSHIPS:
* Relationships are based on communication—talk is contagious
* Based on honesty—no surprises in pressure situations
* Become teachers of each other—the talent of another should not be a threat, it’s an opportunity
* Bonding occurs in meetings, practices, and off the court
* Use humor to regain focus
* Daily meetings: prior to practice, both formal and informal, to put business first
* Seek out at least three players each day to have meaningful interaction with

TIME TO DEVELOP A SUPPORT SYSTEM:
* When you feel alone, you act alone
* Family, friends, and staff bring confidence that you can take to the team
* Include your support members in the pursuit of your message—group ownership of success
Building a world class team, like the US Olympic Basketball Team, requires time . . .

TIME TO ESTABLISH STANDARDS:
* Rules don’t promote teamwork, standards do
* Develop a collective acceptance of standard—everyone must own them
* Be secure enough to change plans—not all good ideas come from the top
* Set the goal every day to gain acceptance of vision
* Define the gold standards—Team USA had fifteen (care, enthusiasm, trust, communication, etc.)

TIME TO CULTIVATE LEADERSHIP:
* Discover the voices of leadership within the group
* Utilize multiple voices to extend the attention span of the group
* Don’t be intimidated by the talents of other leaders amongst your team

TIME TO LEARN THE LANGUAGE:
* Determine a standard vocabulary that everyone understands
* Make an effort to understand players’ previously learned languages

TIME TO PRACTICE:
* The way you practice sets the tone for how you play
* Players improve when internal competition is created during practice
* Every practice plan should be different
* Review practice immediately
* Identify your competitive advantage and stress it every practice
* Plan should be flexible—adjust as needed and allow practice to be fluid
* Stress talking and communicating between teammates
* Don’t expect to accommodate everyone’s needs—some skills by players must improve on their own!
* When a practice doesn’t go well, fix it by being honest and telling the truth to your team
The Gold Standard: Building a World Class Team by Mike Krzyzewski

Building a world class team, like the US Olympic Basketball Team, requires time . . .

TIME FOR SELF-ASSESSMENT:
* Assess both on the team level and individual level
* Always find ways to get better—be flexible and willing to improvise
* Failure requires you to re-evaluate
* Communicate with yourself and refuse to tell yourself lies

TIME TO GET MOTIVATED:
* Don’t hope it occurs, actively work on a daily basis
* Takes time and preparation
* Use creativity and imagination
* It’s OK to form new traditions that define your team
* Establish your message
* Be aware of what your team looks like from trusted outside sources
* As a leader, be ready to go all the time
* Motivate your best players as well as your worst