

2017 HOKA Endurance Clinic

Rob McClendon – Developing a Fun, But Competitive Cross Country Program



DEVELOPING A FUN, BUT COMPETITIVE CROSS COUNTRY PROGRAM

ROB MCCLENDON - HEAD CROSS COUNTRY COACH - TRUCKEE HIGH SCHOOL

WHO I AM... ROB MCCLENDON

- Running Education
 - College Athlete Saddleback College and Cal State San Marcos- B.S. Business Administration
 - All-American Cross Country NAIA at CSUSM
 - Coached under Steve Scott - one of the finest distance runners in America
 - 3 Girls Nevada Cross Country State Titles out of the last 4 years
 - 4 Individual Cross Country Titles
 - Coaching 10+ years
- NOT MY FULL TIME JOB... Manager of Tahoe Donner Downhill Ski Area
 - Manage 180 employees
- Also I have an 8 month old Miles McClendon...

HERE IS MILES!!! ENJOY THE PRESENTATION.



MY MAIN GOAL AS A CROSS COUNTRY COACH...



DEVELOPING A FUN, BUT COMPETITIVE CROSS COUNTRY PROGRAM

1. Training
2. Understanding your athletes
3. Team Building
4. Leadership
5. Games and Activities
6. Competitive Team Characteristics



TRAINING...

- Train hard and race fast!
- That's all I'm going to talk about training... Because others have been doing it way longer than me.



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UNDERSTANDING YOUR ATHLETES

- Cognitive Style - Myers-Briggs
 - Everyone is wired differently, and we as coaches need to understand everyone to get the most out of them.
- Cognitive Test
 - Different Style Thinkers
 - What is your dominant cognitive Style?
 - Take the TEST, its not graded...

Different Style Thinkers...
What is Your Dominant Cognitive Style?
 Identify the words that best describe how you think. Place one of the following numbers (1, 2, 3, and 4) in the box next to each item. You may only use each value once per horizontal line.

	T	E	A	M
I am...	adventurous	alone	bold	careless
Others describe me as...	introverted	competitive	powerful	careless
I want to be...	achieved	in charge	respected	known
I need...	people	advice	control	freedom
My main function is...	idea	action	harmony	quality
My primary style is...	abstract	logical	social	practical
My thinking style is...	work	advice	harmony	idea
I am motivated by...	new ideas	advice from others	praise	criticism
When angry, I...	act	think things through	give in	become
I want others to be...	happy	happy & in charge	not	careless
I want others to...	be happy	be happy	be happy	be happy

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WHAT IS YOUR DOMINANT COGNITIVE STYLE?

- Highest score would be your dominant cognitive style.
- Lets break down the different styles.
- T-E-A-M
- Break it down...

☒ Excellent
☐ Very good
☐ Good
☐ Average
☐ Poor

T - PEACOCK

- Strengths:
 - Influential – get to “yes.”
 - Willing to take risks.
 - Thrive on change.
 - Open, direct, outgoing.
- Opportunities:
 - Pushy.
 - Time mgmt and org.
 - Attempt to dominate.
- Motivators:
 - Earning respect of others.
 - Recognition.
 - Creativity.



E - LION

- Strengths:
 - Practical and economical.
 - Bottom line oriented.
 - Very, very direct.
 - Goal oriented.
- Opportunities:
 - Overly stubborn or rigid.
 - Overly critical.
 - Can be insensitive and impatient.
- Motivators:
 - Control and responsibility.
 - Mastery – won't settle.
 - Winning.
 - Technology.



A - LAMB

- Strengths:
 - Team and service oriented.
 - Caring.
 - Good memories.
 - Saving things.
- Opportunities:
 - Too “other” oriented - stress.
 - Indecisive and hesitant.
 - Brutal time saying “no.”
- Motivators:
 - Being liked or popular – all things to all people.
 - Closeness and kindness.
 - Training.



M - OWL

- Strengths:
 - Logical thinking.
 - Numbers.
 - Meticulous.
 - Perfectionist.
- Opportunities:
 - Perfectionist.
 - Do not trust instincts.
 - Need all information to process, process, process.
- Motivators:
 - Problem solving.
 - Challenges.
 - Information – the more the better.



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SO WHY IS THIS IMPORTANT?

- Strengths and Opportunities
 - Understanding each athletes Strengths and Opportunities to improve can make your teams stronger.
- Motivation
 - Everyone is motivated differently.
 - This simple test might help you motivate your athletes to their potential.
- Communication
 - Knowing how everyone is wired allows you to communicate more effectively.
- T-E-A-M--- All styles are needed to make a championship team.



TEAM BUILDING

- Approaches
 - Team Goals
 - Teammate Roles
 - Activities to cultivate the team building
- Team Goals
 - SMART Goals
 - Let your athletes develop their own team goals. Make sure they are following the SMART Goal progress.



TEAM BUILDING

- Teammate Roles
 - Cross Country Roles are a key to developing a successful program
 - Understand your athletes Strengths and putting them in the correct role will strengthen your team as a whole.
- Activities to cultivate the team building
 - Ragnar Relay Overnight 24 Hour Relay
 - Team Dinners
 - Ironman
 - Bi-weekly Activities during practice
 - Cross Country Camp
 - Team Yoga



TEAM BUILDING



LEADERSHIP

- Questions about Leadership
 - Do you have a leader on your team?
 - How do you select a leader or team captain?
 - Are Co-Captain's a good option?
- Answers
 - Sometimes you don't have a leader.
 - Private ballot is the best way. Then coaches count and make sure elected leader is ready to take on the challenge of team captain. Need to have team buy in the leader role.
 - Not a fan of Co-Captains.



LEADERSHIP QUALITIES

- Honesty
- Communication
- Commitment
- Confidence
- Positive Attitude
- Inspirational
- Creativity



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GAME AND ACTIVITIES

- Rope running
- Blind-Folded Communication
- Relays
- Water Balloons
- Square Push-ups
- Photo Scavenger Hunt
- Pyramid Task
- Human pretzel



COMPETITIVE TEAM CHARACTERISTICS

- Goals need to be set and followed
- Commitment to teammates
- Contribution to the team
- Visualization of Races
- Talk about strategy when racing or tactics
- Celebrate Achieving Goals
- Make the BIG races SPECIAL



FRIENDLY REMINDERS

- Have fun coaching!
- Understand each athlete and what they bring to the team
- Set **SMART** Goals for the Team and the individual athletes
- Find a Leader, sometimes it takes time to find a good one
- Use games and activities to motivate your team throughout the week
- Talk about racing, get your kids ready mentally



THANK YOU FOR
LISTENING!

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