

Building the Ultimate SportsMedicine and Performance Team



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Love, Service and Gratitude

My Promise

BEING and Possibility

Creation

Big Rock & Key Summary

- What limits you*
- Development of team / culture*
- Development of people / systems*
- Leadership Principles*

Methods are many but principles are few



My Story

High School Transformation
Pittsburgh – Atlanta – Tampa Bay - Arizona
35 years of Teaching / Coaching / Lessons



My mistakes have led me to - **Much more power in group than solo**

Please learn from my mistakes as they have been the most valuable lessons

I am a small part of an extraordinary team

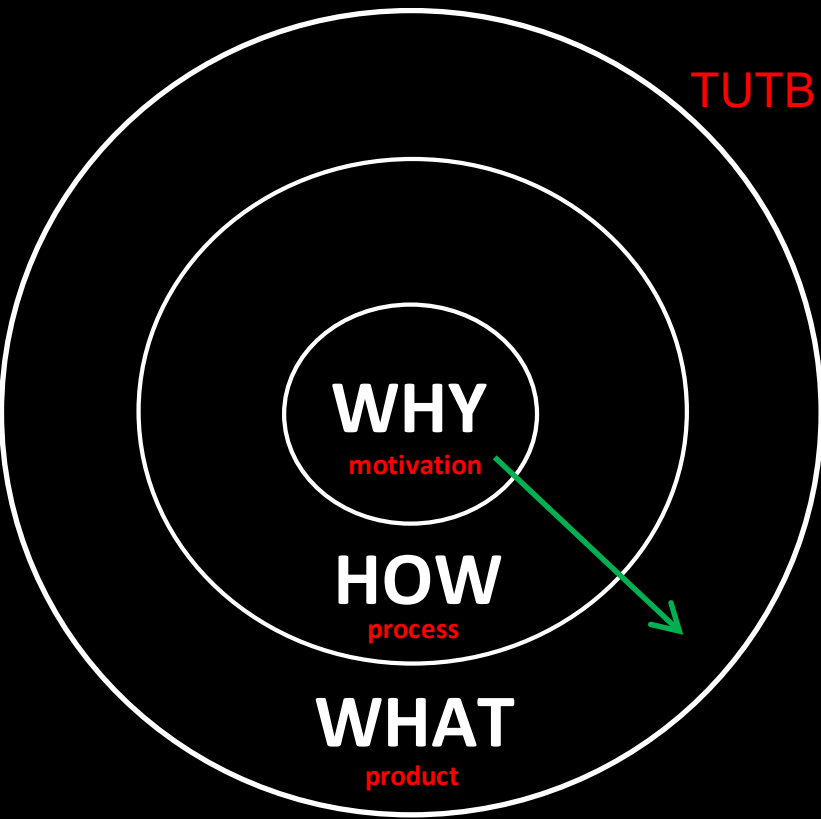


My Passion & Purpose

My purpose is to help others achieve more than they ever believed they could
My declaration

My passion is to develop people, leaders, teams and systems

TUTB – Who do I have to be?



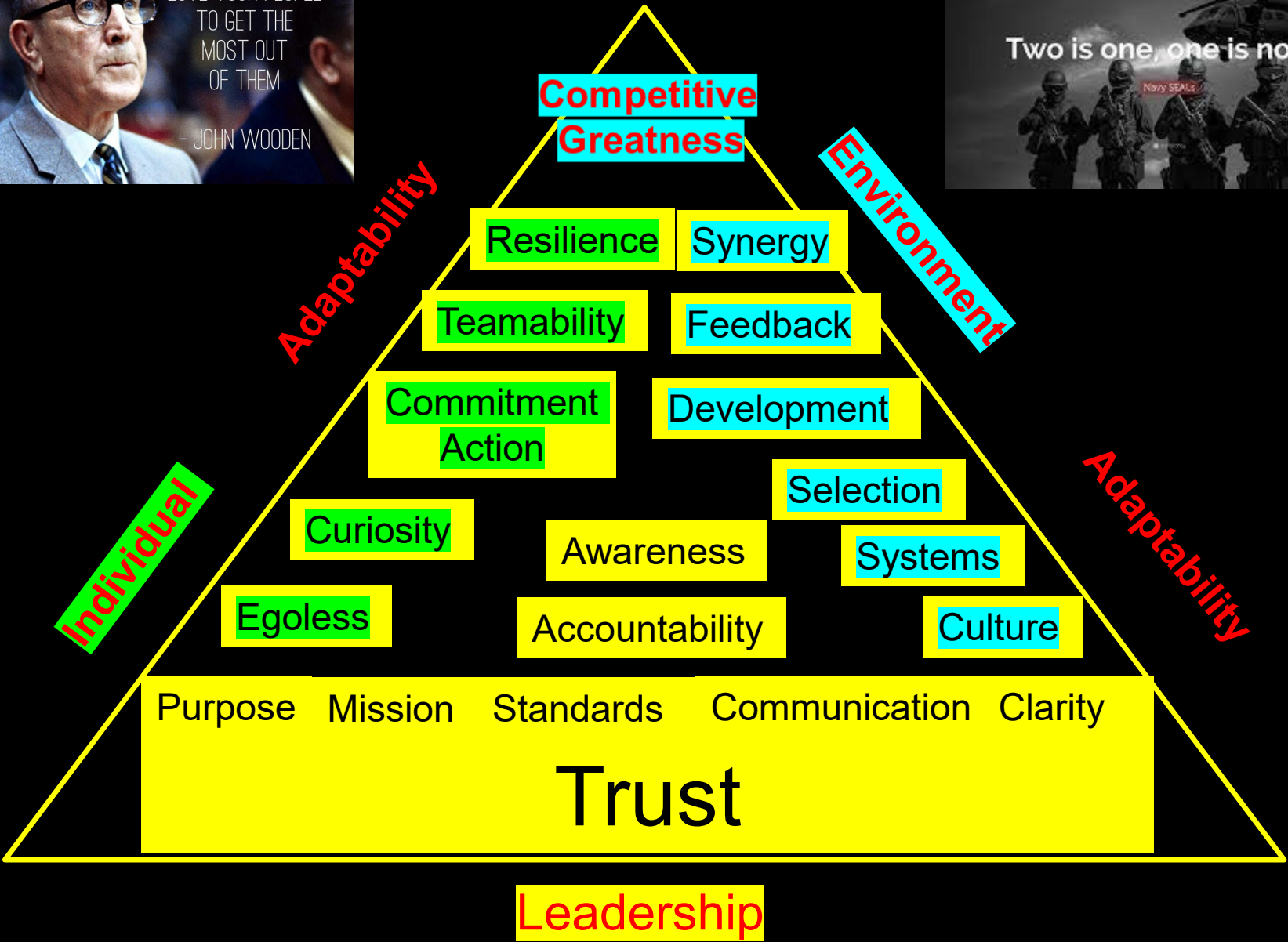
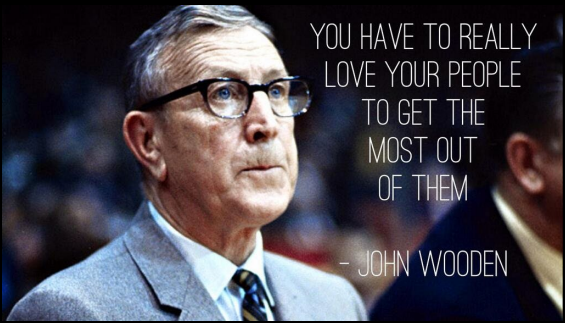




TEAM



High Performing Team



Competitive
Greatness

Resilience Synergy

Teamability Feedback

Commitment
Action Development

Curiosity Awareness Selection

Egoless Accountability Systems
Culture

Purpose Mission Standards Communication Clarity
Trust

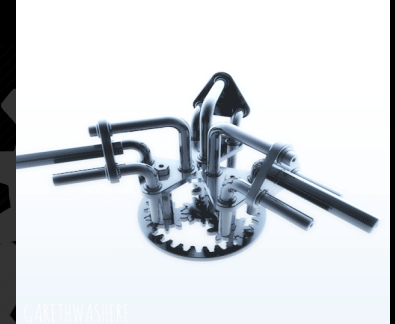
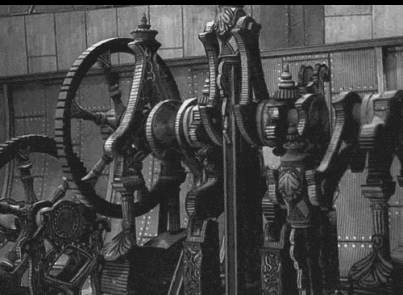
Leadership

Adaptability

Environment

Individual

Adaptability



**Skills
Coaches**

**Video &
Analytics**

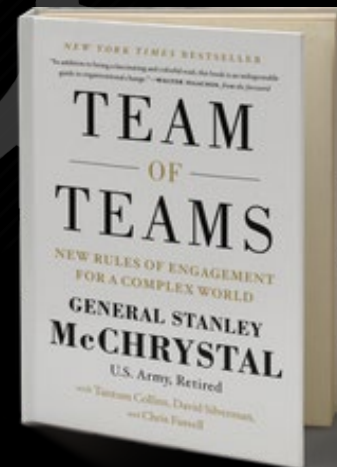
**Office
Staff**

Player

Medical

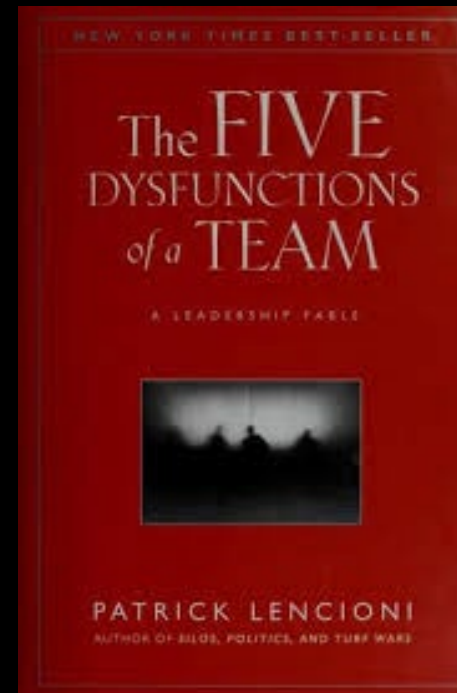
**Mental
Skills**

**S&C
Skills
Acquisition**



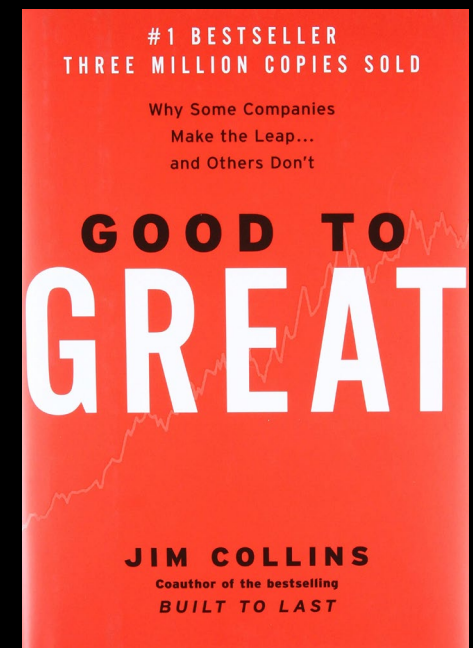
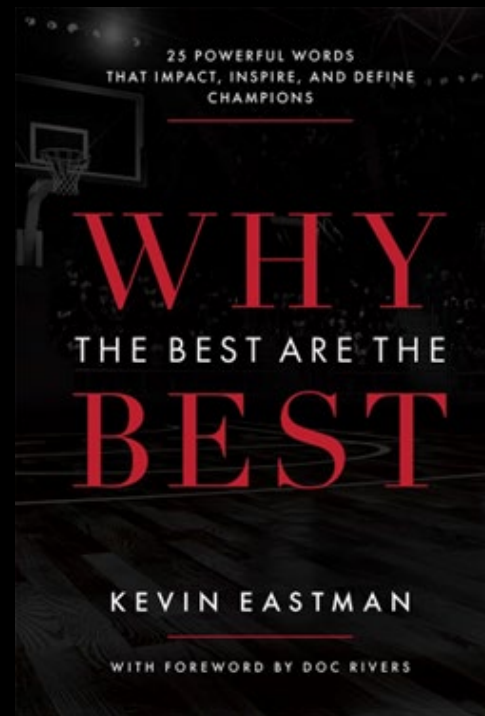
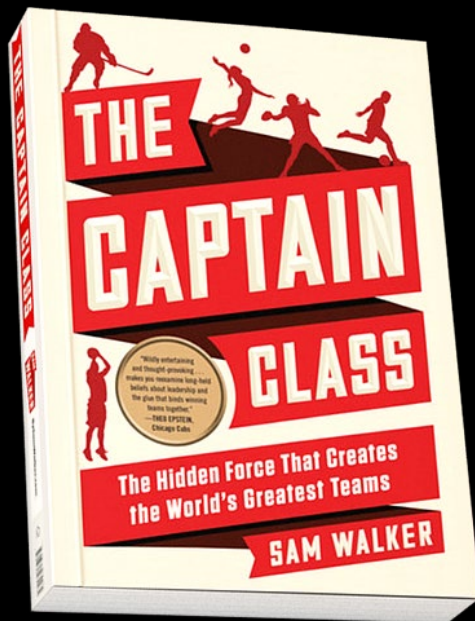
5 dysfunctions of a team

- 1) Absence of Trust
- 2) Fear of Conflict
- 3) Lack of Commitment
- 4) Avoidance of Accountability
- 5) Inattention to Results



Building the Ultimate Team

Readings



High Performing

TEAMS

Have solutions to problems & complaints

**Reasons or Results?
Victims or Owners?**

High Performing

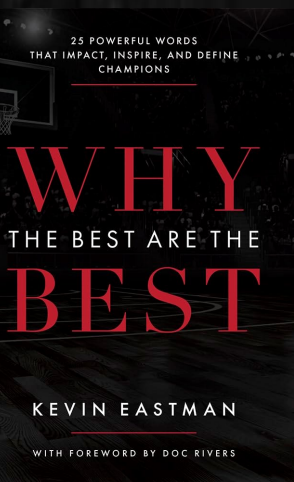
TEAMS

Want the Truth

Live it

Tell it

Take it



High Performing

TEAMS

Are Resilient



High Performing

TEAMS

Are competitive & committed

They work to beat the opponent

They don't compete to beat each other

This made us committed and cooperative





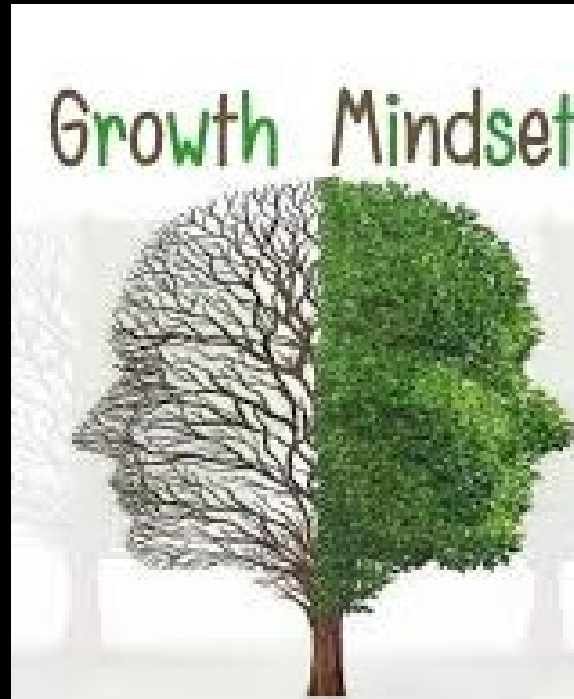
Elite Teams have Great
CULTURES



Great Culture is a collection
of aligned mindsets

Aligned Mindsets + Action

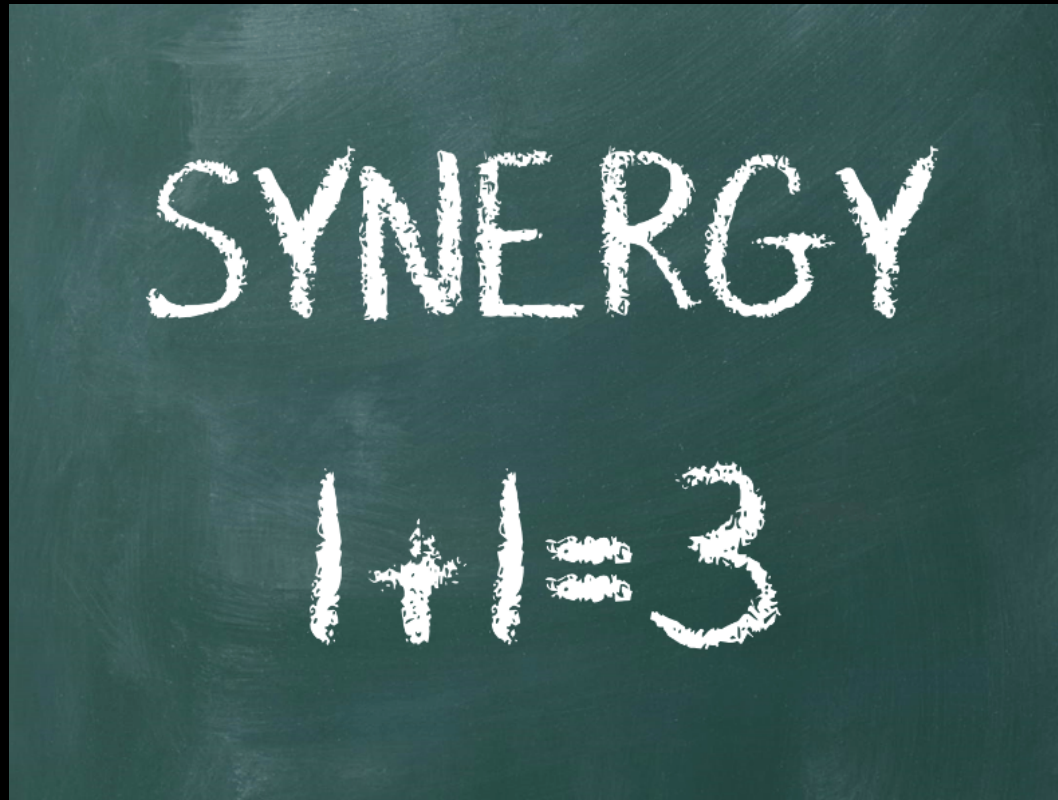
- Values
- Standards
- Behaviors
- Language
- Actions



Create the standard of growing each other

Great Cultures have people that care about others as much as self

Culture creates synergy









A clearly
defined and shared purpose
drives culture and synergy



Shared Purpose is something bigger than YOU

**Vision
Mission
Values**

*Drive Culture
Create Purpose & Clarity*



Values



UNCOMMON PURSUIT OF EXCELLENCE IN ALL THAT WE DO

VISION

COMMITTED TO ENHANCING
HUMAN PERFORMANCE

MISSION

TO BE THE BEST SPORTS MEDICINE &
PERFORMANCE TEAM ON THE PLANET

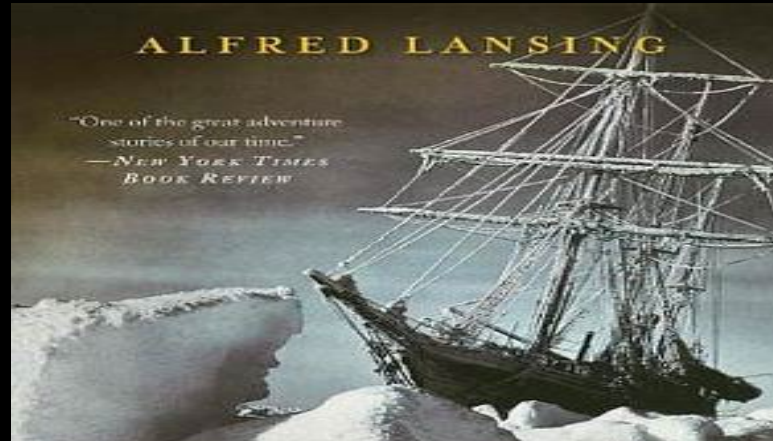
VALUES

DEVELOPMENT
EXCELLENCE
ACCOUNTABILITY
LOYALTY
WORK ETHIC

INTEGRITY
TRUST
HONESTY
INTERCOMMUNICATION
TEAMABILITY

DEAL WITH IT

Clarity on Mission and Roles



...man Bldg. M. L. Barker. 1408 Chap-
MEN WANTED
for hazardous journey, small wages,
bitter cold, long months of complete
darkness, constant danger, safe re-
turn doubtful, honor and recognition
in case of success.
Ernest Shackleton 4 Burlington st.
MEN—Neat-appearing young men of
pleasing personality, between
21 and 40

Teamability

Knowing when to lead and
knowing when to follow

The rapid ability to switch from
leadership to followership

What is your role?



Accountability



Get an accountability partner
“Swim Buddy”

Have mentors and coaches
as they will help you become
your best





***What is the most critical
component of a great***

***Team ?
Culture ?***

Trust

No quality is more important, and no quality is more rare

Takes years to build, seconds to break and forever to repair

What does it mean to most people?

Competence – Track Record

Trustworthiness - Integrity

Work Ethic - Consistency

Sincerity – Be truthful

Ability to answer WHY

TRUST

To get TRUST you must give TRUST

YOUR ACTIONS SPEAK LOUDER THAN YOUR WORDS

Trustworthy Trustwilling



Charles Blondin 1859



Harry Colcord – His Manager

STRESS





A team is not a group
of people that work together.
A **team** is a group of people
that **trust each other.**

— *Simon Sinek*

High Performing ??



Summary

Great teams

Have solutions to problems or complaints

Want the truth

Are resilient

Are competitive and committed

Culture

Is collection of aligned mindsets + actions

Culture creates synergy

Shared Purpose

Drives Culture & Synergy

Have Clarity on team roles

***Who can have the
biggest impact on the***

***Team ?
Culture ?***



You



Do you know your strengths / weaknesses?

Do you know your blind spots?

Do you know how you are going to help the team?



To help others, first you must help yourself



**Developing yourself takes courage, awareness,
accountability, vulnerability, discipline and grit.**

Discipline Equals Freedom

Jocko Willink



You are getting the results you are getting based on 2 things

- 1) Your own personal development and awareness**
- 2) The systems you have in place**

How we limit ourselves as humans



All of the power is in you. Upgrade your level of thinking



Limiter #1 of a Great Team & You

EGO

When we think we know, we are limited
Knowing is the enemy of learning

Be curious – The Ego will distort reality



Mind Traps



Get off of being right as that makes everyone else wrong



EGO

Everybody's ego wants to be right. Humans believe the key to survival is being right.

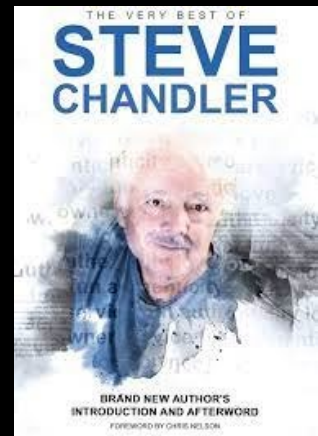
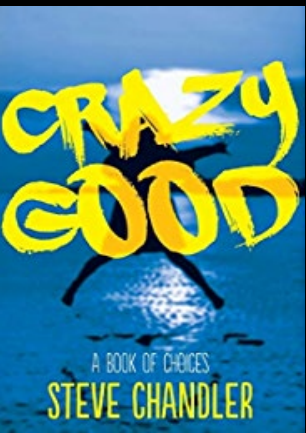
We generally love to gather evidence to prove that we are right. Be curious instead of right

Information or Transformation?

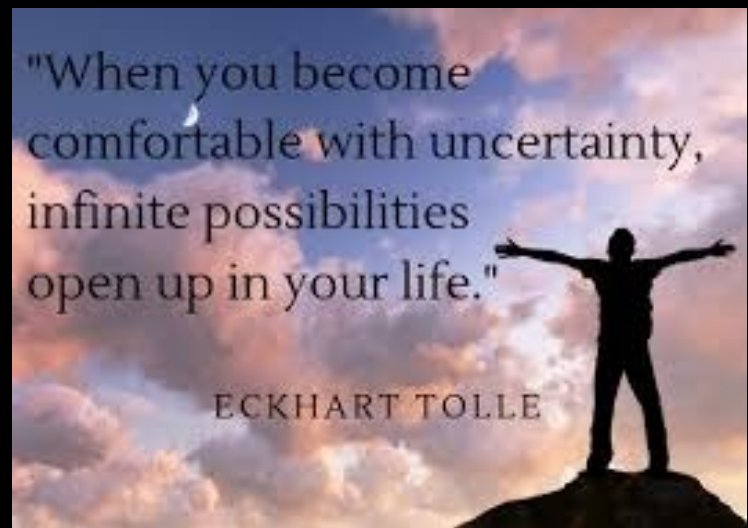
Most people choose gathering information as there is no failure in that

Action with your gathered information creates transformation

Failure helps you grow and that is where transformation is



Life offers you people and circumstances that will show you where you are hung up



Separate your **thoughts** from your **feelings**

Thoughts (Good or Bad) create feelings / emotions that create behaviors that either get results or they don't

Because you think something doesn't make it true



Be Vulnerable

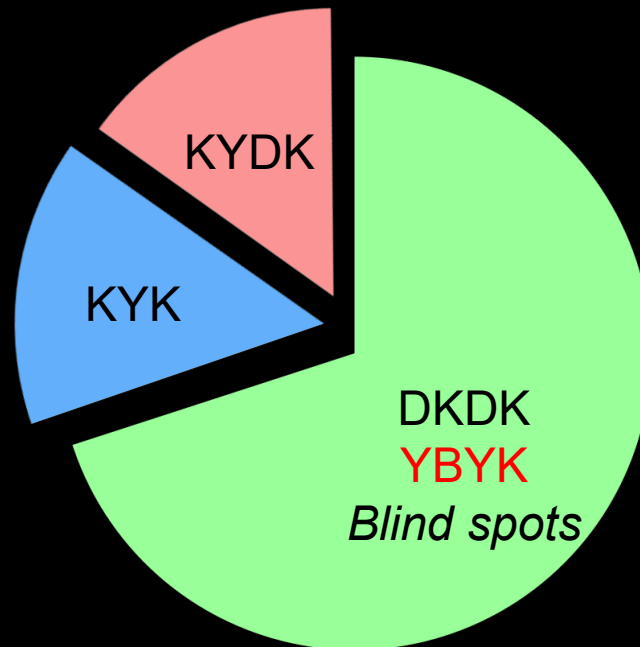
Being Vulnerable is powerful and game changing.
Choose courage over comfort

Self – preservation is not vulnerable. Putting yourself at risk for the team is not natural and is the key to a great team

Life shrinks or expands in proportion to one's
courage- Anais Nin

Know your Blind Spots

Biggest area to improve and you need help



Know Your Point of View



How you are wired

How it helps and how it hurts

Generally, we are not enough – Enoughness

You are not what happened to you or what you were told

Your past does not determine your future

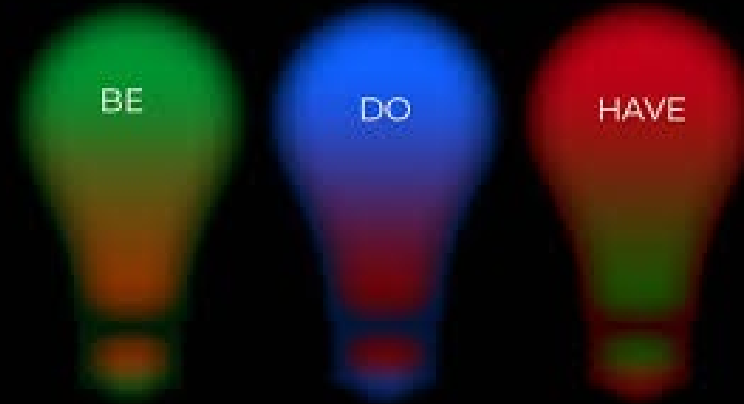
Your words will create your world

Create Daily – Create Future



Possibility or Limitation ??

Who you are being
will outweigh anything you say



Do your daily behaviors match & align with your future goals?

We don't see the world the way it is

We see the world the way we are

We see the world the way we are BEING

Example

Who are you BEING?

Does your audio match your video ?



=



Words - Commitments

Actions



**A Better You makes
A Better Team**

Key Leadership Areas to discuss

Commitment

Action

Expectations / Agreements

Accountability

Communication

Selection

Development Plan

Feedback / Feedforward / Acknowledgment

These are the big rocks



Limiter #2 of Great Team

Lack of Commitment



What is your level of commitment?

A daily re-commitment to standards
that is represented in your EFFORT

Re

COMMITMENT

Daily



Most important are we committed to each other

Re

COMMITMENT

Daily



How does a team that is more interested in their own individual needs beat a team that is committed to each other??

They usually don't



A ACTION
C CHANGES
T THINGS



Action must follow commitment, or nothing will change

Results are a product of your **actions**.

*“It is important that you get clear for yourself that your only access to impacting life is **action**.”*

*The world does not care what you intend, how committed you are, how you feel or what you think, and certainly it has no interest in what you want and don't want. Take a look at life as it is lived and see for yourself that they world only moves for you when you **act**.”*

Werner Erhard

Limiter #3 of a Great Team

Lack of Communication





Communication

= Specific Listening – E.g.

= Agreements

= Clarity

All = Connection



Good communication always involves an agreement

Be Precise

If each one of your words cost you \$10, how precise would you be?

Your words can be either gifts or weapons

Sarcasm is lowest form of communication

Devon Bandison – Game Changer



Communication Keys

Communication is the most important tool you have and must start with listening well and asking key questions. Listen to Understand

Listening is more important than talking and key to communication.

What we say is proof of how well we listen



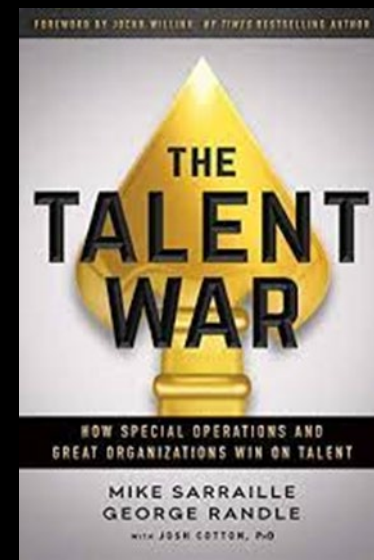
Selection

The Best People help make the Best Teams

Don't always pick people with the same thoughts but rather pick people that will challenge your thinking as that makes you and the team better

Get the right people on the bus first
Then you can decide which direction to drive the bus and which seats they need to sit in

**My 7 –Passion- Work Ethic –Open Minded-Communication –
Grit – Curiosity – Purpose – Complimentary Skillsets**





Development Plan

For each person
For your systems

2 is 1 and 1 is None

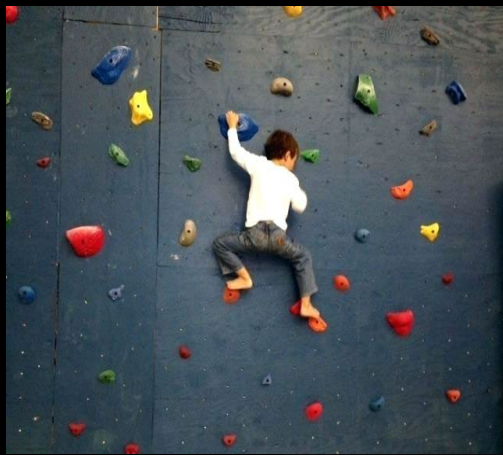


Two is one, one is none.

Navy SEALs

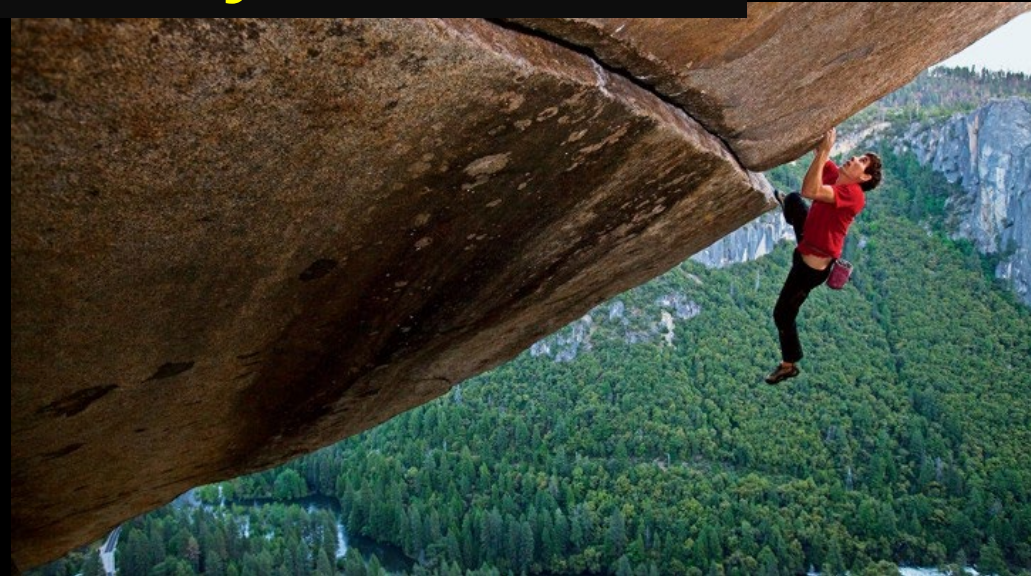






Feedback / Evaluation

**These are essential for growth
of people and systems**





These create awareness



Acknowledgment





LEADERSHIP

*The Rise and Fall of Any Team
Depends on Leadership*

*The first step is **humility** and beyond that is
**integrity, vulnerability, servant mindset,
communication, listening***

LEADERSHIP

*Your actions and who you are **BEING**
will outweigh your words*

"The most powerful
leadership tool you
have is your own
personal example."

John Wooden



Leadership Hacks

Love and Service

create

Trust and Connection

These create high performers



Would you want to be led by you?

Motivate
and
Inspire

***If you don't like change,
you will like your irrelevance even less***

Law of the Lid

Leadership

Develop Future Leaders

The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.” John C. Maxwell

“People don’t care how much you know until they know how much you care.” This quote, first credited to former president Teddy Roosevelt, has become another very popular slogan ingrained in our leadership development culture serving to guide the actions of all team members in the quest to establish meaningful relationships

Develop someone to take your position



Summary

- 1) Create a Shared Purpose / Mission
- 2) Keep our ego on the bench – Be curious
- 3) Be clear on your own purpose - limitations
- 4) Re-commit daily and follow it with action
- 5) Communication is listening
- 6) Great Leadership will lift the tide for all
- 7) Who do you need to BE



Recommended Readings

Personal Development

1. Ego is the Enemy (Ryan Holiday)
2. The Obstacle is the Way (Ryan Holiday)
3. Chop Wood Carry Water (Joshua Medcalf)
4. Atomic Habits (James Clear)
5. The Art of Learning (Josh Waitzkin)
6. Freedom Flight (Lanny Bassham)
7. The Power of Full Engagement (Jim Loehr)
8. The Comfort Crisis (Michael Easter)
9. The Upside of Stress (Kelly McGonigal)
10. Made to Stick (Chip Heath)
11. The Energy Bus (Jon Gordon)
12. The Very Best of Steve Chandler (Steve Chandler)
13. The Carpenter (Jon Gordon)
14. The Daily Stoic (Ryan Holiday)
15. Sustain Your Game (Alan Stein Jr)

Recommended Readings

Leadership

1. Leaders Eat Last (Simon Sinek)
2. Start With Why (Simon Sinek)
3. Legacy (James Kerr)
4. Culture Code (Daniel Coyle)
5. The Power of Positive Team (Jon Gordon)
6. Extreme Ownership (Jocko Willink)
7. Think Again (Adam Grant)
8. The 16 Undeniable Laws of Communication (John Maxwell)
9. Better Humans, Better Performance (Peter Rea)
10. The Eight Paradoxes of Great Leadership (Tim Elmore)
11. Range (David Epstein)
12. Belonging (Owen Eastwood)
13. Wooden on Leadership (John Wooden)
14. The 21 Indispensable Qualities of a Leader (John Maxwell)

Recommended Readings

Mental Game

1. Inner Game of Tennis (Timothy Gallwey)
2. Unfu*k Yourself: Get Out of Your Head and Into Your Life (Gary John Bishop)
3. It Takes What It Takes (Trevor Moawad)
4. Mind Gym (Gary Mack)
5. Courage is Calling (Ryan Holliday)
6. Heads Up Baseball (Ken Ravizza & Tom Hanson)
7. Heads Up Baseball 2.0 (Ken Ravizza & Tom Hanson)
8. Mental ABC's of Pitching (Harvey Dorfman)
9. Mental Keys to Hitting (Harvey Dorfman)
10. Ninety Percent Mental (Bob Tewksbury)
11. The Champion's Mind (Jim Afremow)
12. It Takes What It Takes (Trevor Moawad)

Recommended Readings

Coaching

1. The Score Takes Care of Itself (Bill Walsh)
2. Win Forever (Pete Carroll)
3. Conscious Coaching (Brett Bartholomew)
4. Why The Best are the Best (Kevin Eastman)
5. Practice Perfect (Doug Lemov)
6. Players First, Coaching From the Inside Out (John Calipari)
7. Eleven Rings (Phil Jackson)
8. Wooden (John Wooden)
9. Leading With the Heart (Mike Krzyzewski)
10. The Gold Standard (Mike Krzyzewski)
11. The Tough Stuff (Cody Royle)
12. The Quarterback Whisperer (Bruce Arians)
13. Inside Out Coaching (Joe Erhman)

Ken Crenshaw

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Facebook

Have Balance In All That You Do



Thank You

*It's what you learn after you
know it all that counts*

John Wooden