

Leadership Through Athletic Coaching: Building Cohesive Teams

Dan Ahearn, Master of Arts Candidate

Human Dimensions of Organizations, The University of Texas at Austin

INTRODUCTION

Leadership must build cohesive teams in challenging personnel environments - workers seeking alternative work arrangements due to changes in the traditional workplace, technology advancements, demographic shifts and changing labor market conditions.

Athletic coaches offer unique perspectives in building cohesive units within their teams, with rapidly changing talent and athletes reaching their maximum potential at an early life stage.

METHODS

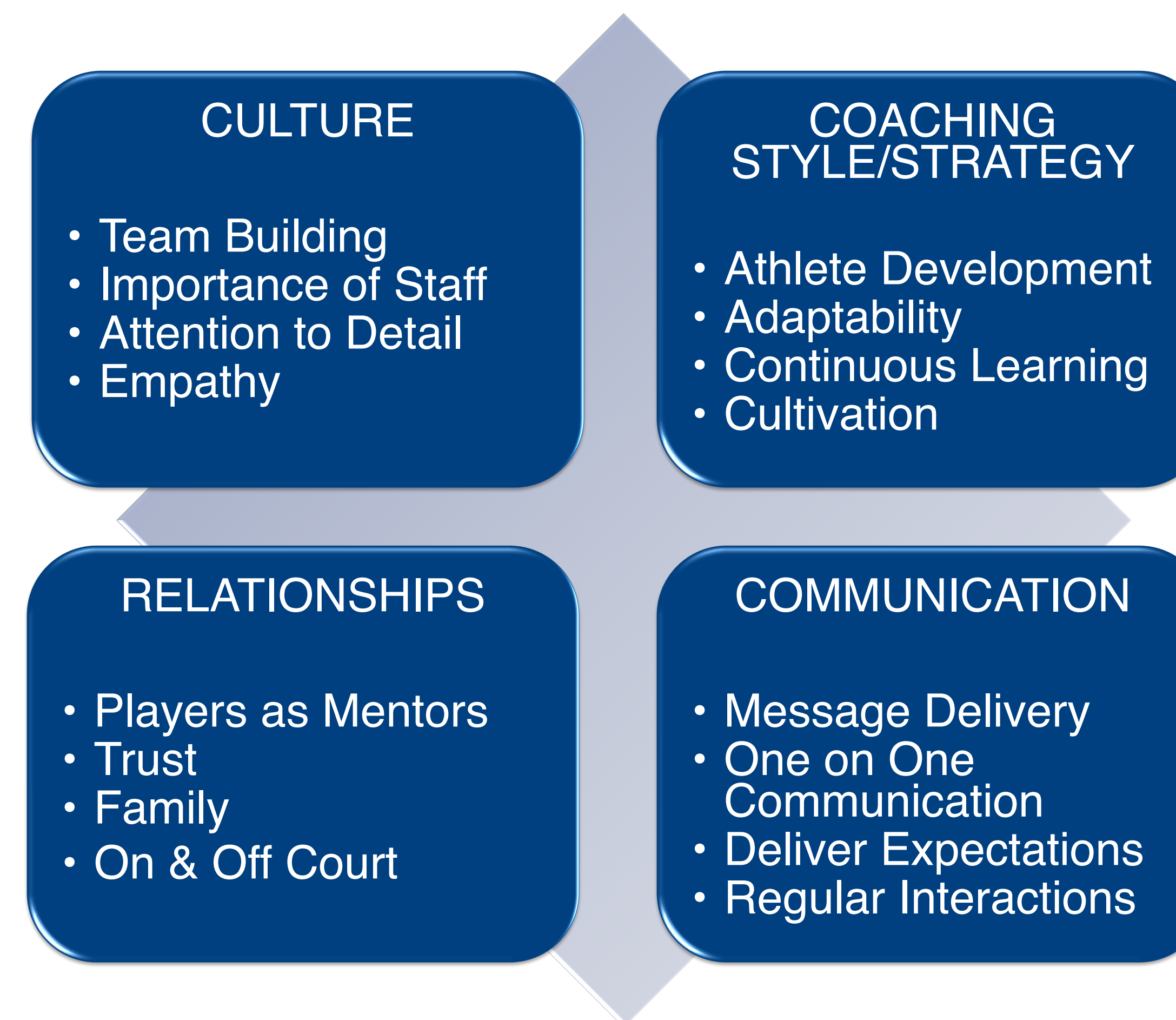
Literature review of studies on organizational culture; teamwork and cohesion; athletic coaching leadership.

Interviews with collegiate and professional coaches and executives to determine strategies and tactics to build cohesive team units, in challenging personnel environments.

Analyzed and organize data into themes and concepts representing attributes essential to successful team building leadership.

RESULTS

- Through detailed analysis of the interview transcripts, 200 concepts were identified representing strategies and tactics participants used in building cohesive teams within their programs
- Concept references were classified into four themes representing attributes essential to the participants' success in building cohesive teams: Culture; Coaching Style/Strategy; Communication; Relationships.
- Concepts were rank ordered under themes based on the number of references received from participants (minimum of 2 references from different participants).



RECOMMENDATIONS

ESTABLISH ORGANIZATIONAL STRUCTURE

DEVELOP CORRESPONDING CULTURE

IMPLEMENT STRATEGY

CONTINUAL EVALUATION

MAIN LITERATURE CITED

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FOR FURTHER INFORMATION

Dan Ahearn:
512.657.5903
ahearndf@gmail.com