

GET ON THE RIGHT BUS

INTRODUCTION

MIKE KRZYZEWSKI, ALSO KNOWN AS COACH K, IS THE HALL OF FAME BASKETBALL COACH AT DUKE UNIVERSITY AND IS THE 2008 U.S. OLYMPIC TEAM HEAD COACH. IN "GET ON THE RIGHT BUS," COACH K SHARES HIS BELIEF IN THE POWER OF WORDS AND THE WAY IN WHICH THE "OWNERSHIP" OF INDIVIDUAL WORDS CAN COME TOGETHER TO FORM THE CHARACTER OF A PERSON, TEAM, OR ORGANIZATION. THIS PLAYBOOK ENCOURAGES YOU TO FIND THE SPECIFIC WORDS THAT WILL SERVE AS THE FOUNDATION FOR YOUR SUCCESS.

Playbook Process At-A-Glance

During this program, participants will:

- Share individual experiences about making changes in their lives
- Identify personal perceptions about confronting challenge(s)
- Suggest words they feel will help address the challenge(s)
- Discuss behaviors associated with the words they feel will help address the challenge(s)

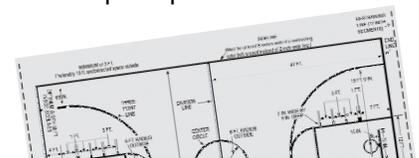
This program is designed to spark discussion and to motivate you and/or your team to achieve your goals. Getting a good start is important, but follow through is essential to bringing about successful change. At the end of this program, there is an action planning activity that will allow you to put the discussion into action.

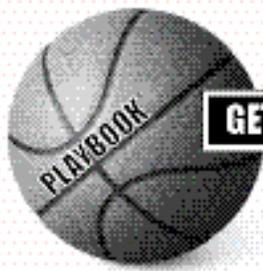
TRAINER'S CHECKLIST:

- Reserve space for your group to review the video and work through this Playbook.
- Read through this Playbook and pay attention to all the Trainer's Notes.
- Send a note to the group outlining the objectives of the session as well as meeting time and location.
- Secure necessary equipment: DVD player, monitor, flip chart, markers, and masking tape.
- Consider fun giveaways to reinforce group participation (candy, buttons, stickers, etc.).
- View the video BEFORE showing it to the group, so you are familiar with the content.
- Position chairs in the room so everyone can see the screen and the flip chart. Also make certain the seating supports easy discussion. For example, a semi-circle or "U" shaped seating allows people to see the screen as well as each other.
- Provide a copy of the PARTICIPANT'S PLAYBOOK for each person, as well as writing paper and pens/pencils.

TRAINER'S NOTES:

-  It is recommended that you allow 2 1/2 hours for viewing the DVD and working through the PLAYBOOK activities.
-  The DVD is 29 minutes.
-  When watching this DVD as a group, encourage audience participation. Follow-up discussions can be lively and productive. Get everyone involved.





GET ON THE RIGHT BUS



WARM UP (15 minutes; complete this before viewing the DVD)

In the DVD you will learn that Coach K faced a turning point in his life when he was 13 years old. Most of us have faced a turning point in our lives. It may have involved ... moving ... going to school ... having a baby ... changing jobs ... getting married ... taking on a new project ... working through difficult times ... losing something or someone important to you.

Question: By a show of hands, how many of you can identify a turning point in your life?

Question: In just a few words, what turning point have you encountered?

When Coach K faced his turning point, his mother advised, *“As you enter this new phase in your life, be sure to get on the right bus.”* While it took him several years to understand what she meant, it is a piece of advice he continues to follow today.

Question: By a show of hands, who recalls receiving valuable advice when you faced a turning point in your life?

Question: Again, by a show of hands, how many of you still consider that advice today?

Question: Who would like to share with the group the advice they received?

Prior to a game, Coach K writes one word on the locker room blackboard. He asks the team to keep that word in mind as they take the court. This word serves to unify the team with a common purpose, even in the heat of the game.

Instructions: Take a couple of minutes for personal reflection and answer the following question. We will then discuss as a group.

Question: Is there a word(s) that would help you and/or your team stay focused and on track? You may use the words below as thought-starters.

POSSIBLE WORDS FOR TEAM FOCUS:

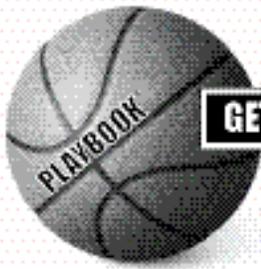
- | | | |
|--|------------------------------------|--|
| <input type="checkbox"/> Communication | <input type="checkbox"/> Trust | <input type="checkbox"/> Care |
| <input type="checkbox"/> Pride | <input type="checkbox"/> Integrity | <input type="checkbox"/> Personal Responsibility |
| <input type="checkbox"/> Dependability | <input type="checkbox"/> Work | <input type="checkbox"/> Imagination |

TRAINER'S TIP:
If time is limited, consider reading and answering the warm up questions individually. Be certain to allow time to answer and discuss the post-DVD questions.

TRAINER'S TIP:
Keep this fast-paced, with short answers. Ask for clarification only when necessary.

TRAINER'S TIP:
Keep an eye on the time, allowing as many participants as possible the opportunity to share their thoughts. This exchange is an excellent way to learn about one another.

TRAINER'S TIP:
FLIP-CHART the answers. Keep this activity moving quickly. Put a tally mark beside each word every time it is mentioned. This list of words will help with the Action Planning activity that follows the video.



GET ON THE RIGHT BUS

VUEWING THE DVD

(5 minutes to cover the following preview questions & 29 minutes to view DVD)

While viewing the video, listen for answers to these questions:

- How is the phrase “get on the right bus” defined in the video?
- What did Coach K learn about “getting on the right bus”?
- What does “the fist” have to do with success?
- What does it mean to “own” a word?

AFTER VIEWING THE DVD

(10 minutes small group discussion and action planning)

In the DVD, Coach K shared his mother's advice, “As you enter a new phase in your life, make sure the bus you drive only has good people on it. And if you get on someone else's bus, make sure there are good people on it. If you do, those buses will take you to places you could never go alone.”

Instructions: Take a few minutes for personal reflection and answer the next two questions. We will then discuss as a group.

Question: Think about what you and/or your team are trying to accomplish. When you look around you, do you see good people on your bus? Who are they?

Question: Why did you spotlight that person(s)?

Having the right people on the bus is important to success. It is also important to know what challenge or turning point you are facing.

Before viewing the DVD, you were asked to consider a word or words that would help you and/or your team stay focused and on track. Flip back and look at your answer to that question. You picked that word for a reason.

Question: Why did you pick that word(s)?

Question: What challenge or turning point are you and/or your team facing right now?

TRAINER'S TIP:

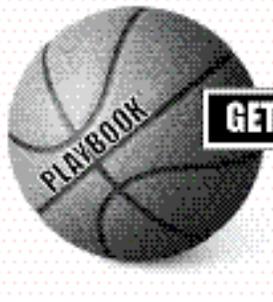
Ask the group to share their responses. Wait for a reply. Silence is your friend! Repeat the question if you need to, but try not to answer it for participants. Someone will speak up and offer an answer.

TRAINER'S NOTES:

 It is important that every participant have an opportunity to share their answer to both questions.

 **FLIP CHART** the answers so everyone's contribution is visible.

 After everyone has spoken, if participants are an intact work group, try to generate agreement on the challenge(s) / turning points.



AFTER VIEWING THE DVD - CONTINUED

Instructions: Turn to page 5 in your Participant Materials. You will see the outline of a “hand”. In the center of the palm, write the words summarizing you and/or your team's challenge(s) or turning point.

When Coach K discusses the power of words, he emphasizes five primary words that have been foundational for his teams over the years. He talks about these five words as the FIST that creates a sense of direction and purpose.

Question: What five words could create a sense of direction and purpose for the challenge or turning point you and/or your team are currently facing?

Write each of the five words down, placing one word in each finger of your tracing.

Consider the words below to start your thinking.

- | | | |
|---|---------------------------------------|---|
| <input type="checkbox"/> Accountability | <input type="checkbox"/> Enthusiasm | <input type="checkbox"/> Ownership |
| <input type="checkbox"/> Adaptability | <input type="checkbox"/> Excellence | <input type="checkbox"/> Passion |
| <input type="checkbox"/> Adversity | <input type="checkbox"/> Family | <input type="checkbox"/> Responsibility |
| <input type="checkbox"/> Balance | <input type="checkbox"/> Friendship | <input type="checkbox"/> Poise |
| <input type="checkbox"/> Belief | <input type="checkbox"/> Fundamentals | <input type="checkbox"/> Pride |
| <input type="checkbox"/> Care | <input type="checkbox"/> Giving Back | <input type="checkbox"/> Respect |
| <input type="checkbox"/> Challenges | <input type="checkbox"/> Guidance | <input type="checkbox"/> Selflessness |
| <input type="checkbox"/> Commitment | <input type="checkbox"/> Imagination | <input type="checkbox"/> Standards |
| <input type="checkbox"/> Communication | <input type="checkbox"/> Integrity | <input type="checkbox"/> Trust |
| <input type="checkbox"/> Courage | <input type="checkbox"/> Learning | <input type="checkbox"/> Will |
| <input type="checkbox"/> Culture | <input type="checkbox"/> Love | <input type="checkbox"/> Work |
| <input type="checkbox"/> Dependability | <input type="checkbox"/> Motivation | |
| <input type="checkbox"/> Empathy | <input type="checkbox"/> Planning | |



Now, with an understanding of the significance of these words, select the words that you and/or your team believe can truly create purpose and direction.

Our Team Words:

1. _____
2. _____
3. _____
4. _____
5. _____

Preview



CONGRATULATIONS!

You have developed a personalized Playbook. It contains the words and behaviors you and/or your team feel will help keep you focused to reach your goals. You're on your way to finding some new winning approaches.

The strategy and planning you just accomplished are important to success, and so is action. The next step is to determine how to turn this discussion into action. You will need to figure out how to make these words come to life and to become visible. Here are questions and actions to consider:

- What behaviors would you expect to be associated with each of your five (5) team words?
- How will you hold yourself and each other accountable for demonstrating these behaviors?
- How will you recognize people who implement the behaviors?
- How will you alert people that are not following the behaviors?
- Revisit your words and your progress, implementing the behaviors associated with the words.
- Take time to talk about difficulties you experience demonstrating the proper behaviors.
- Share your successes and the benefits you gain when they do work.
- Keep your team's words visible and make them a part of your vocabulary. Use them each day and keep talking!

GET ON THE RIGHT BUS, AND YOU'LL REACH PLACES YOU COULD NEVER GO ALONE!