



# CHANGING OF THE **GUARD**



Transitioning  
Leadership  
Roles  
Within Your  
Program



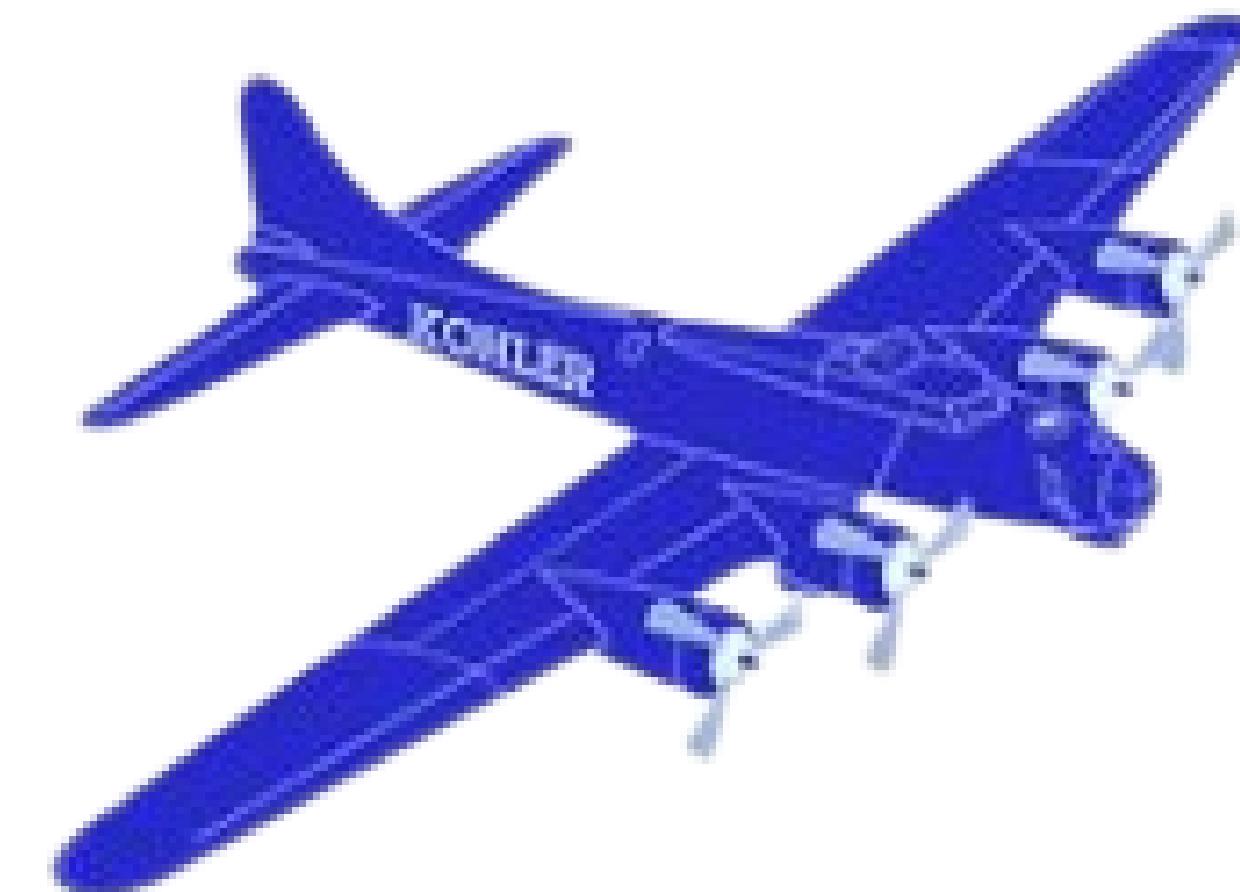


WISCONSIN CROSS COUNTRY COACHES ASSOCIATION

WISCONSIN

# CLASS ACTS

FIRST-HAND PROOF WHY  
CROSS COUNTRY IS THE BEST





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**2023 - Year 1**  
**What I'm Taking Over**  
**As a New Head Coach**

**39** Conference Titles

**39** State Berths

**9** State Championships

**41** Years of Experience





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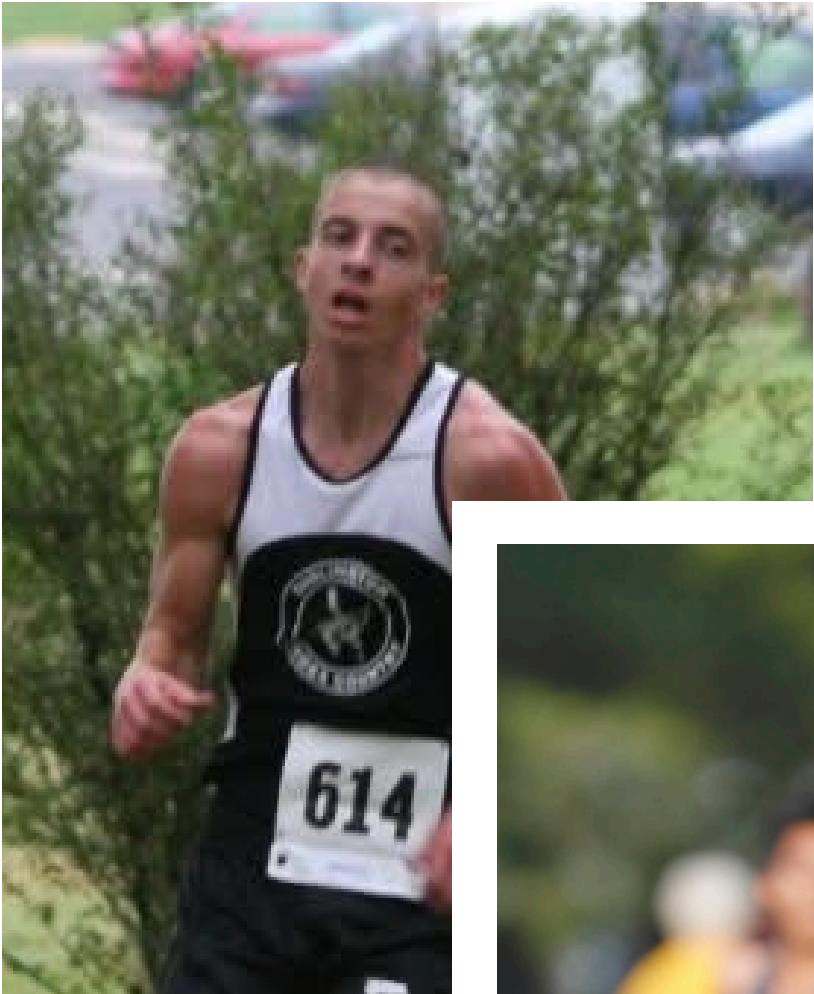
HOW DO YOU REPLACE THAT?

**41** Years of Experience





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# SHOULDN'T THIS BE EASY?

## KNOWLEDGE OF PROGRAM



- Assistant for 5 years
- Part of program 2008 - 2011
- Grew up IN the program

## SUCCESSFUL & ESTABLISHED



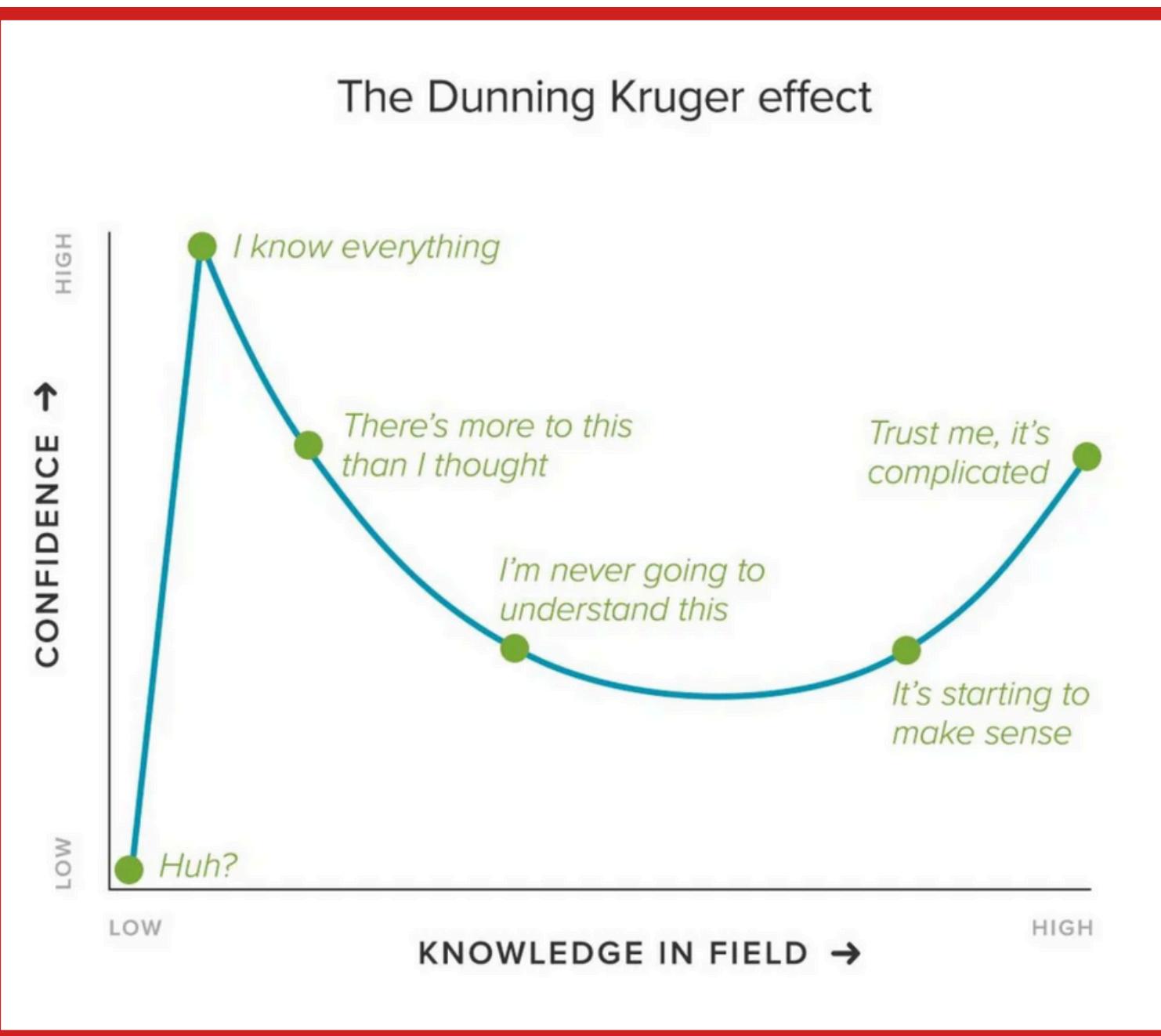
- Many traditions
- Successful teams & individuals
- Many returners going into 2023





# NOT AS EASY AS IT SEEEMS

The Dunning Kruger effect



Sometimes, we overestimate our abilities because we don't know enough to realize what we don't know. That lack of awareness is crucial to acknowledge to avoid a confidence vs. competence mismatch.





# MAIN MESSAGE

THE THINGS THAT HELPED MAKE  
THE TRANSITION INTO MY NEW  
ROLE A SUCCESS

For those who will step into a  
Leadership Role, or for those  
stepping away from a  
Leadership Role...

I'm talking to YOU  
(Everyone)





# 1.) KEPT MOST THINGS THE SAME\*

- See the “bigger picture” from a new perspective
- Get a REAL feel for what things you like/what things you feel could be different
- HS kids aren’t fans of BIG changes - gain their trust & buy-in first
- Needed to understand & fulfill new responsibilities





## 2.) CONTINUED TRADITIONS

- Staple traditions are what the kids look forward to
- “Right of Passage” to be in charge of them, experience them w/ the kids
- Builds connection with your new team & new role
- Can create new ones as you go (make your own impact)
- Maintained connections with Alumni





## 3.) HIRED & DEPENDED ON GREAT ASSISTANTS

- Have unique & important connection with the athletes
- Familiar with & “connected” to the program
- Passionate about coaching
  - Character, Capacity, Heart
- Offered ideas to help the team (and me) handle situations in my new role
- Trusted their perspectives (because they care!)





## 4.) KEPT DETAILED NOTES

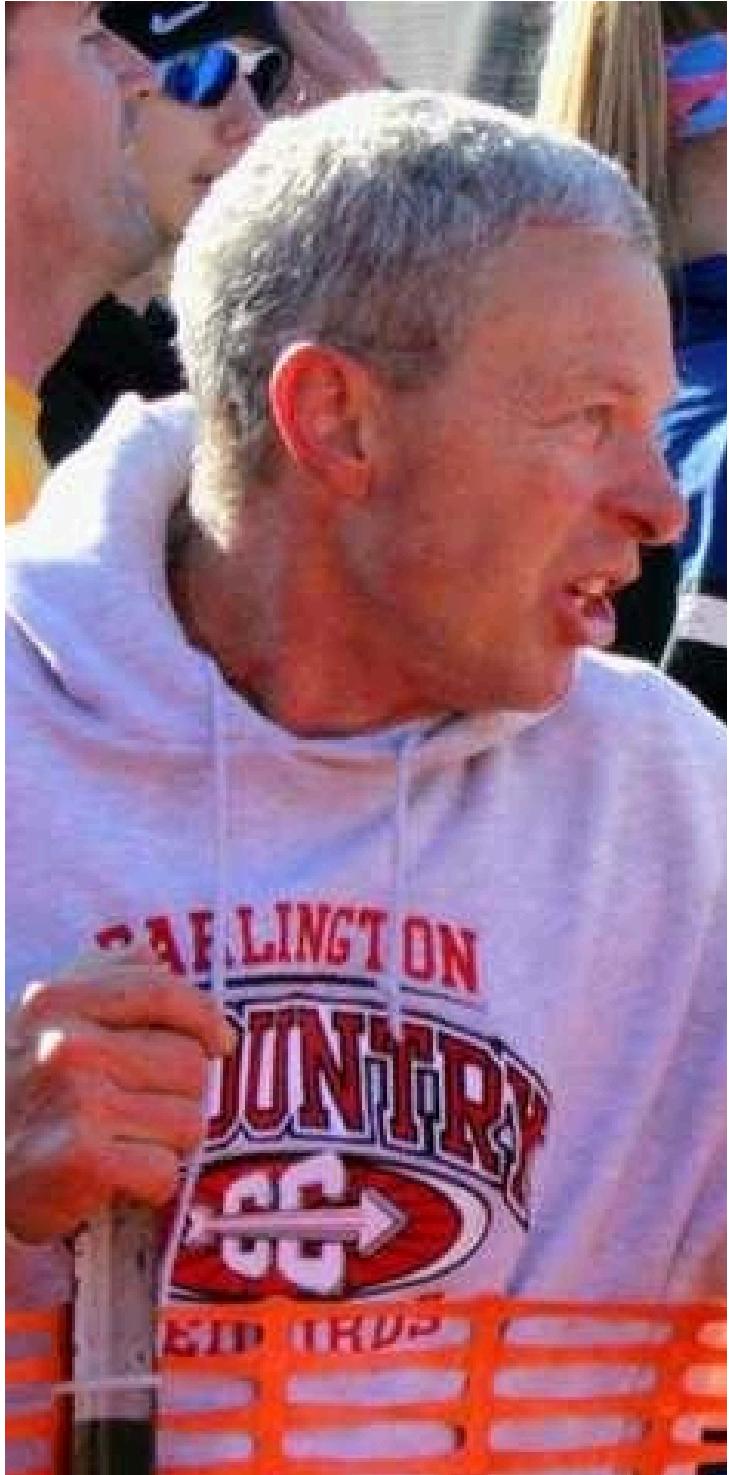
- Started before becoming head coach
- Made reflections after practices, meets, training cycles, etc.
- Honest self-feedback on what went well/not well
- Felt more confident when making “informed” changes as Head Coach

	2019 XC - Year 1 Assistant
	2020 XC - Year 2 Assistant
	2021 XC - Year 3 Assistant
	2022 XC - Year 4 Assistant
	2023 XC - Year 1 HC
	2024 XC - Year 2 HC
	2025 XC - Year 3 HC

⋮



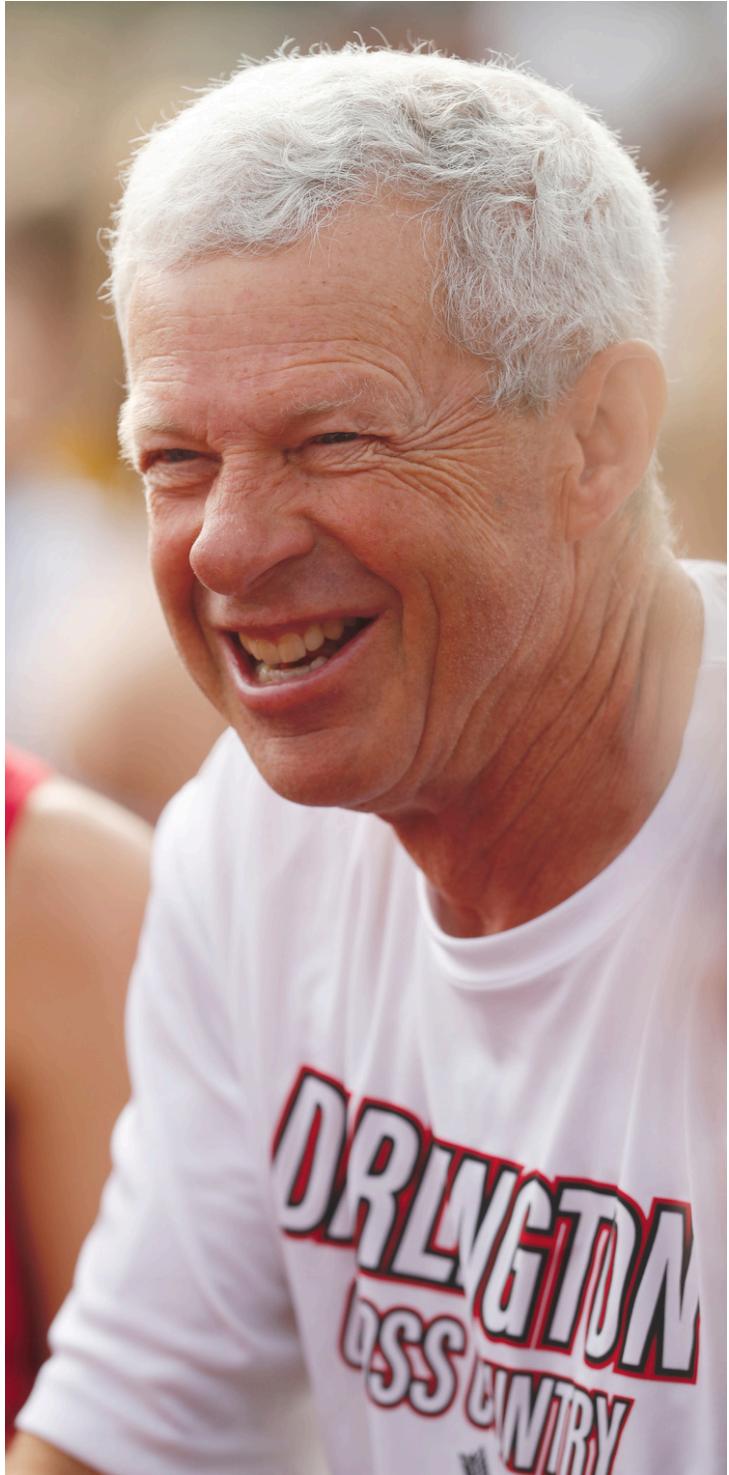
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# VETERAN/DEPARTING COACHES

WHAT CAN YOU DO TO HELP?

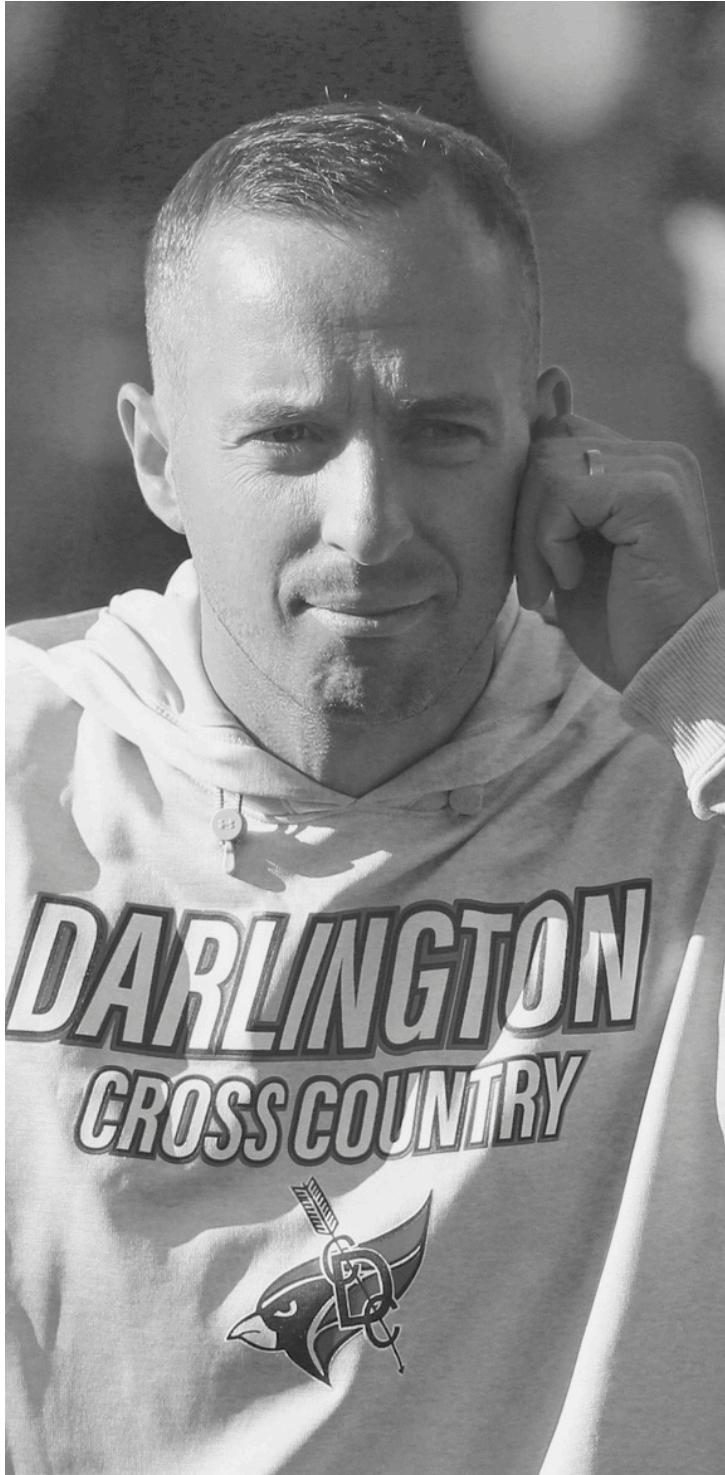




## 1.) ALLOW SPACE TO LEARN & GROW

- Finding autonomy while recognizing own self-worth
- Develop own set of values & goals
- Allows kids to make meaningful connections in new situation
- Garners trust amongst new coaches





## 2.) BE AVAILABLE TO ANSWER ?'s

- Experience can only be replaced by experience
- Can provide meaningful perspectives in crucial situations
- Guidance maintains standards that were already in place

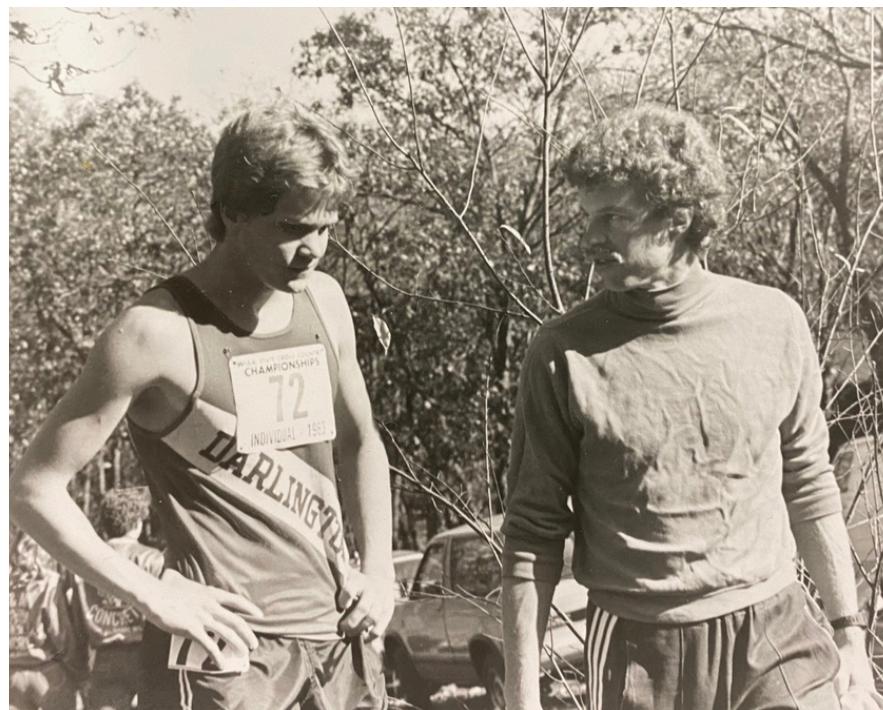
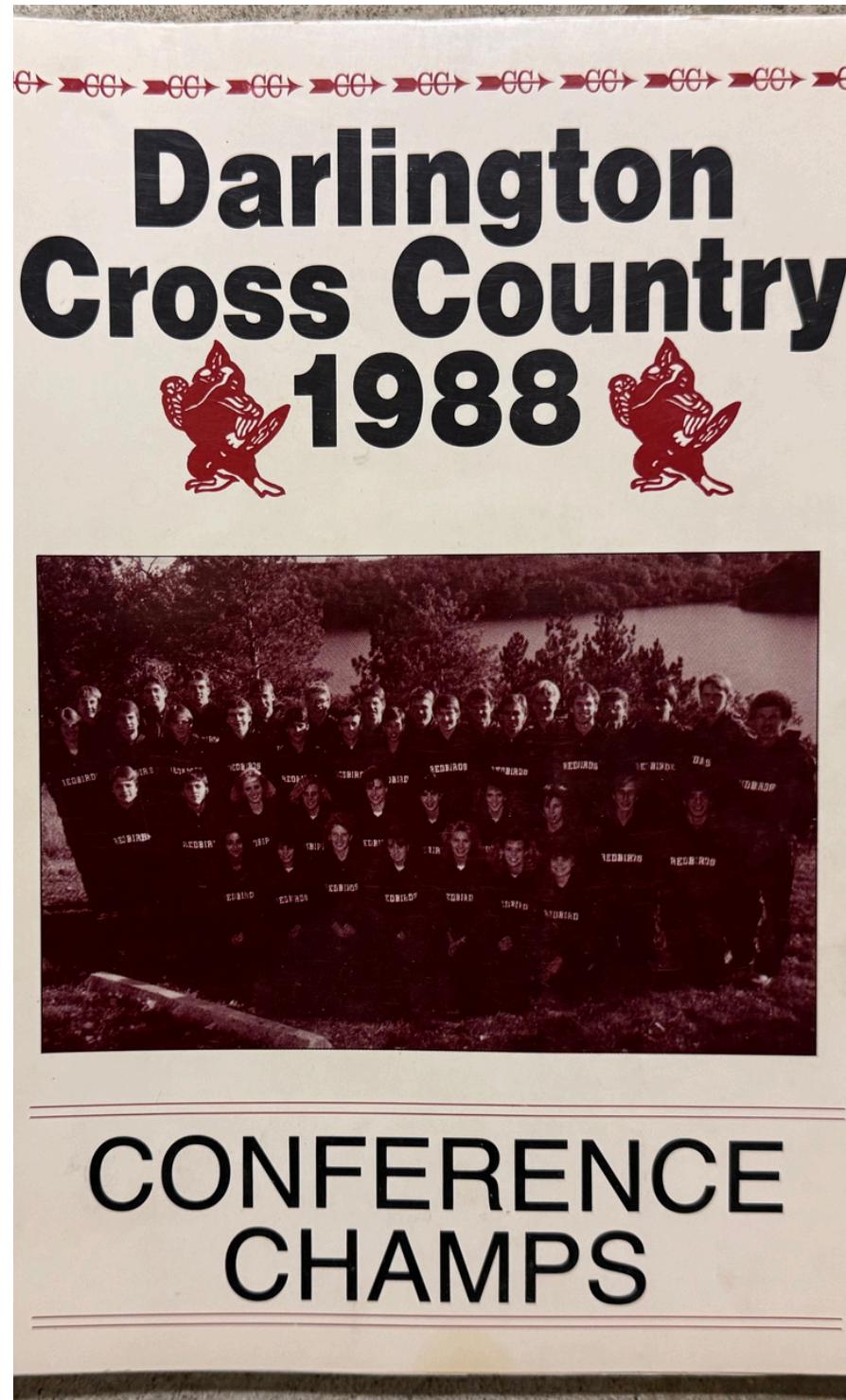




### 3.) CONTRIBUTE IN A DIFFERENT ROLE

- Youth/Middle School Program
- Staple traditions within the program
- Guest speaker during practice
  - All of these keep your presence & impact in the program while allowing new leadership to thrive





## 4.) ACCESS TO RESOURCES

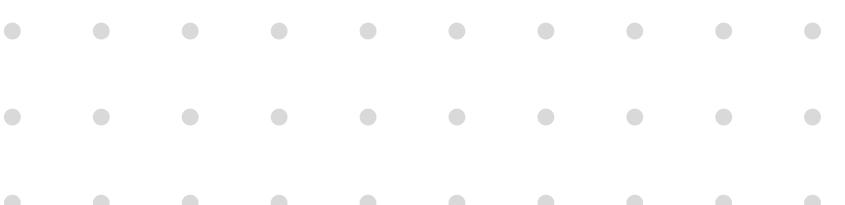
- Important season contacts
- Season “Schedule”
  - Team events, dates, deadlines, etc.
- Practice schedules from previous years
- Program Records & Archives (Indv. & Team)





# CIGNETTI EFFECT

- Indiana Football
  - Most losses in College Football History
- Alabama Football
  - Most National Championships in College Football History
- 2026 Rose Bowl
  - Indiana 38, Alabama 3
- How can you be successful in any situation?





# CIGNETTI EFFECT

- Culture of Fundamentals
  - Change the mindset & belief of what's possible
  - Establishing new traditions
- Right People & Plan
  - Surround yourself with people who care
  - Work hard to achieve your vision
- Standards over Circumstances
  - Upholding the important pillars of your program - no matter what



YOUR  
PHOTO  
HERE



## INSERT NAME **EFFECT** HERE

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# THANK YOU

To the coaches that have been my peers, mentors, friends, & competitors- thank you for making this such a great sport to be a part of!

