FULL TIME-OUT: APRIL 2019

"Every morning when you wake up you have a choice to make. You can choose to work hard or you can choose to not work hard. That's it. That is the most fundamental choice you have to make each day. But if you have to acknowledge that not working hard is a choice." – Jim Valvano

Watch

Overtime Bonus!

Given that Coach Bennett and the Virginia Cavaliers bounced back so brilliantly from last year's loss and are headed to the Final Four, it's only fitting we share this:

Did you notice that his composure, perspective and authenticity were the exact same in both press conferences? He handled himself with class after the biggest loss and the biggest win of his career!

Read

There is no question you must be self-aware and have positive habits to perform at a high level.

But aside from those two areas, the #1 factor that determines the level of your performance, in any area of your life, can be found in the standards you live by.

It's been said that "The quality of a person's life is reflected in the standards they set for themselves." This is because your standards dictate your performance.The higher your standards, the higher your performance.

What are standards?

Standards are simply the code that you choose to live by.

But in order to create your personal standards, you must first clarify your identity:

- Who are you?
- What do you stand for?
- What do you believe in?
- What are your values?
- What is your purpose?

Once you are crystal clear on these profound questions, you set personal standards to uphold your identity. And you must be very specific in your personal standards. Ambiguity fogs clarity.

And when it comes to your personal standards, you either live by them or you don't. There is no in-between. If having integrity is one of your personal standards, it can't be a part time thing. You either have integrity or you don't!

Now I understand we are all flawed. Making a poor decision doesn't mean you don't have integrity.

Mistakes are a part of life.

Mistakes are part of the process.

So admit them. Learn from them. But don't repeat them! The first time it is a mistake. The second time it is a decision.

Remember to give yourself some grace.

"Success comes from good decisions. Good decisions come from experience. Experience comes from bad decisions."

Do

Assemble a group of colleagues, coworkers or teammates. Have each person write down his or her answers to the following 5 questions:

1. What is culture?
2. How do you define it?
3. How do you measure it?
4. How do you improve it?
5. What is our culture?

Have each person share their answers and discuss the similarities and differences.

30 SECOND TIME-OUT: APRIL 2019

3 Short Thoughts on Change:

1. Team change can't happen without individual change. It takes personal change to create team change.
2. You can't transform a team. However, you can transform people and they can transform the team.
3. The first step to improving your team is improving yourself.

Watch

FULL TIME-OUT: MAY 2019

"Most people believe accountability means blame. It doesn't. Accountability is being held to the standard you have accepted as what you want, individually and collectively" – Jay Bilas

Watch

Do

Make a comprehensive list of all of your job responsibilities (literally every task required for you to do your job at an elite level). Take each item on that list and assign it to one of these 3 buckets:

1. Things I'm really good at and really enjoy
2. Things I'm OK at and I don't mind doing
3. Things I'm not good at and I don't like doing

To maximize your effectiveness and impact, how can you do more of #1 and less of #3?

Read

In order for your organization to maximize its potential, as well as achieve and perform at a high level, everyone on the team must know their role, embrace their role, and do everything in their power to fulfill their role.

It's important to acknowledge that every role is important. Yes, some roles are bigger and some are smaller, but like a jigsaw puzzle, every piece is essential to the final picture. A way to illustrate this is for everyone in the organization to admit they can't achieve the team's mission by themselves. They need their teammates. However, it's equally important for the organization as a whole to admit they can't reach their goals without each individual doing their part. Every individual is responsible for their own specific role while simultaneously accountable to the team's mission.

The executive team, along with managers, directors, and supervisors, should go out of their way to publicly praise employees with less prestigious roles to keep them motivated and make them feel valued, appreciated and make them feel like they've contributed.

Here is a step-by-step process on establishing roles, defining roles, and communicating roles:

Step 1: Each executive, manager, director, and supervisor should draft a detailed evaluation for each of their direct reports. What are their strengths? Weaknesses? Where do they add value to the company? Where are they a liability? What duties and responsibilities are they best suited for?

Then the executives, managers, directors, and supervisors should meet as a group to compare notes and openly discuss and debate until a consensus is reached and a role has been clearly established for every single employee.

Step 2: Each executive, manager, director, and supervisor should schedule an individual meeting with each of their direct reports to openly share the evaluation, as well as offer an action plan for their development. The employee should be encouraged to offer their thoughts, opinions, and concerns. Do they feel the evaluation is accurate? Fair? Is this a role they deserve? Is this a role they accept? Do they have the resources they need to fulfill this role? Where could they use help? The more honest the dialogue, the better. The meeting should not adjourn until both parties have agreed on the employee's role.

Step 3: There should be a team meeting where every employee's role is shared openly with everyone in the organization (or in their specific department if it is a large company). Everyone on the team should know what is expected of everyone else. Openly discussing roles promotes full transparency, which is essential to a team functioning at a high level.

At the end of the meeting, each executive, manager, director, and supervisor as well as each employee should sign an agreement acknowledging that they understand and accept their role.

Every member of the organization should be responsible for and held accountable for knowing, accepting, and embracing their roles, every day. This should be emphasized daily. Remember, that which gets praised gets repeated.

Each team member's commitment to fulfilling their role will determine the organization's results.

30 SECOND TIME-OUT: MAY 2019

3 Short Thoughts on Culture:

1. Culture is not a result of what you say… it's a result of what you do (consistently).
2. Teams with a winning culture can accomplish anything. Teams with a losing culture will struggle with everything.
3. Your culture will determine your long term, sustainable results.

Watch

FULL TIME-OUT: JUNE 2019

"Life gives you plenty of opportunities. The key is always being prepared to take advantage of them… because you never know when they will come." – Tom Brady

Watch

Do

Please list the 5 activities that 'fill your bucket' and give you energy (such as taking a yoga class, reading a book, listening to music, lifting weights, etc.). How frequently are you doing these things?

Please list the 5 people that 'fill your bucket' and give you energy (people that every time you talk to them you feel better about yourself and ready to take on the world!). How often are you spending quality time with these people?

Read

Learning to be ‘comfortable being uncomfortable’ on a consistent basis requires dedication.

Dedication is essential for success in anything. The workforce is competitive. If you aren’t dedicated, you won’t make it.

A powerful quote from legendary basketball coach, Don Meyer, comes to mind:

“There are two pains in life: the pain of discipline and the pain of regret. You can pick one.”

Being dedicated means answering these 3 questions:

1. What do you want? (Ex. become a manager or CEO)
2. What will it take to get it? (Ex. time, effort, consistency)
3. Will you pay the price? (Make sacrifices, dedicate yourself)

While it may be urban legend, I heard that back in his prime (before his spiraling downfall), Tiger Woods used to make 100 consecutive 10-foot putts to end every practice. That is 100 in a row, not 100 total. If he missed his 92nd putt, he started over! That is dedication.

I saw first-hand Stephen Curry of the Golden State Warriors do the same thing. He wouldn’t leave a workout or practice until he swished 5 free throws in a row. Yeah, swished.

Tiger went on to say:

“If people knew how dedicated I was, they wouldn’t think this came so easy to me.”

Another example of dedication is the NBA Basketball early bus. There are two buses that head to the arena before every road game. The early bus heads over 3 hours before tip-off and the late bus heads over 90 minutes before tip-off. The players on the early bus are usually rookies and guys that need to prove themselves. They go over early to get up extra shots and work on their game.

Rumor has it that recently retired NBA superstar Tim Duncan took the early bus every game, even after his Hall-of-Fame legacy was solidified. I also heard that the Spurs organization took notice and said, “If our best player can take the early bus, then everyone can take the early bus.” Needless to say the Spurs only take one bus to the arena now.

To make it, you have to understand that dedication isn’t a sometimes thing, it is an all-of-the-time thing. You can’t be kind of dedicated. You are either dedicated or you’re not. There is no in between.

Are you dedicated?

30 SECOND TIME-OUT: JUNE 2019

3 Short Thoughts on Leadership:

1. A team can't outperform its leadership (Leadership is not a difference maker… it's the difference maker).
2. Leaders either raise a team or they undermine it. A team simply can't become something the leader isn't.
3. Be the type of leader that you would want to work/play for.

Watch

FULL TIME-OUT: JULY 2019

“If you want to get somewhere you’ve never been, you need to make an investment. You need to invest your time, money and energy. An investment is a sacrifice. And sacrifice is required for success.” – Kevin Eastman

Watch

Do

Write down your normal morning routine. What time do you usually get up? What do you do first? How do you spend the first 60 minutes of your day? Write down your normal evening routine. What time do you usually go to bed? How do you spend the last 60 minutes of your day?

If you could snap your fingers and magically add one positive habit to either routine, what would it be? If you could snap your fingers and magically remove one negative habit from either routine, what would it be?

Read

One of the most common questions I get asked as I travel the world is also one of my favorites:

“What advice do you have for young leaders?”

I love this question because it comes from a place of humility and erases all air of entitlement.

It’s funny how maturity works. When I was 25, I thought I knew everything. And now at 43, I not only realize how much I didn’t know then, but even more importantly, how much more I still need to learn!

And therein lies my first piece of advice to younger, less experienced “leaders:”

1. Always stay humble, acknowledge you don’t have all of the answers (and never will), and be open to learning anything and everything you can from anyone and everyone you can.
2. The best investment you can make is an investment in yourself. You need to work as hard on yourself as you do on your craft. You need to develop yourself as a whole person. You need to be very intentional in developing yourself mentally, emotionally, physically, and spiritually. The only way you can maximize your ability to lead is to maximize yourself as a person.
3. Put effort and focus into developing quality relationships. Relationships with your fellow employees, with your staff and with your colleagues. It is about connection. It’s about establishing trust. It’s about being fully invested into serving others. Any investment you make into forging quality relationships is well worth your time and effort. The relationships you create are your most valuable currency.
4. Work on your craft every single day. Do something every day of your life that helps you grow and develop. Read, watch and listen to any quality resource you can to help you improve your leadership, communication, teaching and organization. Being a true leader is not one-dimensional.
5. Dedicate yourself to serving others. Commit to adding value to everyone and everything you come in contact with. Focus on making everyone around you better by putting their interests, their needs and their goals first. Be the type of leader that people want to work with. Be a true servant leader. Bring energy, enthusiasm, and effort to every day. When you see a problem, fix it. Be a problem solver, not problem maker. The world has enough of those already!

So that’s it! Develop yourself, forge quality relationships, work on your craft, and serve others. Do those 4 things consistently.

Sounds easy, right? It’s not. Basic? Yes. But definitely not easy. But then again, neither is being a great leader.

30 SECOND TIME-OUT: JULY 2019

3 Short Thoughts on Mindset:

1. Mindset determines what you do and how well you do it. Skill set without mindset is useless.
2. Mindset dictates how you deal with opportunity, adversity, change, challenge, success, preparation and feedback.
3. Mindset progression: I can't – I wish – I can – I will – I have

Watch

BONUS!

Repetition is not punishment.
Repetition is the mother of skill.
Repetition is required for mastery.

Repetition is the oldest and most effective form of learning in existence and that will never change.

This is true personally and it's true professionally.
This is true individually and it's true organizationally.
If you want to get better at anything, you must put in purposeful reps.

How many reps, during the Unseen Hours, do you think this took?

FULL TIME-OUT: AUGUST 2019

“Average teams give their people something to work on. Great teams give their people something to work toward.” – Simon Sinek

Watch

Do

Write down the name of someone you consider a mentor (someone that has already blazed the trail you are following). This person is your Plus (+).

Write down the name of someone you consider an equal (someone that is at your level with similar aspirations & goals). This person is your Equal (=).

Write down the name of someone you could mentor (someone that would like to be where you are one day). This person is your Minus (-).

Make a commitment to investing quality time with each of these three people on a consistent basis.

Read

Formal interviews were conducted with more than 20,000 individuals and 2,000 organizations, including eighty Fortune 100 companies. The results were overwhelming.

There are 3 primary reasons a person or business isn't successful:

1. They have difficulty handling change
2. They have an inability to work as a team
3. They have poor interpersonal skills

All three of these are the result of a low Emotional Intelligence (EQ).

Notice that IQ related skill sets had nothing to do with it.

EQ > IQ

How does this happen? EQ isn't readily taught. Our entire educational system is focused on IQ and standardized tests. As a society, we don't simply don't teach EQ. This is especially true with males. Most males are wrongfully conditioned as little boys to 'stop crying' and not to talk about, share, or properly process their emotions.

As tragic and awful as these school shootings are, they don't surprise me at all. The combination of social isolation, bullying, and non-existent EQ is a sound recipe for these horrific events.

It's time we make a shift. It's time we start valuing EQ, teaching EQ, and praising EQ. Emotional Intelligence is the #1 tool for effective leadership, at work and at home.

30 SECOND TIME-OUT: AUGUST 2019

3 Short Thoughts on Discipline:

1. Discipline is the active pursuit what you want most… not what you want now.
2. Saying ‘no’ is the foundation of true discipline.
3. Your level of discipline determines your level of happiness, fulfillment, success and significance.

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FULL TIME-OUT: SEPTEMBER 2019

"The only way you can possibly lead people is to understand people. And the best way to understand them is to get to know them better and by truly caring." – Coach K

Watch

Do

Write down the name of someone you consider a mentor (someone that has already blazed the trail you are following). This person is your Plus (+).

Write down the name of someone you consider an equal (someone that is at your level with similar aspirations & goals). This person is your Equal (=).

Write down the name of someone you could mentor (someone that would like to be where you are one day). This person is your Minus (-).

Make a commitment to investing quality time with each of these three people on a consistent basis.

Read

Do you want to be an average leader or an exceptional leader?

I know. It's a condescending question, right?

However, it's not what you say, it's what you do.

Everyone says they want to be an exceptional leader, but their habits prove otherwise. If your beliefs and your behaviors don't align, then one of them needs to change. Either change what you believe or change the way you behave.

If you truly want to be an exceptional leader, you need to ask yourself these 6 questions every single day:

1. Are my people getting better? How do I know? How am I assessing their development?
2. Do I gather feedback and evaluate performance? Am I self-aware? Team-aware?
3. Am I focused on the process or the outcome? Am I focused on consistent improvement or just on the bottom line?
4. Am I developing quality, meaningful relationships with my people? Do we just talk work or do we talk about life?
5. What have I done recently to work on my craft? How much time do I put into my own professional development?
6. Am I having fun? Or am I feeling burned out?

Being an exceptional leader requires honestly answering these questions and consistently recalibrating. After all, the key to success is to do more of what works and less of what doesn't.

30 SECOND TIME-OUT: SEPTEMBER 2019

3 Short Thoughts on Team Cohesion:

1. You want a better team? Then be a better teammate. Focus on becoming the best version of yourself.
2. Teammate Levels: Average, “You need to change.” Good, “We need to change.” Great, “I need to change.”
3. Selfishness is always within a few degrees of every team problem. Need people to buy in and believe in: We > Me

Watch

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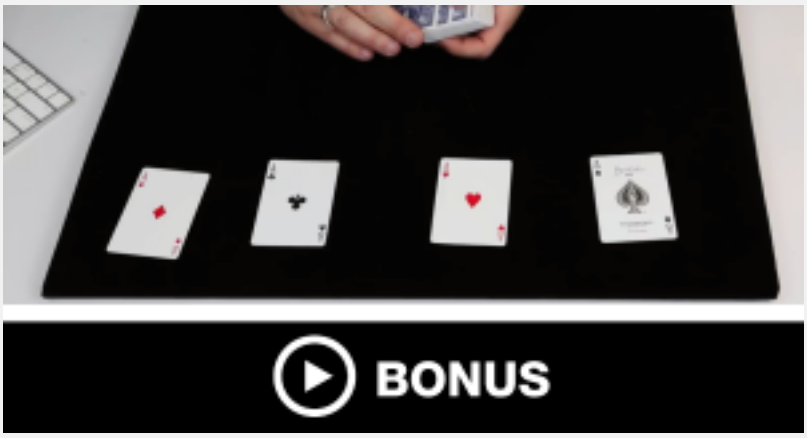

FULL TIME-OUT: OCTOBER 2019

"I want every single person who works for an organization to feel that their personal imprint is on it, that it would not have happened without them." – John Calipari

Watch

Read

To truly influence others, you must lead by example. The old adage "do as I say, not as I do" is false and will undermine you at every stop. If you expect something from those that you lead, you have to expect it from yourself. You must hold yourself accountable before you can do the same for others. If you expect others to be on time; then you need to be on time. You can't talk the talk unless you walk the walk. "Example is not the main thing when influencing others; it is the only thing."

Do

Write down your 3 most important duties/responsibilities. Then write down what you actually do you do every day at work. Compare the two lists to see much crossover there is.

If you aren't investing at least 80-90% of your time on your primary 3 responsibilities – then you are not being as efficient and as productive as you are capable. You aren't being the best teammate you can be.

30 SECOND TIME-OUT: OCTOBER 2019

3 Short Thoughts Culture:

1. You cannot improve culture if you tolerate (or allow) dysfunction (you either accept it or you correct it).
2. Nothing is culturally neutral – every person/behavior either strengthens culture or it erodes it.
3. The #1 factor when recruiting should be ensuring they are a culture fit. If they aren't, nothing else matters.

Watch

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FULL TIME-OUT: NOVEMBER 2019

"It is not your conditions that cause unhappiness. It is the story your mind tells you about the experience that causes your unhappiness. Your mind tells you that 'this should not be happening' and you choose to believe it (and suffer)." – Eckhart Tolle

Watch

Do

Partner up with a teammate that you feel you know on a fairly deep level. Answer the 12 questions below on behalf of the other person (in other words, answer the questions as if you were them!). Ask them to do the same. Then share with your partner and evaluate your accuracy. Do you really know them as well as you thought you did? What insight do these answers really give you?

1. Best childhood memory:
2. Scariest moment ever:
3. Happiest moment ever:
4. The most influential person in my life is:
5. Best advice I've been given:
6. Worst advice I've been given:
7. I would really like to meet:
8. I would really like to visit:
9. My most valuable material possession is:
10. I hope I never have to:
11. My biggest pet peeves are:
12. I define success as:

Read

A teacher once told me that life is nothing more than a series of attempts. Literally, everything you do, personally or professionally, is simply another at bat. And whether the attempt goes well or not, you choose how you react.

You can choose to react in a way that will serve you or set you back.

If you consistently choose to react in ways that serve you, you will stay on a path of continual development and will take advantage of every chance you get to sharpen your sword and master your craft.

Please know that continual development is the key to happiness, fulfillment, success and significance. To stay on the path of continual development, you must remain humble and acknowledge you don't have all of the answers (and you never will). You must be open to learning anything and everything you can from anyone and everyone you can. Read. Watch. Listen. There is no shortage of quality information out there… but the responsibility falls on you to find it.

It's OK to be content with what you have, but never with what you are.

You will always be under construction.

You will always be a work in progress.

There is no finish line when it comes to personal development and improvement.

The number one investment you can make is an investment in yourself. You have to want to get better. But simply wanting it is not enough.

Everyone wants it.

You have to deserve it.

And how do you deserve it? You work hard. You work smart. You work consistently. You have passion. You have grit. You have optimism.

And you strive for continual development.

30 SECOND TIME-OUT: NOVEMBER 2019

3 Short Leadership Thoughts:

1. An effective leader invests their time in things that matter and things they can impact.
2. Effective leaders talk to their people… not about their people.
3. The #1 question effective leaders constantly ask their people is, “What do you need from me? How can I help?”

Watch

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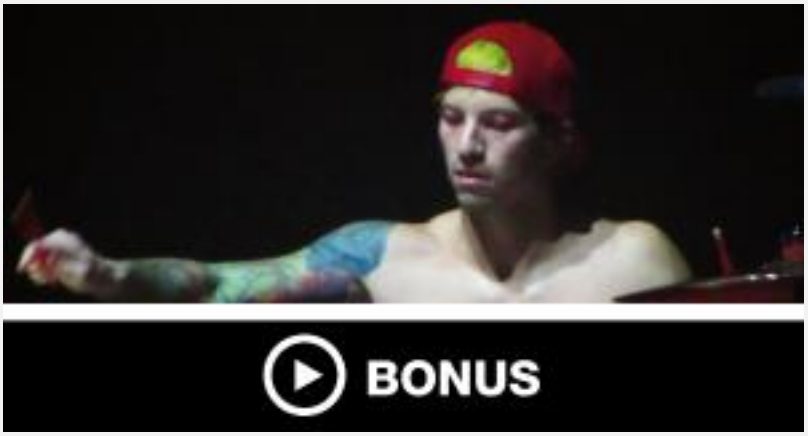

FULL TIME-OUT: DECEMBER 2019

"Criticize the performance, never the performer." – Lou Holtz

Watch

Do

Get 90 index cards. Write the name of a colleague you truly appreciate on each card. Put the stack on your desk. Each morning grab a card and email that person something that will add value to their life. Maybe introduce them to someone you know that would be helpful to them? Maybe share an article, blog, book or podcast you found education, inspirational or helpful? Every 90 days start over (so over the course of the year you will have emailed each one 4 times).

Read

If you could have any superpower, what would it be?

- X-ray vision?
- Superhuman strength?
- The ability to fly?

As cool as those would be, mine would be the ability to always be focused on the present moment. To learn from the past and plan for the future, but to make sure my attention was always in the here and now.

The easiest way to describe living present is to ‘be where your feet are.’ Make sure your brain and your heart are wherever your feet are.

Sounds easy, right?

It is without question the biggest challenge most people face today.

Why is living present so valuable? It will allow you to maximize the most precious resource you have: your time.

I want to you to imagine your life is like an hourglass. And the moment you were born, your hourglass got flipped over and the sand started falling.

There are 3 indisputable truths about time.

There are 3 indisputable truths about your hourglass.

You don’t know how much sand is at the top. Time is not promised and it is not guaranteed.
You can’t stop the sand from going to the bottom. Time can’t be stopped or paused. It’s constantly in motion.
Once the sand hits the bottom, it’s gone forever! It’s over. You can’t save time or get time back.
So clearly, time is your most precious resource.

Therefore, maximizing your time is the key to improving your efficiency and increasing your productivity.

30 SECOND TIME-OUT: DECEMBER 2019

3 Short Thoughts on Behavior:

1. Your daily behavior shows what you actually believe. Your actions are much ‘louder’ than your words.
2. Do more of what works and less of what doesn’t.
3. Results are a product of daily behavior. You get what you do.

Watch

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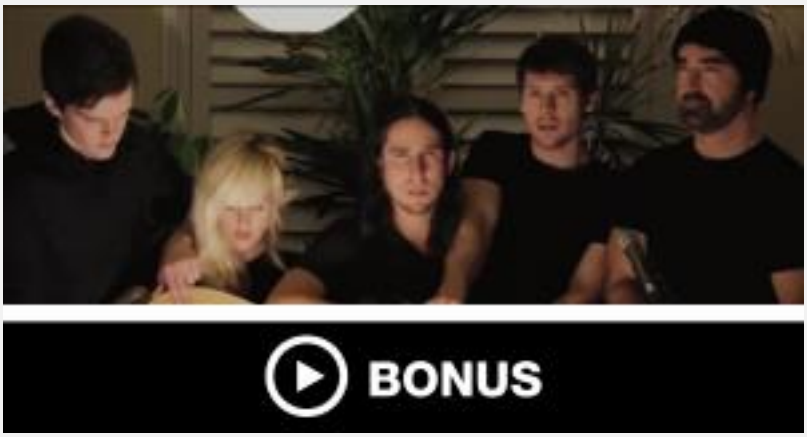
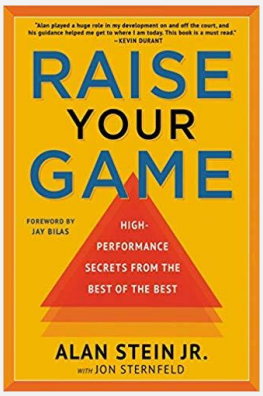


I'D LOVE TO HELP YOU RAISE YOUR GAME!



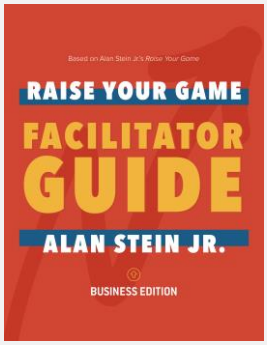
Raise Your Game: High-Performance Secrets from the Best of the Best

High achievers are at the top of their game because of the discipline they have during the unseen hours. They have made a commitment to establish, tweak, and repeat positive habits in everything they do. Raise Your Game examines the top leaders in sports and business and proves that success is a result of the little things we do all the time.

The basic principles provided in Raise Your Game are simple, but not easy. We live in an instantly downloadable world that encourages us to skip steps. We are taught to chase what's hot, flashy, and sexy and ignore what's basic. But the basics work. They always have, and they always will.

Raise Your Games will inspire and empower you to commit to the fundamentals, create a winning mindset, and progress into new levels of success.

Order Today!



The Raise Your Game Book Club

The purpose of this Book Club is to take a deeper dive into the book's teachings and to spark action that results in improved habits, mindset, and performance.

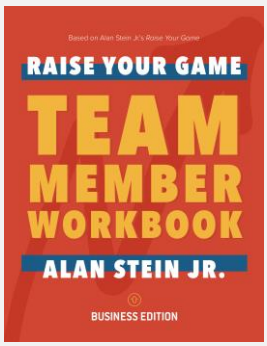
This program will unpack the book's most pivotal lessons and convert them into tangible action steps to help everyone on your team narrow the gap between knowing and doing.

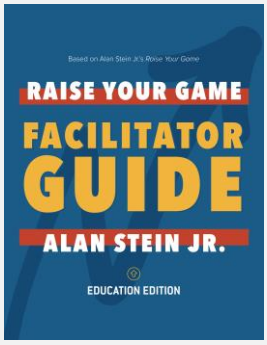
Additionally, this resource will allow you to generate productive dialogue that fosters a stronger connection with the members of your team. That's because teams that read together, win together.

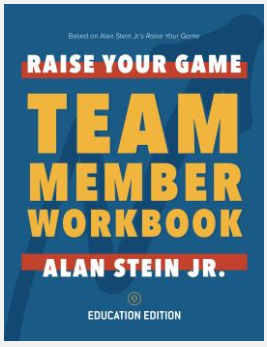
This page should include everything you need to get your team going in the Book Club, but please email me directly if you have any questions or need anything clarified. I want you to feel wonderful about your investment.

I'm both honored and excited to help you Raise Your Game!

Learn More!







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