



“Developing Leadership Skills in Female Teams”

Wisconsin Volleyball Coaches Association

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Executive Director, AVCA

Aug. 15, 2009

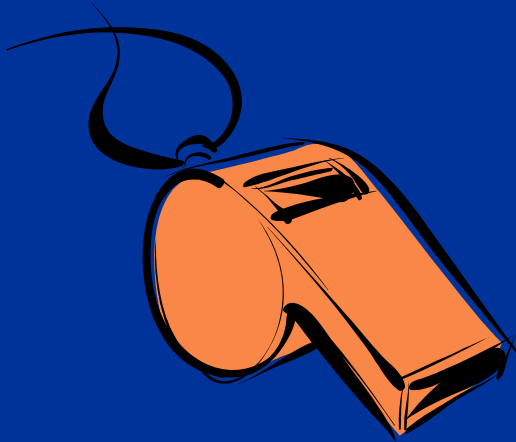
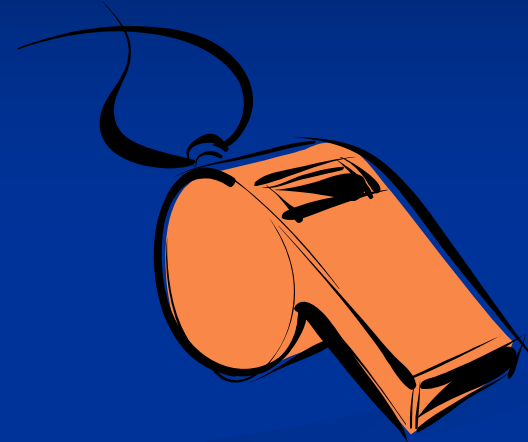


Gender Differences Regarding Competition



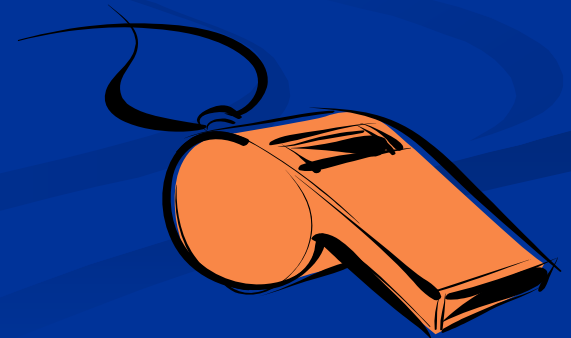
- The Authority Thing

Dealing to Authority



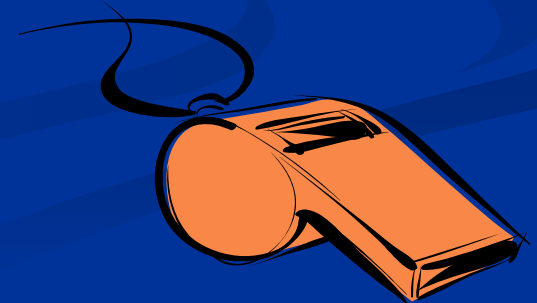
Authority – Male Worldview

- Who's got the whistle?
- How do I get the whistle?
- When I get the whistle, how do I keep it?



Authority – Female Worldview

- Do we need someone with a whistle?
- If so, is the person with it using it appropriately?
- If I ever get the whistle, should I use it?



Gender Differences Regarding Competition



- The “Team” Dynamic



Karch

&

Susan



GENDER AND COMPETITION

How Men and Women Approach
Work and Play Differently

Praise as a Motivator

- “Men love public praise. . . . [the young man’s heart soars] and the whole team rallies behind him.”
- “[Praise a woman in public] and there is total silence. Every woman in the room now hates [her] with a passion, [and] they hate me with a passion for not praising them, . . . And [she] hates me for humiliating her in front of her teammates. . . the most powerful . . . praise is personal, one-on-one.

■ Anson Dorrance, *The Man Watching*, p 78.

Gender Differences Regarding Competition



- Different Ideas about the Nature of Leadership

Girls Identify Leadership Qualities

- 86% Having a positive Attitude
- 85% Being a good Listener
- 84% Being Confident
- 80% Being able to Speak Well to a group
- 77% Being good at what you do



Girls Identify Leadership Qualities

- 34% Making everyone Happy
- 25% Being Competitive
- 16% Being Popular



Making Decisions

■ Team Input

■ Questionnaire

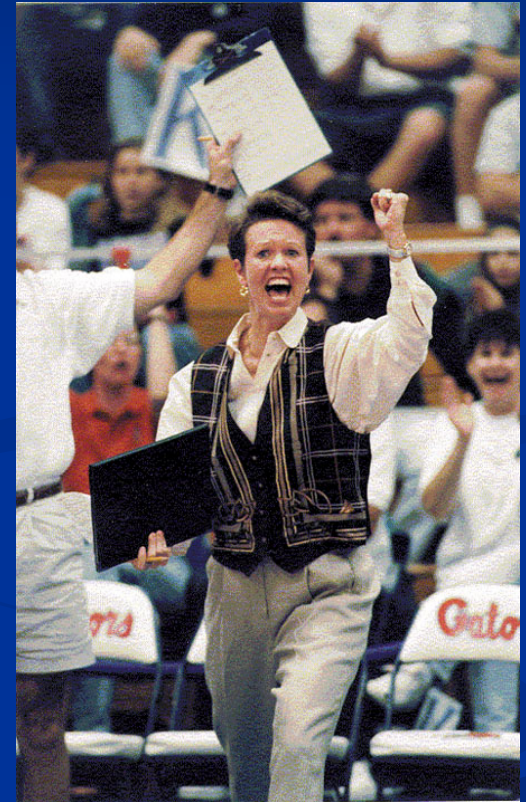
- When the match is on the line, I want _____ very involved.
- If coach was unexpectedly late to practice, I'd want _____ to get us going.
- If I had a problem that I didn't want to talk to coach about but wanted someone on the team to know, I'd talk to _____
- I admire _____?
- When we are playing poorly, _____ gets us back on track.
- If I don't feel very motivated _____ helps get me going.
- The person I respect the most on this team is _____.
- _____ is the best leader on the team.
- When we are in a big match I'm really glad _____ is on our team.
- When we win, it's usually because of _____.

Assess Team Roles

- Questions that can help you and your team identify who and why
 - Additions to list:
 - If a reporter was covering our team, I'd like _____ to speak for us
 - _____ is someone that even if I disagree with her, I respect her.
 - If _____ criticizes me, I can take it.
 - The person on this team with the best attitude is _____.

Keys to Females Leading Other Females

- Shared decision-making
- A hint of vulnerability
- Competence w/o arrogance
- Confident enough to be challenged





Why the AVCA too?



For Affiliate Member
rate of \$50 for 2009-10
contact WVCA
Treasurer, Tricia
Dresel

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Wisconsin Team Academic Award

- Altoona High School – Coach Ronald Martin
- Beaver Dam High School – Coach Melissa Gehring
- Bradford High School – Coach Kyle Yackley
- Campbellsport High School – Coach Heidi Olson
- Edgerton High School – Coach Jason Knott
- Kettle Moraine High School – Coach Bill Serb
- Luxemburg Casco School District – Coach Ryan Schopf
- Merrill High School – Coach Sally Pfund
- Milwaukee Lutheran High School – Coach Sarah Bolz
- Mukwonago High School – Coach Mary Pocius
- Pulaski High School – Coach Peggy Mastey
- Racine Lutheran High School – Coach Becky Demuth
- Rib Lake High School – Coach Barbara Anderson
- River Valley High School – Coach Lisa Roelke
- Tomahawk High School – Coach Jen Pfannerstill
- Wausau West High School – Coach Cathy Newton



MaxPreps / AVCA Wisconsin Player of the Week

■ 2007-08

■ November 3, 2008 – Jennifer Ongna, Sheboygan County Christian High School

■ October 27, 2008 – Becca Brandes, Faith Christian High School

■ October 20, 2008 – Kaitlin Doughty, Tomahawk High School

■ October 13, 2008 – Arianna Wiersma, Cambria-Friesland High School

■ October 6, 2008 – Bizl Egerer, Sheboygan County Christian High School

■ September 29, 2008 – Morgan Kuhn, Dodgeland High School

■ September 22, 2008 – Rachel Aumann, Racine Lutheran High School

■ September 15, 2008 – Morgan Kuhn, Dodgeland High School

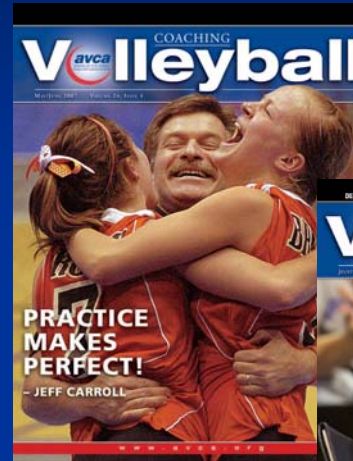


Under Armour/AVCA High School All American

- (2008) Carol Henney, Burlington Catholic Central High School

Year-round Coaching Education

- *Coaching Volleyball*
- ACE Power Tips
- Web Site
 - Article Archives
 - Drills Catalog
- AVCA Convention
- AVCA Spring Conference





AVCA Preferred Providers

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Thanks!