



# CITYWIDE SPORTS REFERENCE

## (TEAM GOAL SETTING)

These guidelines were developed from various sources. This information was composed to educate all players, managers/coaches, and non-playing persons. This may seem lengthy, but is important (if you want to understand properly).

### Overview:



Managing and maintaining a successful team is composed of many elements. A blend of an individual's skill level, personality and character into a proper team mixture is always a challenge. Beside the individual's own needs and goals, team goals must be set in order to achieve team success (how large or small). Team goals must be set with everyone in total agreement (or as they say, all on the same page). This builds the **foundation** for achieving success.



Start with a tiny, obtainable team goal (everyone must be honest when stating these). Ensure that everyone is in total agreement with these. This builds on achieving the larger team goal. Attach dates in which to accomplish this; write them all down on paper; and don't lose sight of these goals. If you don't achieve these in the specified time frame, don't give up, but fine tune the goals and objectives along the way.

Everyone must be responsible to **EVERYONE ELSE ON THE TEAM**, along with being responsible to one's own actions. **THERE IS NO LETTER 'I' IN THE WORD, 'TEAM'.**

### Process to Establish Team Goal Setting:

1. As the team manager/coach, establish some written team guidelines (i.e. compose a master team contact list for everyone; basic player expectations - regarding showing for a game or team function, known absences, advanced notification needed etc.). Compose these guidelines, utilizing input from each team player.
2. Instead of phoning everyone on your team when there are game cancellations or changes, develop a team contact system. Divide the entire team into groups of four, and elect a leader - who will be responsible for each person within their own group. The group leader **ONLY** contacts those persons within their own group, saving time; gets the message out promptly and efficiently; and creates a sense of responsibility (teamwork) for everyone.
3. Establish team goals. Based on input from each team player, write these team goals on paper and attach obtainable dates to them. These team goals can be broken down further into smaller, 'bite-sized', measureable goals. Again, attach obtainable dates to each of them.
4. Always encourage players to assume some team task responsibility. Examples include team equipment manager, team treasurer, team social events coordinator, team beverage fund manager (**ENSURE ALL BEVERAGES ARE CONSUMED OF THE FIELD RESPONSIBLY, AND IN PLASTIC CUPS**), and so forth.
5. Measure your team's progress towards these goals frequently. If you are off a little, just fine tune and move forward. If the goal (s) was a long way off from achievement, then the goal was probably set with too much expectation too soon. Just fine tune, and move forward.

All these suggestions should **ALL** be a team effort. It should not be up to one or two persons.

**Everyone can then focus on their own individual efforts for the benefit of the team's goal. Everyone should be assigned a certain regional area of the city, for focused efforts and higher rates of success.**

**Enjoy the journey, and have fun along the way. There is nothing more fulfilling than looking back at moments, incidents etc. which all played a part of the goal-achieving process. This information will become familiar to you, with proper practice and repetition. Please refer to these guidelines often. We sincerely hope that all of these methods provide some successful benefits to you and your team.**