



HIGH PERFORMANCE...

Components Leading to U SPORTS Competitive Environments



Kevin Dickie

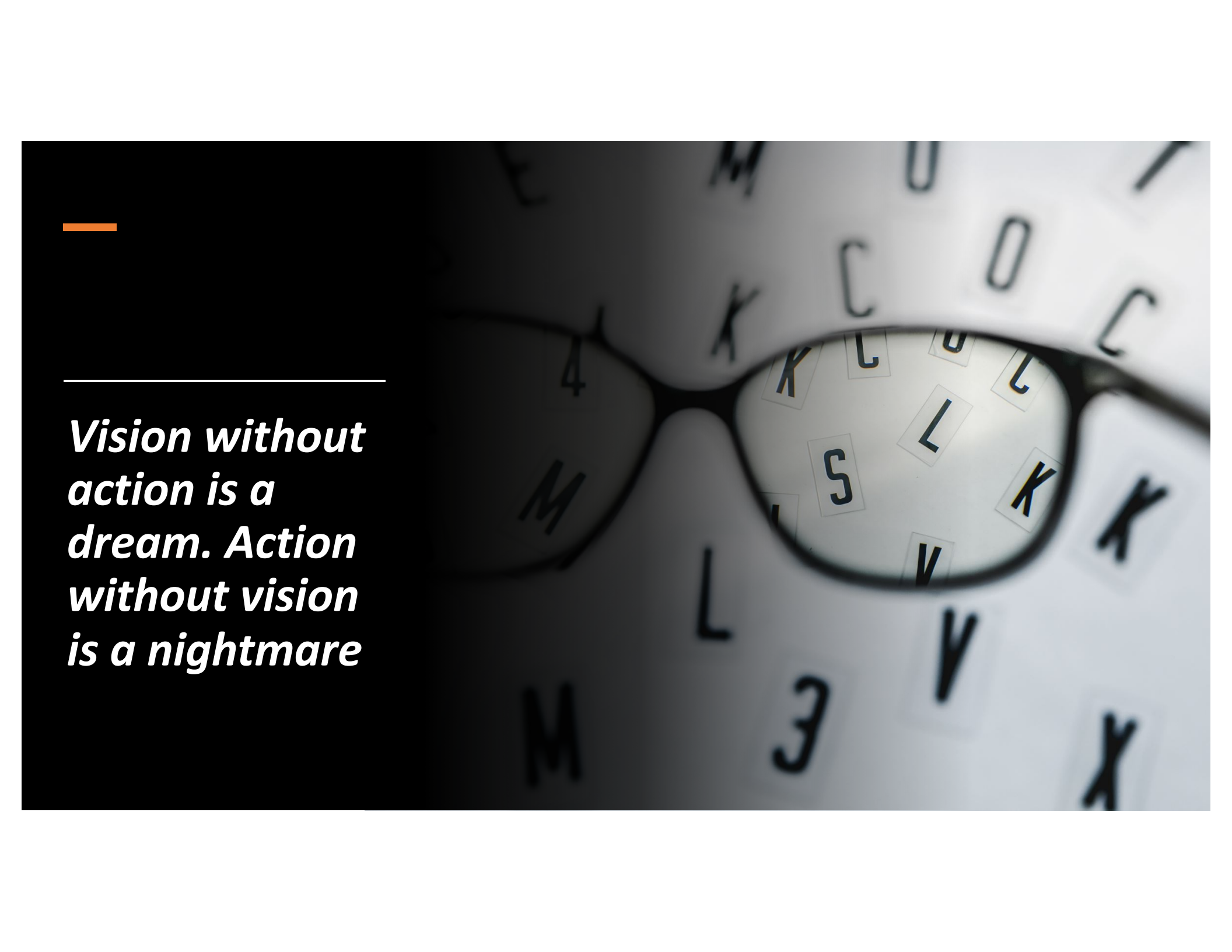
Former Executive Director, Acadia Athletics
Former U SPORTS Board Member



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PERFORMANCE...*

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U SPORTS Competitive
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A pair of black-rimmed glasses is centered in the image. The lenses and the background are filled with various letters in different colors and sizes, some appearing to be on small white cards. The letters are slightly out of focus, creating a sense of depth. On the left side, there is a black rectangular area containing white text.

***Vision without
action is a
dream. Action
without vision
is a nightmare***

HIGH PERFORMING ENVIRONMENT:





PEOPLE!

- Student-Athletes (1/3)
- Coaches
- Diverse Staff Talent
- Sport Sciences
- Volunteers

*“Your most valuable resource in any organization is **human**”*



Winning is a bi-product of the rest of our conversation, but...

What's your Vision/Culture of Winning?

- A game, a round?
- Championship Habits?
- Championship Endurance?
- Championships?

CHAMPIONSHIP HABITS **30+ years:*

Training! Including **Practices** are harder than the games

Role clarity, acceptance & deference

Structure – foundational game & systems

Discipline – on & off the field of play; never jeopardize the Program

Unparalleled **Work Ethic** – “skill” comes out

52-Week mindset & process

Sacrifice

Selflessness – (die) for teammates to Win

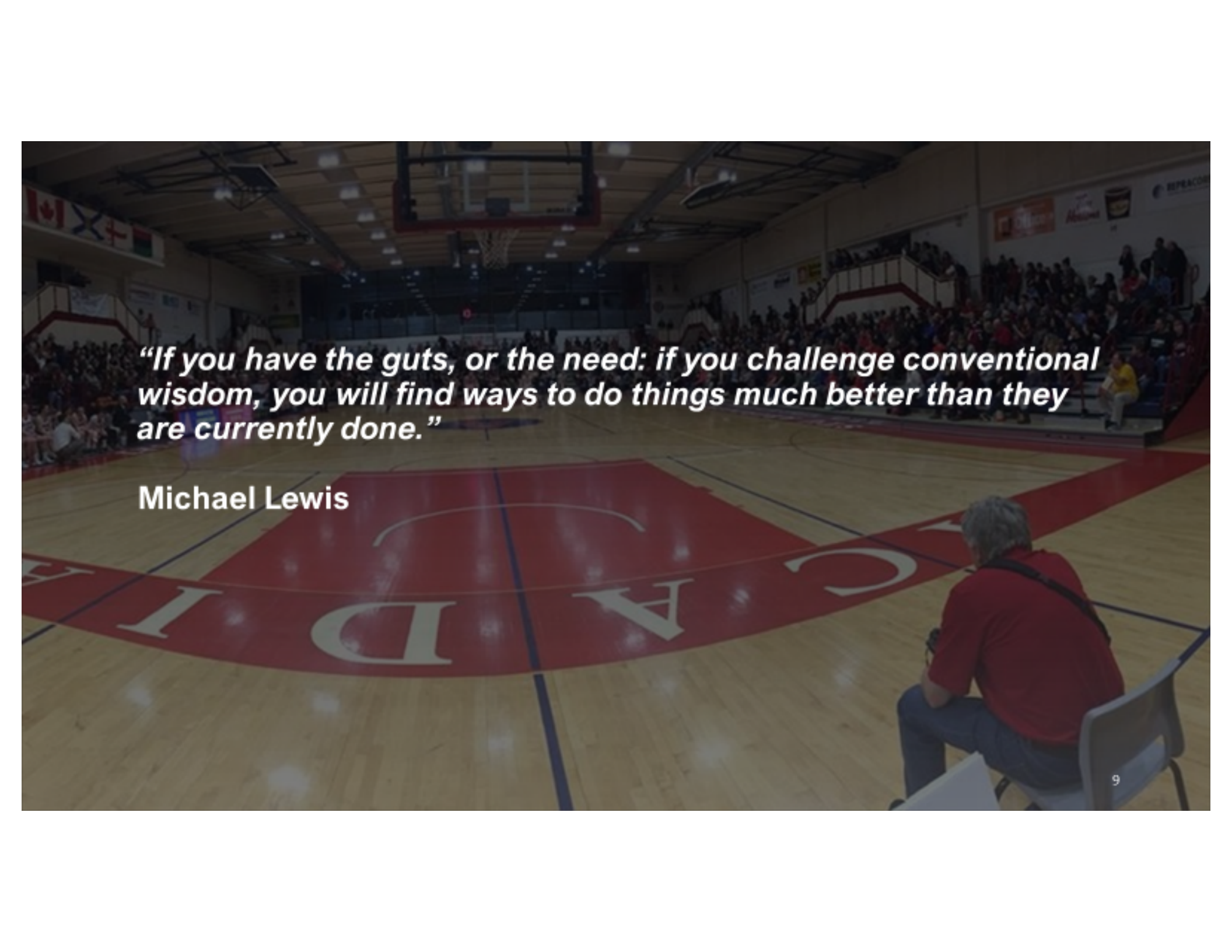
Little Things...Everything Matters...**Attention to Detail**

The Ability to Adjust & ***Deal with Adversity***

COMPONENTS of HIGH PERFORMANCE:

*no longer quantified &/or in previously specific order

| | | | | |
|---|--|--|---|---|
| Financial resources | Leadership(s) plus human resources | Coaching | Scouting & identifying systems | Recruitment of talent (pedigree) |
| Athlete development systems – including holistic, life skills | i) Sport Science is great equalizer; ii) Analytic info/tools | Care, prevention, rehab of injury alignment; reducing athlete-lost games | Facilities | Community, including team importance within |
| Game-day experience | Communication & messaging in 2022 | Fun/Work Balance | History of Program (including alumni ambassadors) | “Brand” |



“If you have the guts, or the need: if you challenge conventional wisdom, you will find ways to do things much better than they are currently done.”

Michael Lewis