

2016 NASO Summit

San Antonio, Texas

Officiating in the Present Tense

There is more accountability - video provides more immediate feedback

Video can be used to train and develop officials and it will protect the integrity of the game.

Is technology helping or hurting?

You can get a lot of mental reps watching video.

It's important to look at what you did well.

You can watch frame by frame but remember you still officiate in real time.

You can use video for teaching points in camps, clinics and meetings (study sessions).

Have you had a coach ask if you track how consistent you or others are? Ask first, "What percentage would you be happy with from your athletes? Would you be thrilled with 75%? What do you expect from officials? We aim for around 90%.

June Courteau

Do officials read the Case Book and Manual?

More important to a crew should be how to make your team successful.

Those that rise to the top are the ones who can manage the game.

Don't worry about moving up, take care of the match in front of you.

Work the mechanics, not your mechanics, not the past. Don't be a T-rex and don't be territorial.

Facilitate the game for the students - it's about them.

Remember, officials get older but the players are the same age.

We should strive for excellence, not perfections. Be proud of excellence.

Learn to forgive yourself for mistakes and move on.

“If you buy a camera, you are a photographer. If you buy a piano, you own a piano.”

A person has responsibility for their total self.

How we communicate with coaches is how we should communicate with officials.

Praise in public, reprimand in private.

If you err on rules, maybe you shouldn't advance that season.

Integrity programs are designed to:

- Prevent wrong doing

- Detect and investigate while problems are small

- Have a strategy to prevent

- Take corrective action

NF website will soon have training videos available for volleyball. The goal is in August. These will be free to 100% member states including Colorado. Down the road they will have a course that a member can take for \$10.

As the R2, ask the libero tracker to let you know at the beginning of a time out if the libero is in the match or out - what their status is.

We need to lay groundwork and support one another.

Video should be used to reinforce the positive.

Don't forget to use photos.

Care about improving. We can all improve. Ask, “Am I keeping up with the game? Am I striving to get better? The players are getting better so I owe it to them to get better.”

When you see data you go to it and believe, but ask if it's always true.

Think about how you should respond when someone (a player, coach ore spectator) thanks you after the contest.

When making a game report, only give the facts in that contest.

Know and enforce the rules in a contest.

Be the best by putting your team and the players first.

Be proud of yourself after the contest.

Officiating is like climbing a mountain. Each one of us starts at the base and work our way to the top. We may not even be able to see the top from the base. Most of us will each take a different path. Your top may different from someone else's. You may get to the top of a hillside and realize you still have to climb. Carry on and remember the path has ups and downs. Enjoy the journey and enjoy the top.

You need to have the ability to adapt.

Create a culture that's desired.

As a leader it's not about your position but your action.

Leadership is what we do not the role we have.

The golden rule - treat others as you wish to be treated.

It's not what you learn but what you teach. Pass it on.

It's not who is right but what is right.

Surround yourself with the best.

Plan for succession and transition

Leaders we witness: over-powering, dominating, controlling, about the purse strings, rigid, aggressive, lone wolf, and image - political, egotistical (no one else gets the credit.)

Know your group and the parts that make up the whole. Work with the messengers for consistency.

We all want to be part of the team. We want to belong, be accepted and have a sense of pride.

“Many crews, one standard. Many people, one commitment.” We should have a common commitment, accountability and performance standards (guidelines that we apply and stay with.)

The best will always be judged by their tolerance of the worst performers. Don't lower your standards.

Management should be about support not surveillance.

A culture for success is based on trust, integrity and respect.

A good leader is self-aware, knows their limitations, honest. They can't be everything to everyone.

What makes an effective leader?

Self-regulation - they have inner conversations, don't rush to judgment, roll with change and take a reasonable approach.

Motivation - passion for work, always learning, looks for new ideas and will face a position of discomfort.

Empathy - know people, how they feel, acknowledge them. This is part of mentoring and retaining.

Social Skills - move people collectively in a desired direction and develop a network in other sports.

Be assertive (self-assured and confident without being aggressive).

Be positive. Remember where you came from.

Develop a future vs. protecting the present.

Leaders are always the oldest.

Don't hide your weakness, admit it.

We always need to pull in the next generation.

Earn respect by being truthful; treating others with respect, doing what is right and being approachable.

Art vs. science: Have a feel for the game. To make a call, a no call, communicate all will change with each contest.

Your timing is as important as your positions.

How do you handle things when they go “south”? What do you do when you’ve missed several in a row?

“You are never as good as you think you are. Nor are you as bad as you think you are.”

The IT factor:

You know it when you see it.

Can’t be taught, but can be learned.

Find your personality - watch and observe others.

It’s a presence that you belong.

Handle what comes to you.

May not have IT to start but you can develop it.

Body language - perception, calm and confident

Look the part.