

Pacific Swimming OFFICIALS CLINICS

Marriott, Napa CA

6 January 2001



Adam Szmidt

1922 - 2000

AGENDA

- 9:00 Chairman's Address Joe Woo
- 10:00 Referee Clinic Anneliese Eggert
- 11:00 Legal Issues in Swimming Steve Baker
- 12:00 Coach's Address Steve Morsilli
- 12:30 Lunch
- 1:30 Nat'l Officials Chair's Address Pat Lunsford
- 2:00 Starter Clinic Pat Lunsford
- 3:00 Stroke & Turn Panel Discussion
- 4:00 Adjourn

Zone Officials Chairman

- Zone 1 North Darryl Woo
(Peninsula)
- Zone 1 South Darwin Takaki
(South Bay, Central Coast)
- Zone 2 David Cottam
(East Bay, Stockton, Modesto area)
- Zone 3 Kurt Boldt/Brien McMahon
(San Francisco, North Bay, North Coast)
- Zone 4 Rick Kaufmann
(Reno, Lake Tahoe, Mountains)

Pacific Officials Chairman's Address

- The Year in Review
- The Challenges Ahead
- The Levels – What Do They Mean
- Building our Swimming Community
- Leadership Training

2000 – The Year in Review

- The Focus is to Improve Consistency by
 - Providing a Set of Common Tools
 - Certification and recertification policies
 - S & T, Starter, and Referee training manuals & workbooks
 - Setting the Standards for Officials Advancement
 - Provided a vehicle for an official to initiate the process
 - Required meet referee's recommendation
 - Increasing Training Opportunities
 - Increase the number of officials training clinics
 - Coordinate the clinics among zones
 - Publish on Web

2000 – The Year in Review

- How do we do?
 - Things that we did good
 - We have more trainers and trainees
 - Trainees can usually find a nearby clinic to attend within a reasonable amount of time
 - More officials are seeking increased responsibilities
 - Things that we need to do better
 - Better training of meet referees
 - Better communication
 - Recruiting and retaining officials
 - Is there a “Good Old Boys Network?”

2000 – The Year in Review

- The November Officials Committee Meeting
 - New meet assignment process to ensure equity
 - Improved level 5 advancement process
 - Meet Referee Notebook
 - Provided better guidelines for “level” evaluation
 - Brainstorming session on officials recruitment and retention

The Challenges Ahead

- Continue to improve the quality of officiating
- Officials Recruitment and Retention
- Building a better community
- Provide leadership training

Why do we need “levels”?

- To help with meet assignments
- Allow “balancing the deck”
- Allow pairing of trainers and trainees

What “levels” mean in general

- Level 1 - Trainee
- Level 2 - Certified to work independently
- Level 3 - Highly skilled officials
- Level 4 - Leadership at the Zone level
- Level 5 - Leadership at the LSC level

**As the level increases,
the responsibilities increase**

More on the leadership levels

Level 4 & 5

- While experience contributes to the excellency, it is not the deciding factor for advancement to level 4 & 5
- Organizational skills are important, but it will not make you a leader
- **Responsibility, proper attitude, and people skills** are the most important factors at these levels

Leadership Quality and Recruitment/Retention

- A recent study (interviewing over 10,000 “high value” employees) of why employees quit indicated that:
 - **Manager’s quality** is the single most important attribute in career decision

**People do not leave their company
– they leave their boss!!**

Some Retention Keys

(Building Relationship)

- We often underestimate our own influence
- Our biggest job is letting people know how we feel about them - Jack Welch (GE)
- The first law of building relationship is spending time with the person
- Get to know your people
- Ask: “What do you think...”
- My number one human need is “feeling I’m making a difference”
- People don’t care how much you know until they know how much you care
- You cannot motivate someone else – you can only motivate yourself

Source: John Parker Stewart

More Retention Keys

- The single biggest hurdle to effective communication is the assumption that it has been taken place
- It's amazing what can be accomplished if you don't care who gets the credit
- As a leader, when you report on deck, you are on stage
- People tend to support or defend that which they help create or decide
- Keys to giving feedback:
 - Make sure it is specific, sincere, and timely
 - With negative feedback, separate the person from the act
 - Condemn the act, reinforce the person
 - The easiest way to strip someone's dignity is to reprimand them publicly
 - Dignity must be kept intact
- People join companies – they leave their managers

Source: John Parker Stewart

Building Community

- Clifton Taulbert's *Eight Habits of the Hearts*
 - **Nurturing Attitude**
 - Unselfish caring, supportiveness, and a willingness to share time
 - **Responsibility**
 - Showing and encouraging a personal commitment to each task
 - **Dependability**
 - Being there for others through all the times of their lives, a steady influence that makes tomorrow a welcomed event
 - **Friendship**
 - Binds people together when they take pleasure in each other's company, listen, laugh, and share good times and bad

Building Community

- Clifton Taulbert's *Eight Habits of the Hearts*
 - **Brotherhood**
 - Reaches beyond comfortable relationships to extend a welcome to those who may be different from yourself
 - **High Expectations**
 - Believing that others can be successful, telling them so, and praising their accomplishments
 - **Courage**
 - Standing up and doing the right thing, speaking out on the behalf of others, and making a commitment to excellence in the face of adversity or the absence of support
 - **Hope**
 - Believing in tomorrow... Going beyond what you see because of what you believe in your heart

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