

## *Coaching U Live in Orlando, FL – '11*

### Doc Rivers – Boston Celtics

- Your best player needs to have a lot of leadership skills – doesn't need to be your best leader, but needs some...

Why do the best teams execute down the stretch...

- 1) Culture
  - 2) Huddle – there are roughly 92 possessions per game in NBA
    - you can probably control about ½ of those possessions through huddling and communication with point.
- Important is execution and doing small things
    - A “clap” may lead to a big bucket – selling the smallest things...
  - It's important to have knowledge – but it's what they do!
  - Pregame talk is a time to refresh season goals and culture – a great speech may only last for a few minutes – culture lasts the whole game...
  - You cannot let players stay in their comfort zone...no improvement
  - Define the roles for each player and make them buy in!
    - The players need to understand that their role is important (even if it is not scoring)
    - Everyone needs to feel valuable!
  - You will need to convince some kids that their roles are sacrifices
  - Doc felt like 15 of the 15 bought in 2008 / this year 5 of 15 bought in... (Eastman says it was better)
  - You must always work on your people skills
  - You must get your hands dirty everyday
    - It needs to be a partnership with the players!
  - Listen to your players!
  - Just because he does not buy in doesn't mean he is a bad guy...you need to keep working at the relationship...
  - Mental Toughness – repetition is the best way Doc thinks...
  - Speak about roles in front of everyone – accountability
    - “This is what we do” – you must quiet the “whisperer”
  - What is your “cause” = see individual goals if team goals are struggling...
  - You need to have “Mavericks” on your team – they believe about 65%-70% and question the other amt. They are innovative / creative – listen to them!

Doc spoke about the great partnerships in the history of Sports...

- Russell / Auerbach
- Jordan / Jackson
- Magic / Riley
- Brady / Bellicheck
- Kobe / Jackson
- Tebow / Meyer

- Grant Hill / Coach K

## Jay Bilas –

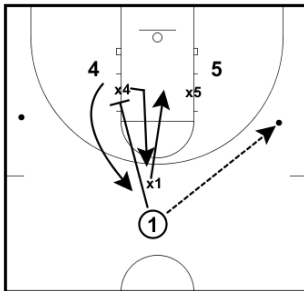
- **“Your part will not fly if the mission doesn’t fly.” Great NASA quote – everyone is responsible to the whole mission but your part better work!**

- **“Responsible for the element & accountable to the mission!” – NASA**

- Davidson – TCC – Trust, character & commitment
- Great questions to ask the members of your program --- “What task is too small for you?”
  - Suck scum!
- “Establish yours and disrupt theirs.”

### Davidson def favorite 1

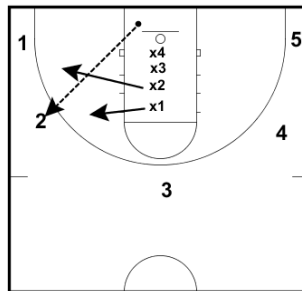
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very physical drill...couple ball reversals and play live with the 3 in drill - finish with ballscreen, inscreens, be creative...

### Davidson def favorite 2

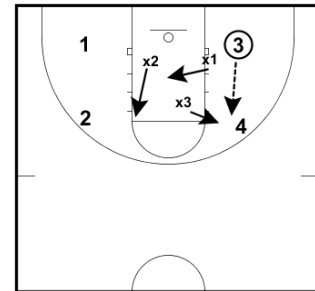
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disadvantage drill - twist is to designate shooters, drivers, and “post” etc...change it constantly and get them to think and talk!!!

### passing drill

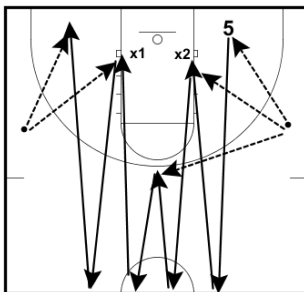
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disadvantage drill with emphasis on active hands on defense, communication, passing, chart deflections, steals, etc...

### favorite post conditioner

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1 short corner shot, 2 rt post move w/ def, 3 trail three, 4 left block move w/ def, 5 short corner

- Defensive thoughts / ideas:
  - Get fat on the midline
  - Play the ball / see your man
  - Fast to the screen / slow to accept the screen
  - Attack with your chest – promotes “physicalness” and no fouls will be called
    - The lower you are the more physical you can be – more fouls you can get away with
  - Close the gate on the duck ins
  - 3 different close outs
    - Run 2 close – for spot shooters

- Regular close –
  - “Russell close” – non shooter – post
- You can’t defend the runout / can’t reb. The turnover
- “a shot taken is a shot missed.”
- “Hit - Find – Fetch” Izzo on rebounding
- Izzo on rebounding – if you can get your shoulders even / then it becomes a fight...
- 
- Concentration is a skill...it must be worked on daily!
- “The last part must be the strongest part”...you can’t make a great move and then not be able to finish at rim...
- “Next Play” is the most important...the game is way too fast to dwell on anything
- A good or bad shot is based on when it leaves your fingers – not when it goes or doesn’t go in!
- Be deceiving with your feet, eyes and pace
- On Time and on Target with all your passes
- We don’t want “challenged shots”
- “Discipline” – doing the right thing at the right time, to the best of your ability
- Brad Stevens – what is your advantage...you must constantly ask them and think about it.
- The head coach is the “guardian of their culture”
- Less volume and more creativity

### **Kevin Eastman: Boston Celtics Assistant**

- Thought Provokers...
  - Do you want “learn-it-all or know-it-all”
  - “focus of the day” – we each need it – we plan practice everyday / why not schedule your day the same way?
  - Don’t let things you can’t do stop you from things that you can do
  - We will always have an enemy...but can’t have one in the locker room
  - Your attitude is understandable but it is not acceptable
  - “That was a great decision, but the team didn’t know what you were doing, therefore it was detrimental to team...(ex...you switch on defense but never said anything...)
  - That guy you hang out with...does he help you or does he enable you?
  - Role may not be what you want, but it is important enough to win us a championship
  - Season is what you can do and the offseason is what you could do...
  - “Give up and Give In or Get In and Get Up”

## More Kevin Eastman:

- 6 S's of success: the cycle of coaching...
  - Survival
  - Stuff hits the fan – you must make adjustments
  - Slows down
  - Success
  - Significance
  - Sharing
- Leadership is about taking people to where they don't think they can go...
- Champions DNA
  - Culture – allows us to be successful
  - Standards – daily reminders of how we are to behave
  - Success Checks -
  - Core –
- 4 words in Coaching – very important...
  - Crap it ain't working! – it's a game of adjustments
- Seek wisdom from those who came before you... they will help!
- “Have big eyes, big ears and a little mouth”
- “Arrive where you are going ready to achieve”
- If you fight change you are fighting success!
- “Personal thoughts – your character leads to choices, your choices leads to your reputation, reputation leads to your brand and your brand leads to your legacy”
- “If you want to go *fast*, go *alone* / if you want to go *far*, go *together*”
- Team work – adds to efficiency / divides the effort, subtract the selfishness, multiplies the rewards
- “Huge difference between playing on vs playing for!”
- Self-evaluate – don't con yourself – be true to who you are!
- Don't go to your grave with your dreams! – Share your dreams and carry them out... \
- Don't fear the consequences of failure – may be worse if you don't try!

### Success checks –

- Investment vs. entitlement – they must earn their way – teams with entitlement don't win titles!
- Study what you need to study / learn what you need to learn
- Passion - is very powerful!
  - People follow passion
  - It is not how much you know it is about bringing it every day!!!
- Your paycheck is your responsibility. It is not your employers
  - “Your paycheck will never exceed your personal worth...”

Talented vs talent (the E.D. is the “extra dimension”) this is what talented players do / not players with talent...

- Players blend talents with the team
- Talented players work with the culture
- Talented players motivates others
- Talented players play for “we not me” teams
- Talented players play under the program’s terms

“...Abilities”

- Responsibilities – do your job
- Accountability – what you must do according to your role
- Availability – Trust / can handle the truth
  - Trust = time, consistency, proof
  - Truth – live it, tell it, take it

Leadership – you must understand the following

- Don’t abuse it
- Take it seriously – very responsible!
- Open Door is not enough anymore – you must go through their heart to get to their minds
- What you do is what they see!
- Neat concept – lifespan – born 1973 – 20...? “what are you doing with your “dash –“ great question to get guys to think...are you happy with your dash???
- “Go through your life with a kids enthusiasm and an adult maturity”

## George Raveling

Arguably the best “talk” I have ever heard – 75 years old and filled with passion!!!

### FACE TIME and MIND SPACE

- Nothing in life is of value unless it is shared!

Leadership	Business	
Ingenuity	Instruction	
	Creativity	Teamwork
Listening	Teaching	
	Technology	
	Relating	
	Perception	



- There is no finish line – the competition is not Shorter, Maryville, BSC, it is us (as individuals)!
- Most the time it is not the strategy but the execution
- Never forget how you got where you where you are!
- Mission of Coach Raveling talk – To connect with a group of coaches that have an *attitude* of curiosity, humility, *learning* along with an undying *passion* to grow, excel, *challenge* themselves and take *risks*.

Do you have the **Fortitude** and **Dare** to be great?

Challenge the way you think

- Challenge to think differently
- Challenge to act in excellence
- Challenge to question Why
- Challenge to evaluate yourself
- Challenge to be different – why not?
  
- “God doesn’t make failures – choices you make may create the failure!”
- There is a huge difference in wants and needs!!!
- We all know what our expectations are, but do you know what player’s expectations are...ask them!
- Who has the hands on the steering wheel of your career?
- Don’t let \$\$\$ become a narcotic
- Who are the innovators and visionaries???

### Coaching realities:

1. The road to the top has changed
  2. It's about getting players
  3. Coaches are stuck in yesterday's mentality
  4. Contract negotiations and structures are more important than ever
  5. One of the biggest challenges is retiring and not leaving the game bitter
  6. Coaches are under the greatest scrutiny
- Do you have a strategy to handle expectations – you are having a great year...what are you doing...
  - We have most answers on our campus...seek the ones that can help!
  - Know what you know and know what you don't know!
  - You must teach kids how to be leaders!
  - Never forget to have a collection of friends in high places
  - Always plant a lot of flowers on the way up because you may need to pick them on way down!
  - Always seek the key to unlock the potential of each kid!
  - You must ask great questions of your kids!
  - Don't settle for compliance; go for the sincere buy in...
  - The best decisions are made from a balanced perspective

### 3 things that Raveling would do if coaching today...

1. Listen to player's voices
  2. Free the player's minds.. open the cage and let them fly
  3. Let the players take bad shots, so they will take the tough shots...
- Everyone has a sign around their neck screaming --- "make me feel important."
  - The true test of a relationship is how you deal with it in adversity!

## **Kevin Eastman – Early Bus**

- When skeleton sets – make sure you can hear shoes squeaking.
- “see ball all the way to the rim.”
- Late cut passes – a lot from the posts
- Eyes make layups / feet make jump shots
- As a college coach – we can mess with feet and “end of shot”
- Add FT’s to post moves
- “Sprint break vs fast break” – sounds faster...
- Do you look at the ball or do you see the game – you must be able to see the whole game (esp. as a point guard and post) – post has the vision of the whole floor b/c he is usually behind the offense
- Game is played high to low
- Quick feet and efficient feet as a player
- You must introduce your players to their feet - most of them don’t understand their feet
- Give up position for possession
- Ballhandler in pick and roll – “feel mine, see his, and read theirs”
- Post across don’t post up – always want to get to mid line!
- Own the midline – the best players live on the midline / good players rent the lane and poor players are homeless at 8’
- Constantly ask point guards what happened the last few plays...keep him engaged to the flow of game... he needs to know the game!
- Shot selection is the biggest reason for low shot %
- Play maybe run for you but that doesn’t mean the shot is yours!
- Rebounding can be selfish!
- Screening rules
  - You cannot screen air
  - Don’t screen your defensive man
- Scorers have the responsibility to make good decisions with shots too!
- Vs. switching defense – cut with speed!
- When in doubt spread out
  - Players need to disengage and then get to corner then re-engage!
  
- Simplicity can lead to excellence!
- Positive correlation between ball reversal and defensive breakdowns!
- No Dancing – we want direct not dancing
- The thought of “1 more” – you must develop the trust to throw the extra pass
- A message is a message when received and acted upon
- The best place to score is the weakside – creates long close outs!
- When rebounding – every shot is a miss – there is no reason you don’t go after every rebound!
- Penetration boxes – diagram!



## **Mike Dunlap – zone defense**

- Man drills need to be the heart of your zone defense!
- It is all about the energy that you bring when teaching the zone
- Where do you want to pick your battles – you must pick a few
- You must start aggressive then dial it back later if needed
- Left hand contests – 16% - 18% decline in shot % if contest – teach a left handed contest!
- Full court press can eliminate 1 or 2 ball reversals – reversals can kill your defense!
- Make sure you own your defense!
- Make a team one dimensional
- Hands out of holsters – active hands – deceptions!
- 2 contests show eagerness and energy!

### 1-1-3

- Staples
  - Ball pressure
  - Quick rotations
  - Rebounding
- Downsides
  - Accountability
  - Live with made shots
  - “now what mindset”
  - Rebounding
- Positives
  - Quick outlets
  - Protect great players
  - Whether foot quickness or size you can hide deficiency
  - P & R teams don’t like to play vs it.
  - Less preparation – esp late in season

### TP’s

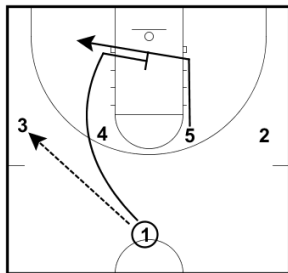
- Count ballside #’2 – if just 1 offensive guy – bottom guy gets it / if 2 guys top guy must get
- Ball can’t go middle – leads to fouls, open 3’s, dump in post
- Always coaching hands – get them up!
- Skip pass must be a sprint!
- Don’t settle for defections – you want possessions!
- “pin” the ball on the sideline – nothing middle (chest parallel to sideline!)
- Encourage “natural traps” – element of surprise – must rely on communication!
- Ability to concentrate is a must!
- No cowardly losses – lose playing aggressively
- Get them to play hard through disadvantage drills – man or zone!
- Failure is a huge part of success!
- Pressure all the way to half court early then back off if need be...

- Late game drill – play a lot of games with shot clock at 20 and game clock at 30...must concentrate and execute late...mix them in throughout practice and keep players engaged!

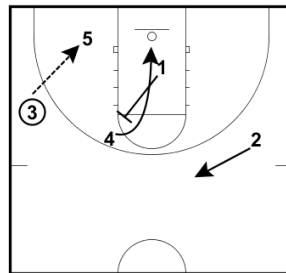
## Stan Van Gundy: Sets

- Deliberate practice is the only way to practice
- Be prepared when the opportunity comes...don't seek just be prepared!
- You better know your craft
- If opponents switch from man to zone out of timeout – stick with play...just need to teach the options out of both...be committed!
- Split shooting practice and weights room...promotes good one on one time with groups and coaches!

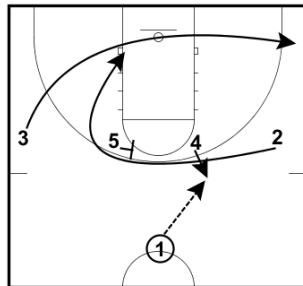
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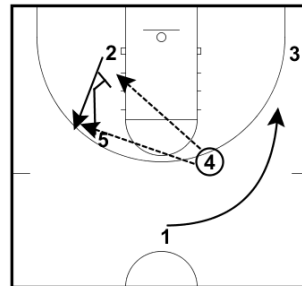
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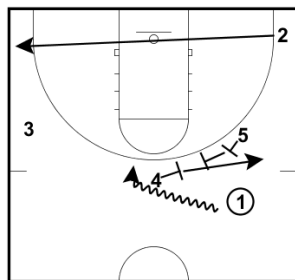
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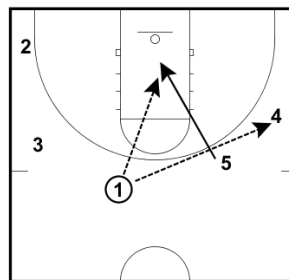
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Magic 1 (1 of 2)  
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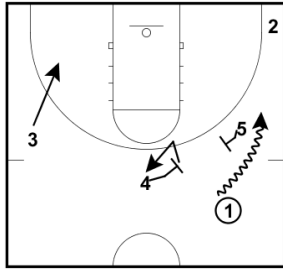


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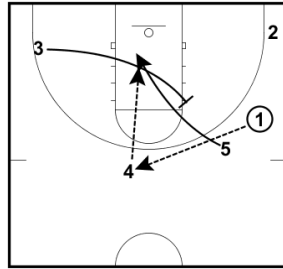
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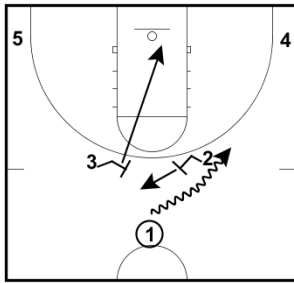
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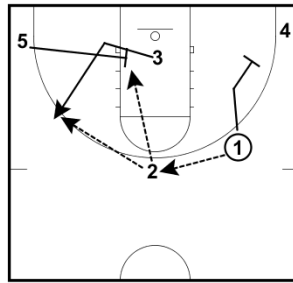
### Magic 3 (1 of 2)

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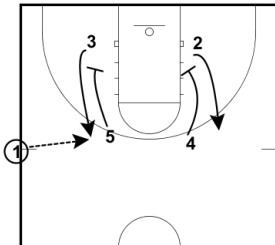
### Magic 3 (2 of 2)

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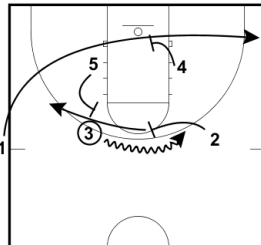
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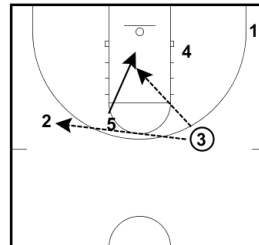
### Celtics SOB (2 of 3)

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### Celtics SOB (3 of 3)

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## ***Kevin Eastman: Defensive thoughts***

- To learn the game watch off the ball when watching the game
- Feel the game!
- Know the game / See the game

### Defensive Bullets:

- Are you putting your guys in foul prone situations
- Communication
  - Gives you a head start
  - Wake up a dis-engaged defender
  - Talk can intimidate
  - Talk with your voice and fingers
- Never play defense to stay out of foul trouble
- Transition – get back and get set!
- Best transition defense
  1. All in physically
  2. All in mentally
  3. All in verbally
- Alertness and Awareness
- When does your defense start? Must be stressed to team
  - Does it start on shot release
  - Does it end with secured rebound
- No Middle – No Gives (straight line baseline drive)
- Hedge on ballscreen – purpose is to re-route
- You must win the leverage game!
- Ballside defense can win games / weakside wins championships
- Defense needs to be an illusion
  - Body on midline / mind on your man
- What are your paint consequences – charge / hard foul
- Don't let players "melt" on screens
  - Rondo got ballscreened 82 times vs. Nash this season
- The shot fake at the end of the dribble gets you in foul trouble! (we need to teach this on offense!)
  - Incorporate shot fakes in shell early in season before dribble and after dribble
- Rebounding – doesn't need to be drilled but emphasized daily! Team adjustment
- "get your antennas up" when a great player has the ball
- Finish your slide
- Try to stay out of a scramble situation as a team
- Know your no's – no middle, no paint, no gives (straight line baseline drives), no uncontested 3's
- Contest 1<sup>st</sup> shot / give them no rebound!
- Great defense is multiple effort teams / great offense is multiple action teams