

2018 Florida Coaches Clinic Notes

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Hosted by UF's Mike White and staff
Notes by UF Assistant Video Coordinator Adam Jaffe*

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Larry Shyatt: Opening

- This clinic is mainly about preparing for next upcoming season
- The reason we do what we do is for next generation of great basketball coaches
- Group of Head Coaches in 1979 got together at Atlanta Marriott... Started movement of assistant coaches coming together at college campuses to do clinic
- It is not easy to survive in this industry – tough on everyone (family, friends, etc.)
- This can be one good positive step on the journey to becoming a coach
- App “Coach Left Hand Up” – tracks defending perimeter shots

Cuonzo Martin:

- Never been a guy that came to many clinics
- Diagnosed with Cancer in 97. I'm grateful to be here
- Would rather be MLK than a coach
- Mizzou was best place to me because of racial issues on campus in 2015 – Wanted to be a part of the change
- Two most important people I listen to:
 - Miles Monroe
 - Bishop TD Jakes
- Listen to a lot of podcasts and read a lot of books
- When starting a program, culture is hard to break
- I took for granted how blessed I was under Coach K
- When took job at Missouri St, commuted from Indy to West Lafayette every day (never missed a day, on time)
- Take kids to day care center and then head to work
- You take for granted the guy sitting next to you making decisions
- Hardest part about winning 10 games first year was telling wife and assistant coaches "I'm struggling"
- Where do I go for direction?
- Continue to pray
- Push forward or quit?
- Culture hard to break because not everyone is buying what you are selling
- "You can't flinch in adversity" – Make a decision
- Took time to breathe when I got to Missouri
- Thank God everyday
- Cal to Missouri – If I don't hear from you for an extended period of time, probably won't return call
- When looking for staff, I need some level of character
- Love & Passion for young men and family
- Pour into the guys and we'll make it work
- Have to have staff with level of diversity
- What do you value?
- I want a guy that can help this guy get better on and off the floor
- Biggest thing with programs is CONSISTENCY and being PRESENT to the guys
- My door is always open
- The hardest thing is trust – staff and coaches
- If you go to class every day, you will get a degree. If you work hard, you will PLAY
- FR year played 45 seconds at Illinois – Mom had hallmark card for coaches and asked me "Are you reading that Bible"?
- Trust level had to grow

- Director of Scouting NFL team visited last week – Told me player dropped to 4th round because of character
- How do you judge a guy who is 17 on character?
- Give me a guy who has love and passion
- It's not just degrees, it's effort in school (GPA)
- As a coach, it goes beyond "He got a degree"
- Where coaches struggle is insecurity
- Never talk about a program before you take job – clean slate when you get there
- Never make excuses
- Stand strong as a man and make it better; that's what you get paid for
- Get rid of the guys without the passion fast
- Locker room will eat you up
- 3 guys on team last year – all 3 were done right away
- Help them find new school
- Tell the truth – DISCIPLINE is another form of love
- Tell parents when recruiting "I got to be your kids' vision when he's 35"
- I'll get to know you when adversity hits
- Culture gets into your pores
- Biggest thing when restoring a program is to tell the truth- HONESTY about how hard we need to work
- Honesty goes A LONG WAY (School story)
- Earn the F like a man
- One thing never talked about is failure
- Failure is one of life's most beautiful treasures
- The pain that it brings is life's best lesson
- Grow from failure
- If the worst thing you do is on a basketball court, you had a beautiful life
- 2.7 games a year we SHOULD have won the game on average
- Don't allow anyone to penalize you for your past
- Get rid of them if they do – just weighs you down
- Get rid of the guilt
- Tell players and staff we will become successful when we have structure and boundaries in our life
- Without those, chaos ensues
- I have beautiful life because of those two things
- A couple words I use all the time with guys: Accountability, Try to Display Good Character (avoid temptations and negative passions), Humility, Toughness (No excuses), Respect
- Treat women with respect
- Mom was in abusive relationship for years
- Last Day of summer School July 22 – If you will, give me 10 hours of community service when you go home (no trouble if you don't)
- Recruiting – Get a good ball player (stars are worthless)

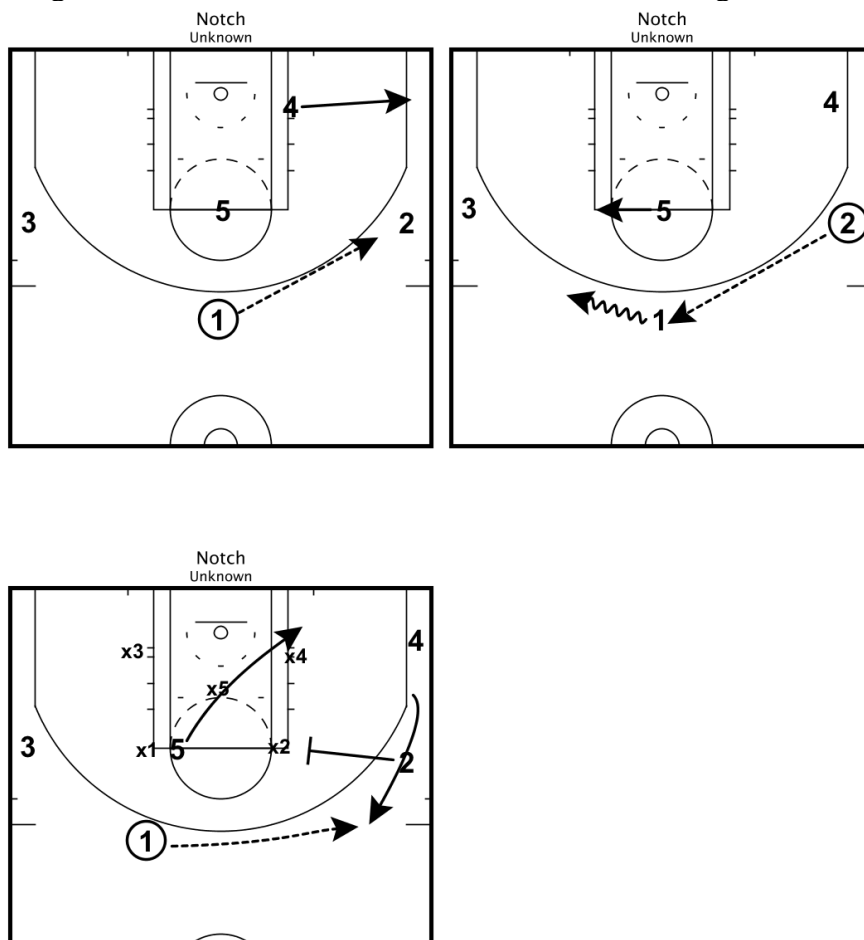
- Josh Richardson – Not highly touted, but GREAT PARENTS and incredible passion
- Don't spend a lot of time judging character when they are young – a lot don't know better
- "What will he look like in 4 years"
- "Where will he be in 15 years"
- Be hard on them when you're teaching
- Focus points on court: Win with a level of toughness, work to make yourself a good player and good listener
- Loudest guys in practice have to be the players
- Work to be best defensive team in country (Toughness, not stats)
- Focus is biggest thing
- Embracing pressure; it's a beautiful thing

Dave and Ryan Odom:

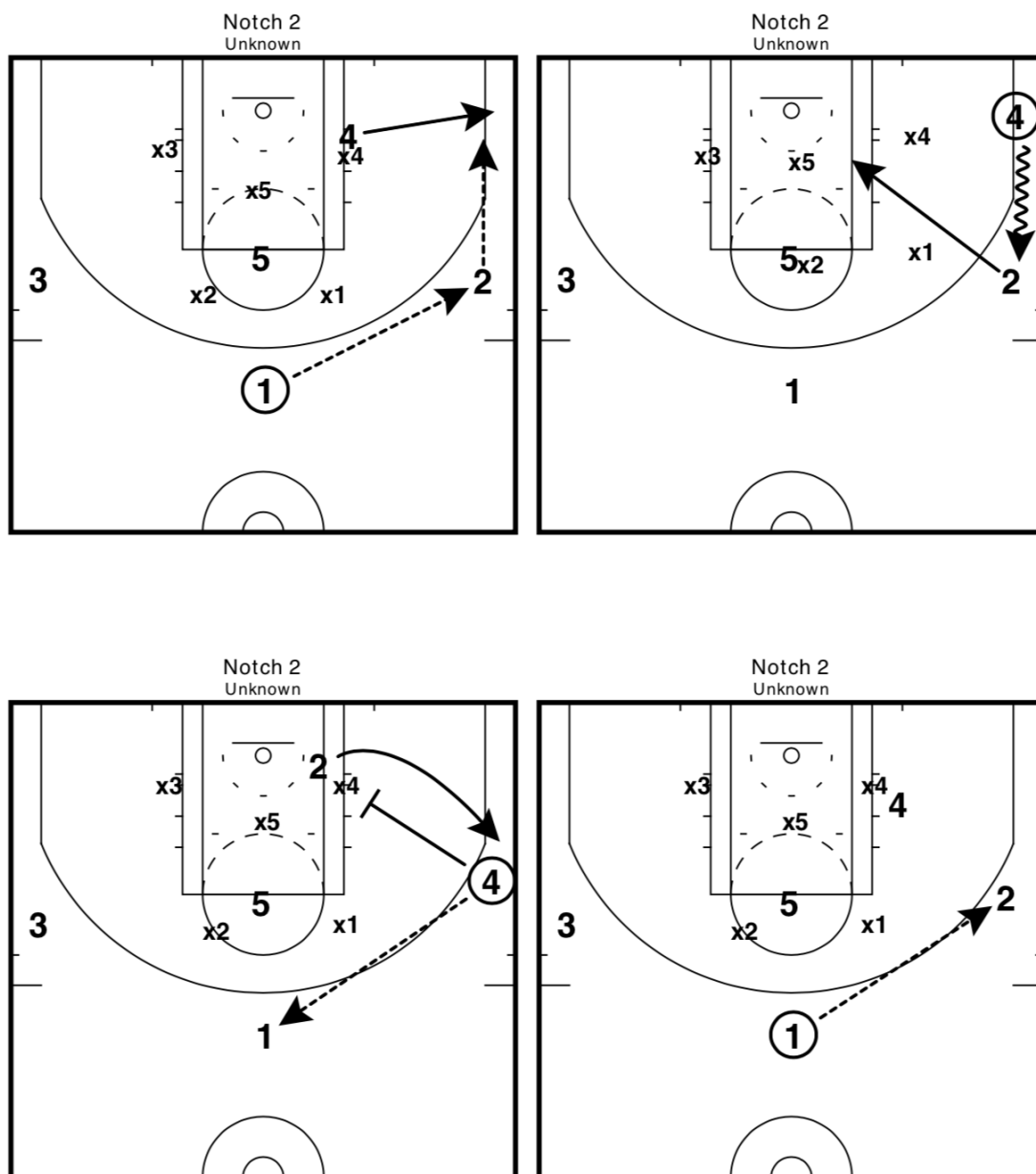
- Offense against Zones
- Why do teams play zone?
- Not enough talent to play man vs opponent
- Breaks down offense (i.e. Syracuse)
- Tempo
- Slow down inside game
- Better inside rebounding
- Attacking Zone vs Floating Zone
- Attacking → aggressive defensively on every ball movement action
- Offense vs Attacking Zone
- Requires more ball movement
- Floating → Less aggressive; Defenders tend to stay in position and be more conservative
- Offense vs Floating Zone
- Requires more player movement
- Basic Principles - Dave Odom
- Utilize more man principles/screen actions
- Attack High Post
- High Post should make body contact against defenders before flashing
- Hi - Lo Action
- Low man/baseline runner should have back to baseline
- Should not bounce pass to high post/diver
- High - low bounce pass is ok
- Ball movement: Outside - Inside - Low - Reverse
- Sinks defense
- Ball Fake - Dribble Penetration
- Offenses - Ryan Odom
- Incorporated into transition offense
- Principles
- Logo touches
- Ball reversal
- Penetrate gaps
- Get ball Inside zone
- Outside screens
- Get defense in scramble mode
- 4 - out
- Aim to have guards catch ball - can make plays within zone
- Run man plays vs zones (especially matchup zones)
- Shot fakes/ball fakes
- Use corners
- "Cutters" - 2-3 Zone Offense (Can run against 1-2-2 or tilt it against 1-3-1)

- 5 plays middle of key instead of FT Line
- Spreads zone a bit more
- If wing catches → dive
- See basket on every catch
- Ball reversal → look below on catch
- Opposite wing → violent cut
- Aggressive cut to key behind weak side defenders
- Looks to baseline if catches
- Baseline/Low man has options:
- Seal
- Duck-In
- Finds gaps
- Top man fills weak side wing for skip pass
- Versus “Attacking Zone”
- “Dribble up” and fill → scrambles defense
- After reversal, wing can “dribble up” to fill top spot
- High post fills wing
- Transition offense vs 2-3
- 1 DHO to wing and then runs thru baseline
- Trailer screens top guy on zone and weak side wing pops for catch
- Trailer then sets flare screen for baseline
- Corner wing sets high post flare screen for wing
- Flare screeners flash/duck in after setting screen

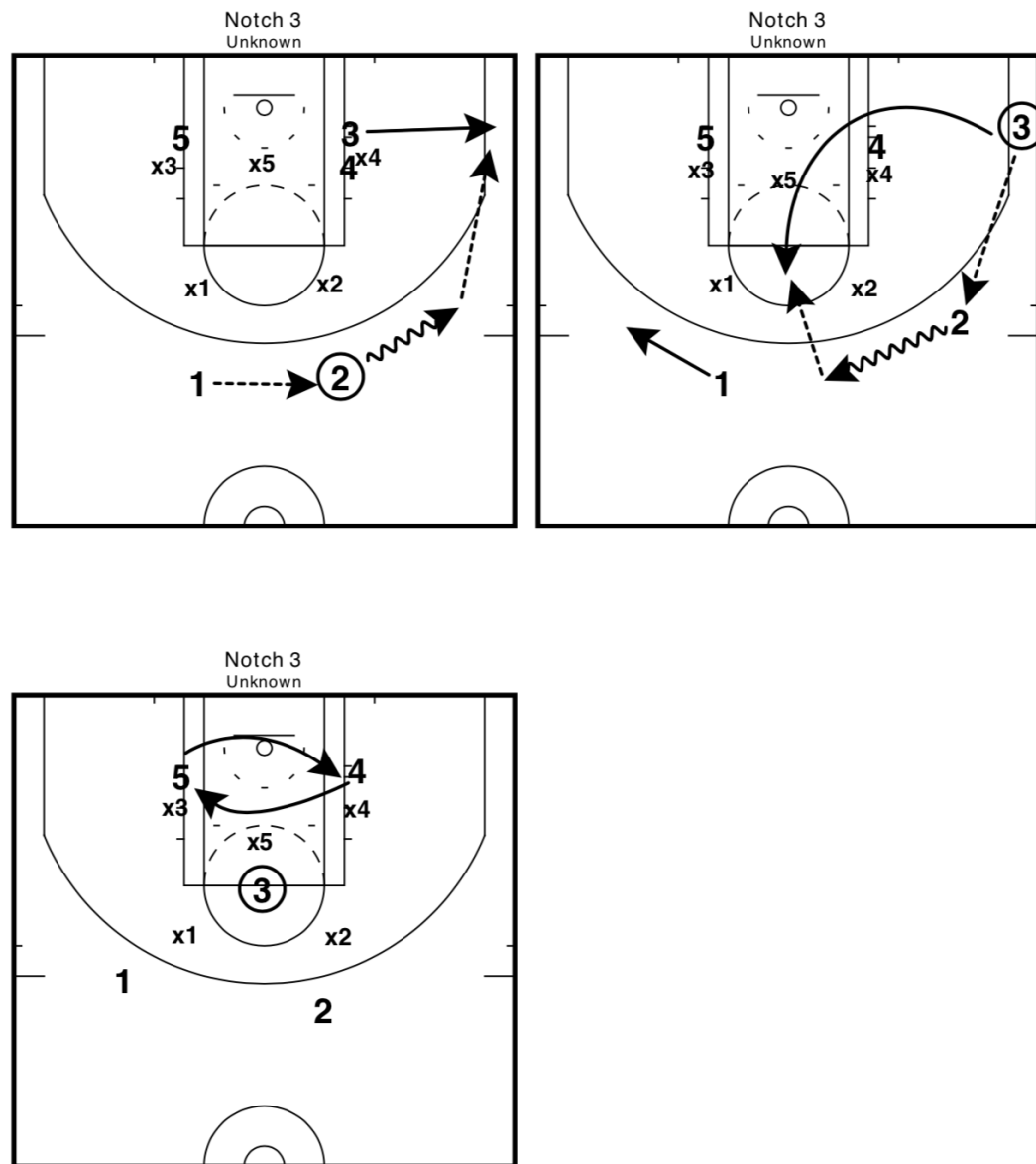
- Quick Hitters vs Zone - Dave Odom
- “Notch” 1-3-1 offense with good shooters
- Option 1
- 1 swing to wing man
- Ball reversal back 1 then walks ball to opposite side
- Wing sets flare screen on outside man for corner wing for 3



- Option 2



- “Inside X” - low post power basketball



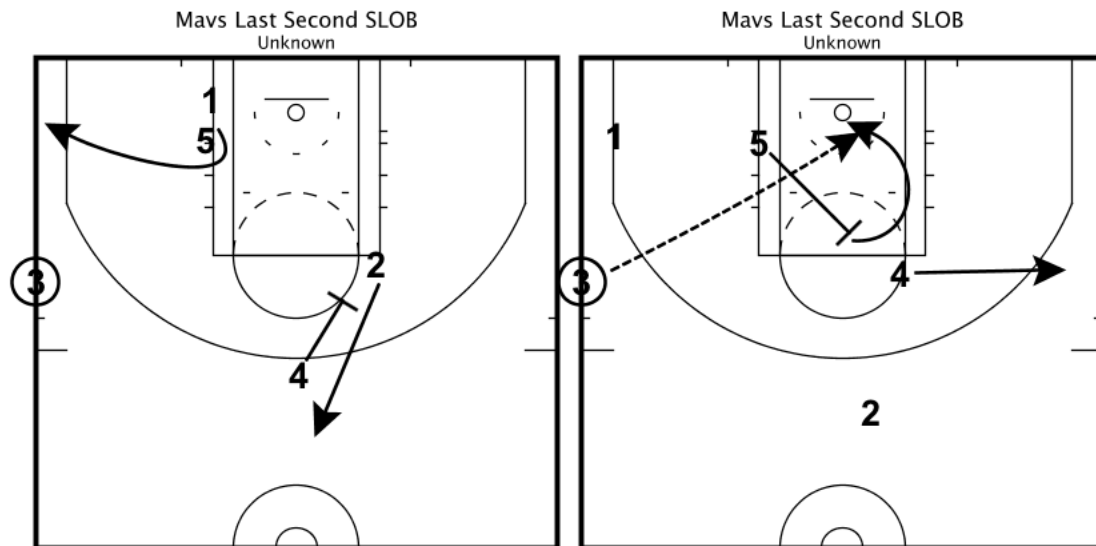
- Need to attack high post
- Setup:
 - 2-man stack on one block
 - Single man on opposite block
 - 2 top of key
- Gameplay:
 - From 2-man stack - one pops to corner wing
 - Ball is swung to corner then reversed back to top
 - Corner Wing L cuts to high post (or flashes directly)
 - Low post blocks interchange & seal
- Versus 1-3-1 Zone
- 2-1-2 offense setup

- Get ball to high post
- Corner wings can set baseline screens on bottom zone man
- Creates 2 vs 1 situation
- Screener flashes low post
- Other man uses screen for potential corner 3

Coaches Special Situation Segment:

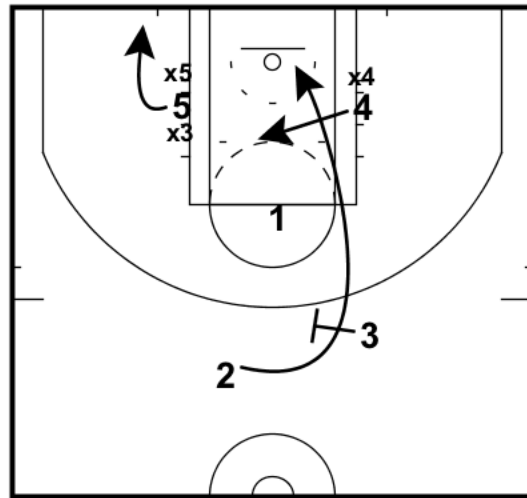
Mike Weinar:

- Manager/Support Staff Introductions
- Salaj Mejri- Only player from Arabic speaking country
- Has camp in Tunisia
- Asked to work the camp in Beirut
- Organized event with 100 Syrian refugee orphans ages 12-17 into gym where I played soccer, basketball, etc. with them
- Most moving experience I've ever had
- Sat in on Fortune 500 company meeting
- What's your foundation? Where does it come from?
- Give back & thank your mentors
- Last Second Play vs Phoenix: Top of Key Pin-down, Strong Corner Cut, Backscreen Slip for Alley-Oop



- FT EOG Block out: Best rebounder on one block, best athlete on other, screen on top of key for athlete to come down for tip in (down 2)

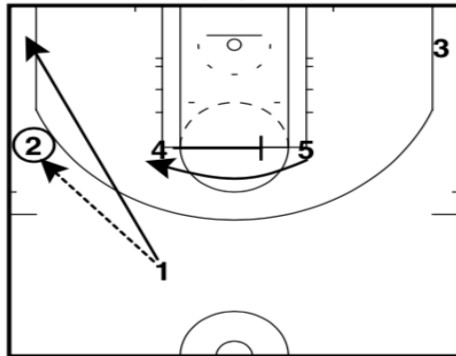
Mavs EOG FT
Unknown



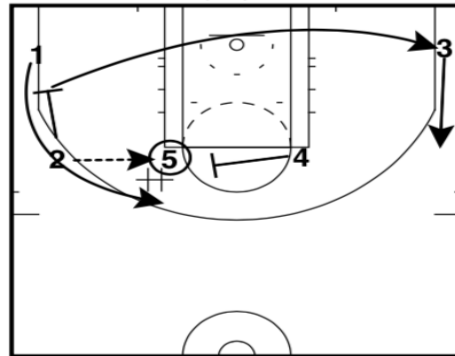
FT Shooter tries to miss to the right

- Best athlete clears to baseline, best rebounder vacates to nail (clears way for guard coming down for tip in)
- ATO FROM COACH VOGEL:

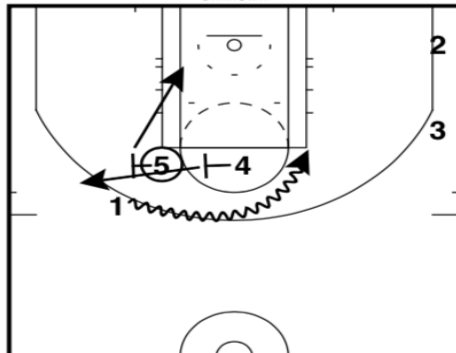
Coach Vogel ATO
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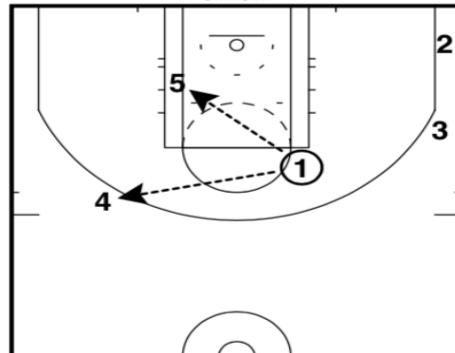
Coach Vogel ATO
Unknown



Coach Vogel ATO
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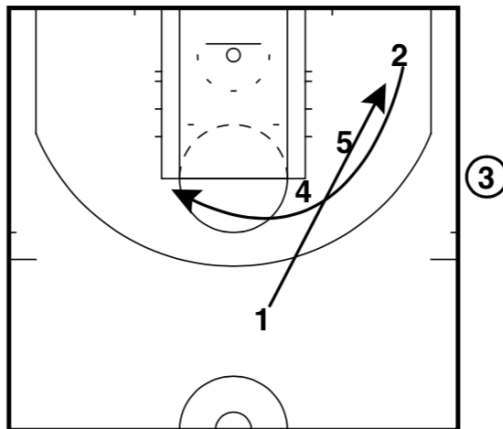
Coach Vogel ATO
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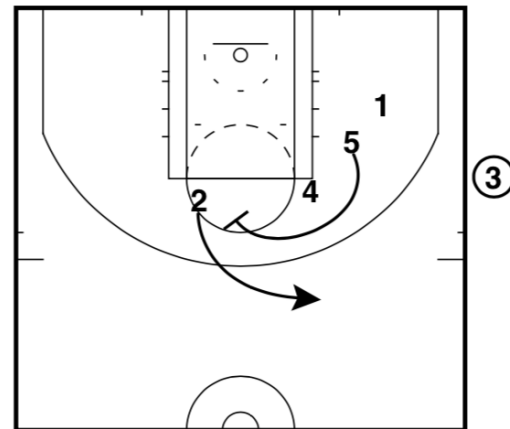
Brian Gates:

- Instead of Water break at end of practice, we'd end with a play
- Always take the ball on the other side (never in front of visitor bench)
- Up 2 EOG: Ball hit hand with inbounder right next to me, led to Technical foul
- Inbounder is most important player
- NBA teams will jump to high side after 3 count on SLOBS (SAS)
- SLOB:

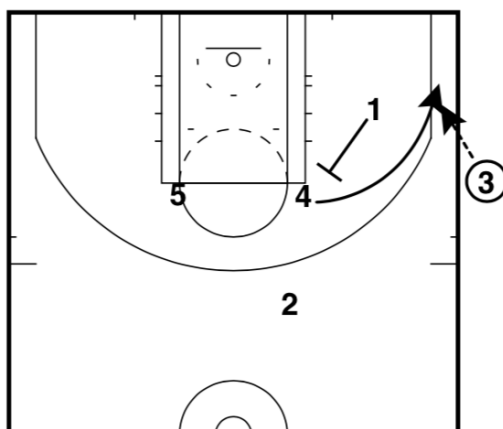
SAC SLOB
Unknown



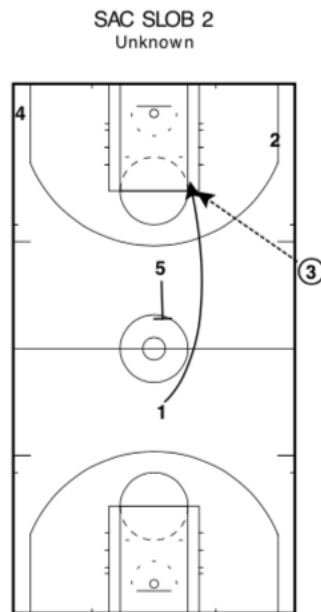
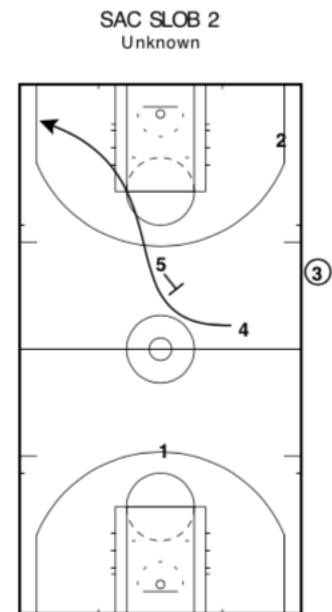
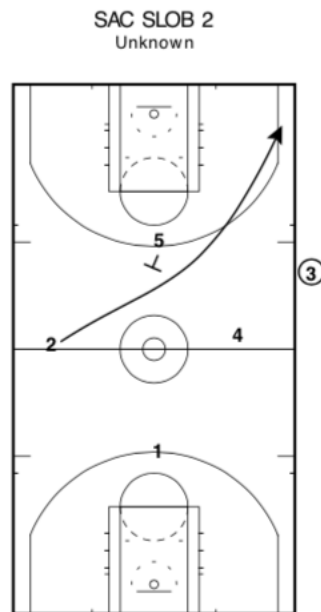
SAC SLOB
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SAC SLOB
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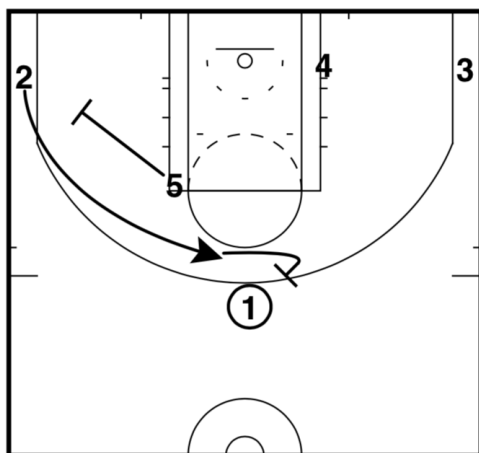
- December 3, 2013: YouTube Video (ANOTHER SLOB- VIDEO: 2:56) PG WITH HEAD OF STEAM END RESULT



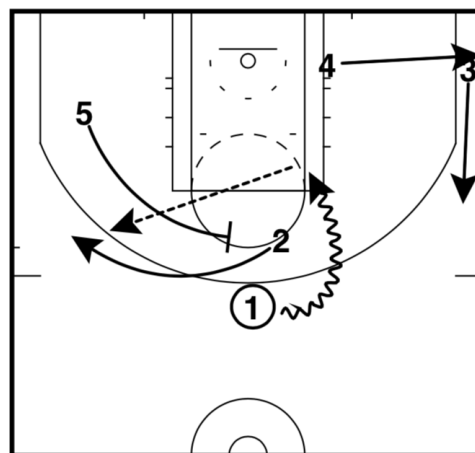
- ASK REF TO COUNT FOR YOU AS INBOUNDER***
- Proud father of triplets – daughter wants him to wear this wristband so he can talk to her on road

Dave Bliss:

Bliss 1
Unknown

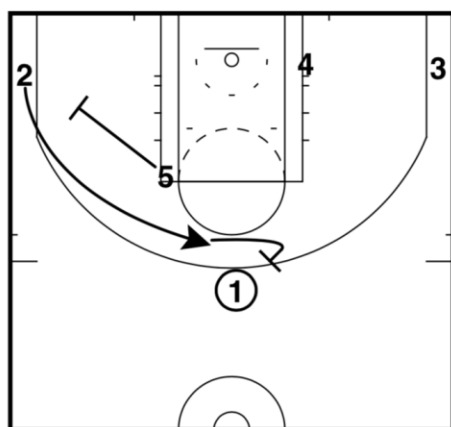


Bliss 1
Unknown

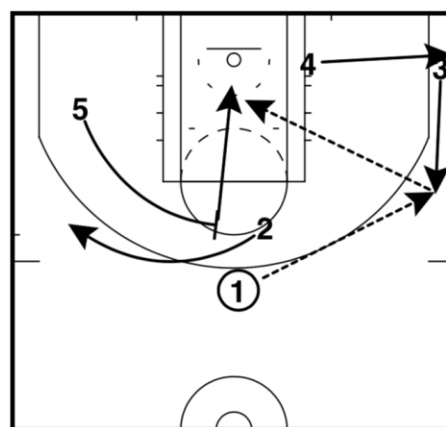


- Flare screener slip – 2nd option

Bliss 1
Unknown



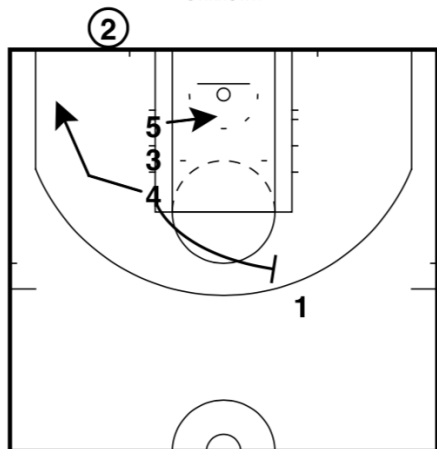
Bliss 1
Unknown



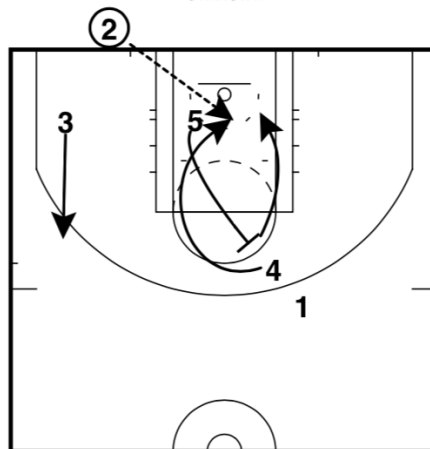
Flare Slip

- BLOB PLAY: STACK

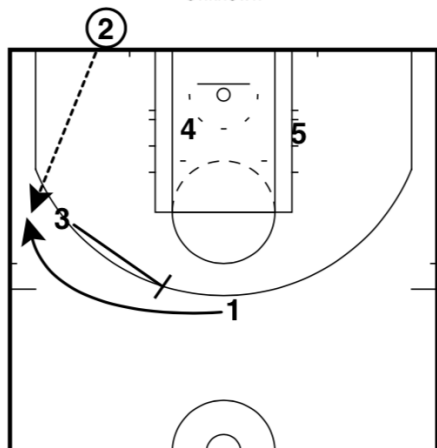
Bliss BLOB
Unknown



Bliss BLOB
Unknown



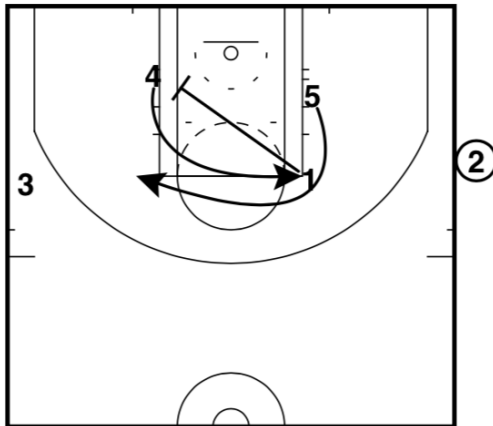
Bliss BLOB
Unknown



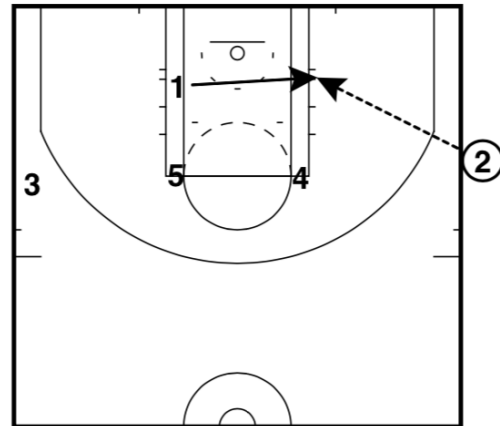
OR

- SLOB:

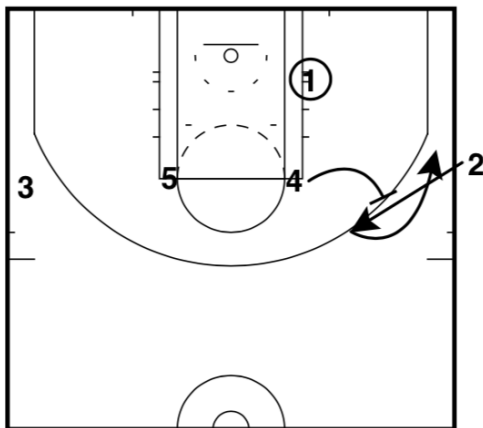
Bliss SLOB
Unknown



Bliss SLOB
Unknown



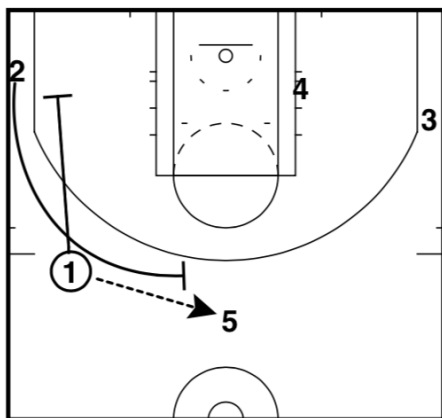
Bliss SLOB
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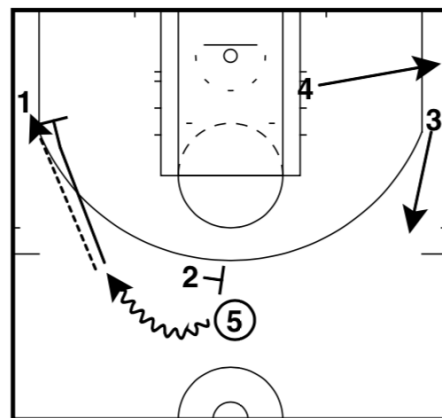
Jason Staudt:

- What are we going to do to continue to pass, move?
- Switching can be disruptive – it is analytically driven
- 44 3's a game last year in Houston – If we switch and stay home with shooters, we give up midrange 2's
- First year with PHX, worked with Igor Kokoskov for 8 years for Georgia National Team
- Two plays that work for us: Wide Pin Split Action right into BS, Swing, follow into screen (weak interchange), throwback to 2 at top of key for dribble drive

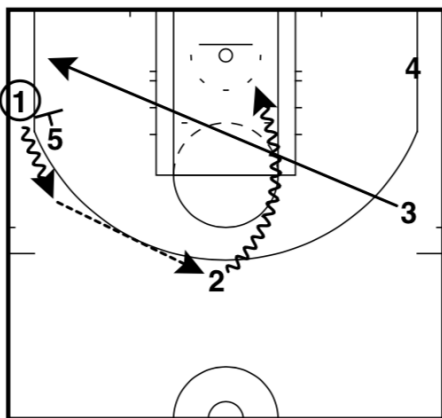
Staudt 1 Early Offense
Unknown



Staudt 1 Early Offense
Unknown



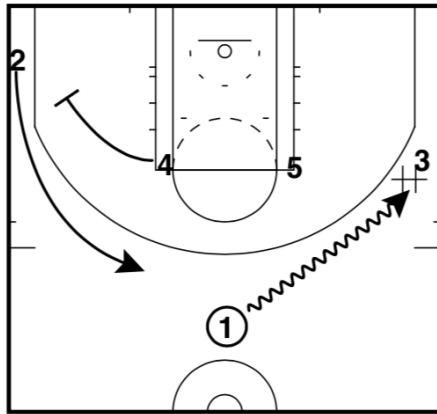
Staudt 1 Early Offense
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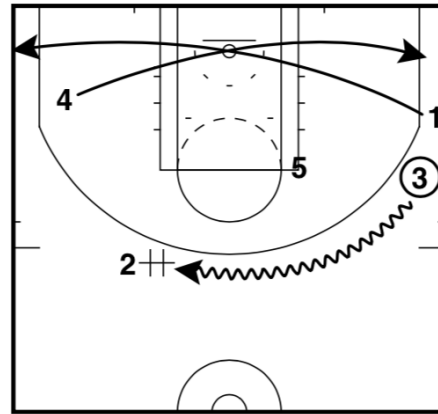
3 cuts on air time as 1 passes to 2 at top of key

- Chin:

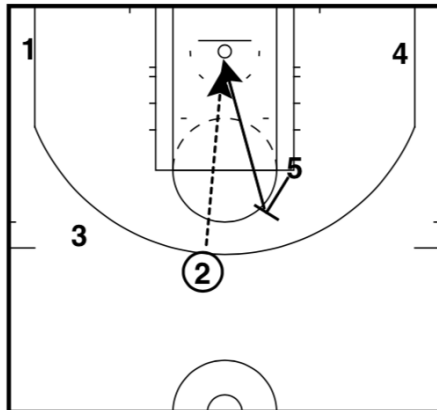
Staudt Chin Slip
Unknown



Staudt Chin Slip
Unknown



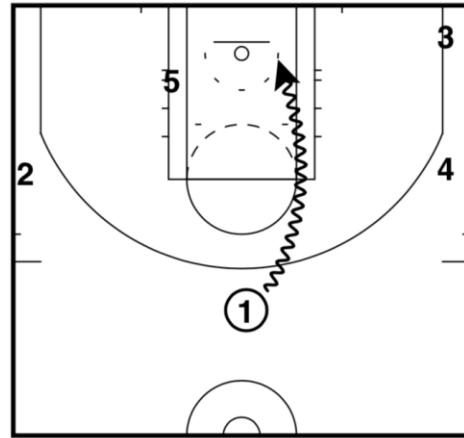
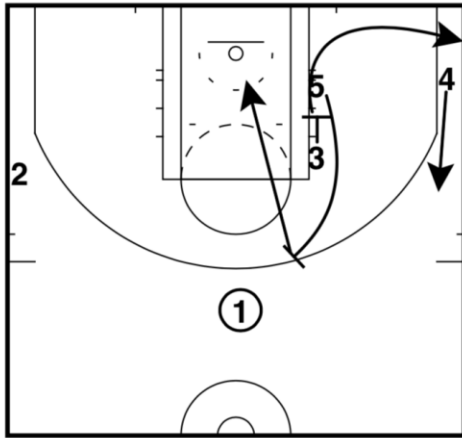
Staudt Chin Slip
Unknown



- Another Play: Screen the Screener Slip (Warriors run it)

Staudt 2
Unknown

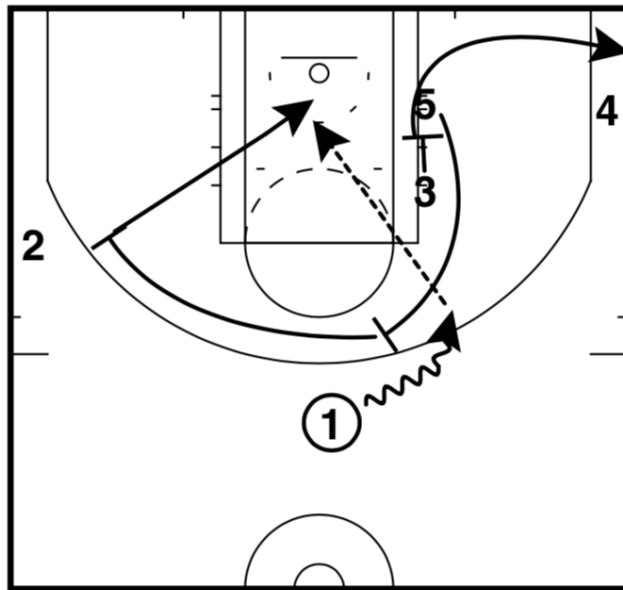
Staudt 2
Unknown



5 Slip

- Second Option: Slip goes to Pin-Down but still slips

Staudt 2 Option
Unknown



5 Slipping Middle Third Ball Screen and Wide Pin for Lob

Matt Painter:

- More time you get, we still have our rules (conditioning, weights, etc.)
- How can we still be mentally tough with spending less time?
- Mental Reps – what is that?
- You're getting more time to spend with them, but will your guys be fresh in February and March?
- At Southern Illinois, we pressured the basketball. Wanted to disrupt
- At Purdue, we do something very simple.
- Trans D: PG comes into keyhole to center guy picking up basketball
- When shot goes up, PG comes into keyhole
- Jammer = Guy coming into the keyhole – CAN NOT get buried
- Maintain floor balance
- Mental rep without having to do transition D drill for hours
- Hustle has to allow you to steal points
- I recruit 2 to 3 highly skilled mid majors every year
- The better you take care of the basketball, the better your defense will be
- Demo on floor of PG getting into keyhole
- Off a make, all teams will mostly inbound to 1 person
- Don't want to take outlet pass away, just square up with him
- Eliminates kick ahead

Fran Frascilla: Spouse's Panel

- Went out to New Mexico to scout the Lobos in the 80's
- Times have changed
- 5 years ago, I got a call from Norm Stewart – He had a golf outing in Missouri and asked for me to come out
- “Coach, I’d love to but that’s my 25th anniversary”
- Spoke to my wife, who told me to do it. “By the way we’ve missed tons of holidays, anniversaries, anyway”
- Just recently, had my 30th anniversary. Coach Cal called asking to accompany to Atlantis. Wife said to do it, I said I can’t. She followed with “How much is he paying you? Yeah, go do it and we’ll celebrate later”
- Being a coach’s wife is like being a pastor’s wife
- Panel:
- **(Shyatt)** I didn’t know a lot about the profession so it was more “How do we pay the bills; how do we spend time together” etc.
- **(Lanier)** kind of recruited me honestly, I guess that’s what makes him a great recruiter
- **(Wise)** Met in school, got a head position right after college – Lived apart for 4 years
- *Once your spouse decided, what expectation did HE have and tell you?*
- It was a lot different back then, so I don’t believe he had many. We were kind of just figuring it out. Just picked up and went and did what we had to do. He wanted to be successful but he also said family would always come first, which helped when we didn’t see each
- *Challenges or Sacrifices:*
- **(Shyatt)** Gone constantly recruiting, I used that time to go back to school for grad degree. Developed my own independence
- **(Lanier)** – Planning a wedding while he was out of town was incredibly tough. He was at Rutgers and I was completing residency so that was extremely stressful and hard on everyone
- **(Lanier)** – Made move to Texas and I was upset at first but Coach Barnes called and Rob handed me phone and I was sold. “We were going to make it work”
- **(Lanier)** – When you see someone so passionate, it’s easy to get behind them and motivate them
- **(Wise)** - We were naïve to believe we could both be in coaching. She got on staff at UK and we lived apart for 2 years. When we had first child, that changed everything and I realized I needed to get out of coaching
- **(Shyatt)** – Do you have to love basketball to be a coach’s wife?

- I've grown to love it but it is easy to become resentful of it because of the time commitment for spouse. February was my worst month because you make it through season but you still have recruiting
- **(Shyatt)** – I had to create my own identity. I couldn't be "just his wife". He never said that he needed me to be available and let me create my own identity
- **(Lanier)** – I enjoy college sports. However, it's more like work to me. When I'm at the game, I have to keep focused and maintain a calm sense of demeanor. Never know when a camera will flash onto you during games
- **(Lanier)**- I'm very introverted. College basketball and recruiting takes a lot out of you and Rob is very understanding of that.
- **(Lanier)** – I have a lot of meltdowns. They are different levels. When I was young, I didn't have the support system. He used to be scared to tell me he was going recruiting at first. So, we had to work through that as a family, which was challenging
- **(Wise)** – There was such role reversal. Finding my own identity was extremely difficult. She made the money, so that was really difficult to accept and come to grips with. She felt so guilty when our kids were younger. Your spouse needs you to be THE OTHER PARENT, not aunt or uncle when you come home. That was something that was hard for us to handle.
- **(Wise)**- It got easier when kids went to college according to Mary. But, to me, it got tougher because I was primary caregiver. It is painful when they leave home
- **(Shyatt)** – When I moved to Gainesville, it was first time I didn't have kids to look after. I had to reinvent myself. It was really hard for me (agreeing with Mike)
- **Fraschilla:** *Describe the angst a spouse feels when they are in this profession*
- **(Lanier)** Not being aware of what the schedule is going to be (can never plan anything)
- **(Lanier)** – I don't want to have my entire life dictated by a basketball schedule. Sometimes, I take the time I need being by myself.
- **(Lanier)** – I decided to stop practicing medicine so I can be more around for my kids
- **(Wise)** – The 5 Love Languages Book: You will become a better coach, person, player, etc.
- **Fraschilla:** *How do you help the players?*
- **(Shyatt)** – Role was different when Larry was an assistant. When he became a Head coach, I decided not to work because I knew my responsibility would increase. I assumed players were missing home, their parents, etc. I got nickname "Mama Shy" and I would host the players and made sure I would bake cupcakes or cake for anyone who had a birthday. I tried to be at all games to be supportive, etc.

- **(Lanier)** – Communicating with their parents while they were being recruited that I would look out for them if needed. Would always cook and try to help out if they were hungry or didn't have anywhere to go
- **(Wise)** – I would do brunch on Sundays. I'm the cook in the family. It's my way to get back at Mary now because I bring dessert to the players after practice from time to time.
- ***Fraschilla: How do you guys stay positive through negative times?***
- **(Wise)** We deal with the pressure of success. This is different than pressure of failure. She once sent me a text saying "I'm dealing with a lot of upset people, I'll call you later" after a bad call that caused them to lose in elite 8. She called me next morning and started crying. I didn't know what to do, which was crushing for me.
- **(Lanier)** – One of the things that have helped us the most is to focus on the one constant, which is our family. Keep it even keeled at all times
- **(Shyatt)** – You don't have to be positive during the down times. "I want to be pissed". It puts so much on your own shoulders if you force being positive. It was exhausting to try to be the strong person all the time when I didn't feel strong.
- **(Lanier)** – When we got let go at Texas, it got to point where you had to get to your kids with news before friends did (smartphones now)
- ***Fraschilla: How do you create quality time away from basketball with family?***
- **(Lanier)** – Have to be creative with that. Son plays AAU so now sometimes visiting colleges as a family is our getaways. Have to say "We're going on vacation".
- **(Shyatt)** – My family has cottage in North Ontario. We'd go every summer and disconnect from world. Also, holidays were a good time to get away because extended family was too far to visit. We created traditions. Since Larry and I have been married, every 5 years, we would try to go on a trip, just the two of us.
- **(Wise)** - Once August 1 hits, we don't have weekend off until April. Therefore, we decided to do "Date Night". On Date Night, she doesn't have the ability to differentiate a text that needs reply and does not need reply. Then it becomes a dateless night.
- ***Fraschilla: How do you deal with other wives on the staff?***
- **(Shyatt)** When I became a HC wife, I tried to do things for other coaches' wives. Dinner before season started, etc.
- **(Lanier)** – Get together's for lunches throughout the year, holiday events for meals, etc.
- **(Wise)** - We try one event a year in the offseason that revolves around fun

Referee Panel

Lauren Holtkamp-Sterling, Jonathan Sterling & Steve Olson:

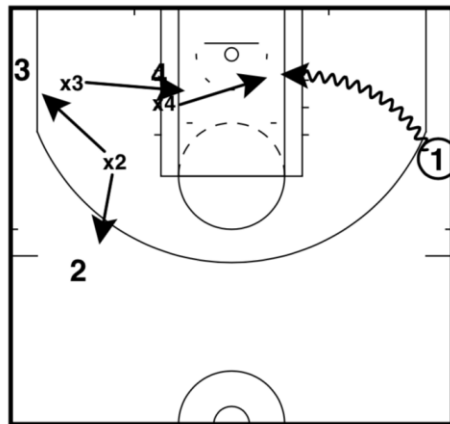
- Take one thing away today: We're all in this together for common reason
- You're passionate about the game, we're passionate about officiating
- At college level, were independent contractors (90% of us have other professions)
- Structurally all 3 of us are different
- From a numbers perspective, there are 64 NBA officials
- 850 D1 officials in NCAA
- Working for so many different bosses as a college ref (every conference has different boss)
- As NBA ref, we work for one entity
- The inconsistency of way game is officiated is because of the NCAA, not the officials
- Points of emphasis different with each commissioner and conference
- As NBA ref, we have to be in by 7pm the night before game
- Sleep is of the utmost importance
- Have to be arena 75 minutes before game
- After game, we will watch film as crew (even at halftime we do this sometimes)
- 6 am the next morning – flight to next city
- What does accountability look like for NBA refs?
- 6,000 decisions in the matter of an NBA game as a crew
- All 6,000 are graded
- The game is based on analytics now. There are 6,000 events, all being graded by analytics people we may not even know
- Accuracy level is about 96% (NBA)
- Every whistle/non-whistle is meaningful to us as well as coaches as we are performing for our job
- NBA crews get homework assignments every month (film study)
- At college level, we are accountable and get game reports sent to us after every game
- Accountability has gone up for everybody
- Video can support you, but in college game, it has hurt us because it has begun to put in fear for officials
- Officials become tentative and lose confidence
- NBA = All Analytics
- Has your level of accountability increased last several years?
- Biggest change has been replay + increase in technology
- NBA Refs have a playbook (all mechanics)
- Position, calibration, etc.
- Weak-side block toughest spot to officiate

- Part of our commitment to our craft is our mechanics
- Primary is not always proximity, proximity is not always primary for officials
- You referee angles and clean looks
- A lot more rotations by officials in college
- Our objective is to be as accurate as possible
- IN college, we get in trouble if we DON'T blow our whistle
- When we blow whistle, we are 95% more accurate
- NBA + College = Freedom of Movement is a standard
- Advice: Talk to me during stoppage and explain yourself instead of having out of body experience
- There are going to be missed calls in a game
- It's how we handle them together and move on
- A lot of "off-the ball" grabbing in NBA. Why?
- They have been addressed at Summer League and will be improved on this year
- "Marginal or Illegal" – NBA Refs
- Contact becomes illegal when it affects a players' speed, quickness, balance and rhythm
- Eliminating hand to hand combat is goal
- As college refs, we try to speed the game up
- We watch the foul count at college level
- College coaches: if it is tight and you're defending in the backcourt, tell referee "we are not going to foul" OR "we are going to foul" (DO NOT ASSUME)
- The more communication at end of games, the better
- Coach Communication to Officials: We are human... It is HOW you approach us
- Assistants= begin to form relationships with officials today
- The more credibility you have with officials, the better
- Goal is to build a better collaboration between all of us
- NBA Coaches: Feel free to ask questions to us. Thank you for having us. We are servants of the game and we are here to protect the game.

Jeff Bzdelik:

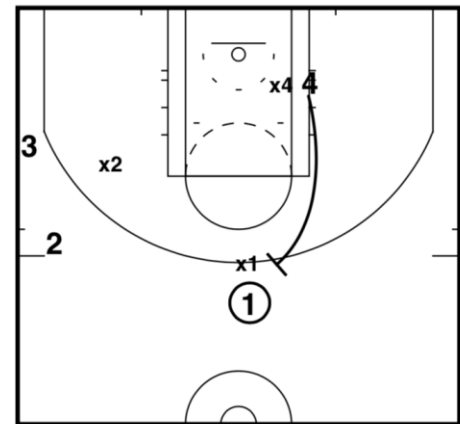
- 55- Rockets Defense
- WE SWITCH EVERYTHING
- Switching everything is out of the box
- Rules: Switch to deny, switch to force a TO, and we switch to take away a 3
- Talk it, touch it, switch it, grab it
- SWITCHING IS A RELATIONSHIP BETWEEN PLAYERS
- Relationships fail with lack of communication
- Ball pressure buys you a second (huge)
- One of our emphasis in training camps is we can expect counters to switching
- Why do we do 55? Couldn't stop 4 on 4 Middle BS Drill
- In last 20 NBA champions, 17 were rated top 10 in offense and defense
- 1. It fits us
- 2. Today's game
- 3. Today's bigs
- 4. 3rd best D team in league from Jan 15 on (Analytics)
- 5. Helped our offense
- 6. Our goal was to beat Golden State (Switching gave us best chance)
- 7. Our players understood why we did it and they wanted to do it
- 8. Led to BUY IN from players
- Transition Defense: Our Achilles Heel
- We averaged 45-50 threes a game
- 1 second delay= 10-15-foot separation getting back
- Defensive Rebounding: Every Single Day we worked on it
- Drill it, watch film or walk through it
- Some cases, we do all 3
- Rules on Slips: If I'm guarding ball, I stay on ball until one of two things happen – Teammate tells me to switch or I hit a screen
- "They have to feel us"
- We want to foul with the chest
- We always have a low man (takes away any layup from a mess up from someone else)
- "I'm LOW"!
- Hands and arms up and back
- We never point switch
- Physical switches
- Progression Drill: Situational reads into block outs

HOU Progression
Unknown



1 Baseline Drive & Shot
x4 is Low Man
x3 Cracking Down
x2 Blocking out 2 or 3 on perimeter

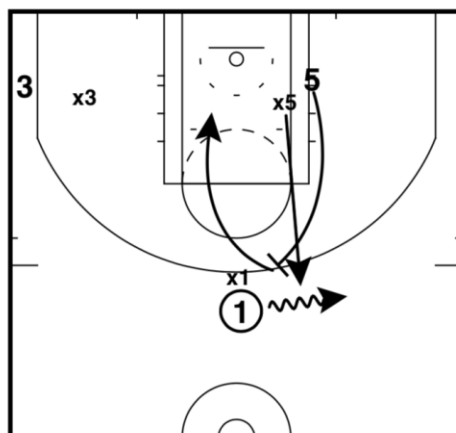
HOU Progression
Unknown



Situation 2:
1 - 4 Ball Screen
X4 Physical Switch
X1 fighting to get under on switch
X2 must block out 2 or 3 on perimeter

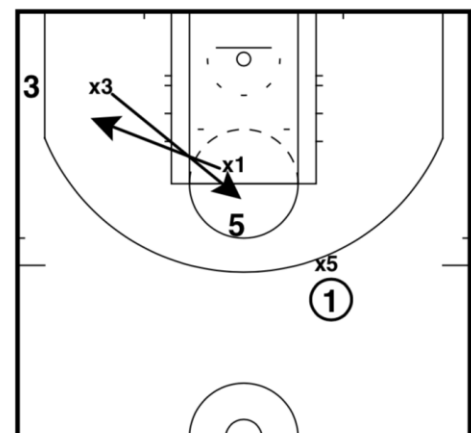
- In middle ball screens, switch should force PG to dribble backwards
- 2nd in league in D Reb % because we worked on it every day
- You have to pick up guys 2-3 feet above the arc
- 3 on 3 Drills:

HOU 3 on 3 Drill
Unknown



X5 Physical Switch
X1 Fighting to get Under 5 on switch

HOU 3 on 3 Drill
Unknown



X3 and X1 switch for more favorable matchup

- Middle Ball Screen 3 on 3: Work on Switching
- Boomerang Pass= Do not let ball get back to mismatch after gives it up (If 5 switches on 1 and 1 gives it up to get it back, 5 MUST DENY BOOMERANG PASS)
- NO STRONG SIDE CORNER 3'S
- We are a no middle team

- No 3's, no layups
- 90% of fouls are defensive mistakes
- 5 on 5 Angle PnR Drill: Work on weak side corner defender being low man and denying weak side shooter (NO NAIL DEFENSE)
- We worked a lot on broken coverage – great drill for development
- Always maintain contact with the screener
- At the NBA level, we need to load to the ball in transition defense
- Defending 52 action (Spain PnR), we triple switch
- We will see counters this upcoming season
- WE MAKE A BIG DEAL ABOUT TALKING
- Who can we shrink the floor with?
- Shell Drill = MULTI-Purpose Drill – Middle BS into DHO into angle/slot drive/X-out and we rotate
- Everyone has to rotate to every position

Steve Clifford:

- If you want to coach for a long time, you have to understand a lot more things will go wrong than right on a daily basis and you will be fired at least once
- The best thing to do after being let go in Charlotte is sit down for a couple of hours and take notes (Self Reflection)
- Don't take anything for granted
- I thought we could be great defensively after Dwight Howard trade
- Unfortunately, defense let us down
- Always felt like we had a good mentality to make progress
- Our mantra is always "we have to have a way to play so that is good for you but is also good for us when you are on the floor"
- You have to play well & we have to play well
- Every year when season started I would edit my life – Kobe
- "All the things that weren't conducive to me and my success I would get rid of it"
- How do you view your leadership model?
- What kind of relationship do you want to have your players?
- Leadership model is EVERYTHING
- "Tell me about Steve"
- First thing I would want them to say: "He wants me to play well"
- NBA guys don't work as hard
- Establishing the right way you coach 1-15 is crucial
- It takes one guy – The "whisperers kill your team"
- We either decide to do the right thing, which helps our culture, or the wrong decision, which hurts it
- You must have that relationship with all 15 guys
- Second thing I would want them to say: "He knows my game and has a good plan for me"
- Third thing: "He understands the NBA and knows what it takes to win" (Demonstrated in practice)
- Fourth thing: "He's the same guy every day. He's prepared, has a plan, and a firm way to do it"
- Need to have maximum energy for 82 games and practice is to build togetherness
- "40 minutes or two hours, up to you guys"
- Fifth thing: "He wants to win big"
- Kept detailed notes from lessons learned from mentors
- Have to put the right staff together
- Team chemistry is impacted by staff chemistry which is impacted by organizational chemistry
- It's important to have a good relationship with President, administration, etc.
- When things don't go their way, they are looking for that one "whisperer" to go to

- If we are going to win in the NBA, it can't be Player X goes to Coach B to ask what he needs to do. It has to be a knock on MY DOOR
- When they are comfortable coming to you, the conflict comes to your office and not the practice floor. "They yell at you but practice well and don't screw the team over"
- Putting together a staff is like putting together a team
- We're not collecting talent, we're putting together a staff"
- I don't want five #1 assistants. I want it piece-by-piece
- Who you hire as your top assistant impacts your second and third hire and so forth
- When you are interviewing guys, you have to talk about staff chemistry
- If I got a head coaching job in college, my first two assistants would be guys who can go get talent
- You need talent to win
- If you are going to come here, you have to buy in to the staff working together
- Staff meetings are biggest waste of time
- Two things when it comes to staff hiring's:
 1. Always personal qualities (Character, Work Ethic, etc.)
 2. Try to get a feel for where they are at in their career
- Ambition is a great thing; however, you don't want 6 guys who are dying to be a head coach in the next 7 months
- Getting information:
- You get as much info as possible from the people you work with
- Full-Time Analytic Crew= Studying trends of NBA
- Use your staff
- I gave them less projects this summer because it is important that they spend time with their kids, families, etc.
- When you take over a job, look to see what you want to keep from previous coach/staff
- It helps for players to have some familiarity
- Jeff Van Gundy would be upset if we met more than 20 times over the course of a season
- Before assistants leave meeting, if they have something to say, write it down
- You waste so much time in meetings
- Do a playbook for yourself and staff and not for the players
- First thing every morning that I do is playbook for two hours before players get in
- It gets you thinking basketball at this point in year
- You have to start over with your team every year, you have to start over with yourself every year
- Projects:
- Jameer Nelson driving into paint (60 games-every drive and result)

- Francis and Mobley dribble analytics (when you dribble once, here is what happens... when you dribble twice, here is what happens, etc.)
- Yao Ming Paint Catch vs. Post Up Study
- NBA: It starts with roster building/development
- The best coaches know players
- MUST be on top of personnel
- Is he good fit for my coaching?
- You never really know a player until you coach him
- Three things that I want in an NBA player:
 1. Competitive spirit/High Basketball IQ
 2. Two-way players (Shooting) – Best teams either play 5-out or play 4 out 1 in with a dynamic roller
 3. Positional Size & Versatility – Switch everything that you can that does not create sizeable mismatch
- Have a philosophy
- I am huge on SPIRIT
- I ALWAYS SHOW FILM ON THE BENCH WHETHER WIN OR LOSS
- When the bench is in to the game, it helps
- We will never be good consistently until we have better spirit
- “Pop Clinic in Germany” on YouTube
- There is a big difference between character and basketball character
- Two of the best players regarding basketball character that I’ve coached have had issues with law, family, etc. but on the floor, they were always right place on floor and were a great teammate
- A good kid has to be determined by me
- Last year, I missed a bunch of games because of headaches
- I had gotten to the stage where I couldn’t sleep
- BE CAREFUL
- I got used to not sleeping much (<4 hours a night)
- As you get older, be careful about lack of sleep

Chad Brown:

- 2015 NFL Draft – 7 QB’s taken
- Why take Jameis first?
- TALENT
- “We can change him” OR “We will manage him”
- Ego: Person’s sense of self-esteem or self-importance
- The margin of error has shrunk dramatically
- He Said/She said, anonymous calls, etc.
- How do you deal with this?
- Get better at people
- Change Management = Improves an organization by changing how things are done
- Processes, Systems, Organization Structure, People, Roles
- 54% to 70% of Change Initiatives Fail
- Why?
- Organizational Issues, Cultural Issues, Employees not understanding, administration not on board, CEO not on board, employees not motivated, etc.
- Why don’t we focus more on people?
- Successful change will come when: you become obsessed with getting better at people
- How do people behave? In a specific environment? How are you motivated? What do you value?
- Profile Company = Scientific approach to winning teams
- Job is to help you select better
- Team Building Architecture
- Leadership Development
- System has been adopted by NFL, Dallas Cowboys, NCAA basketball teams, etc.
- Being used by NFL Combine for last 5 years
- It’s not for everyone
- “You will never see another person as they are before you see them as you are”
- If you want to get better at people, you have to understand not everyone is like you
- How to Look at People: Have to look at 3 points like a triangle
- 1. Production – Resume
- 2. External – Upbringing, etc.
- 3. Internal
- DISC: Behavioral System, Easy to Understand, arguably most popular in the world
- When you know it, you can adapt your style to communicate with people

- D: Dominant, Direct, Decisive—Task-Oriented
- Only 3% are D's in case study done by two biggest companies
- I: Influencing, Inspiring, etc. (Only 11%)
- S: Stable, Steady, Secure (69%)
- C: Correct, Compliant – Love data, info (17%)
- “It’s not personal”
- Values = 2nd Assessment
- Report highlights your personal values
- Creates a dialogue OR tools
- How do we hire smarter? Manage more effectively? Eliminate Cancerous Culture?
- Use these Tools like DISC and Values
- Pat Summit: Known to go down to car dealership who used report to measure her players
- These assessments are like diets
- If you want to lose weight, you can lose weight
- Use these tools to get better at people

NCAA & NBA Future Panel:

Fran Faschilla, Keith Grant & Dana O'Neil

- *Elimination of One and Done Deal*
- (Grant)- I don't think we were prepared back then to have high school kids in NBA 15-16 years ago
- (Grant) - G League being an asset will continue to help us for this come into fruition
- (Grant) - Rule will change when it happens
- (Grant) - There will be leeway when it happens
- *Ramifications for College Basketball:*
- (O'Neil) - If a guy is good enough to go, he should be able to go
- (O'Neil) - Impact on College Basketball: If you take top 5% out, then guys 16-25 become the coveted guys who we will cheat for anyways
- (O'Neil) - Top 5% just the beneficiaries
- (O'Neil) - Eliminating 1 and done won't solve college basketball programs
- (O'Neil) - You might win the recruiting war, but you're not winning a national championship
- (O'Neil) - Better continuity maybe but problems will still be there
- (Grant) - Baseball rule not anticipated to come into play with NBA
- *NCAA Not Consulting on Investigation:*
- (O'Neil) - FBI made college basketball look bad in November
- (O'Neil) - They took those suggestions and said we have to implement these
- (O'Neil) - Sound great on paper but cannot be done without NBA and USA Cooperation so they don't have the ability to do it
- *Has media ever looked at practices in other sports? Why don't we hear about issues in those sports?*
- (O'Neil) - Relationships are usually allowed and on the up and up with financial planners, etc.
- (O'Neil) - Attention is on football and basketball – money making sports
- *NBA Perspective on NCAA Rules:*
- (Grant) - Agents are part of the deal we have to put up with
- (Grant) - Once you draft a guy, there's not a lot of negotiating
- (Grant) - The NCAA can only control some money
- (Grant) - There's a lot of money they can't dip into in the summer
- (O'Neil) - NCAA finally being questioned by athletes, coaches, etc.
- (O'Neil) - There is a need to be needed
- (O'Neil) - College coaches should be the loudest voice in the room
- *We got to get it back into the high school hands?*
- (Faschilla) - More often than not, high school coaches want to be off for the summer
- *How much do you think NBA's actions are in response to NCAA inability?*
- (Grant) - The NBA is proud of the product they have

- (Grant) - It's not us vs. them
- (Grant) - Our product is different but there is a place for both
- (Grant) - Whether high school kids come in or not, it won't affect our product
- (O'Neil) - Let's celebrate college basketball, instead of always asking "What's wrong with college basketball"?
- (O'Neil) - People need to try to change the tone of the conversation
- *G League vs College:*
- 27 teams
- (Grant) - I don't think G League is an end all be all for kids who don't want to go to college
- (Grant) - It's an option we didn't have 15 years ago though
- (Grant) - You need to play to get better – G League gives guys chance to have some consistency in organization
- (Grant) - Really good coaches in G League
- (Grant) - Play with a purpose – Analytics people from NBA teams at every practice, game, etc.
- (Grant) - Been a great asset for our league
- (Grant) - Stigma of the G League was there were no big guys
- (Grant) - However, game is becoming smaller anyways so G League is really good
- (Grant) - Those guys play hard. They are close to their shot in NBA
- (O'Neil) - In college, you have support staff and more people supporting you to make it off the court
- (O'Neil) - In G League, you don't get that
- (Crowd) - What is % that the 45th draft pick makes it in the NBA? Less than 5%
- (Crowd) - If they were your sons, what would you tell them?
- (Crowd) - Be realistic
- (Grant) - You can only be a kid once
- (Grant) - Once you make that decision, it becomes a business
- (Fraschilla) - G League Accommodations: Not good, commercial flights, long days and nights
- (Crowd) - Only way you change behavior is when you expose them to the marketplace
- (Crowd) - Hockey kids go to minicamp against pros to see how they fare before declaring
- *Is there anything college guys can do better to prepare them for NBA?*
- It's not coaches fault
- Have to win a game (5 on 0, etc.)
- (Fraschilla) - Need to talk about the GOOD
- (Fraschilla) - Quality of guys in college game is as good as ever
- (O'Neil) - Always a few bad apples
- (O'Neil) - You don't believe in the cheating, but you keep hiring these people

Chad Hymas: Life

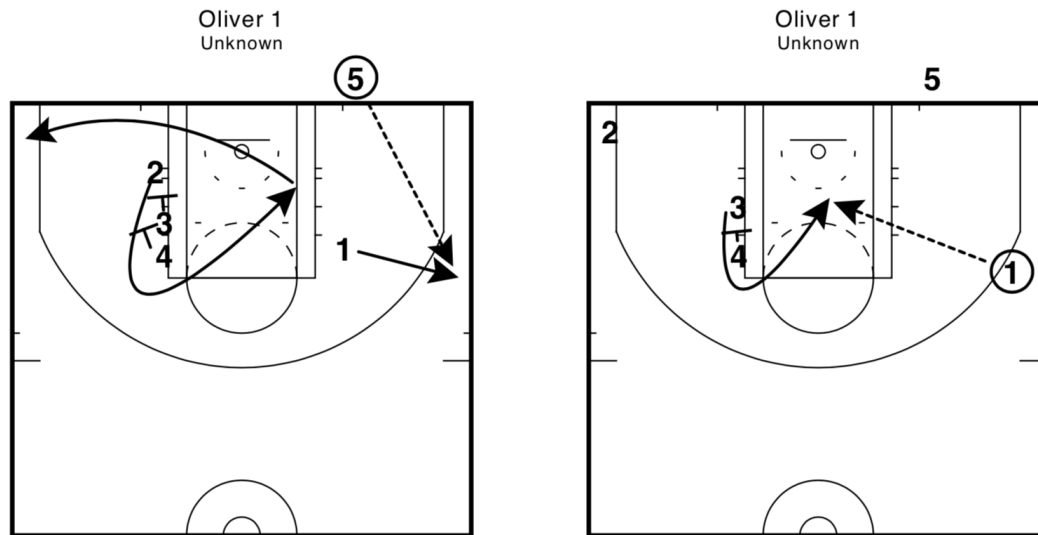
- College kids are still teachable and coachable
- Chad awarded signed jersey from Kevarrus and Jalen
- If you're a good coach, I won't look at your record
- Coach isn't teaching a sport, it is influencing lives, coaches are influencers
- What a better way to teach a kid to shoot a layup and dunk then on the day they take their first steps
- If there is one thing that causes us to choose coaching, it is change, that is what it means to be a coach and that is truly what it is all about
- Chad loves to keep his grass green, and worked hard to get it that way in Salt Lake City
- Players don't always believe in themselves as much as coaches do
- You can't teach someone who doesn't want to be taught, Chad did not believe his dad telling him he could still succeed
- Are you a teachable coach or not? If so, then a real discussion can be had here
- It's very easy to be like other 'chairs,' like others people
- Chad was used a decoy in hunting for elk during mating season, it is a story and video that he seldom tells and shows people he talks to
- Coaches are always telling their players to be more vocal, like the elk in the video
- Even though one might not see it themselves, everyone still has some value and worth, and that fact should be used as motivation
- Image is king, perception is everything
- You are only as good as the people you surround yourself with
- Don't miss the mark on this event and experience, take it all in, countless years of coaching and life experience and knowledge in the room right now
- The whole purpose of people attending this event is to understand change
- Instinct and urgency are what many college kids act on
- 'I' was the key word Chad used in describing himself negatively
- Your behavior and what your kids do with their lives is what determines how good of a coach you are
- Use the words 'you,' 'we,' 'are,' 'us,' and 'in' when coaching and describing yourself
- Kids will know if you are all about the team if you use those words truthfully and are not about your own clout
- Change can be the greatest opportunity of your entire career
- He doesn't know where he'd be if his dad hadn't taken him out hunting that day
- If you are going to be a good influencer, you are going to have to get dirty, dirty as in getting your hands dirty, not breaking rules, but putting in hard work towards the kids you are influencing
- Show the kids you love them, don't just tell them all the time

- Chad is always watching how coaches act toward those kids on the sideline to see how good of coaches they are
- Texas A&M hung with Baylor once when they were supposed to be blown out of the gym by them, it was belief in themselves
- Chad will never sell his truck, he will pass it on to his grandchildren and so on, it symbolizes adapting to change
- Why does Chad love seeing the picture of his son every day? It reminds him of his purpose, motivation, life, and most importantly to not rob people and kids of their time
- He never wanted to be here, but he has traveled the world spreading his message and being an influencer
- Find out your kids' Needs, Fears, and Victories
- Always dish assists to your kids while coaching
- One of the best scorers in basketball can't play in the NBA, Jimmer Fredette, it is because things just have to be the right match, had to be the right team for him
- If a lady gets her wait and washes off a guy's feet, it means it shows respect
- Chad needs help to travel all over the world, but he travels alone
- Trainers try to prevent Dirk Nowitzki from picking up Chad, but Dirk doesn't let them stop him, even though Chad didn't ask for that, same thing happened here at UF
- What has one gained if you lose the respect of your own kids? Even if you are traveling the world gaining the respect of so many others
- Chad does not miss basketball season, or his children's games
- Chad mentions divorce, after talking about teamwork and relationships, saying things and then not coming through with them makes you lose your credibility
- What have you gained if you talk about teamwork, family, one's core values, but you don't come through with them? You lose your credibility
- You have the ability to create your own, credibility
- Chad tells his son to have humility, be kind to everyone you come in to contact with, and pursue his dream of becoming an oral surgeon
- Chad has never lost a nickel that he has invested in to a child, like the money he gives his son, secretly going to his medical school
- Negatively conjugates negativity, so they keep his kids and team away from him, right after his surgery, he doesn't see them until he is truly ready, and suicide was never an option after he see his kids
- Are his dreams coming true? To him yes, despite a bad experience and belief system
- Your belief system will dictate the rest of your life

Chris Oliver: 519-564-4041

- 4 B's
- Be an Earner
- Be impactful
- Be Determined
- Me
- Be Grateful
- Who do you play for?
- Why do you play?
- Evidence-based coaching
- Usually coach based on Intuition & Experience
- Coaches are unaware of the scientific evidence that supports what they already do naturally
- Games-Approach to coaching
- No drills without defense
- Guided or live drills in specific scenarios
- Drill 1: 9:45 on video
- Setup:
- 4 on 4
- Diamond set on offense
- Gameplay:
- Thinking leads to decision making
- Hold = Stop where you are
- Recreate = Go back to where you were
- Have to hope your players are thinking
- We want to heighten mental effort
- My players save each other – Vets not allowed to answer
- BDT= Basketball Decision Training
- Block Practice = Same thing over and over again with no variation
- That's learning out of the context of the way the game is played
- Memorizing = You know (first 3 require thinking, then doesn't need to think again)
- Random Practice = Every shot is unique
- 2012 Olympics Study with shots: 85% of shots were contested, 50% were contested with "some degree of effectiveness"
- Game shot and game-like shot are DIFFERENT
- Game-Like Shot: There needs to be a decision made
- Early and Learning = Block Practice okay but to an extent
- Have to add layer and challenge to everything we do
- Hop one foot into two feet down
- Teach it, Emphasize it, MIX it
- Contextual Interference = Want to create interference for his recall

- YOU TEACH SOMETHING, WE BLOCK IT, THEY MEMORIZE IT
 - If 85% of shots are contested, then we know we aren't perfectly balanced when shooting in a game
 - Random practice puts you in random situations
 - Once player enters game, he essentially has to relearn everything in a different context
 - Everything about game has changed, but the way we teach it hasn't
 - My methods immediately get to the context of the game
 - Instead of relearning, this method of training allows them to recall
 - My job to find a layer of challenge for everyone
 - They must fight for their learning
-
- 2 on 1 Shooting: You can shoot or pass (No dribble or cut)
 - Constraints shape learning
 - If you have time to shot fake or pass fake, you have time shoot it
 - Adding constraint: First catch has to drive
 - If player knows they made a mistake before I correct them, he is LEARNING
 - EVERYTHING WE DO IS 1 ON 1 INTO 3/3 OR 4/4
 - Only becomes a team sport if everyone helps
 - Challenge yourself
 - How many times do you say, "OK"?
 - Record yourself – What are your patterns of feedback?
 - Keep AND ADD
 - Keep adding constraints
 - Use constraints to shape their learning
 - STACK BLOB: (37:35)



- Create basketball plays WITHOUT 5 ON 0
- We do a lot of 5 on 2/3 with CONSTRAINTS
- Gives offense advantage but makes them MAKE DECISIONS OR THINK
- BasketballImmersion.Com
- Modify Intensity and Duration
- No downtime in practices (fatigue factor helps thinking)

Paul Weir:

- Communicate authentically with young men
- Find different ways to communicate with your guys
- Be authentic with your personality
- Don't try to be other coaches
- I try to be Paul Weir
- At 24, I drive 30 hours to leave Toronto to be a GA
- Always wanted to be a coach in the USA
- Scary feeling when you take over a job and there are high expectations
- Especially when best player declares
- That's when I bought into preaching culture
- I don't have a lot of ways to connect with my guys (5'10 Caucasian)
- My meeting with players is ALL ABOUT CONNECTING WITH PLAYERS
- A lot more important than X and O's
- We do a lot of books
- Give book to players
- They LEARN A LOT
- Players sometimes give books to me
- I am far from perfect
- All of you are better coaches than I am
- I just find authentic ways to get our team to play hard and for each other
- Snuck in night classes to continue learning and picked up 3 Master's degree and working on PHD
- Always have a backup plan
- Fell in love with school, reading, etc.
- Excited me more than basketball meetings (always hearing the same stuff)
- "Teach Like Your Hair is on Fire" – Book
- Be creative and open minded
- "Why Smart Executives Fail" – Howard Finkelstein, Book
- "Zombie Culture" = Lack culture of open mindedness
- Made yourself feel good, but it was really fake
- Last thing I do when I get home at night is think I have all the answers
- Coach Martin talked about weight vests, I ordered weight vests last night
- I need to be able to have constructive talks with people—Throw ideas around
- Love Languages, Personality tests – Just get to know each other better
- #1 thing in our program is WORK ETHIC
- I respect people that work hard
- Honesty and being open is important
- Working hard is an expectation
- Have to be open minded kind of thinker
- It's important that you appreciate me, our program, etc.

- Maybe it makes me weak, but I want to know people appreciate me
- I have to be honest
- Be appreciative of ALL YOU HAVE
- You have to be a believer
- Won't work if you are a half glass empty type of guy
- Very team-oriented style of play
- A lot of off-court activities as a team
- "The people who stand before kings may look like they did it all by themselves. But in fact, they are invariably the beneficiaries of hidden advantages and extraordinary opportunities and cultural legacies that allow them to learn and work hard and make sense of the world in ways others cannot"
- There are parts of my program that I still haven't gotten to but that means potential and extraordinary opportunities
- Reflection a lot of great coaches – tried to constantly suck up all of the information I could
- I've tried to make it my own through the years
- Culturally off the court, things are very different
- First thing I did was hire a strength coach who would challenge guys and set the tempo
- Putting together staff:
- Nervous about hiring someone older/more experience than me
- Would have loved their knowledge but I didn't want to take risk on a guy who would potentially judge me
- Youth and enthusiasm and energy
- Deflections = #1 thing
- "Just come up with one thing that you will do or stress every day"
- Deflections/Min previous game = Starting 5 Next game
- Names off back of jerseys, banned flip flops, cell phones, etc.
- It didn't work out great – fans breathing down my neck after 3-8 start
- As a man, I was nervous
- One of my better players was thinking "This guy is an idiot"
- I saw it and doubled down (made it harder and stricter and more team oriented)
- End of year, won 7 in a row and went to conference championship game
- Win for them, not win for me
- Really small this year
- Switch everything, pressure, etc.
- Matheny Manifesto – Book (STL Cardinals)
- "The coach is always right"
- Press entire game, we play 11 guys
- The best teams were usually 9.5 guys on the floor
- At end of year, when things were rolling, we were playing about 9.5
- Highest guy was about 26 minutes a game

- Offensively: Put in Continuity (Team Oriented, not a lot of counters or sets)
- I'm not good enough, my players aren't good enough to have 60 sets
- The more options you put in players head, the slower the reaction time
- A lot of 2 on 1 trap situations in practice
- How will Player A, B, C from opponent react to trap?
- Know personnel
- Trust the scout – If adjustments need to be made, we will
- Never trapped the "Shaq's" (Not comfortable handling ball)
- Post Defense: Always a front
- Study post guys, know what they like
- How do we want to guard them when ball goes in post?
- We play a lot (scrimmage a ton)
- "Look at Nevada, they had a 30-minute walkthrough. Forget that, we're going 90 hard minutes and we're going to beat them"
- Can't be fearful of injury
- Everything we practiced was weak hand oriented
- One drawback to way we play is a lot of 5 on 0 offense
- Scrimmaging at least 3 times a week in February
- Start practice with two warm-up drills
- Closeouts and Shooting Sessions
- Constantly talk about shooting
- A lot of 1 on 1 (Full Court, Half-Court, from slot, etc.)
- 1 on 1 as conditioning too (2 possessions, 4 possessions, 6 possessions)
- When I became HC, I sent a letter to every coach on our schedule coming to our place to come have dinner night before
- Got a response from 3 guys – Hurt me
- Hoping it becomes more of a fraternity amongst coaches
- "We're in this together"
- I've had health issues, as well
- Always a challenge (families to spend time with, etc.)
- Have conversations with your guys about it
- We have a responsibility to the men under our operative
- Assistants will kill themselves for you (don't let it happen)
- "War of Attrition" our team mantra all year

Daniel Parker & Tom Burman:

- How do you manage marriage between perceived competence and character?
- As a search firm, we do a lot of work
- 52 D1 openings this year, we're involved in about 5 or 6 of those
- A lot of background checks, phone calls, etc.
- Get to know as many coaches as possible
- Referencing off lists, on-lists, etc.
- On a college campus somewhere, every week
- We'll call a lot of people not just in athletics to do research on you
- Pass information onto AD's
- WE DON'T MAKE THE HIRE OR THE FIRE
- We'll gather as much info as possible professionally
- Because of intensities on hires, presidents now sit in on meetings
- *The Process of Hiring:*
- Integrity is critical
- As an AD, you have to protect yourself a little bit
- I need to know everything about you
- Talk to people who worked with you, not necessarily on staff, but doctors, other coaches for other sports, etc.
- If you have junk in your past, be up front about it
- *Advice to Young Coaches Here:*
- Have mentors in the business who will shoot you straight
- Where do you want to go?
- Roadmap of "How do I get there?"
- Networking is very important
- It's not about the agent you have, but your comfort level with them
- Prepare – Interview Skills, Materials, etc.
- "The biggest book will get you the job" – Doesn't win you the interview though
- Know who you are
- Who do I need to connect with? What AD's? Search Firms? Etc.
- BE THOUGHTFUL, STRATEGIC, ETC
- Interview Tip: Never hand out philosophy book at beginning of interview, they will stop listening and look at book
- The #1 preparation you can do at all costs: become familiar with speaking to people in public settings
- Nothing replaces speaking to people
- If I call you and want to interview with an AD, you don't have a lot of turnover (2-3 days)
- Have it ready now
- Speaking skills, relationship ability

- SOMETIMES YOU KILL THE INTERVIEW, BUT THE AD DIDN'T FEEL CONNECTION
- It's not a sprint, it's a marathon
- You need to know where you can be successful
- One of the worst things for your career is getting a head job where you can't be successful
- Be careful which jobs you pursue/ do not pursue
- *Fit:*
- Listening is important skill
- We conduct a lot of questions
- Candidate profile
- Putting our process in place based on client
- If AD calls you, don't assume you are a good fit
- What's budget like comparatively? Facilities? Etc.
- You need to have alignment from AD down to staff
- Authenticity impresses
- Easy to see through sometimes
- Be yourself, be transparent, be open
- What is the culture of our place?
- "We've only taken 2 JUCO kids last 8 years here at Team X, talk me through the rationale behind that" more impressive than calling out random facts about school
- *What Blows You Away:*
- DO YOU WANT TO BE THERE?
- How can you articulate yourself and how do you plan to bring your techniques to that particular institution?
- Are you going to keep the president up at night?
- Winning is important
- Winning the right way
- *Agents:*
- AD Side: Used to hate dealing with agents, but business is changing
- Contracts more complicated
- There's value to it now (more open now)
- However, not everyone needs an agent
- Search Firm Side: "Use an Expert"
- Business changing, so sometimes it is needed
- At the very least, have an expert look at contract before you sign it
- Have someone with experience
- How can you help me?
- *How do you find out about coaches without agents?*
- We get to know coaches, AD's, etc.
- "That's okay, because I want to talk to coach first anyway"
- If we have a search with two great candidates, we bring both to AD
- "See more than less"

- *How much do you use other AD's to gather info?*
- Quite often
- Pick up the phone and call other AD's is common practice
- AD's need to build relationship with the search firms
- Relationships are important in anything in life
- Search firms easy to find, easy to get a hold of
- Never will start a search until decision is made by AD to fire previous coach
- *Why Use Search Firms:*
- As an AD, you have a list, but I don't have a small narrow perspective of whole basketball world
- Search Firms aren't winging it, they spend a lot of time
- They broaden your scope
- They expand your security
- Help dramatically with interview process making it more professional, confidential
- So much thrown at AD when job opens
- Firm brings in organization, thought process, etc.
- Will never work on two conflicting hiring processes (two SEC openings etc.)
- Confidentiality is critical for us
- *Social Media Presence:*
- Anything you put out there, stays
- We will find those old tweets, etc.
- Google your name, see what pops up
- *Advice to Young Black Coaches:*
- I don't know why # is going down but it is concerning
- If I was African American, try to push back that stigma of you guys are just "recruiters" (garbage)
- Search Firm Side: Our clients want diversity
- Keep putting yourself in position to be noticed by firms, AD'S, ETC
- Have relationships, get to know people
- Have conversations with your Head Coach
- The one preparation is coaching the game, and just the game
- Advice for Assistants: When you have camp, be a head coach
- Head Coaches: Give your assistants as much responsibility off the court as possible

Ron Sanchez:

- Thank as much people as you can, as often as possible
- We have a responsibility to give back
- Educator by heart
- Pack-Line Tape Demo
- We are a physical defensive team
- Defending Post: We don't allow ball to be entered in post from top of key
- Be in closed stance (high foot up)
- Defense = Skill Development "It's good for you"
- "The biggest leap you can make is on defensive end"
- Our goal is to make them as good as they can on defense
- When ball hits wing, sternum goes into shoulder (get on top, don't front)
- Good defensive players are continuous
- No baseline drives
- When ball swung, stay on top side while seeing both so you can beat to spot and not allow entry
- This defense is really good because there is a tremendous level of trust
- Why are you good at you do?
- "Successful people are really incredible, faithfully at the simple and ordinary things"
- Can we be excellent at those ordinary things?
- We want tremendous ball pressure at all times
- Guy defending ball only one outside the pack
- "When you're in the gap, I want you to steal a base" not open stance facing another baseline
- How do we closeout? "Run, chop out"
- Closeout Demo:
- How quickly do you go from ball to gap?
- Contest every single shot
- Take away their room and rhythm
- High hands
- No downhill straight-line drives
- Force east/west
- Good defensive players = great anticipator's
- Never be even with your guy
- If you need to help, stop the ball higher so you can recover down to your guy (shooter)
- Shrink the gap
- It's impossible to be quick if you are backpedaling or shuffling
- "Steal Bases"
- No one should ever feel comfortable or that they are on an island
- Skill Development Drill: Guarding the ball

- 1 on 1 Paint Drill Guarding the Ball
- If offensive player beats you, you start over – Full Court
- “GUARD!” One thing to say, another thing to do it
- NO TRANSITION POINTS
- Pack Line Defense = GREAT D Rebounding Defense
- Chart paint touches & contested shot %