

# COLLABORATION AND TEAMWORK

## Building a Winning Culture

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3 Dec 2024

# Team Hong Kong China Karatedo



# Building a Winning Culture

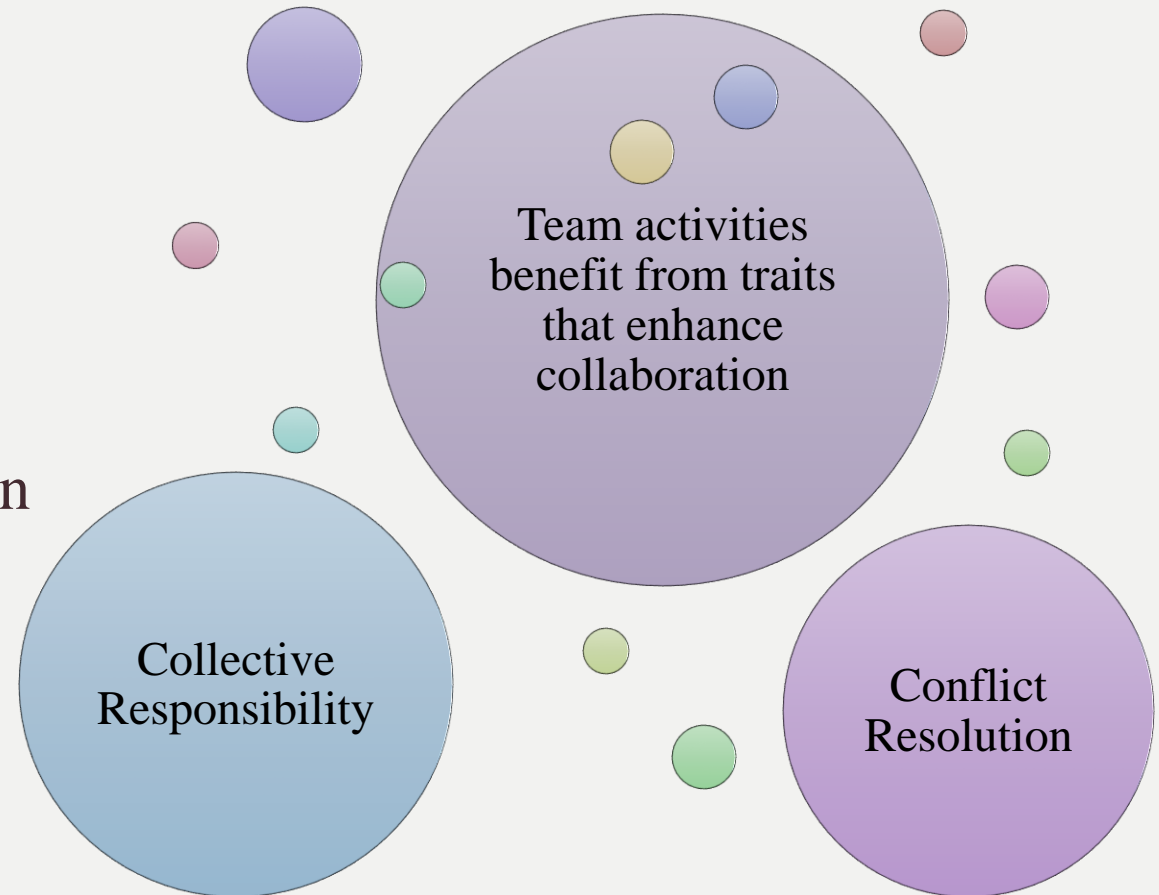
1. Fostering Teamwork, Respect, and Discipline
2. Create an inclusive environment where every athlete feels valued.
3. Encourage open dialogue and mutual respect among team members and staff.
4. Establish clear expectations regarding discipline and commitment.

# Karatedo - Individual Sport

- Self-Reliance & Time Management
- Intrinsic Motivation
- Critical thinking
- Creativity
- Mental Toughness
- Stress Reflection & Management
- Goal Orientated

# Team Events not a Team Sport

- Social Interaction
- Collective responsibility
- Motivation & Cohesion
- Collaboration & Communication
- Conflict Resolution
- Empathy & Inclusion
- Reliability & Leadership
- Shared Goals



# Who is our Team

- Undertakers
- Caretakers
- Play Makers
- Game Changers
- Toxic achiever!

# Two key strategies we use in Karatedo:

1. To establish a set of team values
2. Goal setting and monitoring

# Fostering Teamwork through Team Values

- Respect
- Loyalty
- Support your teammates
- Discipline
- Commitment
- Passion
- Effort
- Pride

*“Train EVERYDAY for who we are”*





# Practical Strategies for Instilling Values

- Team Building Activities
- Mentorships
- Pair experienced athletes with newcomers to foster guidance and respect.
- Recognition Systems
- Reinforce teamwork and discipline to encourage positive behaviour.

# To establish athlete motivations

## Why the Grow model?

*“Nothing moves without motivation”*

- Define athlete **G**oals
- Accepting the **R**eality of ‘where you are now’.
- Explore the **O**pportunities
- Express the **W**ill/desire to commit to the process

Enables us to manage both athlete/coaching expectations and accountability

# Environment where every athlete feels valued

## Athlete profiling

- I. Goals and aspirations (sporting, career or personal)*
- II. Reality – Where are you now? Excuses and potential barriers to success*
- III. Opportunities – Support, facilities, coaching direction and management*
- IV. Will – The way forward.*
  - a) What action to take now!
  - b) Establish the athletes area of need
  - c) Set clear SMART goals

# Communication, Team Dynamics and the Role of Clarity and Accountability



## *‘Coaching talk’*

- Highlight techniques for effective verbal and non-verbal communication during training and competition
- Discuss the significance of role definition within a team. Illustrate how clear roles enhance performance
- Discuss tools for assessing and improving team dynamics

# Fostering Collaboration through Leadership

## Effective Leadership Attributes

- Our coaches are former international athletes who possess an intrinsic understanding of athlete needs.
- Vision: Setting clear goals that align with team values.

## Inspiring Athletes

- Share personal stories and experiences to motivate and build trust.
- Create a shared vision that athletes can buy in to.

# Role Clarity and Team Dynamics

- Significance of Role Definition
- Clearly define each athlete's role to enhance focus and accountability.
- Use role-playing exercises to help athletes understand their responsibilities.
- Enhancing Performance through Clarity
- Discuss how knowing their roles allows athletes to perform better as a cohesive unit.

*‘Know your role’*

# Tools for Assessing Team Dynamics

## **Assessment Tools**

Utilize surveys to gauge team morale and dynamics.

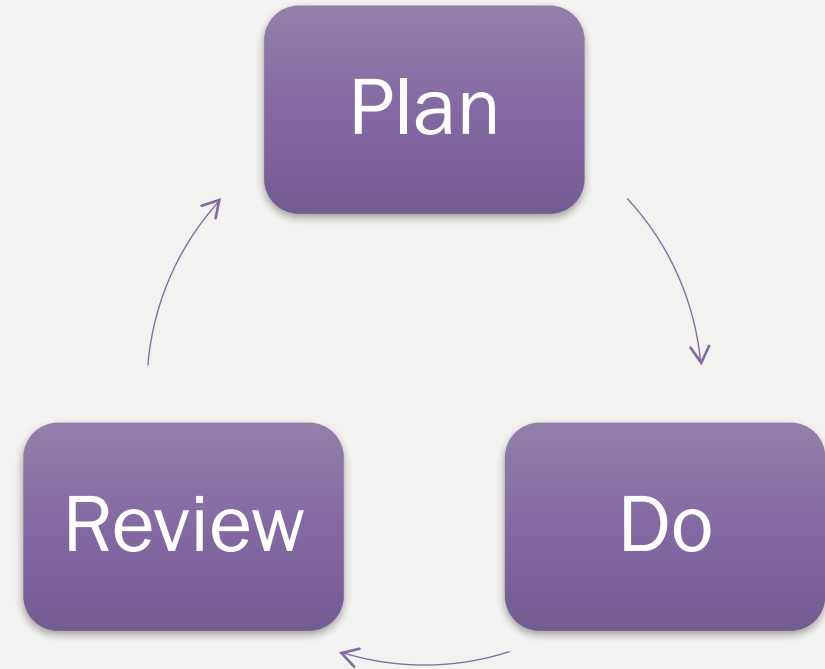
- Survey Monkey
- Regular feedback

## **Improvement Techniques**

- Plan – Do - Review

# Takeaway key points

1. Whose in your team?
  - *Undertakers*
  - *Caretakers*
  - *Playmakers*
  - *Game Changers*
2. Establish, reinforce with consistency of
  - *Team values*
3. Plan - Do - Review
  - *Kolb Learning Cycle*





Thank you for you time

Questions