



Sports Leader Development System (SLDS) Overview & Resources

**WFU Athletics &
School of Business
Center for Leadership & Character**



Wake Forest University's Vision

- Link intellectual curiosity, moral reflection and a commitment to service, shaping ethically informed leaders to serve humanity.

Athletic Department

Vision: Developing Champions

Core Value: Leadership



Leader Development:

Expanding individuals' capabilities to be effective in leadership roles and processes

Leadership Development:

Expanding the organization's capacity to enact the basic leadership tasks needed for collective work—setting direction, creating alignment, and maintaining motivation.





Vision: Life-Cycle Approach

Recruitment

- Leadership
- Deacon Sports Leader Attributes

Freshman

- Leading the self
- Shaping leader identity
- Followership

Sophomore

- Introduce leadership
- Developing others
- Challenging conversations

Junior

- Leading others
- Developing others
- Assisting in alignment
- Meaning-making
- Enforcing standards

Senior

- Leading others
- Creating alignment
- Shaping culture & climate
- Setting the tone
- Enforcing standards
- Developing future captains

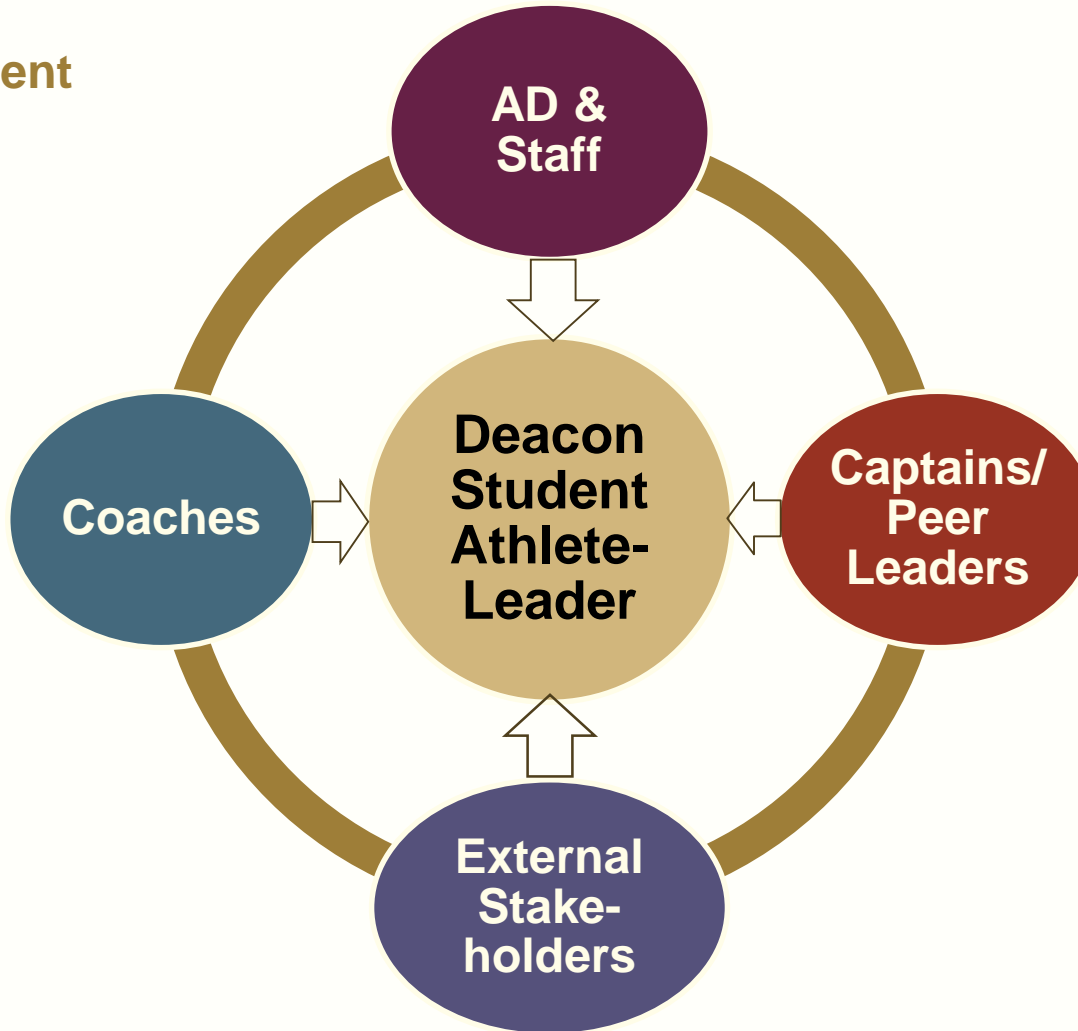
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WFU Athletic Department's Leader Development Context

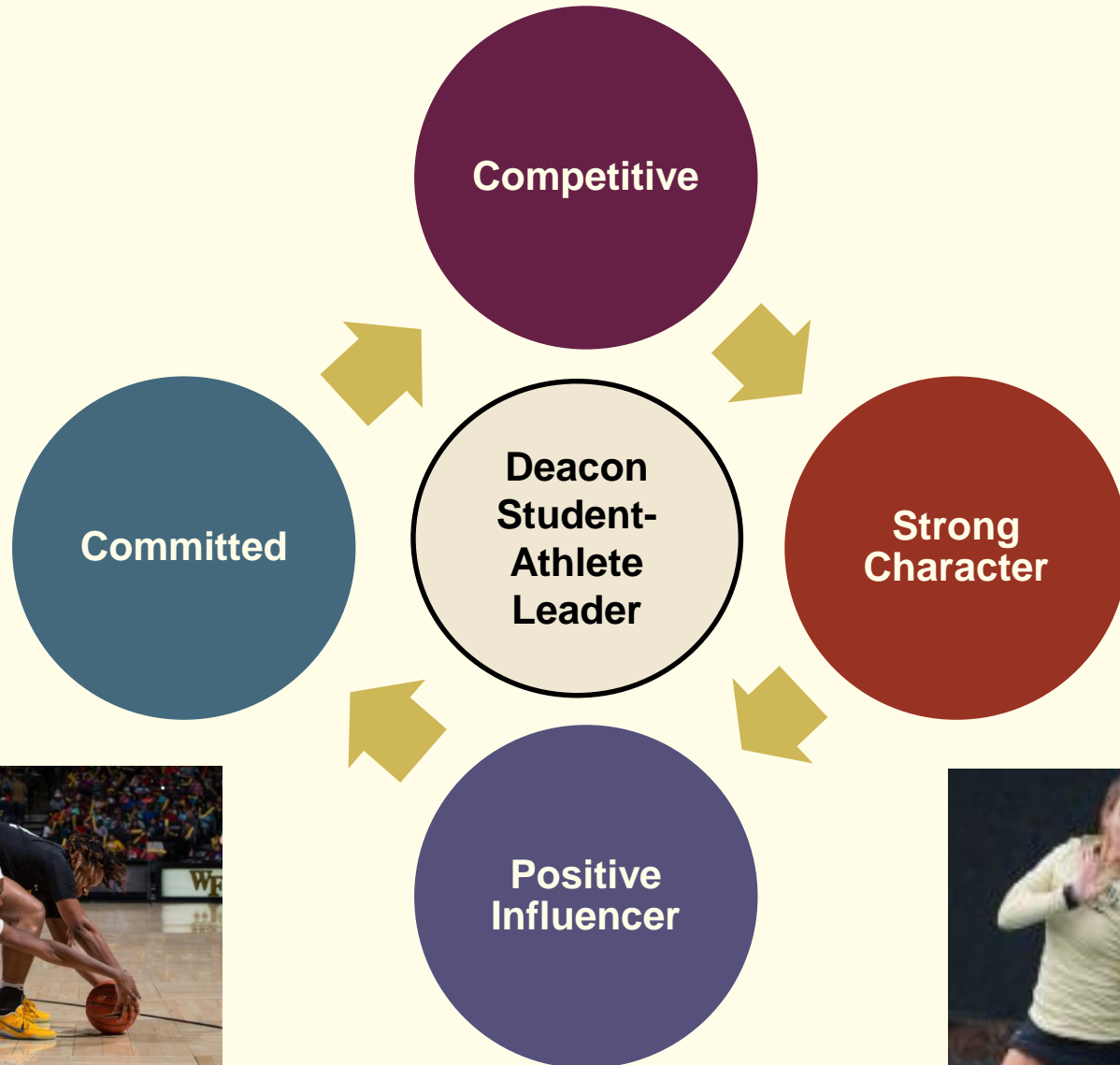
Athletic Department Culture



WFU Culture



Capabilities & Attributes Model for Deacon Student-Athlete Leader





Attributes of the Deacon Student-Athlete Leader

Competitive: driven to achieve excellence in athletics, academics, and life; demonstrates consistent growth and gets results; possesses a strong work ethic; self-motivated; and projects a winning attitude.

Strong Character (Mentally Tough): possesses the strength of character to compete, lead, and live by one's own and the team's core values (integrity); demonstrates the ability to voice ideas and concerns and to take action to uphold team standards, both on and off the field; comfortable confronting or providing peers feedback to improve performance; does the right thing, even when it is not popular; has the ability to persevere to achieve goals, especially in the face of obstacles; demonstrates openness and adaptability to new ideas and changes; can work through and learn from adversity (resilient); and possesses the ability to effectively manage stress to enhance performance.



Attributes of the Deacon Student-Athlete Leader

Positive Influencer: leads by example; supports coaches and captains; serves as a role model; works hard at building positive, trust-based relationships with all; assists in keeping teammates motivated; possesses good communication skills; demonstrates humility to learn from all; competent in athletics and academics; encourages teammates to give their best; and projects confidence and optimism.

Committed: demonstrates loyalty, care, and concern for teammates, the team, and WFU; works to help others improve; takes action to build positive community on the team; and puts the team and teammates before self.





Suggested Philosophical Leadership Frameworks for the System

Transformational Leadership: A process whereby coaches and athletes engage with each other and create connections that raises the level of motivation and morality in all parties.

Authentic Leadership: An approach where leaders are driven by a purpose, work to establish trusting relationships with followers, possess strong values, demonstrate self-discipline, provide people candid feedback, are passionate about the mission, and lead and live by their values.





Suggested Objectives for SLDS



Deacon Student-Leaders will:

1. Exhibit a high-level of self-awareness
2. View themselves as leaders (i.e., identity)
3. Demonstrate the strength of character to act in accordance with their core values and the team standards, especially in the face of peer pressure
4. Display responsibility for their own development in the areas of athletics, academics, and life skills
5. Communicate effectively with teammates, coaches, staff, and professors
6. Exhibit the skills to build trusting relationships with people from diverse backgrounds
7. Demonstrate the skills and courage to confront peers and hold them accountable for meeting team standards
8. Display a commitment to teammates, the team, athletic program, and WFU
9. Demonstrate the ability to engage in positive leadership behavior to provide teammates with purpose, direction, and motivation to accomplish an objective while improving the organization
10. Assist coaches in shaping a positive, winning climate on the team





Guiding Principles for Developing Leadership Initiatives

1. Flexible
2. Simple
3. Hands-on
4. Engaging and fun
5. Efficient use of time





Go Deacs!

WAKE FOREST

