A modern approach of sportpsychological performance enhancement in professional handball

About me

Perfomance enhancement through modern leadership

Different leadership styles:

Traditional:
→ by power
→ by position
→ = top - down

Modern approach:
→ by emotion
→ leading with the heart
→ transformational leadership
(= common goal is development and change)

Transformational Leadership

requires:

-Intellectual stimulation
-Individual consideration
-Idealized influence
-Inspirational motivation

Results long term in swarm intelligence:

# How does the human brain work?

Emotion

Prefrontal cortex

Emotions are an extremely complex brain function. The emotional core of the brain is the limbic system. This is where senses and awareness are first processed in the brain.

Mood and personality are mediated through the prefrontal cortex. This part of the brain is the center of higher cognitive and emotional functions.

Limbic system
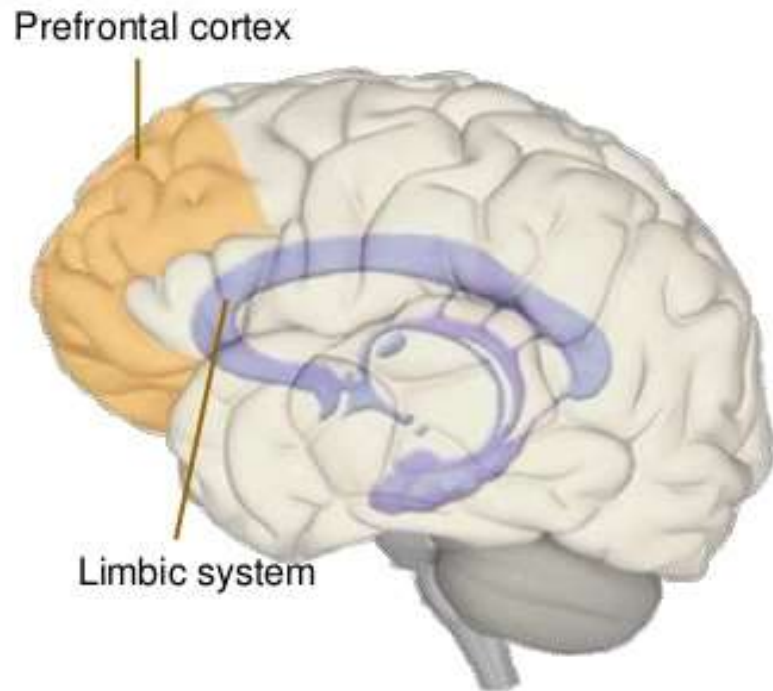
Example of Leadership by Emotions

What happened here?

Let's talk about the:

STRENGTHS

and

WEAKNESSES

Leadership by emotions

Name common errors of leaders in professional sport clubs/associations?

Examples:

→ creating a hostile environment
→ living a one man show
→ not listening to others
→ allowing several groups with different goals
→ lack of communicational skills, e.g. not talking to certain club members anymore
→ suspending players as last way out
→ talking bad about each other publicly and behind the backs
→ allowing private information to reach the press/media
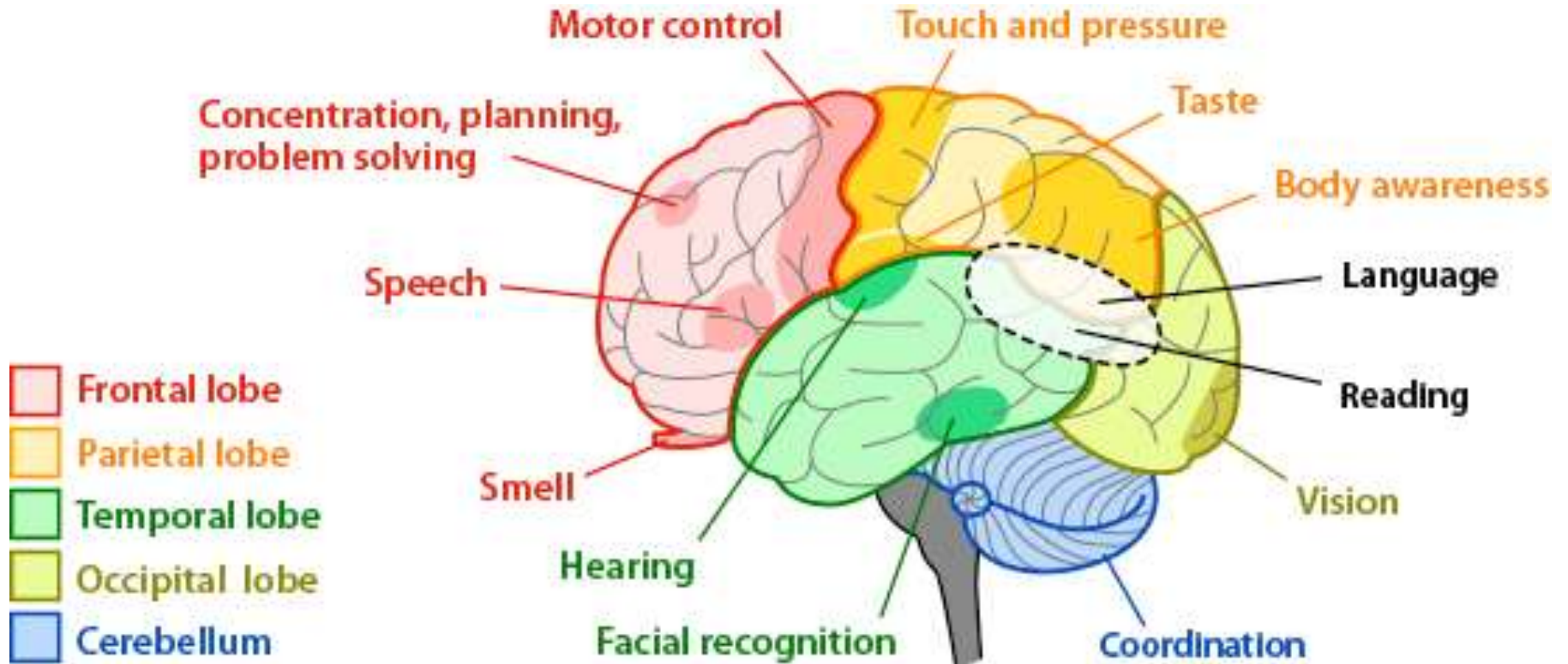→ failure to build trust and respect

Our Conclusion?
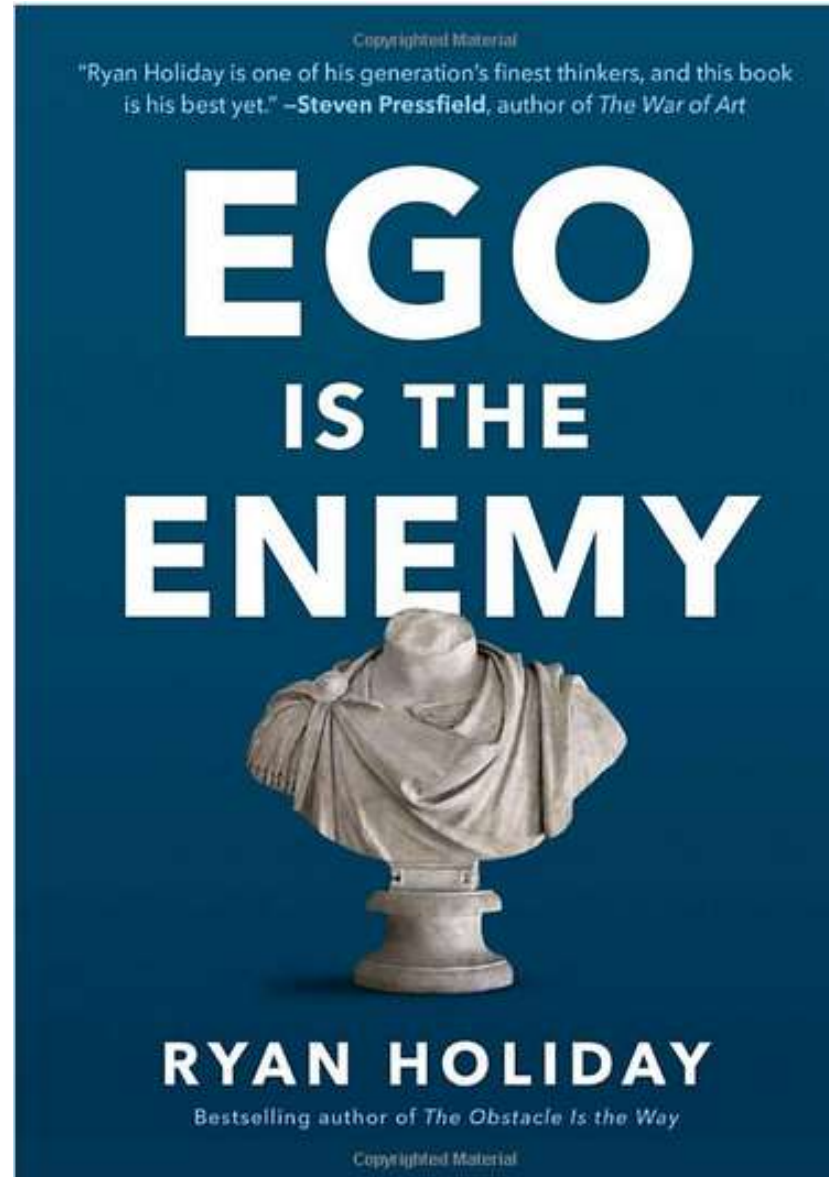
Understanding Our Brain:

Understanding Our Brain:

coherent brain condition

vs.

incoherent brain condition

coherent brain condition
=
wants to save energy
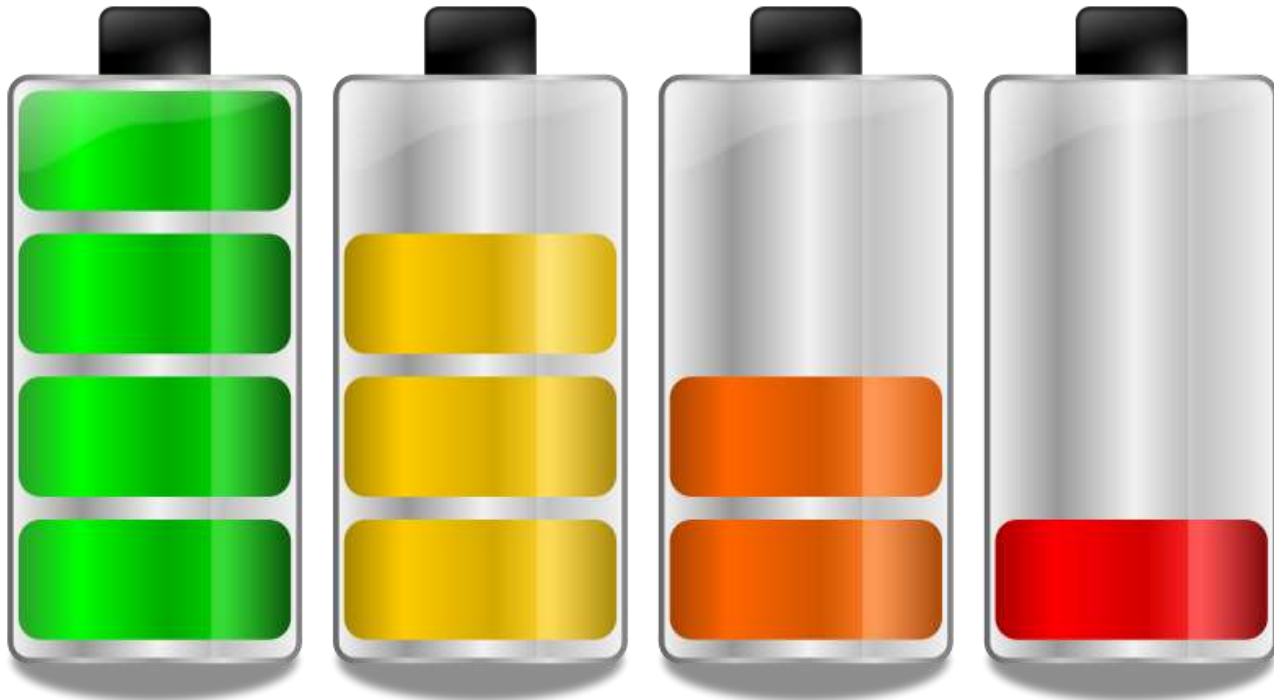
Understanding Our Brain:

coherent brain condition:

Problem:
Your brain is also satisfied with QUICK WINS instead of LONG WINS
- e.g.: bottle of whiskey instead of talking to your wife;-)
- or: yelling/shouting at team members

Examples:
- keeping bad relationships
- not firing bad employees

→ QUICK WINS DO NOT ALLOW HUMAN DEVELOPMENT!

Understanding Our Brain:

QUICK WINS

vs.

LONG WINS

B.FIT
PASSION FOR
PERSONALITIES!

QUICK WINS   **SAFETY**

vs.   **=**   **vs.**

LONG WINS   **CHANGE**

Solution: Having a common goal

The problem we face:
How to develop that goal, because:

Every human wants to have an important role!
They want to be part of the process!
They want the feeling of being needed!

→They want to be seen as SUBJECT with relevance in the team/club

Two threats in teams/clubs:

1. Leaders put you in an **object box**, which results in stagnation:
„You are not good enough!" → The system judges you.

Results in:
-Hurt feelings of the athletes or staff members
-Lack of being part of a group
-Lack of appreciation
-Neuronal pain networks are activated when your input is not seen
→ Inner resignation

→Requires:
strong leaders, experts…

Help!

Understanding Our Brain:

2nd threat:

I consider myself as an **object**:

„I am not good enough!"
„I do not like myself"

→ „I am a loser!"

B.FIT

PASSION FOR
PERSONALITIES!

Whether you think
you can,
or you think
you can't --
YOU'RE RIGHT.

-Henry Ford

CHANGE = INCOHERENT BRAIN CONDITION

= getting out of the comfort zone
= human development
= personal development
= group/team development

Astrophysical approach:

**Everything that develops,
develops new possibility spaces**

Name LONG WIN - strategies
in professional sports

Name LONG WIN - strategies in professional sports

Examples:

- Canvas strategy
- club guiding principles throughout winning and losing periods
- eliminate distractions

Canvas strategy

3 Keys:

1) Find new trains of thought to hand over for them to explore. Track down angles and contradictions and analogies that they can use.
   Ex: I was reading the biography of _____, I think you should look at it because there may be something you can do with the imagery.

2) Find outlets, people, associations, and connections. Cross wires to create new sparks.
   Ex: I know _____, and I think you two should talk. Have you thought about meeting ____?

3) Find inefficiencies and waste and redundancies. Identify leaks and patches to free up resources for new areas.
   Ex: You don't need to do _____ anymore, I have an idea for improving the process, let me try it so you can worry about something else.

The future for successful leaders is: Building Bridges

Leadership rules

-Invite to participate

-Try every day to get Face-to-Face contact to your players/staff

-Open up doors

-Build bridges

-Show opportunities

-Be willing to share experiences

-Exchange thoughts to start processes

-Give your team and staff the feeling, that they are all high potentials with important roles for the team/club

Change = WINGS = New Horizons

Best practice

1. Trust

2. Respect

3. Responsibility

4. Understanding

Continuous development program:

Learning from each other
–
Learning from the best!

Final Quote

"Our deepest fear is not that we are weak. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be? You are a child of God. Your playing small does not serve the world ... As we are liberated from our own fear, our presence automatically liberates others."

Contact

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