

## Hoosiers Discussion

- Coach: “Its my experience that no one’s irreplaceable.”
- Former scrimmage coach to Coach: “Zone defense is all we’ve played in the past and its all we will do this year.”
- Principal to Coach: “If we don’t get Jimmy playing ball, we don’t have a prayer.”
- “Its been real nice talking to you; good night.” Skipping over seniors to work with frosh.
- “You’ll find out that everything has its reasons.”
- “My practices aren’t designed for your enjoyment... There is more to the game than shooting.”
- Coach to Jimmy: “In the ten years I coached... I would do anything I could do to win.... But that was then. [no longer] Because that’s what I believe, I can tell you this. I don’t care if you play on the team or not.”
- “These six individuals have made the choice to work... 24 nights over the next four months... That kind of sacrifice and commitment deserves your respect. This is your team.”
- “You have the weekend to think about whether or not you want to be on this team. What I say, when it comes to basketball, is the law, absolutely and without discussion.” People will sometimes have to re-ante up, to make another decision to be in rather than to quit or drop leadership.
- “Do you think you can bring them around?”  
“There is a lot of talent that’s just raw and undisciplined.” [Clarity about reality.]  
“What will you do?”  
“Break ‘em down and then build em back up.” He knows where he wants to go: Vision. Hope.
- “I want you to be my assistant.” “Me! You want me!”
- “What you’re doing with my dad... I’m not seeing it.” Why not? “Cause he’s a drunk.” “When was the last time someone gave your father a chance? ... “Shooter’s going to take you home.” Willingness to entrust the ministry to people who have failed and could again. His faith in shooter, even when it made him look bad.
- “You may not be pleased with the results, but I am. I am very proud of these boys.”
- “My biggest problem is not the other team: my guys haven’t seen a building taller than two stories. They will be wowed by the coliseum.” So he has foresight and insight: he knows what fears they will have, and he anticipates them (tape measures the hoop and the court).
- “Remember what got you here: focus on the fundamentals. Forget about the score. If you play the way I know you can, everyone of you will be winners.”
- Letting the player play when his stitches were pulled: eating the sheep, not binding up the wounded. Then he pulled him out. And doesn’t play him again even when another player fouls out and he has to send in Ollie.
- “I love you guys.” By this point in the game, we believe him.
- “Team, team, team. No one person is more important than the others.”

### Summary Comments

- Ruled with force and harshness:
- He never won friends in the community, and almost lost his job.
- His yelling at referees showed his concern and loyalty to his team. He was willing to take on people over him in responsibility. Like when staff press supervisors for the sake of their subordinates.
- He was focused on the basics, fundamentals. He doesn’t use students, but serves them.

- Directive ⇒ coaching ⇒ supporting ⇒ delegating. At the end, he listens to the team and takes their suggestion.
- Sponsorship: willing to take a big risk on Shooter -- Shooter's success in the one game he "coached" helped get him through the hospital dry out. Norman could have gone into the hospital really mad at being let down, but he showed grace. He is willing to go outside the lines by choosing Shooter.
- Chain of grace: Norman by being hired by the principal: "You're slate's clean here." Norman takes a risk on Shooter. Shooter's son takes a risk on Shooter: "We'll get a house and live together."
- He didn't do leadership recruitment (Jimmy) but leadership development (Ollie, Shooter).
- He built a culture of team, but was able to be flexible at the end to allow Jimmy to make the shot.
- Short-term loss for long-term gain. He was willing to lose and look bad in the short run for the sake of the long-term gain.
- "God wants you on the court." He speaks the language of the praying player.
- He stuck up for the team: "I know they are young and inexperienced... But these guys are doing the job."
- He interpreted his practices: "When there are only six of you, you'll need stamina."
- "I don't need you. No one is irreplaceable." He doesn't try to use Jimmy, and knows that Jimmy needs to know that he is invited, but not needed.
- He goes after the lost sheep: Jimmy, and finding Shooter in the snow. He binds up the wounded.
- "I was proud of you when ..." It sounds good when the person isn't saying it as if they are surprised.
- He thanks the team before the final game: "First job of a leader is to define reality. The last job of a leader is to say thank you."
- He has hope for Ollie and doesn't let the negative prophecies about Ollie determine his role: at the end, he says, "After Ollie sinks his second shot-- and you will sink your second shot, Ollie--..." And Ollie does.
- The team becomes a community to the point that Jimmy is attracted to it. Shepherd well, grow grass, and the sheep will come.
- He takes back the student who quit, then repents and comes back to the team. He is tough, but doesn't rub his nose in it.
- Jimmy: lots of people invested in him, eager to impose their agendas on his life. They aren't evil agendas-- they are doing what they think is best. He wasn't out to convince him if he doesn't want to do it.
- The tumbler image: the team + Norman + Shooter: everyone was changed, everyone was affected. Shooter's actions affected his son, Norman, and the team.

# **Loving and Leading in Hoosiers**

## **Questions to Consider:**

- **Who does Coach Dale love and/or lead?**
- **What drives the coach?**
- **What are the barriers to his love and leadership?**
- **Who are his advocates?**
- **What does it cost him?**
- **How does he change over the movie?**
- **What are the results for him? for others?**

## **Transition Moments:**

## **Lines to Remember:**

# Love and Leadership in Hoosiers-- leaders notes

## Questions to Consider:

- Who does Coach Dale love and/or lead? Jimmy, The Team , The Townspeople, Shooter, The teacher
- What drives the coach?
- What are the barriers to his love and leadership? Barriers: tradition, other people's pride, lack of discipline, unfair judgements, being unknown, lack of trust, his own past, lack of talent, small school, circumstances
- What does it cost him? Costs: his pride, time, risk of failure, losing games, getting thrown out.
- Who are his advocates? Advocates: The Principal, The Father , Shooter, Jimmy, The Mother. Eventually, the teacher and the team.
- How does he change over the movie?
- What are the results for him? for others?

## Transition Moments

- The first practice: one kicked out, one leaves, Ollie says he doesn't count.
- The Father bringing his son back to practice
- 4 Passes—going with 4 players. "My word is the law, absolutely and without discussion.
- The fight on the floor
- The principal's heart problems
- Jimmy wanting to play
- Recruiting Shooter
- Ollie shooting the winning shot
- The crisis of conscience: Does Everett play with sore shoulder?
- Measuring the hoop—reminding them of what they know, putting things in perspective
- "Can I say something, Coach?"

## Lines to Remember

- "They have talent, but they're raw and undisciplined."
- "I'm going to break them down, and build them up again." "Nobody is irreplaceable"
- "The kids are really starting to get it. It's really fun." Shooter: "I didn't make a lick of difference."
- Shooter being recruited: "I don't need to hear that. I'd like you to leave."
- Coach to Jimmy: "I believe you have a special talent, a gift to do with what you choose. Because that's what I believe, I don't care if you're on the team or not."
- "Remember what got you here. Don't get caught up in thinking about winning or losing the game."
- "I've made some mistakes, but they're mistakes I take full responsibility for. You might not be happy with the results, but I am."

## Follow-up questions:

- "Nobody is irreplaceable": What did the coach mean? Is it true?
- Why does Jimmy want to be coached by Coach Dale?
- When have you been left with the playbook? How was it?
- Was it a failure with shooter?
- When have you been accused of butting in?