

# COACHING BEYOND THE SCOREBOARD



DJ HILLIER





## UNIVERSITY OF TEXAS BASEBALL COACH JIM SCHLOSSNAGLE ON CULTURE & CHARACTER

Jim Schlossnagle is one of college baseball's premier coaches, currently leading the University of Texas after a successful tenure at Texas A&M and TCU, where he guided the Horned Frogs to five College World Series appearances. A five-time conference Coach of the Year, Schlossnagle has a reputation for developing elite talent and building championship-caliber programs. With over 20 years of coaching experience, he's known for his relentless pursuit of excellence and ability to cultivate a winning culture.

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- 1 Jim discusses the concept of “identity versus assignment” and having a physical act to transition from coach to family member. What ritual might help you better separate these roles?
- 2 How do you currently define your “why” for coaching beyond winning championships? How explicitly have you communicated this purpose to your team?
- 3 Jim emphasizes the importance of coaches modeling vulnerability by acknowledging mistakes. When was the last time you admitted a mistake to your team, and what was the impact?
- 4 Jim mentions having someone on staff provide regular feedback on his coaching behaviors. Who could serve this role for you, and what specific behaviors would you want them to monitor?
- 5 How do you currently help your athletes maintain perspective during high-pressure situations? What practices from Jim's approach might you incorporate?



## FLORIDA STATE SOFTBALL COACH LONNI ALAMEDA ON CULTIVATING A NATIONAL CHAMPIONSHIP CULTURE

Lonni Alameda has been the head coach of Florida State softball since 2009, leading the Seminoles to the 2018 NCAA National Championship and multiple Women's College World Series appearances. A seven-time ACC Coach of the Year, she has turned FSU into a powerhouse program with a strong emphasis on culture, mental toughness, and player development. With over 30 years in coaching, Alameda's leadership has made her one of the most respected figures in collegiate softball.

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- 1 Lonni discusses balancing transformational coaching (developing people) with transactional coaching (winning games). How do you currently navigate this balance, and which side might need more attention?
- 2 How might you implement a version of Lonni's "Tell the Truth Tuesdays" to create more accountability and player-led feedback in your program?
- 3 Lonni emphasizes that player leadership is developed through daily opportunities to practice leadership skills. What specific leadership opportunities do you currently provide, and how might you expand these?
- 4 How do you currently recognize and reward players who consistently embody your program's core values, similar to Lonni's "Living Gate shirts"?
- 5 Lonni discusses the importance of simplifying the game for young athletes. What aspects of your coaching might benefit from simplification, and how might this improve player performance?



## COACHING BEYOND THE SCOREBOARD WITH NATIONAL COACH OF THE YEAR **NICK MINGIONE**

Nick Mingione is the head baseball coach at the University of Kentucky, where he has transformed the program into a national contender. In 2017, he led Kentucky to its first-ever Super Regional appearance and was named SEC Coach of the Year. Under his leadership, the Wildcats have consistently developed high-character athletes, with multiple players advancing to professional baseball. Known for his emphasis on culture, leadership, and mental toughness, Mingione is widely respected as one of the top coaching minds in college baseball.

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- 1 Nick emphasizes staying present with the quote “Yesterday’s history, tomorrow’s a mystery, today’s a gift.” What specific strategies could you implement to help your team stay present-focused?
- 2 How do you currently separate your identity from your coaching results? What signs indicate you might be too emotionally attached to outcomes?
- 3 Nick discusses creating an environment where players seek feedback without pushback. What elements of your current feedback system might be preventing this culture?
- 4 How do you currently balance “calling someone in” versus “calling someone out” when addressing performance or behavior issues?
- 5 Nick emphasizes developing players mentally, physically, behaviorally, technically, and tactically. Which of these five areas receives the least attention in your program, and how might you strengthen it?



# LIFE LESSONS BEYOND THE GAME WITH HALL OF FAME COACH SHERRI COALE

Sherri Coale led the Oklahoma women's basketball program from 1996 to 2021, turning the Sooners into a perennial powerhouse with three Final Four appearances. A Women's Basketball Hall of Famer, she won six Big 12 championships and coached multiple All-Americans during her tenure. Known for her leadership, culture-building, and deep understanding of the mental game, Coale's impact on the sport goes far beyond the court.

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1

Sherri emphasizes "players get better at what coaches emphasize." What are you currently emphasizing with your team, and is this aligned with your core values and program goals?

2

How might you implement a version of Sherri's post-game debrief process where players identify what went well, what needs improvement, and how they'll improve?

3

Sherri distinguishes between being an "asking coach" versus a "telling coach." In what situations do you tend to tell rather than ask, and how might shifting to more questioning improve player development?

4

How do you currently model the behaviors you expect from your athletes? Where might there be inconsistencies between what you say and what you demonstrate?

5

Sherri used the redwood tree metaphor to build team unity. What metaphor or story might resonate with your team's unique identity and challenges this season?





## LESSONS FROM A LEGEND: COACH **TIM CORBIN**'S SECRETS TO SUSTAINED SUCCESS

Tim Corbin has turned Vanderbilt baseball into a premier program, leading the Commodores to multiple national championships, including titles in 2014 and 2019. With over two decades at the helm, Corbin has coached numerous MLB Draft picks and is renowned for his emphasis on character, discipline, and mental toughness. A two-time National Coach of the Year, he's widely respected for his ability to develop both players and leaders.

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- 1 Tim emphasizes the importance of gratitude in his program. How do you currently cultivate gratitude within your team, and what new practices might you implement?
- 2 Tim discusses the challenge of enjoying the process rather than fixating on outcomes. What specific strategies could help you and your athletes better appreciate the daily journey?
- 3 How do you currently handle the 24 hours after a loss? What elements of Tim's approach to processing defeat could you incorporate into your post-game routine?
- 4 Tim emphasizes teaching values and behaviors beyond the sport. What life skills are you intentionally developing in your athletes, and how are you measuring this growth?
- 5 Tim advises parents to choose a specific role (parent, coach, or fan) and stay within it. How might you better communicate role expectations to parents in your program?



## WISDOM FROM 40 YEARS OF COACHING WITH RAY BECHARD

Ray Bechard has been the head coach of Kansas volleyball since 1998, leading the Jayhawks to their first-ever Final Four in 2015 and a Big 12 championship in 2016. A four-time Big 12 Coach of the Year, Bechard has built a culture of sustained success and player development. With over 40 years in coaching, his deep knowledge of the game and ability to develop high-character athletes have cemented his legacy in the sport.

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- 1 Ray emphasizes “contribute more than you consume” as his top coaching principle. How are you currently modeling this principle, and how might you better teach it to your athletes?
- 2 Ray discusses the difference between performance-based goals and behavior-based standards. How clear is this distinction in your program, and how might you better separate the two?
- 3 Ray distinguishes between leadership and influence. Who on your team has influence but might not be demonstrating true leadership? How can you develop them?
- 4 How do you currently build trust with your athletes through demonstrating care, credibility, and reliability? Which of these three areas needs the most improvement in your coaching?
- 5 Ray discusses “competitive humility” as putting teammates’ needs above your own. How might you better recognize and reward this quality in your program?



## FROM WORST TO FIRST: HOW JC DEACON REBUILT FLORIDA GOLF TO A NATIONAL CHAMPION

JC Deacon is the head coach of the premiere Florida Gators men's golf team where has won multiple SEC championships and a national championship in 2023. As a former professional golfer himself, Deacon brings a deep understanding of the mental and strategic aspects of the game and is able to help his players when it matters most.

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1

How effectively do you regulate your emotions during competition? What specific strategies could you implement to maintain emotional balance when your team is struggling?

2

JC Deacon mentions learning to be “less emotional” as a coach. In what areas of your coaching might you benefit from more emotional neutrality, and how might this impact your athletes’ performance?

3

How do you currently handle difficult conversations with athletes? What elements of JC’s approach to tough conversations could you incorporate to improve these interactions?

4

JC discusses the transformative power of failure. What recent failure in your program could be reframed as a growth opportunity, and how might you communicate this perspective to your team?

5

How do you currently balance being close with your athletes while maintaining the professional distance needed to make difficult decisions? What boundaries might need adjustment in your coaching relationships?