

Sierra Nevada

Leadership Camp



“Character is that which reveals moral purpose, exposing the class of things a man chooses or avoids.” Aristotle

Don Heidary
Orinda Aquatics
The American Swimming Coaches Association

“Prepare the child for the path, not the path for the child.” Unknown

Sierra Nevada

Leadership Camp Agenda

Time	Focus	Note
8:30 – 10:00	PowerPoint Character and Leadership	"I AM a high-character athlete"
10:15 – 11:30	Workout	Stroke focus
11:45 – 12:30	Lunch	Who will you eat with?
12:30 – 1:45	PowerPoint Cultural Headwind	Or tornado?
2:00 – 3:15	Workout	Free focus
3:30 – 4:30	Review/Final exam?	Will you pass the leadership test?!

"Followers see the hard work they must endure to climb the mountain of success, while leaders see the success of climbing the mountain of hard work."



"when he took the time to help the man up the mountain, lo, he scaled it himself."

"Prepare the child for the path, not the path for the child." Unknown

The High-Character Athlete at Workout!



Arrives on-time/early



Arrives with a positive attitude



Helps set up pool



Welcomes teammates



Positive in the locker room – ALWAYS



Reaches out to a teammate every day



First one out of the locker room



First one in the pool



Has proper equipment at the beginning of workout



Swims WU with focus, non-stop, with perfect streamlines



Leaves wall on time (on intervals)



Knows repeat times



Knows stroke counts (and rates)



Counts all laps and repeats



Wears team cap



Doesn't stop until finished or coach stops you



Knows each set swim objectives



Swims with focus and purpose



Pushes through challenging sets



Remains positive through challenges



Gets to know others



Communicates with coach

"Prepare the child for the path, not the path for the child." Unknown

The High Character Athlete at Meets!



Takes ownership and responsibility



Prepares the night before



Knows meet plan/objectives



Talks to parents about meet details, plan, the day, etc.



Prepares items – suits, goggles, towels, team attire, snacks



KNOWS WHAT TIME TO LEAVE THE HOUSE



Arrives early



Checks in with coach upon arrival (helps if needed)



Team stretch



Team warm-up (first one in) – focused



Loudest/most spirited at team cheer



Stays in team area



Stays positive and focused



Gets to know swimmers that you may not know well



Checks in with coach before and after races



Finds the value in every swim (never negative or upset)



Focuses more on the “race” than the time; pace, walls, SL’s, etc.



Warms down properly (500-1,000)



Cheers for teammates



Warms down if possible



Checks in with coach prior to leaving



CLEANS UP TEAM AREA



Thanks coaches and parents for their support

“Prepare the child for the path, not the path for the child.” Unknown

The High Character Athlete at Home!



Appreciates parents – ALWAYS



Is respectful at all times



Supports family (recognizes “team” effort and role) – IS A GOOD

TEAMMATE!



Mentors siblings



Embraces academics and takes responsibility



Takes responsibility for practice schedule



Takes responsibility for meet schedule



Remains humble (especially with success)



Always sees the glass as “half full” – finds the value/growth/positive in everything



Communicates openly with parents about swimming (positive and negative) and always respects parents input/decisions



Plans day and week with academics and athletics as a priority



Misses only if a must, AND communicates with coach



Uses technology wisely and purposefully



Seeks out and follows *positive* role models



Chooses positive friends



Makes healthy life choice



Seeks out life lessons and values from athletics and transfers them to life in general



Thinks about leadership and “making a difference”

“Prepare the child for the path, not the path for the child.” Unknown

Quotes for Swimming and for Life

We encourage young athletes to find, and identify with, a few quotes in different areas, i.e., work ethic, character, etc. and fully commit to them, repeating them often.

Do the right thing!

Perfect practice makes perfect!

"Excellence is not a singular act, but a habit. You are what you repeatedly do." Oneal

"Character is the indelible mark that determines the only true value of all people and their work." Marden

"If you step in a puddle, don't blame the puddle." Unknown

"The world is a dangerous place, not because of those who do evil, but because of those who look on and do nothing." Albert Einstein

"Strong character is not derived from not doing wrong but rather from actually doing right." The Urantia Book

"Great occasions do not make heroes or cowards; they simply unveil them to the eyes. Silently and imperceptibly, as we wake or sleep, we grow strong or we grow weak, and at last some crisis shows us what we have become." Brooke Foss Westcott

Champion's dream of becoming superhero's for a brief moment in time.

"The main ingredient of stardom is the rest of the team." John Wooden

There are no shortcuts to anyplace worth going.

We first form habits. Then habits form us.

He who is good at making excuses is seldom good at anything else.

Image is what people think we are. Integrity is what we really are.

Opportunities are seldom labeled.

The greatest mistake we make is living in constant fear that we will make one.

When spider webs unite, they can tie up a lion.

"Prepare the child for the path, not the path for the child." Unknown

When faced with a challenge, look for a way – not a way out.

Weakness of character is the only defect which cannot be mended.

No one can go back and make a brand new start, but anyone can start from now and make a brand new ending. –*Anonymous*

Don't ask for a light load, but rather ask for a strong back.

If the going is real easy, beware, you may be headed down hill.

He who seeks rest finds boredom....He who seeks work finds rest.

A person's true wealth is the good he or she does in the world.

Vision without action is a daydream. Action without vision is a nightmare. Japanese Proverb

There is nothing either good or bad, but thinking makes it so.

You can tell more about a person by what he says about others than you can by what others say about him.

People great minds talk about possibilities. People with average minds talk about things. And people with small minds talk about other people.”

“It’s choice – not chance – that determines your destiny.” Jean Nidetch

“You will never be the person you can be if pressure, tension, and discipline are taken out of your life”. James Bilkey

Secrets of the World Class

- Am I more interested in comfort or in being uncomfortable?
- Are my habits, actions, and behaviors congruent with the vision I have for my life?
- List the three most difficult adversities you have faced and the positive that has come out of them.

Note...

- The middle class competes. The world class creates.
- The middle class love comfort. The world class is comfortable being uncomfortable.
- The middle class cares about themselves. The world class cares.
- The middle class lives in delusion. The world class lives in reality.
- The middle class if frustrated. The world class is grateful.
- The middle class wants. The world class sacrifices.
- The middle class has dreams. The world class has vision.

“Prepare the child for the path, not the path for the child.” Unknown

List three people on your team that you do not know well – in your group and outside of your group.

1

2

3

1

2

3

List the three most common complaints/struggles (butterfly) – in swimming and in life.

1

2

3

1

2

3

List three ways you can be a better high-character athlete and (HC) person.

1

2

3

1

2

3

“Prepare the child for the path, not the path for the child.” Unknown

Who do you follow/model and why?

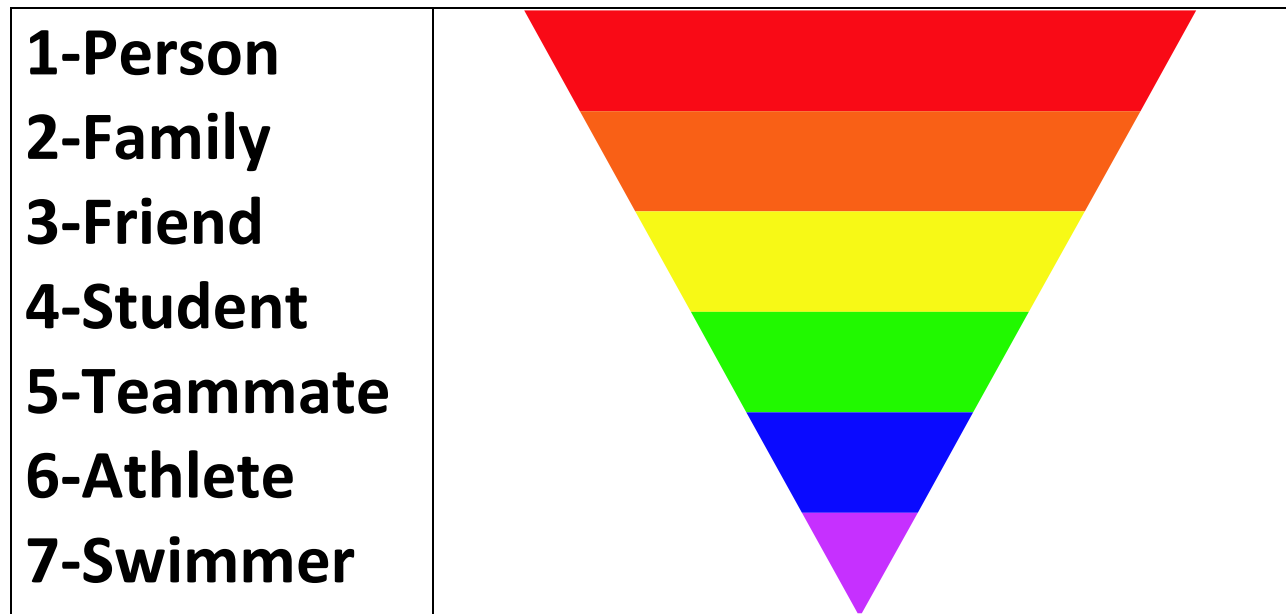
ROLE Model	SOCIAL Model
	

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Goal for it!

TOP DOWN GOAL SETTING

Main Goal – Be the best PERSON you can be!



Then the...Time

“Character is the indelible mark that determines the only true value of all people and their work.”
Marden

“If you step in a puddle, don’t blame the puddle.” Unknown

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Forget Setting Goals. Focus on This Instead.

BY [James Clear](#) | December 17, 2013 |

We all have things that we want to achieve in our lives -- getting into the better shape, building a successful business, raising a wonderful family, writing a best-selling book, winning a championship, and so on. And for most of us, the path to those things starts by setting a specific and actionable goal. At least, this is how I approached my life until recently. I would set goals for classes I took, for weights that I wanted to lift in the gym, and for clients I wanted in my business.

What I'm starting to realize, however, is that when it comes to actually getting things done and making progress in the areas that are important to you, **there is a much better way to do things.** It all comes down to the difference between **goals and systems.** Let me explain. What's the difference between goals and systems?

- **If you're a swimmer, your goal is a time. Your system is what your team does at practice each day.**
- **If you're a writer,** your goal is to write a book. Your system is the writing schedule that you follow each week.
- **If you're a runner,** your goal is to run a marathon. Your system is your training schedule for the month.

Now for the really interesting question: ***If you completely ignored your goals and focused only on your system, would you still get results?***

For example, if you were a basketball coach and you ignored your goal to win a championship and focused only on what your team does at practice each day, would you still get results? I think you would. Let's talk about three more reasons why you should focus on systems instead of goals.

1. Goals reduce your current happiness.

When you're working toward a goal, you are essentially saying, "I'm not good enough yet, but I will be when I reach my goal." The problem with this mindset is that you're teaching yourself to always put happiness and success off until the next milestone is achieved. "Once I reach my goal, then I'll be happy. Once I achieve my goal, then I'll be successful."

SOLUTION: Commit to a process, not a goal.

Choosing a goal puts a huge burden on your shoulders. Can you imagine if I had made it my goal to write two books this year? Just writing that sentence stresses me out. But we do this to ourselves all the time. We place unnecessary stress on ourselves. Instead, you can focus on the daily process and sticking to your schedule, rather than worrying about the big, life-changing goals. When you focus on the practice instead of the performance, you can enjoy the present moment and improve at the same time.

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2. Goals are strangely at odds with long-term progress.

You might think your goal will keep you motivated over the long-term, but that's not always true. Consider someone training for a half-marathon. Many people will work hard for months, but as soon as they finish the race, they stop training. Their goal was to finish the half-marathon and now that they have completed it, that goal is no longer there to motivate them. When all of your hard work is focused on a particular goal, what is left to push you forward after you achieve it?

This can create a type of "yo-yo effect" where people go back and forth from working on a goal to not working on one. This type of cycle makes it difficult to build upon your progress for the long-term. **SOLUTION: Release the need for immediate results.**

3. Goals suggest that you can control things that you have no control over.

You can't predict the future. (I know, shocking.) But every time we set a goal, we try to do it. We try to plan out where we will be and when we will make it there. We try to predict how quickly we can make progress, even though we have no idea what circumstances or situations will arise along the way. **SOLUTION: Build feedback loops.**

Feedback loops are important for building good systems because they allow you to keep track of many different pieces without feeling the pressure to predict what is going to happen with everything. Forget about predicting the future and build a system that can signal when you need to make adjustments.

Fall In Love with Systems - None of this is to say that goals are useless. However, I've found that goals are good for *planning* your progress and systems are good for actually *making* progress. In fact, I think I'm going to officially declare 2014 the "Year of the Sloth" so that everyone will be forced to slow down and make consistent, methodical progress rather than chasing goals for a few weeks and then flaming out. Goals can provide direction and even push you forward in the short-term, but eventually a well-designed system will always win. Having a system is what matters. Committing to the process is what makes the difference.

What is your swimming process now? (a few suggestions)

1. Do everything exactly right. Become obsessed with counting repeats, executing drills, etc.
2. Work every wall – EVERY wall. Make it a mission, no lazy, illegal, or poor technique turns OR streamlines.
3. Act everyday as if you were the leader of this team, as if the success and “character” of the team was solely up to you
4. Train like a warrior. Push limits. Inspire and motive others. “If it doesn’t challenge you, it doesn’t change you.”
5. Touch one person with compassion, empathy, and support – EVERY day. Care more. Be a great teammate.

Can this be what consumes you? Your process?

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THANK YOU!

Who helps? How? A "High-Character" athlete appreciates...

Family		Friends	
1.	2.	1.	
3.	4.	2.	
5.	6.	3.	
7.	8.	4.	
9.	10.	5.	
11.	12.	6.	
13.	14.	7.	
15.	16.	8.	
17.	18.	9.	
19.	20.	10.	
Sports		School	
1.		1.	
2.		2.	
3.		3.	
4.		4.	
5.		5.	
6.		6.	
7.		7.	
8.		8.	
9.		9.	
10.		10.	
Other		Role Models	
1.		1.	
2.		2.	
3.		3.	
4.		4.	
5.		5.	
6.		6.	
7.		7.	
8.		8.	
9.		9.	
10.		10.	

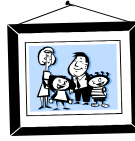
"I would rather be able to appreciate things I cannot have than to have things I cannot appreciate. E. Hubbard."

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them." JF Kennedy

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Your Support Network

Family – A “Team”, **YOUR** team

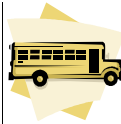


- *Are you a good teammate?*
- *Do you appreciate their support?*
- *Are they your “best” friends?*



Friends – do they support;

- *Good habits*
- *Good decisions*
- *Strong academics*
- *Sports (attendance, effort, and leadership)*
- *Do you watch out for their well-being?*



School/Sports - do you appreciate;

- *Teachers*
- *Administrators, assistants*
- *Librarians*
- *Custodians*
- *Homework*
- *Coaches/teammates, hard work*

Do you know what the “**bad**” influences are?



And why they are bad?

- *Drinking/Drugs (need for acceptance)*
- *Stealing (need for control)*
- *Bad language*
- *Bullying*
- *Attire*
- *Cheating*

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Leadership



How can you be a positive leader?

How can you be a negative leader?

Answer with regard to the locker room, your lane, a meet, and activity, a race

1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.
10.	10.
11.	11.
12.	12.
13.	13.
14.	14.
15.	15.
16.	16.
17.	17.
18.	18.
19.	19.
20.	20.
21.	21.
22.	22.
23.	23.
24.	24.
25.	25.

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Goal Setting



Personal

Goal	How

Family

Goal	How

Friend

Goal	How

Student

Goal	How

Teammate

Goal	How

Athlete

Goal	How

Swimmer

Goal	How

Other

Goal	How

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Category	Grade	Why	Change
<i>Attitude in the morning</i>			
<i>Work ethic</i>			
<i>Dealing with "failure"</i>			
<i>General attitude</i>			
<i>Academic focus</i>			
<i>Support with family</i>			
<i>Sibling mentor</i>			
<i>Attendance in WO</i>			
<i>Focus in WO</i>			
<i>Team commitment</i>			
<i>Sacrifice</i>			

Swimming

- One thing to STOP doing:
- One thing to START doing:

Life

- One thing to STOP doing:
- One thing to START doing:

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Name:

Age/Grade:

Team:

First swimming experience:

Most positive (non-racing) experience:

Best display of leadership:

Worst example of leadership (you see):

Who do you admire (athlete) and why:

How would you like people to remember you (banquet speech)?

Who supports you, to be you?

How do you show appreciation?

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Complaints – NEVER!

High Character Athletes do NOT complain

“If you complain about anything, you will complain about everything.” unknown

“Any fool can criticize, condemn, or complain, but it takes character and compassion to be understanding and forgiving.” Dale Carnegie

- **Doesn't help ANYTHING**
- **NO one want to hear them (NOT even the people that love you)**
- **Only reinforces negativity, NOT growth**

Commit to NEVER complain again.

List the five most common things you complain about and turn them into a positive growth experience.

- 1)**
- 2)**
- 3)**
- 4)**
- 5)**

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Race Goal Sheet – Swimming

Person: Live with integrity?

Athlete: Train and commit with integrity (attendance, attitude, effort, support)?

Swimmer: Train with race purpose (legal, streamlines, DPS, stroke counts, stroke drills)?

Event:

Best time:

When:

Start keys:

Turn keys:

Pace keys:

Breathing:

Leg drive:

Underwater (kicks/distance):

Pace/build:

Splits:

Training sets:

Training keys:

Stroke keys:

Event:

Goal time:

When:

“Prepare the child for the path, not the path for the child.” Unknown

List 10 things that you see compromise your (or people around you) integrity.

1

2

3

4

5

6

7

8

9

10

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Final (Character) Exam! Name:

List three traits of a good leader?

List three traits of a bad leader?

Can kids be leaders?

What is the best age to be a good leader?

If your family is a team (which it is!), you should be a GOOD.....?

The Butterfly teaches us what?

How would that relate to swimming?

Giving the better "apple" teaches us what?

How does that relate to swimming?

The Uncommon Professional teaches is what?

Who would that relate to swimming?

Why are more people not "leaders"?

Your best friends should be your...

A good friend will challenge friends when they...?

The team ALWAYS comes first? Last?

You should be appreciative when...?

1. You get something (good)
2. Every day for every thing

What is the best way to handle a "bad" swim?

What three things will you commit to NOT cross the line?

- 1
- 2
- 3

Your first goal should be to...

A – be a good person?

"Prepare the child for the path, not the path for the child." Unknown

B- break a record?

What is a life goal?

What is a family goal?

What is a friend goal?

Name 2 athletic goals?

What five things should be considered for a swimming goal time?

What is more important?

- Being respected or being popular?
- Swimming fast or working hard?
- Helping with pool covers or getting to the shower first?
- Homework or video games, etc?
- Joining someone sitting alone or a “fun” group at the pool?
- Getting in a lane with your best friend or someone you should know better?
- *Your* swimming or the team’s character?
- What you/say in the locker room or on the deck?
- Doing the right thing or the popular thing?
- Getting kickboards for your lane or having someone else do it
- Your parents saying “no” for the right reason, or “yes” for the wrong reason
- You getting a relay spot or the right person getting a relay spot?

If you complain about anything, you will complain about...

Who wants to hear you complain?

Complaining achieves what?

Name three things that you will NEVER complain about.

What good can come from drugs or alcohol (name 1)?

What bad can come (name 5 things)?

Why do people (kids) move in this direction?

Why do people bully others?

Why don’t people tell on them? Should you protect the bad influence or the team?

Name three things that a high-character athlete does at:

- Workout –
- Meets –
- Home –

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Articles/Letters



The Butterfly (perseverance)



The Apple (selflessness)



The Uncommon Professional (daily duty)



The Bike (sacrifice)



The Race (perseverance)



The Butterfly Effect (decisions)



“Being” Olympian (leadership)



“Normal” (super-hero)



A Warrior Mentality (work ethic)



Good Luck, Bad Luck



A Doing Less Story (affect on others)



Mindset (growth or fixed)



The Pressure to Cheat (integrity)



Letters: Peter V (on alcohol), Sam (character), Nader (team), Zach (effort), Sean (giving back)

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Spoken Dreams

I'd saved up for a new bike. Then I heard a sick boy needed one. I never dreamed my donation would mean so much

BY GINGER LINGO

More than anything I wanted a new bike. I dreamed about it every day while walking to school. My father was a pastor so we didn't have much money. The only way I was going to get that bike was to earn my own money for it. So I worked hard, doing odd jobs like babysitting, weeding and raking leaves. I stashed every penny I earned from those jobs and my allowance in my piggy bank.

Then one day at Sunday school our teacher told us of a letter she had received from Chile about a boy who had hepatitis. His missionary parents said he was recovering, but his spirits were still low. "Can you think of anything that might cheer him up?" our teacher asked us.

"A new bike!" the whole class exclaimed eagerly, and we agreed we would raise the money.

All week long I agonized over what to do. My conscience could only come up with one answer—give up my savings for the boy in Chile. So I emptied out my piggy bank and brought every cent to Sunday school. It was the hardest thing I had ever done, and maybe that's why it felt so right.

In college years later I found myself praying for something even harder than I had prayed for the bike—a man meant just for me. All my friends were dating. Why wasn't I? Was God asking me to wait again?

At last I met someone named Steve. We had a lot in common. He went to the college where my father taught, and my roommate was engaged to his best friend. He was earnest, smart and hard-working. But I couldn't help wondering, *Is he really the one?*

One evening our families got together for dinner, a chance for everybody to get to know each other better. Over dessert and coffee Steve's mother talked about some of the places they had lived when they were missionaries. "Once when we were in Chile," she said, "Steve got hepatitis. You know what cheered him up?"

Of course, I knew. He got a bike—my bike. And I got the husband I have been married to for 29 years.

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The Essence of Leadership

These past five years on Orinda Aquatics have been an enlightening part of my adolescence. Rather than recounting the details, I'd like to make my final farewell by addressing the swimmers.

To the underclassmen: all of you are ready to become leaders.

When I was a freshman, I looked up to Kris Kao. I strove to emulate Kris; he was a beast in workout and the nicest guy you could ever meet. Kris drove me to morning workouts my entire freshman year. During the summer, Kris scheduled for us to meet in Orinda at 5:20 for the 6 o'clock workout because he "liked to be early". Every day, for two and a half months, Kris would drive me to the pool and then we would wait in his car for practice to start for about 25 minutes. Neither of us mentioned changing our meeting time so we could glean another few minutes of sleep. Rather, we bonded. We talked about swimming, Giants baseball, and life in general, developing a legitimate friendship. On days when I didn't have a ride home after practice, Kris offered to drive 15 minutes out of his way to bring me home. When I thanked him for his kindness, he brushed me off. He said, "I'm happy to do it", or "Don't worry about it". I respected Kris's humility, but I still wanted to return the favor to him. Kris was just too generous, and I didn't know how to repay him.

After one particularly arduous swim meet, Kris once again went out of his way to drive me home. Again, I thanked him profusely. He replied, "You don't have to thank me. Just make sure when you're a senior, you give rides to another freshman. Pass it on." That statement stuck with me to this day. For the next three years, whenever someone on the team needed a suit for practice, they could have mine. When someone needed a ride, they got one. I was repaying Kris.

Kris Kao's attitude epitomizes the strength of character possessed by the entire Orinda Aquatics swim team. He put the team's interests ahead of his own. His unselfishness was, and continues to be, contagious.

To the team: If I've given you a ride, pass it on. If I've done you a favor, pass it on. If you were on the receiving end of some tough love, feel free to pass that on as well.

Finally, the viral proliferation of kindness on Orinda Aquatics is a byproduct of the coaches. Without their emphasis on integrity and "the big picture", none of this would exist. There is no freshman hazing on Orinda Aquatics, nor are parent chaperones needed on travel trips. The coaches are confident that every swimmer will "do the right thing".

Thank you Ronnie, and thank you Donnie. Thank you for the coaching, and thank you for the life lessons. But most importantly, thank you for the team atmosphere of Orinda Aquatics. You created a positive feedback loop; every year, the character of the team gets better and better.

Thanks to Matt, Dave, and all the parents and swimmers. See you next summer. - Sean Haufler

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A Letter from an OA Graduate (one year in college)

Dear Orinda Aquatics, I can only imagine where I would be today, right now, if I had never joined this team back in seventh grade. I see myself spending this Saturday night in my parentless house with a dozen members of my high school's top partiers, already a few drinks deep in my parent's liquor, behaving like a sloppy mess. I see myself dancing with boys I don't even like, breaking my mom's glass top coffee table, and getting into a car with a girl who swears she's safe to drive but clearly isn't. And I wouldn't even care. It would just be another typical Saturday night. Instead, I'm here sitting on my couch writing a letter to the team that changed the entire course of my life, the team that I owe everything to.

In middle school, I found myself, like so many others do, at a crossroads of sorts. The girls I considered my best friends were making choices that made me uncomfortable on all kinds of levels, but I could still feel myself slipping down with them. Looking back, I can see just how far I was about to fall. After joining Orinda in seventh grade, I made the choice to stop hanging out with those girls. Over time, I began to categorize my friends, as so many other swimmers do, as "school friends" and "swim friends." It wasn't long before "swim friends" was shortened simply to "friends". My life went from slipping downwards, and slipping fast, to something entirely different, something positive and life-changing.

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A Letter of Recommendation written for Zach Disbrow, one of the finest leaders in and out of the pool.

“One of my favorite quotes from all my years’ of coaching came from the wall of a business executive. It simply says, “Do the right thing.” Zach is the epitome of this quote.

Zach is everything I would want an athlete to be. He has a relentless work ethic. He is a consummate team person. He is positive. And he cares.

An example of his leadership and character (one of many) came at the end of a workout one day. We had four groups doing different main sets. As the first group finished, they were allowed to get out and they did. Zach was in that group but stayed in and kept swimming. The second group finished and got out. Zach kept swimming. The third group finished and got out. The fourth group, which had a harder set, finally finished with Zach swimming side by side with them. I thought I knew why he stayed in but I wasn’t sure. Maybe he needed a longer warm-down? The next day on the deck, I asked him why he stayed in until the last group finished. He matter of factly stated that he did not think it was right for him to get out, even though he finished his workout, while his teammates were still swimming.

I told Zach that I appreciated that and, with our young team, I needed him to continue to do leadership things like that. He looked at me and said, “If I ever don’t, will you tell me?”

Zach went on to be a leader and two-year team captain at West Point, and, as a senior in college, after ten years of hard work, he qualified for the Olympic Trials. His leadership has gone from the pool, to life, to protecting this country.

“Prepare the child for the path, not the path for the child.” Unknown

From a letter of recommendation for Nader (1996). He was a great teammate

“When I think about Nader, I have to reflect back to last season, my first at Campolindo. I didn’t know anyone on the team. The first week’s practices were demanding and the swimmers seemed motivated to work hard to impress me. I would often call out swimmers’ names to acknowledge their efforts. After a few days, Nader got out of the pool after practice and approached me. He was working hard and I was sure he wanted some feedback about his efforts. Maybe I hadn’t acknowledged him and he wanted to know why. He started by saying “I don’t know if you’ve noticed ...” I was right; he wanted feedback. But he concluded his sentence with “... Marc has been working very hard and you haven’t mentioned his name. It would mean a lot if you could acknowledge him.” He was making sure I was aware of his teammate’s effort. He said it quietly, making sure no one heard. I assured him that I had been watching Marc and would acknowledge him soon. As Nader walked away I stood there absorbing what had happened. I had never seen anything like this. Three days later Nader came to me after practice. With great anticipation, I couldn’t wait to hear this. He said, “Have you noticed Bryan in practice. I think he has a lot of potential but he’s never been pushed. If you push him he might become a top swimmer.” I assured him that I had noticed Bryan and recognized his potential and I would be pushing him. I watched Nader walk back to the locker room and felt so excited about the opportunity to get to know this young man. Nader’s interest and concern for these two teammates proved somewhat prophetic. Marc was indeed one of the hardest working swimmers on the team and I chose him as our Most Inspirational swimmer at the end of the season. Bryan became the most improved male swimmer on the team and broke into the elite level of top high school swimmers. While I consider these observations by Nader somewhat extraordinary, the most remarkable thing is that they are not for Nader. That’s just the way Nader is. In Nader’s world you just care about other people. You look out for your teammates. You go out of your way for others. The following quote by William Wordsworth is one of my favorites and exemplifies Nader’s personality closely. “The best portion of a good man's life is his little, nameless, unremembered acts of kindness and of love.”

Nader wrote the following after his graduation: “I must say thank you, from the bottom of my heart. I know when I look back on my life, I will always reflect on these years as among the best I ever had. I came into this program feeling like a nobody and maybe I still am, but I don’t care because you taught me how to respect myself and be satisfied with who I am. The lessons I learned from you will carry through the years and help me be the best person I can be. Please keep up the special work you do with the young men and women who come through Campo.”
Eight years later, Nader is a doctor.

“Prepare the child for the path, not the path for the child.” Unknown

Let the Butterfly Struggle

(unknown) – a parable on the benefits of struggle

A man found a cocoon of a butterfly

One day a small opening appeared

He sat and watched the butterfly for several hours as it struggled to squeeze its body through the tiny hole

Then it stopped as if it could go no further

So the man decided to help the butterfly

He took a pair of scissors and snipped the remaining bits of cocoon

The butterfly emerged easily but it had a swollen body and shriveled wings

The man continued to watch it expecting that at any minute the wings would enlarge and expand enough to support the body. Neither happened

In fact, the butterfly spent the rest of its life crawling around

It was never able to fly

What the man in his kindness and haste did not understand:

The restricting cocoon and the struggle required the butterfly to get through the opening was a way of forcing fluid from the body into the wings so that it would be ready for flight once that was achieved

Sometimes, struggles are exactly what we need in our lives

Going through life without obstacles would cripple us

We will not be as strong as we could have been and we would never learn to fly

“Prepare the child for the path, not the path for the child.” Unknown

On "Doing Less" ...a Story

BY JOHN LEONARD

Once upon a time, in a swimming pool in the far north, near the arctic circle in upstate New York, I learned a lesson.

There was a lane we called "the national team". Some of these 8 or 9 bodies had national cuts and others just aspired to have the national cuts, and were close. They all thought they were special. They came early, they stayed later, they were "the National Team".

They weren't the only ones I had in the pool during this time, and I moved from group to group, so periodically, I'd pass them by and say something like "Nice Job. You guys are working hard, keep it up, Good Work". They improved when they went to swim meets and swam faster and faster.

One day as I walked past, I heard Lynn Scully say to Amy Richards, "hey, cut me some slack here, slow down, I can't go that hard right now." (for purposes of full disclosure, Lynn is a male, Amy a female) Amy looked at him in a quizzical way, and went hard again. I ignored it and walked away.

The next day, I walked past, said "good job, Good work, makin' progress". Lynn and two other male swimmers didn't look me in the eye. Later in that practice, I heard Pete say, "Amy, I'm dyin' here, give me a break hey?" and heard Lynn chime in, "Yeah, no need to go this hard". And a third male say "Crap Amy, you're makin' us all work too hard to keep up with you!".

I learned from this that we can be two kinds of people.. the kind that encourages everyone around us to work hard and achieve more, or we can be the kind that says "we don't have to work that hard to achieve more."

Amy slapped her hands on the water with frustration, gave up, stepped aside and moved to the middle of the lane to let Pete lead.

Our nationals Sucked.

I learned from this that we can be two kinds of people....the kind that encourages everyone around us to work hard and achieve more, or we can be the kind that says "we don't have to work that hard to achieve more". We each of us have both people within us. And everyone who has ever coached or ever swum or ever competed knows this is the truth.

If just one person backs off, it lets the next weakest person do likewise. Its a disease, and it spreads fast.

After that lesson, I always paid attention to the "lane talk" in workouts. And I'd talk to my teams about how to encourage each other to be achievers and how no one person in the group can achieve more than the group aspires to achieve. The group has got to get it right, and none can have the attitude that says "we don't have to work that hard".

And if they didn't want to be their personal best selves, they didn't

want to train with me. They could train somewhere else and float through with some other coach. Life, and this sport, does not reward those who "float through" ...it rewards those that enjoy the work for its own sake.

I would say for awhile that I was "amazed" at how much satisfaction the swimmers took from encouraging each other to do more than they thought was possible.

Now, I look back and know it was not amazing at all. It was normal. Because, you see, we can all choose to be the person who says "lets do less" or the person who says "lets swim faster". And once the team decides to only accept the positive input, there is nothing amazing about it. Its normal.

Since 1974, that experience left an indelible mark on me. It marked me with the knowledge that just one person who thinks they can "do less" can ruin a team, or a group, or an office, because we all have the capacity to sink, or to rise to leadership.

Think about that when your team is swimming up and down that lane. ■

"Prepare the child for the path, not the path for the child." Unknown

The Butterfly Effect

by Ron White

It was 1960 and meteorologist Edward Lorenz was working in his lab. He was entering data into his computer in the hopes of modeling weather patterns when he stumbled upon a theory that is known as 'The Butterfly Effect'. He was entering wind speed, air pressure and temperature into three separate equations that were linked in a mathematical feedback loop. This equation allowed Lorenz to predict weather patterns. One day Lorenz was in a bit of a hurry and opted to take a shortcut when entering the data. He rounded the numbers to the nearest one thousandth rather than to the nearest one millionth (for example, .407 instead of .407349). As a scientist, he knew this would change the result – however he expected only a minor change. Lorenz was astounded to discover that this tiny change made a profound impact on the final resulting weather pattern. This discovery led Lorenz to ponder: ***Does the flap of a butterfly's wing in Brazil cause a tornado in Texas?*** – Thus you have 'The Butterfly Effect' theory.

This theory has been applied to all areas of science since Lorenz's 1960 experiment.

What does it mean for your life? It means that every decision or action that you make - no matter how small – could potentially dramatically alter the course of your life.

ACTION POINTS

Realize that 'The Butterfly Effect' is very real and small decisions or actions can make a huge impact on your life. Take responsibility for your decisions, actions and friends – even the tiny decisions – realizing that they can dramatically alter the course of your life.

“Prepare the child for the path, not the path for the child.” Unknown

Orinda Aquatics - Policy on Behavior

The policy and philosophy of Orinda Aquatics will be viewed in three areas:

- *The mission and guiding principles of Orinda Aquatics*
- *Strict protection of the Orinda Aquatics environment*
- *Inappropriate behavior outside of Orinda Aquatics, including the use of drugs or alcohol*

"Integrity has no need of rules." Albert Camus

1 – The Philosophical Backdrop and Mission of Orinda Aquatics

First, and foremost, it is imperative that all members of Orinda Aquatics, swimmers and parents, fully understand and embrace the team's mission and values. The culture and athletic foundation of Orinda Aquatics is based on a high-character athletic process coupled with an integrity-driven lifestyle. Our core values will be centered on integrity, work ethic, humility, compassion, mutual respect, and team support. This "character-based" philosophy encompasses all aspects of behavior, attitude, and interaction. There is no divorcing the swimmer or athlete from the person or teammate. Beyond creating a positive character-based environment, it is the objective of Orinda Aquatics to be a safe-haven for young adults who choose to walk a socially responsible path. We want to lead the way in this regard and show that it is possible to maintain a positive, healthy, drug and alcohol free environment for young adults. While certain activity may be commonplace in society or acceptable locally, we will not tolerate any activity that compromises the integrity of an individual, our team, or the organization as a whole.

2 – The "Protection" of Orinda Aquatics

Our philosophy should translate into a positive, healthy, and productive environment that supports all members and protects the environment and culture. Behavioral expectations will encompass every aspect of this program from training, competition and travel, to activities and general personal interaction. Members will be expected to act with the utmost integrity at all times. This is the reason that Orinda Aquatics does not travel with chaperones. As stated above, any action or activity that compromises the integrity of Orinda Aquatics will not be tolerated. Examples would be inappropriate language, improper attire, lack of team support, negativity/apathy, tardiness, being disrespectful to anyone, or clearly engaging in activity that is inappropriate or illegal. Even the smallest infractions will be addressed, and the coaches will be the ones who evaluate and address behavioral issues.

3 – Behavior "outside" of Orinda Aquatics

While we do not have the desire or intention to monitor or evaluate behavior outside of Orinda Aquatics, we will be steadfast in our effort to protect this team and its culture. Any action or activity that would be unbecoming of a high-character athlete or representative of the ideals of this program will be addressed, regardless of the circumstance or location. Anything that translates into dialogue, focus, or rumor within the team or the community will become a team issue, and therefore will be addressed. With regard to the use of drugs or alcohol outside of Orinda Aquatics, those who engage in such activities, do so in direct contradiction to everything this team stands for. These actions betray the trust and commitment of the coaches and swimmers, and they jeopardize the organizational foundation and reputation. Additionally, any collegiate swimmer who engages in the use of drugs or alcohol with members of the Orinda Aquatics Senior Group (high school swimmers), will be excused from the team, as this is not the leadership or mentorship we are looking for from older swimmers. And, Orinda Aquatics will not need "proof" of such activity to investigate and take action against.

Response

Response to inappropriate actions, or the suspicion of such actions, either within the context of an OA activity or outside, will be addressed by the staff with the team member involved. If necessary, a meeting will be held with the member's parents and or the Board of Directors. And if it is clear that the ideals and philosophies of Orinda Aquatics are not aligned with those of the athlete, we will ask the member/family to leave the team. **Finally, the coaching staff of Orinda Aquatics reserves the right to dismiss any member for actions or attitude that is counter to the team's mission and ideals.**

Character is that which reveals moral purpose, exposing the class of things a man chooses or voids. [Aristotle](#)

"Prepare the child for the path, not the path for the child." Unknown

The Uncommon Professional

I went to the dark end of the inventory shelves, pressed my forehead against the wall and indulged myself in a few moments of quiet despair. Was this the way it would be for the rest of my life? Here I was, two years out of school, working at yet another mindless, low-pay, dead-end job. Up to this point, I had avoided the question by just not thinking about it, but now, for some reason, the awful possibility had come crashing down on me. The thought sucked every bit of energy from my body. I clocked out sick, went home to bed, pulled the covers over my head, and tried to forget about tomorrow and all the tomorrows that would follow. By morning I was a little more composed, but no less depressed. Listlessly, I went back to work and resumed my hopeless drudgery. **There were several new guys on the job that morning** - temporary workers even lower on the totem pole than I was. **One of them caught my eye.** He was older than the others, and wearing a uniform. The company didn't issue uniforms - in fact, the company didn't care what you wore as long as you showed up. But this guy was decked out in smartly pressed tan trousers and work shirt, complete with his name, Jim, embroidered on the pocket. I guess he supplied himself with the uniform. I watched him all that day and the rest of the days he worked with us. He was never late or early. He worked at a steady, unhurried pace. He was friendly to everyone he worked with, but rarely talked while he was working. He took the designated breaks at midmorning and afternoon with everyone else, but unlike many others, he never lingered past the allotted time. At lunchtime, some of the crew brown-bagged it, although most of us got our meals and drinks from the vending machines. Jim didn't do either. He ate his lunch from an old-fashioned steel lunch box and drank his coffee from a Thermos bottle - both of them well-worn with use. Sometimes people would be a little careless about cleaning up after they ate. Jim's place at the table was spotless, and, of course, he was always back on the line exactly on time. **He wasn't just odd; he was outstanding - admirable! He was the kind of worker managers dream of. Despite that, the other workers liked him, too.** He didn't try to show anybody up. He did what was asked of him, no more, no less. He didn't gossip or complain or argue. **He just did the job - common labor - with more personal dignity than I had believed was possible with this kind of low-level work. His attitude and every action proclaimed that he was a professional. Labor might be common; he wasn't.** When the temporary work was finished, Jim left for another job, but the impression he made on me didn't. **Even though I had never talked to him, he turned my head completely around. I did the best I could to follow his example.** I didn't buy a lunch box or a uniform, but I did start setting my own standards. I worked like a businessman fulfilling a contract, just the way Jim had done. To my great surprise, the managers noticed my new productivity and promoted me. A few years later, I promoted myself to a better-paying job with a different company. And so it went. Eventually, many companies and many years later, I started a business of my own. Whatever success I've had has been the result of hard work and good luck, but I think the biggest part of my luck was the lesson I learned from Jim so long ago. **Respect doesn't come from the kind of work you do; it comes from the way you do the work.** by Kenneth L. Shipley, from *Chicken Soup for the Soul at Work*

“Prepare the child for the path, not the path for the child.” Unknown

An article from "Healing Words for the Body, Mind and Spirit" by Caren Golman:

Bad Luck, Good Luck. Who Knows?

An old Zen story goes like this: An old Chinese farmer had a mare that broke through the fence and ran away. When his neighbors learned of it, they came to the farmer and said, "What bad luck this is. You don't have a horse during planting season." The farmer listened and then replied, "Bad luck, good luck. Who knows?"

A few days later, the mare returned with two stallions. When the neighbors learned of it, they visited the farmer. "You are now a rich man. What good fortune this is," they said. The farmer listened and again replied, "Good fortune, bad fortune. Who knows?"

Later that day, the farmer's only son was thrown from one of the stallions and broke his leg. When the neighbors heard about it, they came to the farmer. "It is planting season and now there is no one to help you," they said. "This is truly bad luck." The farmer listened, and once more he said, "Bad luck, good luck. Who knows?"

The very next day, the emperor's army rode into the town and conscripted the eldest son in every family. Only the farmer's son with his broken leg remained behind. Soon the neighbors arrived. Tearfully, they said, "Yours is the only son who was not taken from his family and sent to war. What good fortune this is..."

"Prepare the child for the path, not the path for the child." Unknown

Sam Swinton Senior Letter

I live in a world of chlorine and goggle tans. My mother was a swimmer, her mother was a swimmer, and for the past ten years of my life, I have been pushed to fill their flippers. When we moved from Massachusetts to California in 2004, swimming evolved from a maternal pressure, to a cultural pressure. In my zip code alone, there are nine recreational teams and three club teams. Everyone swims. My first year, I swam on a recreational team over the summer. I discovered, that compared to the competition on the west coast, my talents were humble at best. However, that didn't discourage my mother from signing me up for the more competitive year-round club team, Orinda Aquatics.

I wish I could say that first day of OA practice was when it all changed, but it wasn't. I continued to struggle, spending the entirety of my first two years in lane one, getting lapped by the other two slowest people on the team. By the end of those two years, I was thirsty for the glory of being moved up to lane two. I pushed myself, as hard as my eighth grade body would let me, and by the end of the year, I found myself in lane seven. Then it clicked. I was in lane seven because I wanted it, worked for it, and deserved it. My mom hadn't put me there; I made it all on my own.

Swimming grew from my mother's dream, to my passion. Walking on to the deck of the Orinda Aquatics high school group work out, I was prepared to be a warrior. Not one teammate would lap me, and no set would beat me. (Sadly it didn't work out that way... but I tried my best I promise!) **However, I soon learned how much more there was to success than speed.**

The team motto "character first" had been printed on my swim cap for the past three years and I hadn't stopped to think about it. It was on my head, but not in it. Ronnie and Donnie definitely set me straight. At the end of every week, they shared articles and anecdotes regarding character models. **Over the past four years of these Friday meetings, grueling workouts, and tough meets, I have watched my teammates and I become the character models we'd read about.**

From an athletic perspective, I have developed from a barely "B" time standard swimmer, to a Sectional Championship qualifier and League Championship finalist. **More importantly, however, I have become the dedicated, determined, disciplined, humble, team oriented, and integrity-driven person I believe I am today. The most concrete example of this is my development of leadership. From four years ago, I have matured from a shy freshman to varsity team captain and All-American. This transformation, however, is just a small step in what I want to accomplish.**

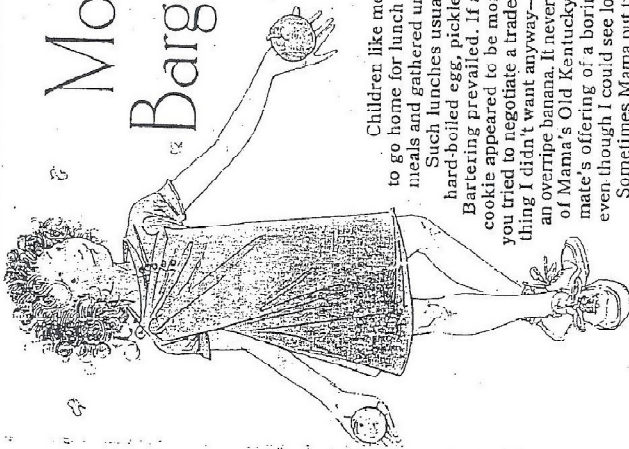
Just as my coaches have done for me, I want to exemplify a character-driven individual in order to make a difference in the lives of others. I want younger swimmers to be able to look at my teammates and me, and strive to emulate our sense of integrity and self-discipline.

"Prepare the child for the path, not the path for the child." Unknown

What Stella offered went beyond fair trade

More Than I Bargained For

by Jean Bell Mosley
Cape Girardeau, Missouri



It was an ordinary school day. I was in the fifth grade. Children like me who didn't live close enough to go home for lunch brought their paper-wrapped meals and gathered under the shade of a tree.

Such lunches usually consisted of a sandwich, hard-boiled egg, pickle, cookie and a piece of fruit. Bartering prevailed. If a schoolmate's sandwich or cookie appeared to be more appetizing than your own, you tried to negotiate a trade. I always tried to trade something I didn't want anyway—a mashed-bean sandwich or an overripe banana. It never occurred to me to trade a slice of Mama's Old Kentucky walnut cake for my schoolmate's offering of a boring-looking molasses cookie, even though I could see longing in the barterer's eyes.

Sometimes Mama put two pieces of fruit in my lunch package, one to be eaten at morning recess if I was hungry. Quite often, though, I saved that piece of fruit as my bargaining chip to trade for a sugary doughnut or fried apple pie. Unabashedly, I always examined the looks and quality of my fruit to see which piece was best and then offered my classmate the poorer, less-attractive piece. I felt no pangs of selfishness. It was just good trading sense.

That autumn day after the lunch-bringers had eaten their food, disposed of the wrappings and dispersed to various parts of the playground, I lingered under the shade of a maple, watching monarch butterflies drifting lazily southward. I was still hungry and Mama had put no fruit in my lunch that day.

I saw my classmate Stella Downing coming up a path. She was returning from her home, one of the lucky ones who lived near the school. The sunshine glinted on Stella's black curly hair. Her blue dress matched the color of her eyes. She had something in each hand. When she drew closer I saw she was

holding apples. Stella noticed my interest and asked, "Want one?"

"Yes," I replied, simply and truly. "But I've already eaten." I added, to indicate I had nothing to trade.

Stella held up the two apples, much as I would have done to appraise my trading fruit. One was perfectly shaped, red and shiny, stem intact. No flaws. The other one was smaller, slightly shriveled and dented on one side.

Without hesitation, Stella handed me the perfect apple. I held it for a minute, waiting for her to realize her mistake. But when she started to eat the flawed one I began to eat mine, casting puzzled but appreciative glances in her direction. Stella had no closer bond with me than any of our other schoolmates. But it had taken her no time at all to decide which apple she would give to me. I realized she would have made the generous gesture with others as well. Evidently it was her nature to give away the best.

Sitting there eating our apples, we laughed as a softball from a nearby game rolled between us. To me at that moment, it seemed the moving ball was marking a dividing line between Stella and me. I was the shriveled one, she the perfect.

When I finished the apple, overcome with admiration for Stella and shame at my own bargaining practices, I could barely stammer a thank-you.

But the thanks I give today is for that defining moment when I began to refine my bargaining powers. Now I attempt to cross over that imaginary line in the grass to join with the Stellas of this world—who always give their best—and in doing so conduct their lives in a way that makes others wish to do better with their own.

"Prepare the child for the path, not the path for the child." Unknown