

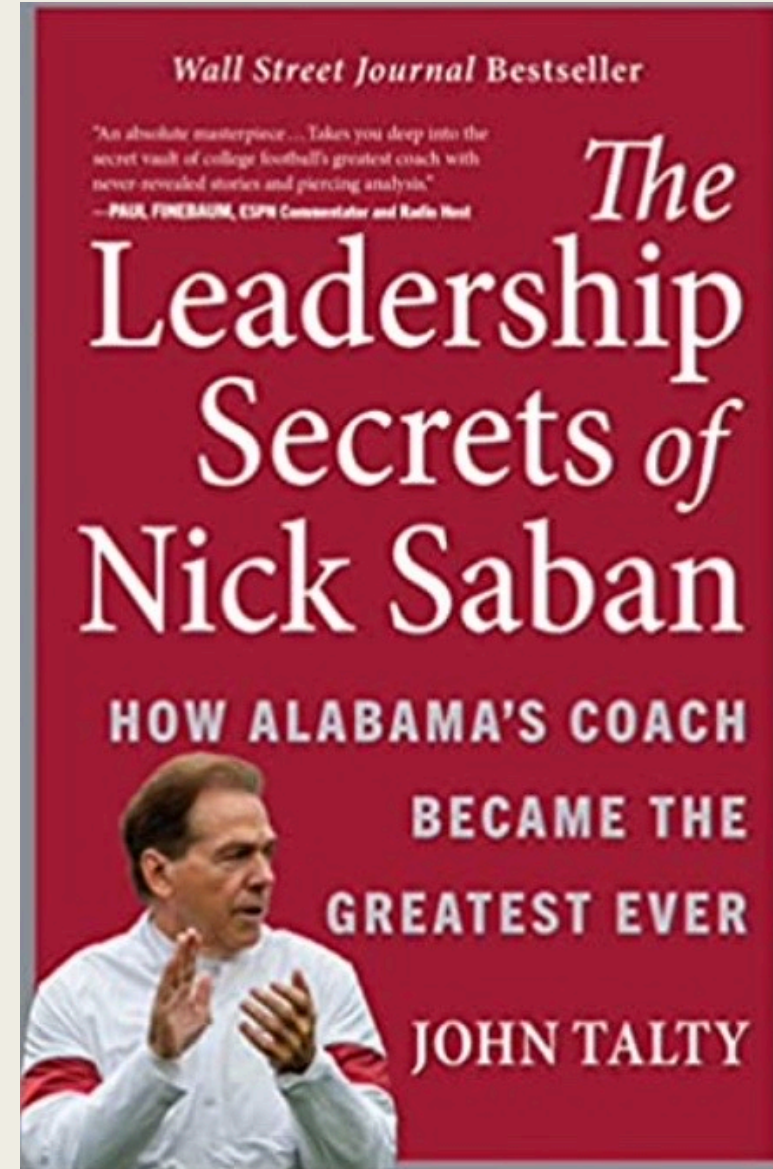
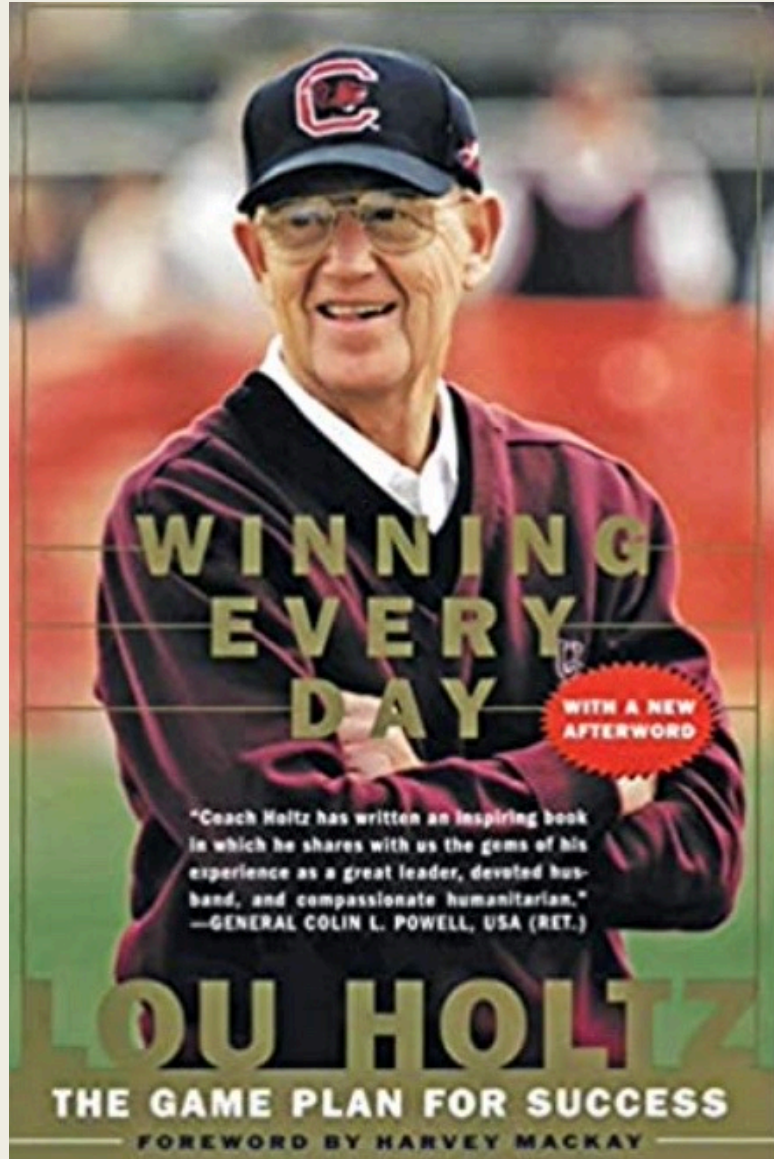


Friday October 14, 2022

Our MS TEAMS Meeting will start shortly ... 9:00 AM CENTRAL

BUSINESS LEADERSHIP LESSONS FROM OUTSIDE BUSINESS:

*LESSONS FROM FOOTBALL GREATS
LOU HOLTZ AND NICK SABAN*



Football Team Success



33 seasons Head Coach
Holtz 249-132-7, .651 Win%
Bowl Record: 22 Games, 12-8-2, .591 Win
1 National Championship (1988)
1 SoCon (1970)
1 ACC (1973)
1 SWC (1979)
2× Paul "Bear" Bryant Award ('77, '88)
2× Eddie Robinson Coach of the Year ('77, '88)
College Football Hall of Fame

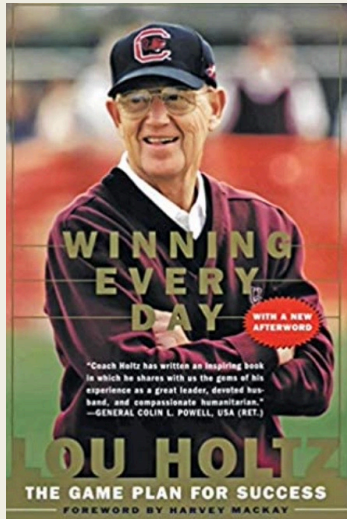
1960	<u>Iowa</u> (assistant)
1961–1963	<u>William & Mary</u> (assistant)
1964–1965	<u>Connecticut</u> (assistant)
1966–1967	<u>South Carolina</u> (assistant)
1968	<u>Ohio State</u> (assistant)
1969–1971	<u>William & Mary</u>
1972–1975	<u>NC State</u>
1976	<u>New York Jets</u>
1977–1983	<u>Arkansas</u>
1984–1985	<u>Minnesota</u>
1986–1996	<u>Notre Dame</u>
1999–2004	<u>South Carolina</u>

Football Team Success



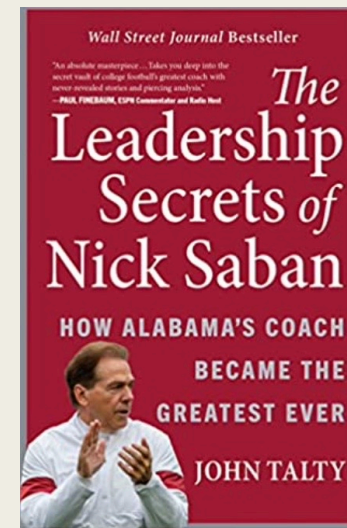
26 seasons as a collegiate Head Coach
Saban 274-67-1 (. 803) Win %
183-25 (. 880) mark in Tuscaloosa
8 SEC Championships at Alabama
10 SEC titles - (2001, 2003 at LSU)
7 national championships (2003 at LSU)
Most National Championships record

1973-1974	<u>Kent State</u> (GA)
1975-1976	<u>Kent State</u> (LB)
1977	<u>Syracuse</u> (OLB)
1978-1979	<u>West Virginia</u> (DB)
1980-1981	<u>Ohio State</u> (DB)
1982	<u>Navy</u> (DB)
1983-1987	<u>Michigan State</u> (DC/DB)
1988-1989	<u>Houston Oilers</u> (DB)
1990	<u>Toledo</u>
1991-1994	<u>Cleveland Browns</u> (DC)
1995-1999	<u>Michigan State</u>
2000-2004	<u>LSU</u>
2005-2006	<u>Miami Dolphins</u>
2007-present	<u>Alabama</u>



Holtz

- Published in 1998
- Holtz wrote in a few weeks
- Many leadership and life lessons
- Prompted by motivational speeches
- Football and business anecdotes
- Personal
- Heartfelt
- Humorous
- Failures and success highlights
- *A must read*
- Best Seller, 1 of 2



Saban

- Published in Sept. 2022
- Written by John Talty, Sportswriter
- Not authorized by Saban
- Extensively Interview based anecdotes
- Numerous leadership / success lessons
- Focus on Process and methods
- Promotes extreme attention to detail
- Emphasis on *The Process*, not results
- Building culture
- Adapting to succeed
- Best Seller

Saban Key Leadership Secrets:

- Focus on *THE PROCESS*, not the results
- You can't be the only leader
- Don't let outside factors impact your goals
- Don't waste a failing
- Preparation is everything
- Evaluate yourself constantly, evolve
- Complacency kills future success



Building Team Framework

- *Everyone* is on the team
- *Everyone* has an impact
- *Everyone*, every thing has detailed & defined expectations
- Don't fill organization with people without a specific role in mind
- Everything is about recruiting



Everything is about recruiting

- Everyone receives Masterclass on attention to detail, Day one
- Focus is on how everything impacts recruiting
- Focus **everyday** on recruiting
- Saban views recruiting as competition
- Takes 100's of recruiting tapes on vacation
- Use "Saban Sheets" eliminates any bias
- Detailed requirements each position, no exceptions
- DB's – six ft and 33 inch arms
- Mental and physical requirements defined

3 Main Recruiting Components:

- No Guesswork, have parameters
- Information is king
- Don't be afraid to adjust opinion



Beware bad hires, nothing more important than good hires!

Focus on *THE PROCESS*

- Co-creator, Dr. Lionel Rosen, Michigan State Univ.
- Saban's life work
- A daily way of living
- Focuses on the immediate task at the moment
- Task broken down to granular level
- Brings simplicity and clarity, eliminates noise
- Winning is not the focus
 - *Zero in for best effort on immediate task*
- No goals set for National Championships or Conference Titles
- Goal to better today than yesterday
- 4th & 1, game on the line mentality, 4Q Program

THE PROCESS is really about having extreme discipline and desire to focus daily on the immediate task



“Do you want to live with the pain of discipline or the pain of disappointment?”

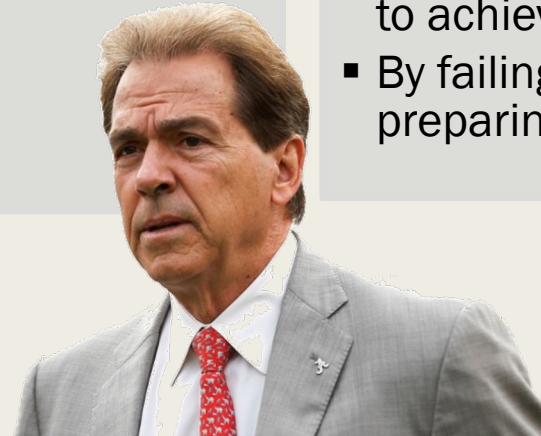
Saban Key Leadership Secrets

Can't be only leader

- Saban unquestioned leader
- Others lead accountability
- Lieutenants instill message & vision
- Turn alphas into leaders
- Mental buy-in trickles down
- Start developing leaders day 1
- Leadership is a responsibility
- No rah-rah guy
- Lieutenants will not look /act like you

Don't waste a failing

- Handle loss critical to rebound
- Own losses as leader
- Hold each other accountable
- Take advantage of openness to change after a loss
- So what ... now what?



Preparation is everything

- No surprises
- No wasted time, plan day to the minute
 - *Little Debbies and Chicken Salad*
- Saban is a grinder, relentless
- Practice until you can't get it wrong
- Heavy research every aspect of game, recruiting, etc.. Information is king
- The most prepared person is likely to achieve success
- By failing to prepare... you are preparing to fail

Saban Key Leadership Secrets

Evaluate constantly, evolve

- Game changes, evolve with it
- What brings success - not keep you #1
- Change hard when things are good
- Built 2nd run based on willingness to change
- Hire different skills
- Strategies , not mission change

Complacency kills

- Breeds disregard for doing what's right
- 24 hour rule
- New organization each year
- Focus on THE PROCESS
- Demand excellence
- Success not a continuum



HOLTZ Key Leadership Lessons:

- Attitude determines everything in life
- Tackle Adversity – Gain a distinct advantage
- Establish a sense of purpose
- Make sacrifice your ally
- Adapt or die
- Chase your dreams
- Nurture your self-image
- Foster trust
- Commit to excellence
- Handle with care



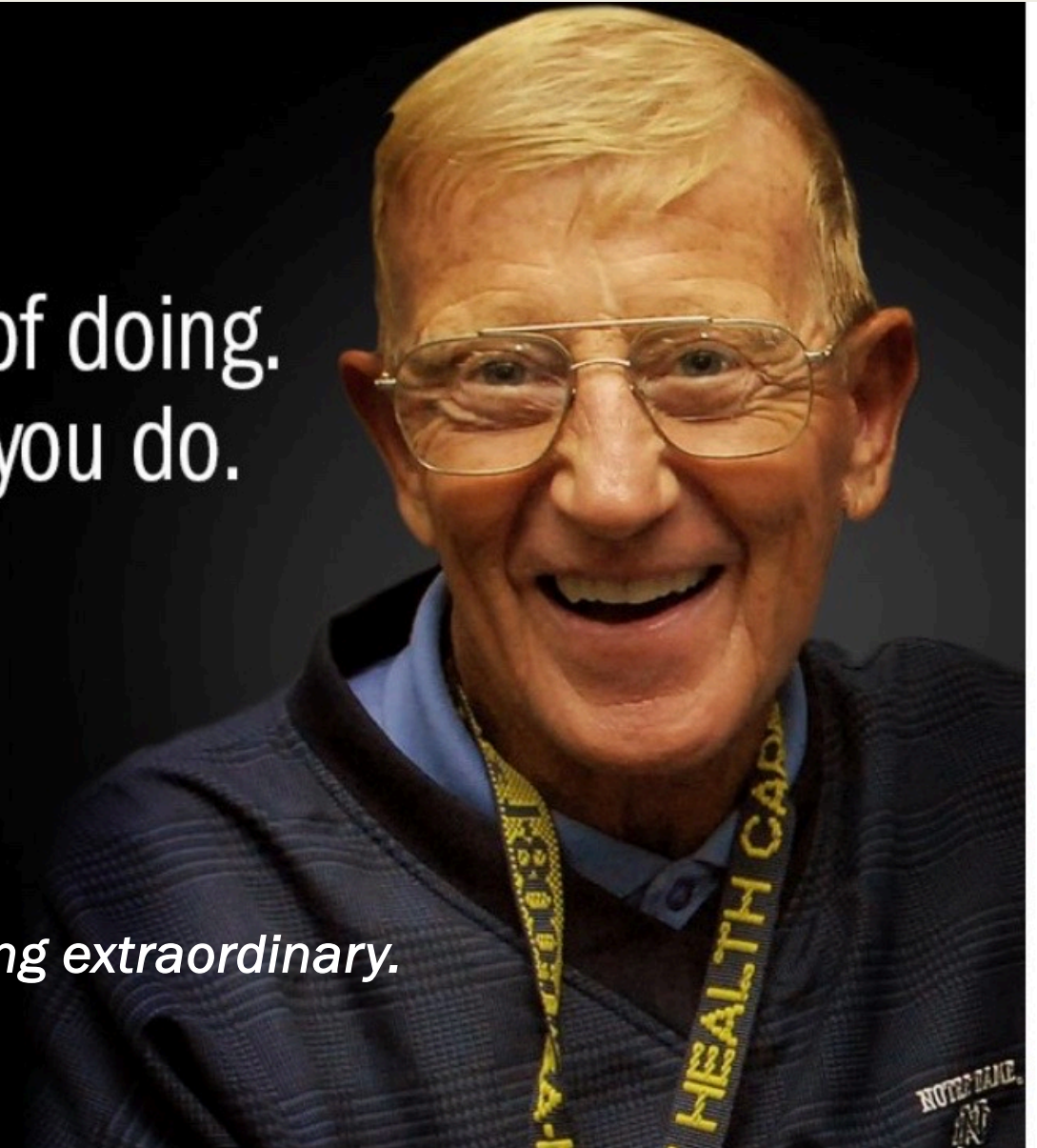
Attitude determines everything in life

Ability is what you're capable of doing.
Motivation determines what you do.
Attitude determines
how well you do it.

– Lou Holtz

*Everyday some ordinary person does something extraordinary.
Today it's your turn*

AZ QUOTES



Holtz Key Leadership Lessons

Tackle Adversity

- And gain a distinct advantage
- 3 crisis per year
- Don't overcome setbacks
.....Learn from them
- Focus on what you have,
not what you lack
- Mothers birth sons / daughters,
not doctors and lawyers
- No interest in excuses, only in
results
- Remember the blind man...

Sacrifice an ally

- Every sacrifice builds
character
- Welcome difficult tasks
- Sacrifices build self-
esteem
- And keep you humble
- Sacrifice build
competitive advantage
- Few people willing to
make

Adapt or Die

- Complacency is your enemy
- Once #1, no one to chase
- Competitors emulate your
success
- *You can always improve*
- *Dream BIGGER*
- Refocus on fundamentals
- Maintain enthusiasm ...
Greek for, Inspired by GOD
- Own your failures





Holtz Key Leadership Lessons

Foster Trust

- Just do right
- Establish your “DO RIGHT”
- Consult Bible if confused
- Honorable acts, people trust
- Be a role model
- Trust attracts people of integrity to your



Commit to Excellence

- Set high standards
- Accept nothing but your best efforts
- Never be afraid to demand excellence
- Team never achieves potential unless you lead challenge
- Don't lower standards in hard times
- Discipline is what you do for yourself

Handle with Care

- Do you care about me?
- Follow Golden Rule
- Concern for others welfare creates value
- Don't confuse compassionate with leniency
- Mix discipline with love
- Lower your guard, not your expectations
- Being caring means being thoughtful



As Leaders.....

Shared Approach

- Both highly successful in football
- Both National Championships
- Both at premier schools
- Both emulated by others
- Both Catholic
- Both dedicated to charities
- Both highly sought after speakers

- Both Stress fundamentals
- Both stress sacrifice to succeed
- Both stress team over individual
- Both stress character development
- Both focus on complacency
- Both prioritize education, GPA ...
- Utilize failures as a tool



- Holtz more personable, entertaining
- Saban viewed more business-like
- Holtz more motivational
- Saban more discipline focused
- Holtz outspoken on issues of faith
- Saban less public on faith









"If I have seen further it is by standing on the shoulders of Giants." Isaac Newton 1675

Standing on shoulders of giants...

Saban a student of Holtz?

- Absolutely. Not printed, but no doubt in my mind
- Nothing new in Saban's leadership approach
- Saban built foundation on same principles of Holtz leadership
- A student of many others like Woody Hayes, Bill Belichick, etc...
- Applied and improved upon each leadership approach
- Same focus on discipline and fundamentals
- Discovered how to sustain and adapt approach
- Successful at avoiding complacency, enemy to all who reach top of profession

The difference...

*Consistent,
relentless focus
everyday on
fundamentals to be
the best!*



How does this relate to our faith?

- Faith requires discipline
- Fundamentals are important aspects of faith
- Everyday focus is required
- Focus on the immediate opportunity
- Be better, more holy today than yesterday
... be a grinder
- Be open to change after a failure
- Make sacrifice your ally
- Adapt or die
- Commit to excellence, foster trust, handle with care



Standing on the shoulders... of saints

- Our faith stands on shoulders of the saints and prophets
- No need for us to go alone, or reinvent the way
- Saints are the heroes of our Christian faith
- The saints have already shown us the way
 - *Saint Paul, everyday working to spread the gospel, ran the full race*
 - *Saint Bernadette teaches us simplicity and obedience*
 - *Mother Teresa, serving the poor, the daily mundane fundamentals of love*
- Show us how to lead a more satisfying, more spiritual life with our LORD
- Provide examples of how to right wrongs, overcome adversity, and keep seeking GOD
- Show perfection through virtue is possible
- Focus on characteristics, not the man



Like the saints, we are always a work in progress