

CEV Denmark Ancora Imparo

A Culture of Maximizing Learning



FIVB Instructor Level IV John Kessel, USAV Dir. of Sport Development CAP Level V
World ParaVolley Dir. of Development, NORCECA Development Secretary

John.Kessel@usav.org – DenDev@usav.org - @JohnKesselUSAV

www.usavolleyball.org/grassroots



Time is what we want most but what we use worst – William Penn



Who Here Coaches Volleyball?



So far 50 states, 60 nations 20 laptops Kaypro to HP - International Synchro, US Ski/Snowboard, USTA, PGAUS Shooting USA PoleVaulting....Sorry for the Firehose...



Olympic, ParaVolley & Youth VB are Simple We Make it Too Hard, Complex & Drilled Drills are the _____ of Coaches.



- *First ball comes OVER the net*
- *1-2-3 contact GAMES*
- *Keep that ball UP (Positive to Perfection)*
- *Third ball must go OVER the net*
- *It is scored at some and FUN at all levels (Standing in any line is NOT Fun)*
- *It is learned by doing, not watching – If you only have ONE ball above the court, you should be PLAYING/Scrimmaging...*



USAVolleyball.

Principles First, Before Methods



FIVB
FÉDÉRATION INTERNATIONALE
DE VOLLEYBALL

Without ambition one starts nothing. Without work one finishes nothing. The prize will not be sent to you. You have to win it. The man who knows how will always have a job. The man who also knows why will always be his boss. As to methods there may be a million and then some, but principles are few. The man who grasps principles can successfully select his own methods. The man who tries methods, ignoring principles, is sure to have trouble.

Sin ambición uno comienza nada. Sin trabajo uno termina nada. El premio no se enviará a usted. Tienes que ganar. El hombre que sabe cómo siempre tendrá un trabajo. El hombre que también sabe por qué siempre será su jefe. Métodos puede haber un millón y, a continuación, algunos, pero los principios son pocos. El hombre que agarra principios puede seleccionar correctamente sus propios métodos. El hombre que trata de métodos, haciendo caso omiso de principios, va a tener problemas.

That Which You Teach, You Learn



Information, Not Criticism



Make Observations, not Answer Questions

350 Meters of Regulatory Stimuli

“Science has shaped everything we do in the gym in terms of developing players. We are training to perform not to drill. All of the science tells us that we do the most learning when practice looks like an actual game - Which is really random and not just super controlled. That governs just about everything we do in the gym. We’re trying to make every second in our gym count as much as possible to make the most transfer that we can get.”

- Karch Kiraly; USA Women’s Volleyball

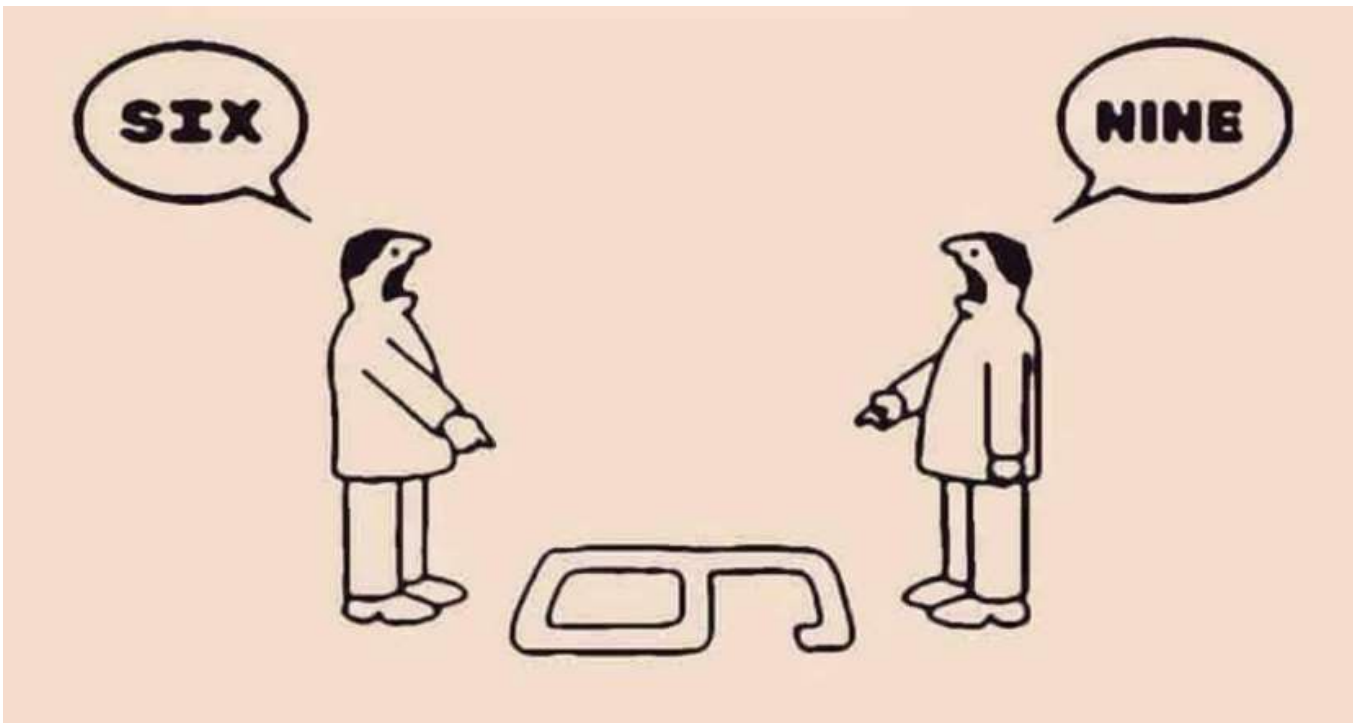
Science vs. Traditions

Why is it so hard to Change?



“Who dares to teach must never cease to learn.” - John Cotton Dana

This is NOT About Right or Wrong (Black/White) It's About Being More Effective & Efficient (Grey)





USA Volleyball

There is no Magic YOU are the Magic



PATIENCE
 DISAPPOINTMENT
 TRAGEDY
 APPREHENSION
 FEAR
 ANGER
 WORRY
 FRIENDSHIP
 DESPAIR
 PATHOS
 AWAKE
 LUST
 GRIEF
 COURAGE
 HOPE
 BOREDOM
 MODESTY
 DETERMINATION
 IRRITABILITY
 ANNOYANCE
 SURPRISE
 EMBARRASSMENT
 INTIMIDATED
 SORROW
 ENVY
 LAZY
 FAZE
 SHOCK
 TERROR
 KEN
 CHAOS
 SHOCK
 ANGST
 DETERMINATION

PRIDE
 SHAME
 REFRUSTRATION
 JOY
 PANIC
 SWEETNESS
 HOMESICKNESS
 NOISE
 ACCEPTANCE
 NOISSA
 PASSION
 SHAME
 REFRUSTRATION
 JOY
 PANIC
 SWEETNESS
 HOMESICKNESS
 NOISE
 ACCEPTANCE
 NOISSA
 PASSION
 SHAME
 REFRUSTRATION
 JOY
 PANIC
 SWEETNESS
 HOMESICKNESS
 NOISE
 ACCEPTANCE
 NOISSA
 PASSION

LOVE
 FEELING
 DECISION
 DEDICATION
 PERSISTENCE
 SUFFERING
 TRUST
 OBEDIENCE
 SILENCE
 ECSTASY
 DETERMINATION
 SELF-PITY
 CONTENTMENT
 DESIRE
 GOOD
 HUMOR
 DETERMINATION
 SELF-PITY
 CONTENTMENT
 DESIRE
 GOOD
 HUMOR

REASON
 SATISFACTION
 NOSTALGIA
 PAIN
 OBSESSION
 FAITH
 DREAM
 VANITY
 BEAUTY
 CHARISM
 HOMESICKNESS
 AFFECTION
 WONDERFUL
 JEALOUSY
 HAPPYNESS
 DEVOTED
 PRETEND
 TOLERANT
 PEACE
 ANTIPATHY
 BLISSFUL
 PLEASURE
 DISMAY
 IRRESISTIBLE
 THRILL
 OBSESSION
 NERVOUSNESS
 LUCK
 FAITH
 DREAM
 VANITY
 BEAUTY
 CHARISM
 HOMESICKNESS
 AFFECTION
 WONDERFUL
 JEALOUSY
 HAPPYNESS
 DEVOTED
 PRETEND
 TOLERANT
 PEACE
 ANTIPATHY
 BLISSFUL
 PLEASURE
 DISMAY
 IRRESISTIBLE
 THRILL
 OBSESSION
 NERVOUSNESS
 LUCK
 FAITH
 DREAM
 VANITY
 BEAUTY
 CHARISM
 HOMESICKNESS

It is What it is...

The authority of those who teach is often an obstacle to those who wish to learn.

Cicero 75 B.C.

La autoridad de los que enseñan es a menudo un obstáculo para aquellos que deseen aprender. Cicerón 75 a.c.

I see no hope for the future of our people if they are dependent on frivolous youth of today, for certainly all youth are reckless beyond words... When I was young, we were taught to be discrete and respectful of elders, but the present youth are exceedingly wise [disrespectful] and impatient of restraint.

Veo que hay esperanza para el futuro de nuestro pueblo si son dependientes de frívolos jóvenes de hoy, desde luego, todos los jóvenes son temerarias más allá de palabras... Cuando era joven, nos enseñaron a ser discreto y respetuoso de los ancianos, pero los jóvenes presentes son extremadamente prudentes [irrespetuoso] y impaciente de

Why am I here in Denmark?



In 1985, I attended the first-ever FIVB Minivolley Symposium in Japan, along with Dick Powell, on behalf of our National Federation, the United States Volleyball Association. We returned and shared this information with the Junior Olympic Volleyball world through the regions, volleyball magazines such as *Volleyball USA* and USVBA Coaching Clinics. Horst Baake and Hiroshi Toyoda led the event, and Mr. Toyoda remains active in his 70s, still helping grow the game. USA Volleyball owes a great deal of thanks to these two long-time international leaders, as well as the past president of the FIVB, Dr. Ruben Acosta of Mexico, who grew our sport greatly in 25 years.



You HAVE to Learn to Play Tired?

The Science of Sleep and Workplace Fatigue

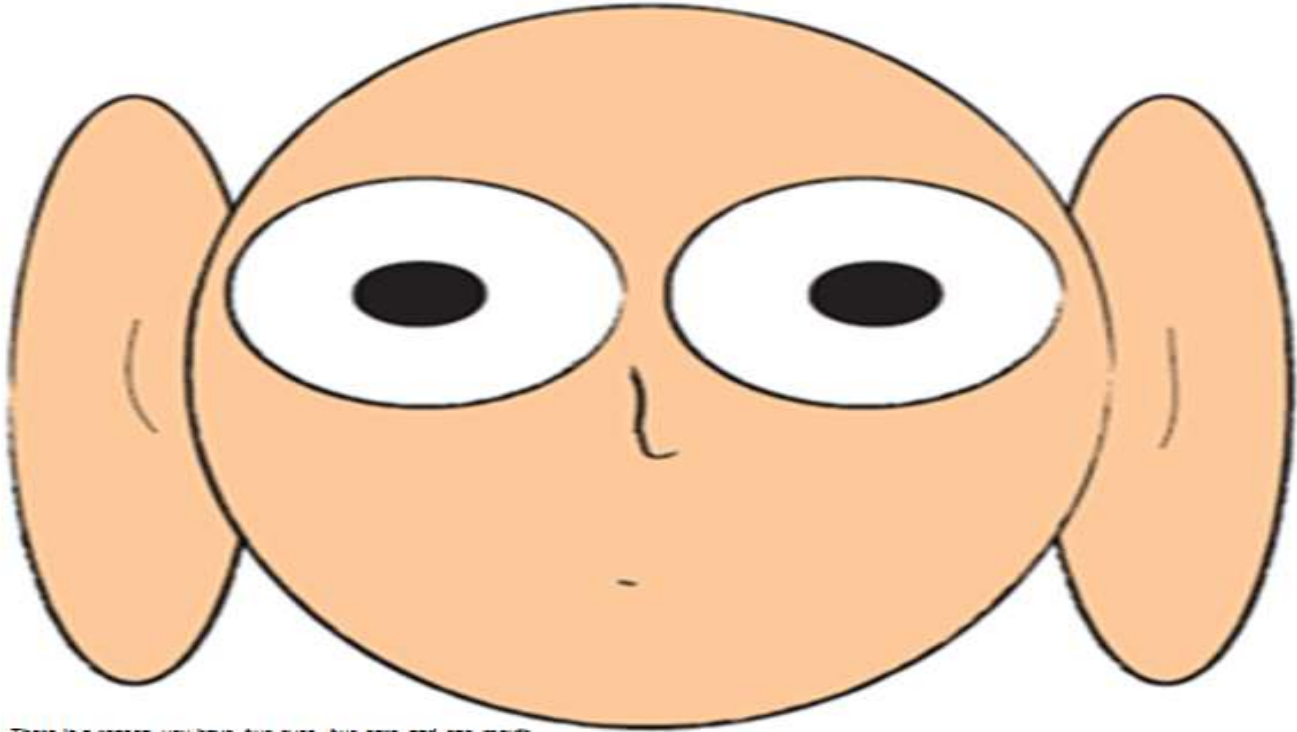
The risks and costs of human fatigue, and how one technological solution is helping predict and prevent it.



FATIGUE
SCIENCE



Who is This?



**If I practiced medicine now, like 5 years ago
I would be sued for malpractice**



Develop Amazing Leaders

Most Coaches Practice for Practice and NOT for Performance



My Record is 10,231-37 – WHY?



Culture - Sharing Secrets vs. Sharing Apples



"He who receives an idea from me, receives instruction himself without lessening mine, as he who lights his taper at mine, receives light without darkening mine"

- Thomas Jefferson

GTGT Blog for 10 years – Podcasts/Webinars that Matter

The Talent Equation, Coach Your Brain Out, Train Ugly

The coach who knows why, beats the coach who knows how, and the same for players...

BAM Video Delay – USOC Version – The Game Trains the Brain

"He who has a why to live can bear almost any how" – Freidrich Nietzsche

Why a radar gun, ribbon, needle & plug and never a box, tennis ball, cond/weight training machine or coach toss?

What makes a coach run?

13U medal, Paralympic medal, Olympic medal, AA men's title, Paul Hastings Silver

No more REACH! EXTEND! GET ON TOP of the BALL!

How did 5'1" Claudia Garay lead the state in hitting?


OPTIMAL Theory - Attention & Motor Learning by Wulf

This is a Hammer, not a Switch

*“To be sure, we need innovations to expand our knowledge and therapies, whether for CF or childhood lymphoma or heart disease or any of the other countless ways in which the human body fails. **But we have not effectively used the abilities science has already given us. And we have not made remotely adequate efforts to change that.** When we’ve made a science of performance ... thousands of lives have been saved.”*

Gawande, A. (2008) [Better: A Surgeon’s Notes on Performance](#)

Train it & Trust it



Johan Cruyff

“I let all youth teams play the same way, like the first team. I always put the emphasis on learning. Sometimes I had the suspicion the youth coaches were more concerned with winning. They cared about their own reputation. I cared only about the interest of the club. When a player with talent couldn't defend, I put him in defense so he could learn, but that could cost a point. But I didn't care, I was busy developing the player.”

www.donaldmacnaughton.com

How Many GREAT Teachers Have you had since Kindergarten?



Creating a Culture of PLAY



We have gone a world of kids watching and learning from parents, to parents watching kids and kids

Volleyball Math

- 4 kids + 1 ball
= _____?

- 4 kids + 1 ball
+ 1 adult =
_____?



**You can count all the seeds in an apple,
But you can't count all the apples in the seeds – John Kersey
50 % of USAV Membership is 14U**



Faster Learning Takes Place against Adults



Facts, not Opinions



Some Facts to Know

Volleyball (girls and boys) is a sport played by two teams of 6 players on a side, in which the players use their hands to bat a ball back and forth over a high net, trying to make the ball touch the court within the opponents' playing area before it can be returned.

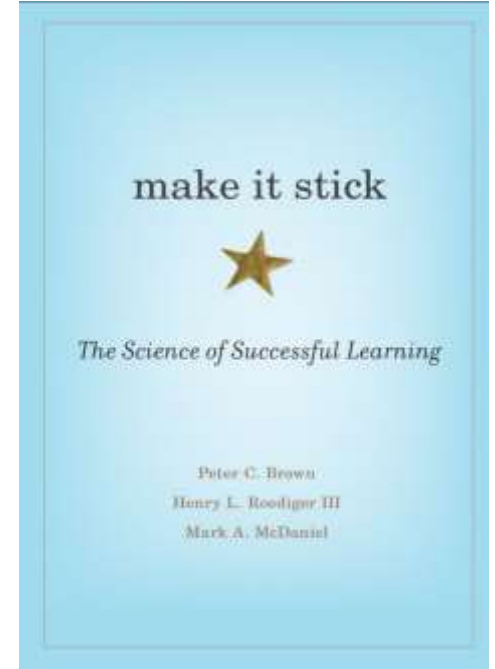
- There are more member nations in the International Volleyball Federation than for any other sport in the world
- Volleyball is one of the top 3 sports in the world, along with soccer and basketball
- The #1 most participated in high school team sport for girls in the USA is volleyball
- In the USA there are 15K+ Pro women – How many men?
- Indoor and Beach volleyball were the #1 and #2 most popular sports in the Rio Games
- Volleyball is NOT even in the top 10 for sports injuries.
- There are only 5 rule differences between Olympic and Paralympic volleyball
- There are professional leagues for ParaVolley in Bosnia and Iran
- What was the oldest age division for the USA Open in volleyball in 2017?
- How tall was the 2016 Rio Paralympic Men's Gold medal MVP?
- One college/university of the over 1,500 in the USA has 42% of the USA Women's National Team 2017 Roster – Which school & Why?

HS Growth Facts

HS Sport	BOYS		
	2011-12	2016-17	% change
Track & Field (Indoor)	69,360	82,172	18.5%
Volleyball	49,467	57,209	15.7%
Fencing	1,925	2,156	12.0%
Lacrosse	100,641	111,842	11.1%
Soccer	411,757	450,234	9.3%
Cross Country	248,494	266,271	7.2%
Track & Field (Outdoor)	575,628	600,136	4.3%
Skiing (Cross Country)	4,266	4,440	4.1%
Baseball	474,219	491,790	3.7%
Swimming & Diving	133,823	138,364	3.4%
Basketball	535,289	550,305	2.8%
Water Polo	20,721	21,286	2.7%
Tennis	159,800	158,171	-1.0%
Ice Hockey	35,732	35,210	-1.5%
Rifle	2,000	1,934	-3.3%
Football	1,095,993	1,057,407	-3.5%
Skiing (Alpine)	5,806	5,451	-6.1%
Golf	152,725	141,466	-7.4%
Wrestling	272,149	244,804	-10.0%
Gymnastics	2,353	1,894	-19.5%

HS Sport	GIRLS		
	2011-12	2016-17	% change
Rifle	985	1,261	28.0%
Lacrosse	74,993	93,473	24.6%
Track & Field (Indoor)	59,990	72,422	20.7%
Water Polo	18,749	20,826	11.1%
Fencing	1,771	1,944	9.8%
Ice Hockey	8,833	9,599	8.7%
Cross Country	212,262	226,039	6.5%
Swimming & Diving	160,456	170,797	6.4%
Golf	71,086	75,605	6.4%
Volleyball	418,903	444,779	6.2%
Track & Field (Outdoor)	468,747	494,477	5.5%
Bowling	25,348	26,588	4.9%
Soccer	370,975	388,339	4.7%
Tennis	180,870	187,519	3.7%
Skiing (Cross Country)	4,657	4,670	0.3%
Softball (Fast Pitch)	367,023	367,405	0.1%
Field Hockey	60,607	60,549	-0.1%
Skiing (Alpine)	4,657	4,605	-1.1%
Basketball	435,885	430,368	-1.3%
Gymnastics	19,119	17,915	-6.3%
Rowing	6,261	2,434	-61.1%

Make It Stick



Random vs Blocked Research - Reading Pitches



A special "sign" for your training area



USE OF THE COURT WITHOUT USE OF THE NET IS PROHIBITED



Why is Brazil so Good?



Increase Your Contacts Per Hour





USAVolleyball.

We MUST Guide Discovery of Variance



Never Be a Child's Last Coach



BE CONSISTENT

You haven't taught them If they haven't learned

- *Technique & Tactics don't win games, people do*
- *IMPLICIT learning/Guided discovery is superior to explicit*
- *EXTERNAL focus is superior to internal*
- *We don't drill volleyball, we play it*
- *We never lose, we either win or learn*
- *The ability to fight for each other*
- *Better is the enemy of good*

Environment Shapes Behavior





Why 15 Olympians From a Club of 125 kids?



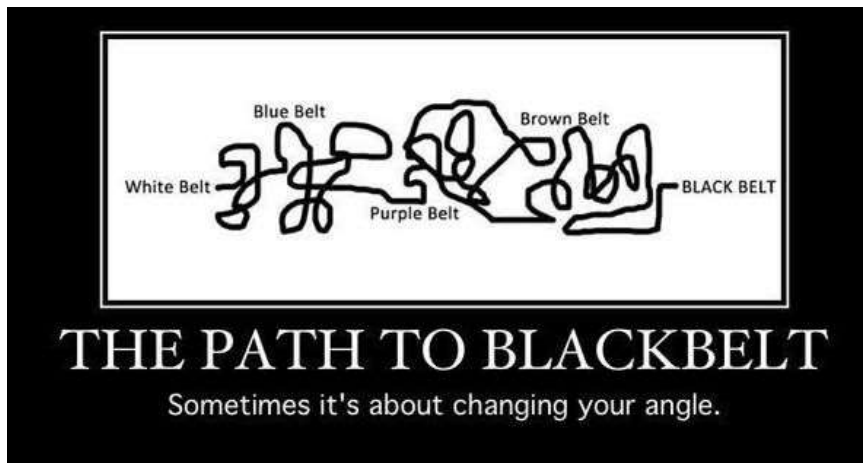
The Most Dangerous



What we say	What they hear
<p><i>OK, so get with a partner and practice the chest pass. Remember to keep your elbows out, and step forward as you extend your arms towards your partner. And once you can pass accurately, we will try to put it into a game</i></p>	<p><i>blah game</i></p>
	

What Percent of this Game is Mental?

- White Belt Mentality
- Players want to Drill/be told what to do
- Mindset
- Why
- Learning
- Teammateship
- Life Skills – Happiness
- Reading



Kanō Jigorō
嘉納 治五郎



Kanō Jigorō c.1937



**CULTURE
TRANSCENDS
TALENT**

Culture Eats Talent for Lunch

- For a team to be functional, it can include no more than 1.5 idiots.
- You can have one full idiot but they have to be extremely talented, and then the “.5” can be anyone on a given day who's just having a bad day.
- But as as soon as you get two idiots, then you get a little clique and now it's like “hey c'mon, come and join our idiot world over here” and more cliques develop. – Hugh McCutcheon

5,000 members of the Flat Earth Society...

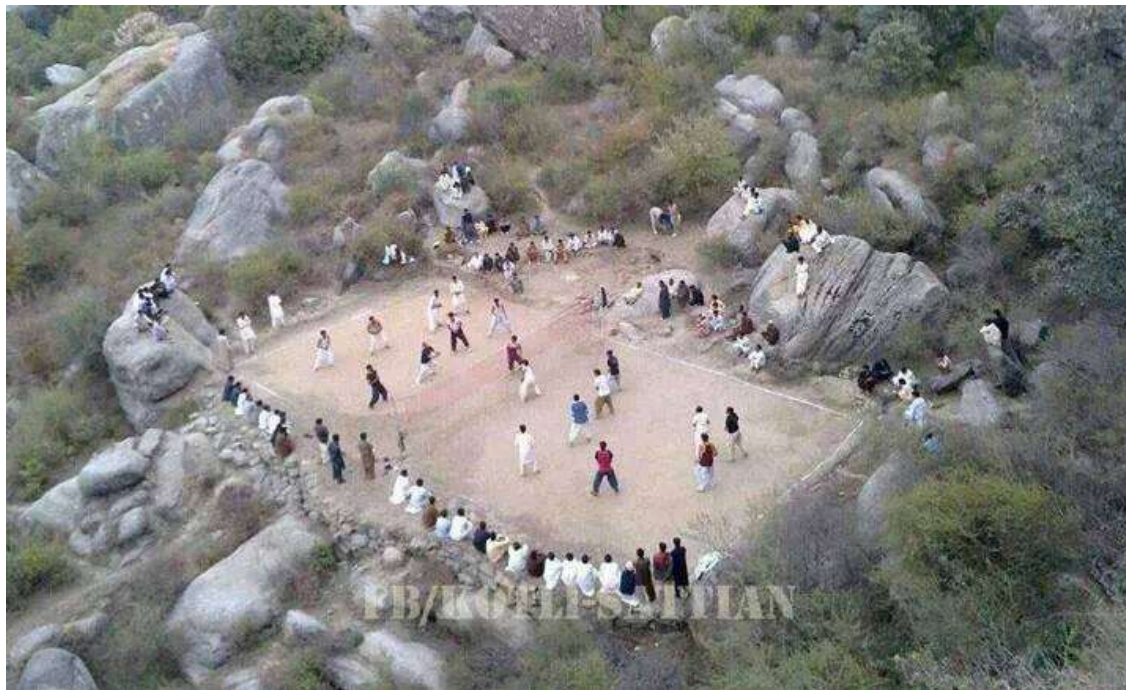
Life is a Bell Curve -50% are below average

Know the History of our Sport



See one – Do one – Teach one

Culture of ER – Citius, Altius, Fortius



Pair Drills vs Doubles
Standing in Line vs Small Sided Games

Culture - Perfection is a Hustle

"Perfectionism is not self-improvement. Perfectionism is, at its core, about trying to earn approval. Most perfectionists grew up being praised for achievement and performance (grades, manners, rule following, people pleasing, appearance, sports). Somewhere along the way, they adopted this dangerous and debilitating belief system: "I am what I accomplish and how well I accomplish it. Please. Perform. Perfect."

Healthy striving is self-focused: How can I improve?

Perfectionism is other-focused: What will they think?

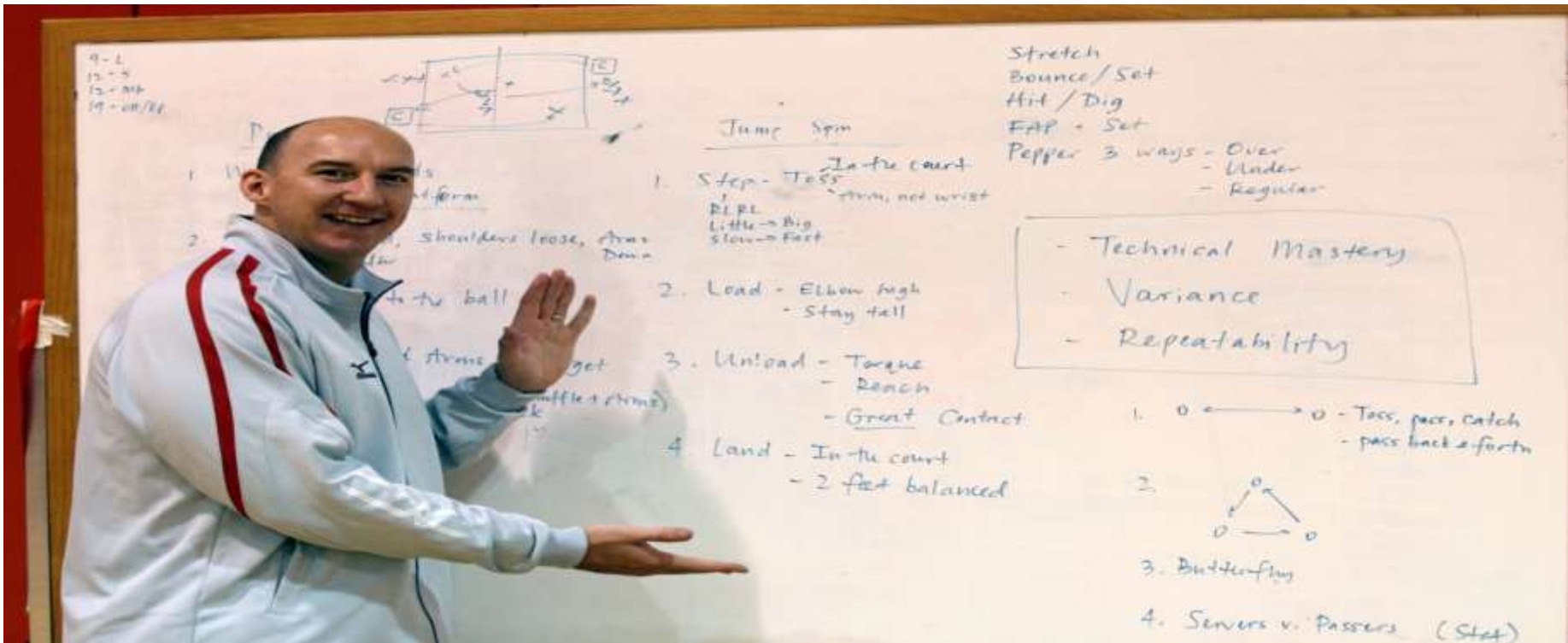
Perfectionism is a hustle."

- from *Daring Greatly* by Brené Brown

Culture - How Would You Handle This?



Where is your Whiteboard?



Implicit > Guided Discovery > Extrinsic Learning

Children are NOT mini-adults
Coaching children is about relationships
We must nurture and enhance them
Coaching is the difference we make to young people's lives
The coach is there to facilitate learning and development
An expert coach can create and support learning with any group regardless of ability
An elite youth coach is not necessarily an expert youth coach
Learning and development are non-linear
Therefore talent development is non-linear
Each child is unique
One size does not fit all
It is about drawing out potential
Not just potential in terms of performance but more importantly human potential
A safe to fail environment- one that encourages process and values effort and perseverance
Mistakes are a powerful part of learning
Find a balance between structured and unstructured practice and structured and unstructured play-activities
Parents should play their part and encourage this balance
Play can also be spontaneous practice!
Development is non-linear
Learning is non-linear
Therefore talent is non-linear
It is their sport not ours
Empower them!



🗨️ (Balloon game of 1v1 over containers as the net; check out the great 1-meter ball low attack line!

Photo courtesy of John Kessel

Guide on the side or Sage on the Stage?

Growth vs. Fixed Mindset

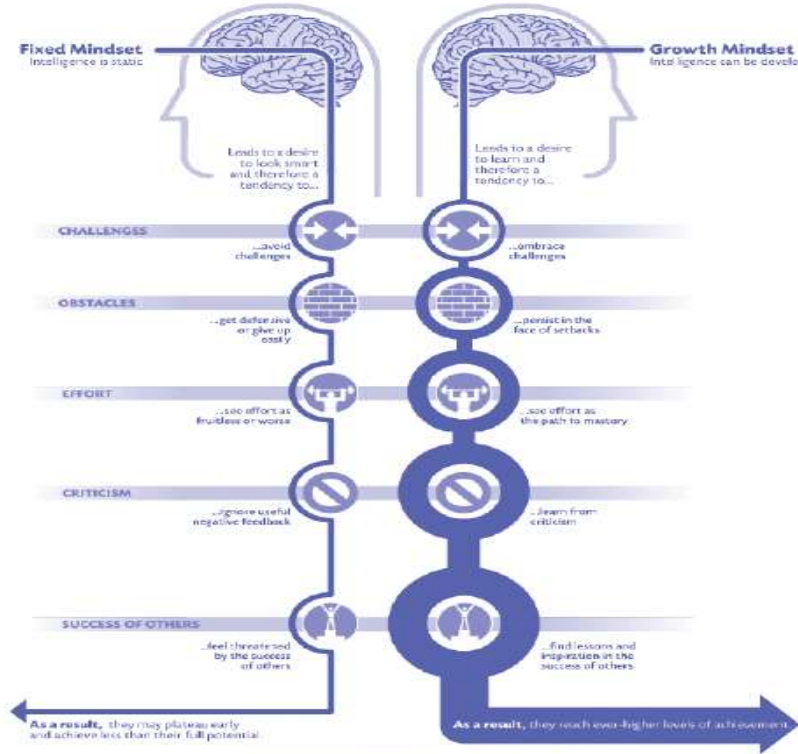
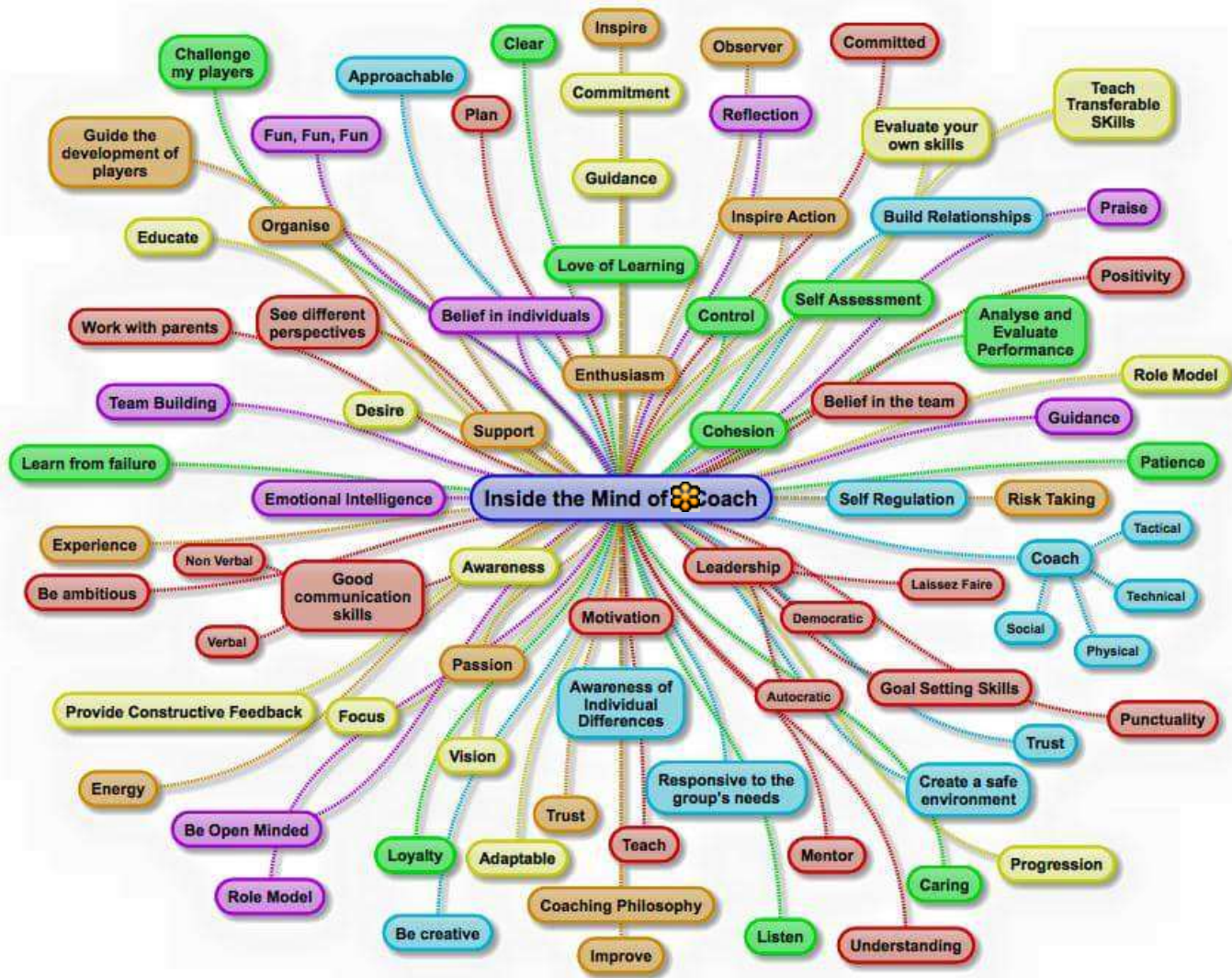


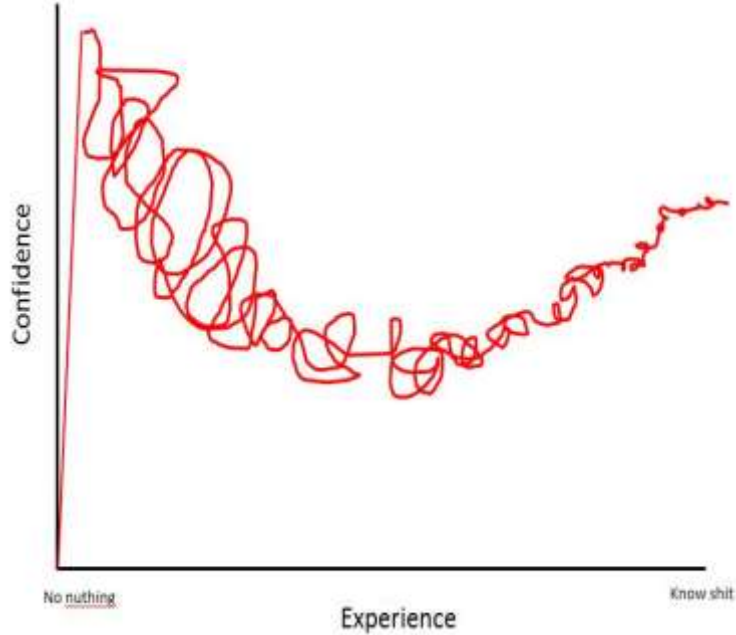
DIAGRAM OF MINDSETS BY NIGEL HOLMES

Resilience

- “I begin with humility, I act with humility, I end with humility. Humility leads to clarity. Humility leads to an open mind and a forgiving heart. With an open mind and a forgiving heart, I see every person as superior to me in some way; with every person as my teacher, I grow in wisdom. As I grow in wisdom, humility becomes ever more my guide. I begin with humility, I act with humility, I end with humility.”
- “The first step to building resilience is to take responsibility for who you are and for your life. If you’re not willing to do that, stop wasting your time reading this letter. The essence of responsibility is the acceptance of the consequences—good and bad—of your actions.”
— **Eric Greitens, Resilience: Hard-Won Wisdom for Living a Better Life**

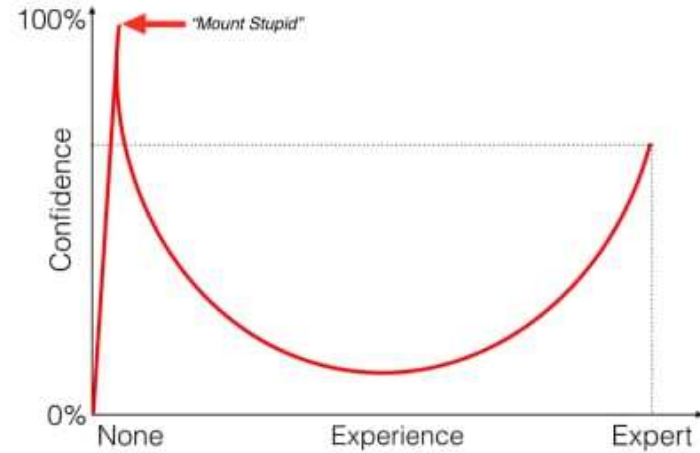


BE CONSISTENT

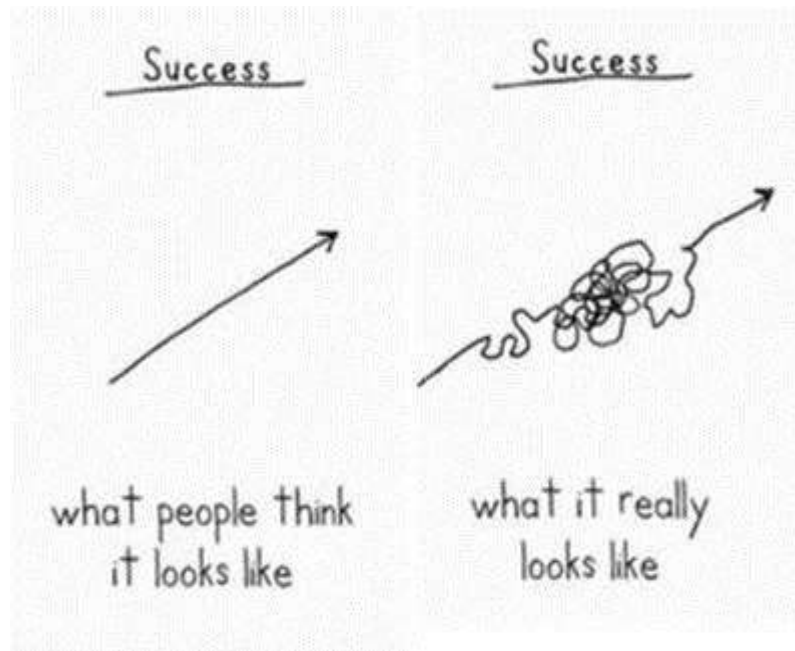
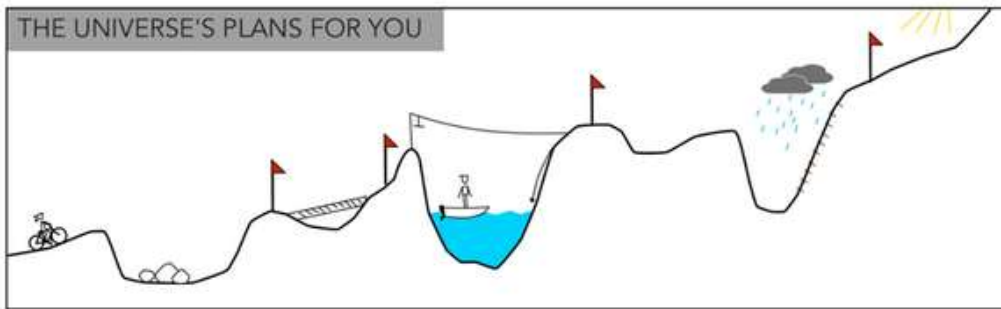
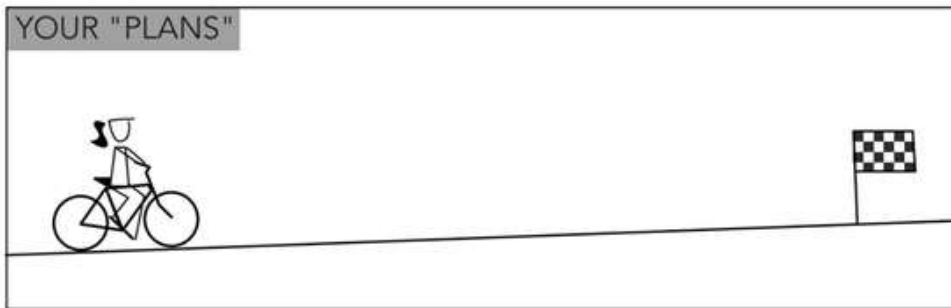


Dunning-Kruger Effect

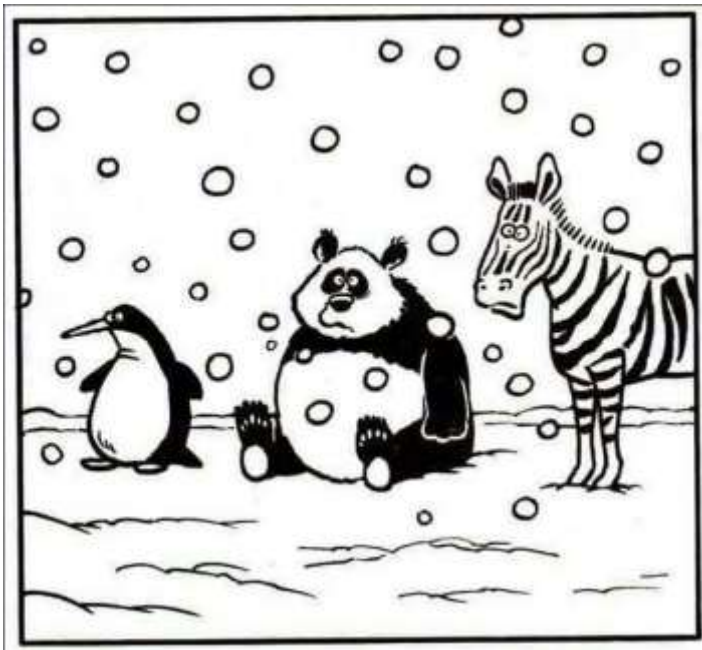
Unskilled and unaware of it: how difficulties in recognizing one's own incompetence lead to inflated self-assessments
Kruger, J., & Dunning, D. (1999)



Learning/Success is Not Linear



We Need Players who are Good at at ALL Six Skills and GREAT at One or Two



We never lose

We either win

or we learn

@JohnKesselUSAV

Finding Your Purpose



Our Job is to Become Unnecessary Let Them Teach You Before you Teach Them



Culture - Whose Line is it Anyways Monty Python & the Holy Grail



John Cleese
So Anyway...

Culture – No More Mistakes & You're Through Walk your Talk on Errors



This is YOUR Practice



Training is your Competition, the Match your Vacation



USA Volleyball.



Two Paradigms of Education

The Art of Learning 2014



Mastery Model

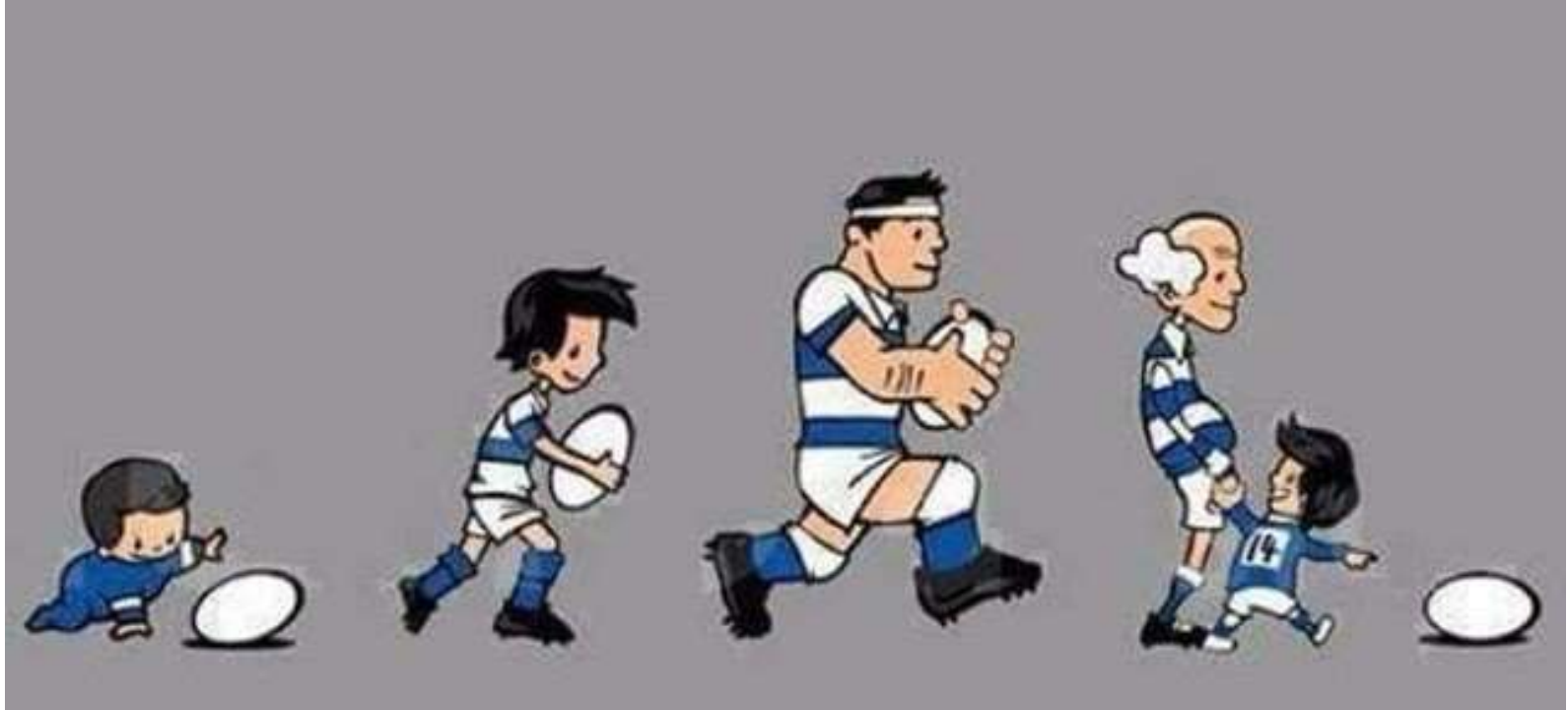
- learner-centered
- flexible assessments
- creativity and innovation
- intrinsic motivation
- growth mindset + individuality
- enjoyment, flow, freedom
- cooperation + win/win

Factory Model

- authoritarian system
- high stakes testing
- standardized expectations
- rewards and punishments
- fixed mindset + conformity
- stress and fear + compliance
- competition + winners/losers

Break Down the Silos!

GTGT VCT Collaborate & Share



Culture of Process or Outcome

The Score Takes Care of Itself



“”

**WE'RE NOT GOING TO BE
F---ING SUCK THIS YEAR!**

— ALEXANDER OVECHIN ON THE TEAM'S MENTALITY BEFORE THE SEASON



Culture – Punish or Catch them Being Good



We take creatures that love to run. We teach them that exercise is about discipline & regimentation. Then, we call 99% "losers" for not "winning." Then, we tell them that exercise is the punishment they must endure for eating. Then, we wonder why we have failed for over 50 years.

Winning & Losing are Temporary Friendships Last Forever



USA 2008 Gold 2012 Silver 2016 Gold – How did those start?



TWEETS 2,320 FOLLOWING 93 FOLLOWERS 3,877 LIKES 516 MOMENTS 0

Tweets Tweets & replies Media

Pinned Tweet



John Kessel @JohnKesselUSAV · Feb 21

@NCAAResearch shares the May 2016 version on odds of playing collegiate sport 4 all division levels @usavolleyball @CTGProjectHQ

Estimated Probability of Competing in College Athletics

	High School Participants	NCAA Participants	Overall % HS to NCAA	% HS to NCAA Division I	% HS to NCAA Division II	% HS to NCAA Division III
Men						
Baseball	486,567	34,198	7.0%	2.1%	2.2%	2.7%
Basketball	541,479	18,697	3.5%	1.0%	1.0%	1.4%
Cross Country	250,981	14,330	5.7%	1.9%	1.4%	2.3%
Football	1,083,617	72,788	6.7%	2.6%	1.8%	2.4%
Golf	148,823	8,664	5.8%	2.0%	1.7%	2.1%
Ice Hockey	35,875	4,071	11.3%	4.6%	0.5%	6.3%

John Kessel

@JohnKesselUSAV

USA Volleyball Director of Sport Development - FIVB Level IV Instructor - World ParaVolley Director of Development -- Teaches Coaches & Players around the world

Colorado Springs, CO

teamusa.org/USA-Volleyball...

Joined October 2013

559 Photos and videos

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget *how you made them feel.*”

Maya Angelou
1928 - 2014

