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CLUB DEVELOPMENT

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Registration Now Available for January Webinars

Two **FREE** Online Coach Clinics are on tap for January

- Wednesday January 12 - Hiring, Training, and Retaining the Great Assistant Coach by Guy Edson
- Wednesday January 26 - Age Group Program Structure to Build Success by Ad'm Dusenbury

As always, if you cannot attend a recording of the webinar will be available within 24 hours of the clinic.

More details and registration available at www.usaswimming.org/onlineclinic

New Articles on the Website!

Coaches, do you know we post new educational articles on the website every week? Check these ones out...

Coaching Athletes (Open Water) Physiology of a 10K Race –

<http://www.usaswimming.org/ViewMiscArticle.aspx?TabId=1781&Alias=Rainbow&Lang=en&mid=7898&ItemId=5136>

Clubs – 10 Basic Responsibilities of Boards –

<http://www.usaswimming.org/ViewMiscArticle.aspx?TabId=1648&Alias=Rainbow&Lang=en&mid=3807&ItemId=2831>

Parents (Senior Training) – Nutrition for Recovery –

<http://www.usaswimming.org/DesktopDefault.aspx?TabId=1734&Alias=Rainbow&Lang=en>

USA Swimming's Dirks/Gould Coaches Incentive Program Grants \$330,000 to U.S. Coaches

Long-Running Coach Incentive Provides Funds, Recognition Coaches at the Club, College and National Levels

COLORADO SPRINGS, Colo. -- USA Swimming, through the Dirks/Gould Coaches Incentive Program, has provided \$330,000 to American coaches who made an impact on the performance of National Team athletes at the 2010 Mutual of Omaha Pan Pacific Championships. At that event, Team USA dominated the competition, winning 51 medals including 27 gold. Second-place Australia finished with 26 medals.

The annual funding is provided to American coaches who have helped National Team athletes produce medal-winning performances in the year's most important international competition. The program recognizes not only the current coach of record, but also the collegiate coach and the coach(es) who provided the training foundation by coaching the athlete(s) for at least two years between the ages of 11-18. A maximum of four coaches were recognized for each athlete. For the complete criteria, [click here](#).

"In addition to USA Swimming's Athlete Support Program, we are very pleased to provide a coaching support program in order to recognize the coaches who make such incredible contributions to the athletes' ultimate success," said **Chuck Wielgus** USA Swimming's Executive Director. "Whether it's the club coach who guided them through their early development or the collegiate coach who worked with them at the elite level, this program reinforces the value of quality coaching throughout the athlete's career."

This year, award payments were made to 42 different coaches. In all, 32 club coaches received nearly \$225,000 while the remaining dollars were granted to coaches in the collegiate ranks. The average award payment was \$7,857 while the high award payment was \$26,167.

Since its inception in 2001, USA Swimming has made direct cash awards in

excess of three million dollars through the Dirks/Gould Coaches Incentive Program. The incentive program has long been supported by the Joseph B. Gould Foundation.

2010 Dirks/Gould Coaches Incentive Program Award Recipients

[Eligibility and Selection Information](#)

Will Barker	David Marsh
Chuck Batchelor	Teri McKeever
Jack Bauerle	Mark Minier
Ray Benecki	Ray Mitchell
Jay Benner	Josh Morgan
Linck Bergen	Frank Muchna
Mike Bottom	Dan Ohm
Bob Bowman	Brian Pajer
Frank Busch	Eddie Reese
Carl Cederquist	Franz Resseguie
Jeff Cooper	Bill Rose
Chris Davis	Dave Salo
Dave Durden	Richard Shoulberg
Ron Forrest	Tom Speedling
Patti Haney	Maria Thrash
Brett Hawke	Gregg Troy
Sean Hutchison	Jon Urbanek
Matt Kredich	Keith Ure
Chris Lear	Tom Weltchek
Tim Lewarchick	Stu Wilson
Steve Lochte	

TEAM USA FINISHES SHORT COURSE WORLDS ATOP THE MEDAL COUNT

Team USA finished atop the medal count with 25 medals. American swimmers took home 12 gold, six silver and seven bronze throughout the five-day competition. China was behind Team USA in the medal count with a total of 14 medals (three gold, five silver and six bronze). For more go to: <http://www.usaswimming.org/ViewNewsArticle.aspx?TabId=0&itemid=3099&mid=8712>

The Key to Empowerment

Many of today's leaders, companies and organizations believe that they are empowering their employees and colleagues to make decisions on their own. Yet when a wrong decision is made, the employee gets yelled at or is reprimanded. The outcome is that empowerment dies at that moment.

The key to making empowerment successful is to allow the person to make the mistake and in a calm, helpful manner teach them or train them on the better way to accomplish the task. Mistakes are the building blocks of growth.

It is very easy to spot an enterprise that empowers people. A classic example is when you check out of a hotel and there is something appearing on your bill that you did not pay for or order. The front desk person has two options. They take it off your bill right away or they say, "let me check with my manager." When a person has to check with their superior and cannot make the decision on their own, you know that empowerment is lacking.

In the end, the key to successfully empowering employees comes down to two things: great training and the confidence of the leader.

The Leadership Coach is Peter Burwash, President of Peter Burwash International, a company that manages tennis instruction programs at top resorts in more than 30 countries around the world. "Reprinted from SportsTravel magazine." For more information, visit www.SportsTravelMagazine.com He can be reached at leadershipcoach@scheiderpublishing.com, and his books are available at the Sportravel Media zone.



Book Review

High Five by Ken Blanchard, Sheldon Bowles, Don Carew and Eunice Parisi-Carew

This is another great book and an easy read for coaches. It gets to the heart of team building and tells the story of a youth Hockey and how they found their team.

- You will learn how to inspire, challenge and create exciting energy with your team.
- How to make your athletes team players.
- How individual skills can translate into team skills that transcend,

survive and enhance the organization.

This book feeds off of The Whale Done book, which talks about reaffirming repeated reward and recognition. This can keep your athletes soaring. Only 190 pages and easy holiday read. Enjoy!

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