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Leave No Doubt

A CREDO FOR CHASING YOUR DREAMS

By Mike Babcock with Rick Larsen

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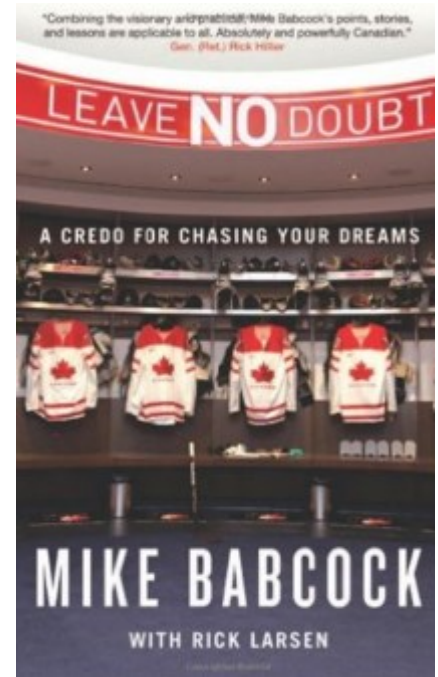
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Summary In Brief

Are you ready to commit to your dreams? Do you believe your time has come? Are you reaching your potential? Are you ready to be better than good enough? These are just some of the questions you will be reflecting on as you read through Mike Babcock's book "Leave No Doubt: A Credo for Chasing Your Dreams. Babcock with help from Rick Larsen has created a book that addresses many aspects of life and leadership. This book will motivate any leader whether you are a coach, CEO, principal or captain of team. Through the lens of the Vancouver 2010 Men's Olympic hockey finals, Babcock uses practical examples and stories to examine fundamental topics that apply to leadership and success such as adversity, effective leadership, and creating solid foundations .

Words from Mike

"Overnight success looks like overnight to the people who don't know. It hasn't happened without obstacles or adversity. I've had my share of speed bumps. Truth is no matter what you've accomplished, the speed bumps never stop coming. And that's ok, that's life. It makes things interesting. It makes things exciting. Ultimately it can make things great." (p.108)



About the Author

Mike Babcock has won at every level of hockey. He is a proven leader in the world of hockey. He has worked his way from the bottom starting as a small college coach to a Stanley Cup and Olympic gold medal winning coach. Babcock was the head coach of the Canadian Men's Olympic Hockey Team in 2010. I think every Canadian can remember where they were when Canada won Olympic Gold. The USA had tied the final game up with only 24 seconds left in regular time. Canadian's were on edge as the game entered into overtime. The young Sidney Crosby pulled through and scored the winning goal. Canada could

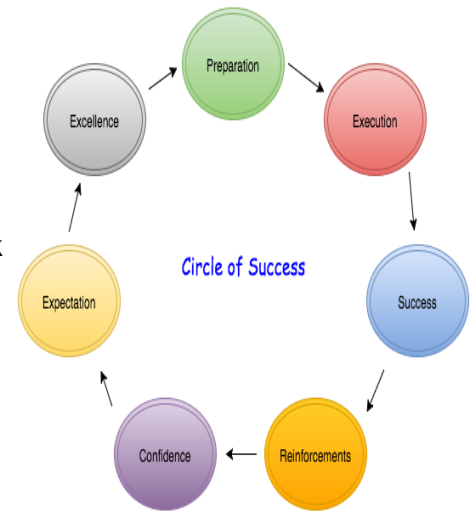
breathe easy because we were the best in the hockey world once again. Babcock was the coach who brought together this group of elite athletes and mapped out their road to success. This was as big of a moment in Canadian history as in Mike's career. But this was not the first time Babcock has proven his leadership abilities. Babcock has coached all the way from college to Western Hockey League then finally the National Hockey League. Babcock is no stranger to hard work, adversity, perseverance and success, all while remaining classy and family .

Leadership Lessons from Leave No Doubt:

The Process of Preparation & Foundation

Babcock outlines an approach he calls the “Circle of Success”. The circle begins at preparation, preparation never ends, it just changes as you become better at what you are doing and as you reach for your next goal. Preparation is building your solid foundation. According to Mike, “Under pressure, you always fall back on foundation and structure, you always go back to who your are...The more pressure you’re under, the more you have to rely on what got you there. Structure and foundation were key. Always remember the fundamentals. Always be prepared.” (p.76)

“If you are disappointed with how your group or team is performing, the first person you should look at is yourself. Alignment and direction start at the top. That’s why it’s called leadership.” (p.120)



“ I believe in a process, an approach, a way of living that’s built around getting progressively better. I believe in day-to-day. I believe in the power of digging in and grinding it out. I believe in taking care of details. It’s what real pros do” (p.49)

Good leaders focus on preparation. They know the better prepared they are, the better their and their followers performance will be. Good performance brings more rewards which results in more confidence in one’s abilities. With confidence comes higher expectations on one’s self, then a harder drive to improve. The harder one drives, the more they will prepare. Once again we are back to one of Babcock’s keys to success, preparation.

How preparation and foundation helped win Gold in Vancouver.



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Babcock and his coaching staff assembled a super star team for the Vancouver 2010 Olympic Games but they made sure that the men they selected could play as a team, were leaders that could check their ego’s at the door when needed and could execute the foundations of the team. This became important after their early loss to the USA. They returned to their foundation, when faced with adversity they went back to what they knew well and didn’t let doubt sneak in. “Teams that are prepare and focused, teams that are disciplined make adversity work for them. Not against them. We were that kind of team. We were determined that our preparation would be equal to our opportunity.” (p.53)

Adversity can change the trajectory of our careers, our contributions, and even our lives. The Olympics would prove to be the ultimate test.” (p.54)

Effective Leadership

Babcock says “Leadership is about modeling. It’s as much about what you do as what you say. You set a tone. Yes, I’m demanding but I’m also supportive. I’m respectful. If I make a mistake I acknowledge it, correct it and move on. I’m about continual improve. I work hard, really hard.” (p.40) Babcock also delegates leadership to his followers. He stated that he put together a team of 23 leaders for the Olympic games, not 23 players. In his book, he discussed when he had to pull starting goalie, Martin Brodeur, and put in Roberto Luongo. Tough call and tough meeting I am sure but Brodeur did not let his ego get in the way and continued to be a leader off the ice. These were the kinds of people Babcock surrounded himself with.

Babcock knows his followers strengths, weaknesses and their breaking point. He push- es them but at the same time shows respect for them as people. Babcock surrounds himself with people who push themselves and go past

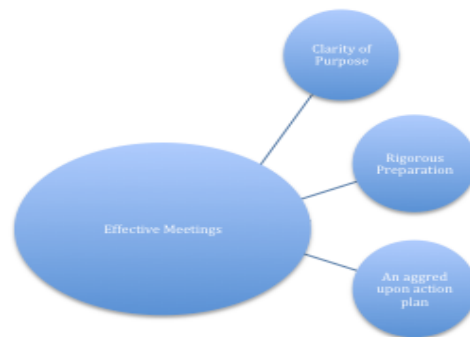
Effective Leaders Make Meetings Matter

“One of the smartest things you can do as a leader is give yourself some time to get into the right mindset for a meeting.”(p.51) Babcock feels its important to wait and calm down before having meetings. Things get said when upset and “It’s tough to pull words back once they are out of your mouth.” (p.57) Taking time will give you perspective and clarity. Babcock believes that meetings have to matter and that they should have three components: clarity of purpose, rigorous preparation and an agreed upon action plan.

the “give in line.” He recognized the need for balance, family and friends. He knows when to speak to his players as players and when he needs to talk to them like people. In his book, he talks about meeting with the team after the loss to the USA in game three of the Olympics. He said “This was one of the moments where it’s important for coaches to remember they’re not coaching players, they’re coaching people.” (p.58)

Adversity: Work Through It.

Babcock explains throughout his book that you are going to run into adversity along the path towards your goals and that you have to work through it. Adversity is what makes you better, pushes you ahead of the rest and inspires others. “In the end, rising to the occasion, whether on the ice, in an office or a classroom, means giving the world our very best. Meeting a moment head-on can be magic. Bringing everything you’ve got to a challenge– physically, mentally, and emotionally– is what defines the outcome. Facing adversity along the way can help you get where you want to go.” (p.69)



“You shouldn’t have a meeting if it’s not going to matter. Meetings need to provide an action plan. If they don’t, they’re a waste of time.” (p.56)

It's interesting to me that the more you give back, the more you seem to get back." (p.118)

Effective Leaders are Difference Makers

Effective leaders are difference makers. They are committed, inspire, surround themselves with people who make them better and have integrity. Babcock states that "If you want to live your dreams and make a difference, you have to do things with integrity. Shortcuts get you lost." (p.117) Effective leaders need to be able to see themselves through the eyes of their followers. It puts a new perspective for examining the decisions they make as leaders, how they respond to situations and what they do with feedback. Effective leaders dream big and push through the "give in line" on their way to success.

Key Questions to Consider

- ⇒ Are you ready to commit to your dreams?
- ⇒ Do you believe your time has come?
- ⇒ Do you look at life as moments of opportunity?
- ⇒ If you're not making a difference, what are you making?
- ⇒ Do you make adversity work for you?
- ⇒ Do you surround yourself with people who make you better?
- ⇒ Do you make your meetings matter?
- ⇒ What are you doing to create your destiny?
- ⇒ How is your ego working for you, your team, your company?
- ⇒ What's the dream you're going to make happen?
- ⇒ Are you ready to be better than good enough?
- ⇒ Are you bringing the world the best you got?
- ⇒ Do you look at every day as an opportunity to learn?
- ⇒ Are you making the most out of the moments in your life?
- ⇒ How close are you to hitting your potential?
- ⇒ Is your life truly in focus?
- ⇒ How easily are you stopped on the way to chasing your dreams?
- ⇒ Do you go beyond the

Critical Evaluation

"Leave no Doubt," is a quick and inspiring read for those of us who have ambitions of being better than good. If you are a leader that needs a pick me up, a refresher, or the extra push to give you the energy to take your game from good to great, his book is the read for you. Babcock is legit. He has lived success at every level of hockey and

is sharing his keys to success in his book. There is no better backdrop for a motivational book for a Canadian than the Vancouver 2010 Olympics.

Critics say the format and style of the book are choppy. This book is not a book of theory and tactics. Despite this, you will find that

throughout the book, you will be asked questions, that if you take the time to ponder may help you come to some realizations about your leadership skills and your life that can help you grow and continue down your path to reaching your potential.

The Credo

Leave No Doubt

That this is our game.

That this is our time.

That 14 days in February will be two weeks for the ages.

That every day counts.

That every meeting matters.

That every practice makes a difference.

That each one of us will rise to every occasion.

That this isn't about us, its about our country.

That we know 33 million Canadians will attend every game,
That home ice is an advantage.
That nothing can distract us.
That nothing will stop us.
That our determination will define us.

That we are built to win.
That we are a team of character.
That we are a team of destiny.
So let the world be warned on February 28, 2010 we will...

LEAVE NO DOUBT

Connections to Leadership Theories

When considering the many leadership theories that we have been exposed to through this course, the Katz skills approach to leadership might be the best match to the ideas put forth in Babcock's work. Throughout we see how leadership is broken down into technical, conceptual and human skills. Babcock discusses the technical skills needed to be an effective leader which include the planning, foundations, practice and knowledge. Conceptual skills are also talked about at length as Babcock goes into detail about how he created his credo, vision, and goals for the Olympic Games. Lastly, throughout the book he makes it clear how important those human skills are to a leader. We hear examples of his compassion, integrity and moral values that are the core of his leadership beliefs.

When examining Babcock closer, I am drawn to the adaptive and authentic leadership theories. I feel that Babcock displays many adaptive leadership qualities because of the nature of his sport. His job is to help his players problem solve and make changes as need to be successful. Throughout the book you see him tackle adaptive challenges using various leadership behaviors identified by Heifetz and his colleagues. He was able to guide his players and lead them to gold through an extremely stressful time because he could step back, evaluate, plan and then lead. He understood the importance of family support for his players during the Olympics to keep the stress levels in control and he surrounded himself by people who could share responsibilities.

I think that Mike Babcock has many qualities of an authentic leader as outlined in Northouse. Bill George identified five components of authentic leadership. The five components are purpose, values, relationships, self-discipline and heart. Babcock is without a doubt passionate about coaching and what he stands for. He has strong moral values that he does not compromise in order to win. His followers have trust in him because he creates strong personal relationships and believes in the importance of giving back. Lastly, he has self-discipline, a person does not get to his level of success without high expectations, focus and motivation.



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Northouse, Peter G. (2016). *Leadership: Theory and Practice* (7th ed.). Thousand Oaks, Ca: Sage