

## IPP Instructions

1. Provide a hard copy of the Gold Medal Model (GMM) to players.
2. Discuss and share the GMM with your team.
3. Highlight the 4 Pillars of Player Development—Physical, Basketball, Social/Emotional, Mental. Highlight how all 4 pillars contribute simultaneously to their individual development—none of these 77 items act independently.
4. Next, provide a hard copy of the 2-page IPP Exercise Sheet to your players. Each player is to rank every single item on a scale of 1-10 and write a note beside any item that jumps out at them. They do not have to write a note for every single item—they must, however, provide a ranking for every single item.
5. Next, either send a copy of the Planning Your Trip article to your athletes or once again provide them with a hard copy—whichever works best for you. This article gives them an idea of the task at hand and offers educational clarity pertaining to the path they are heading down.
6. Then, schedule a 15-minute meeting with each athlete—this is to be within the first month of the season—do it sooner rather than later. According to the Rule of Two from the CAC, this meeting is not to be a 1 to 1 meeting with you and a player—there must be an additional person in the room. Most often this could be an assistant coach or perhaps you will have to meet with 2 players at a time to support the Rule of Two.
7. At the scheduled meeting, your athlete is to pick 2-3 items from each pillar that they view as their strengths in that pillar—the items where they ranked themselves as an 8, 9 or 10. After going through all 4 pillars, their strengths will have been identified—discuss these briefly with the athlete. Next, go through each pillar again and discuss 2-3 items that received a low self-ranking—these, obviously, will be their weaknesses.
8. At the conclusion of the 15-minute meeting (do your best to keep the meeting short so the exercise does not become too cumbersome for your athletes) identify with the athletes which strengths they want to focus on in the next few weeks and which weaknesses they want to improve upon (growth). This becomes their IPP. Picking too many strengths and/or weaknesses is too much for an athlete to focus on, therefore, picking just 2-3 in each pillar is plenty for the time being—more may be added at a later date.
9. It is recommended that this exercise be done very close to the beginning of your season to establish baseline criteria. Mid-way through the season ask your athletes to go through the IPP Exercise Sheet again and re-rank each item to identify what growth was realized and to also determine how they have committed to their IPP. You can ask them to re-rank every single item or just re-rank and write notes about their previously identified strengths and weaknesses—your choice.
10. After they have gone through the re-ranking exercise for a second time, schedule an individual meeting with each athlete to discuss their growth and progress—and remember to adhere to the Rule of Two.

Note: The primary purpose of having the athletes go through the ranking exercise is for them to self-analyze and create their own IPP as opposed to putting the onus on you, the coach, to create their IPP. When athletes have input and ownership in the process they will be better committed to change, growth and progress.

In the several times I have done this exercise with athletes, nearly every single one of them stated that they had no idea how many things they needed to consider when choosing the developmental path to becoming an elite level athlete. They found the exercise to be extremely enlightening and important in their development.