

# Canada Basketball Super Clinic

May 28-30, 2021

## Gordie Herbert— Building Team Roles & Special Situations

Canada Basketball SMNT—Associate Head Coach

Coach Herbert began with some philosophical ideas pertaining to Building Team Roles.

### Goal Setting:

- From the onset of the season, players are given an Individual Assessment tool which they have to fill out completely—if it is not done with accuracy or enough detail, they must do it again.
- He believes that the off-season is for individual player development and at the start of each fall season, a baseline is established to a) measure off-season improvement, and b) to establish a player's role—which in all likelihood would be an elevated role from the previous season, providing off-season improvement is demonstrated.
- Coach Herbert also holds 2 mini camps throughout the summer to touch base with his players and to also observe first-hand, off-season player development.

### Identity:

- Coach Herbert defines Identity as, "What players feel about their role on the team." and, "What others see."
- A person or a team's identity is unmeasurable—it has more to do with intangibles than objective observations and/or actions.

### Off-season:

- Coach Herbert puts a tremendous premium on the importance of the off-season—a player usually obtains their greatest gains in the off-season, therefore, make it count!

### Performance Goals:

- When it comes to performance goals, these must be measurable—the only sure way to see marked improvement is to objectively provide data to players based on their individual performance and the team's performance.

### Team Identity:

- The coach, with input from the players, is to identify the Top 3 Team Identity characteristics
- What does the team feel & what do others see?

### Tracking:

- This is a critical characteristic that all successful coaches employ—they measure everything. They even make up things to measure that are deemed important for player and team success.
- A post-game survey is distributed to every player after every game.
- The post-game survey has a strong component to highlight self-reflection.
- Team meetings are primarily player-led.

### Staff Roles:

- When in public or around the players, coaches must be together and speak as though they are on the same page.
- There are many times when coaches agree to disagree, however, in public is not the time.
- Behind closed doors and in coaches only meetings, sometimes the dialogue can get pretty heated—the head coach must ensure that coaches can voice their concerns in a 'safe environment'.

### Honesty or Harmony:

- The best, and perhaps only, way to communicate with players and staff is to ask whether they want Honesty or Harmony.

- Almost always, players and staff will say they want Honesty—sometimes the truth hurts, however, if both parties have agreed from the onset that Honesty prevails over Harmony, then players and staff alike must be prepared to deal with any fallout—and this includes the head coach.
- In the end, Honesty always wins out over Harmony—so be sure to enter into an Honesty agreement during the tougher conversations.

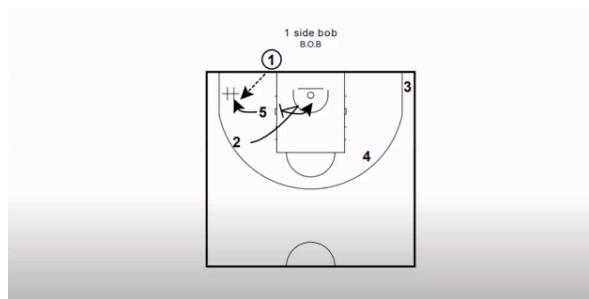
#### Player Roles:

- All roles for all players are shared with everyone—teams will function more successfully when everyone knows each other's role as well as their own—all individual roles are a necessary function of the team as a whole—awareness of all roles builds the Team Identity.
- Roles can change, they are organic—coaches often make the mistake of putting players in a role and not letting them get out of that particular role if they are improving and/or meeting expectations.
- Not all players like or accept their role—their job is to then prove the coaches and/or others wrong and strive daily for improvement—again, this is precisely why roles have to be organic—players must have the opportunity to elevate their role on the team.

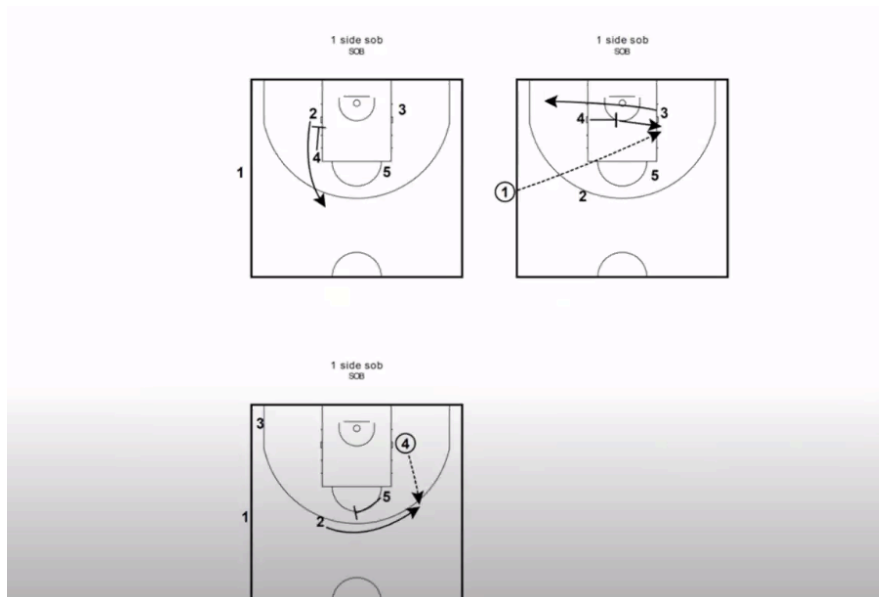
#### Special Situations:

- Coach Herbert shared approximately 20 out-of-bounds plays and special situation actions.
- Most of these will be included below—some will likely require more clarification than what is provided, however, coaches are encouraged to problem-solve in order to determine how to make each of these scenarios work effectively in your own program—as with all coaching information, pick and choose what works best for you.
- Coach Herbert works on special situations in every single practice.
- A BOB is a Baseline Out-Of-Bounds and a SOB is a Sideline Out-of-Bounds. ISO is an Isolation. QH is a Quick Hit. An Action is just that, an Action—non-scripted, comes out of flow.

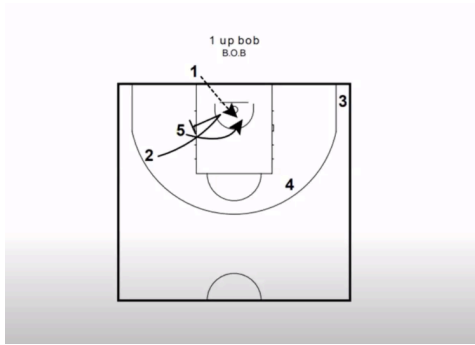
#### 1 Side - BOB



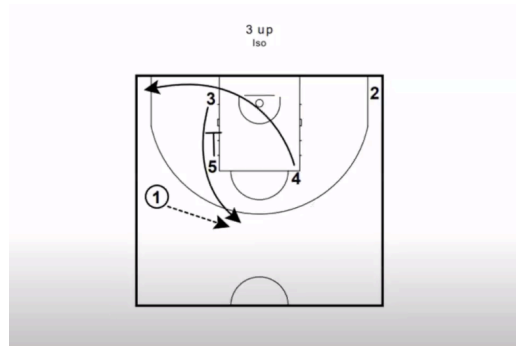
#### 1 Side - SOB



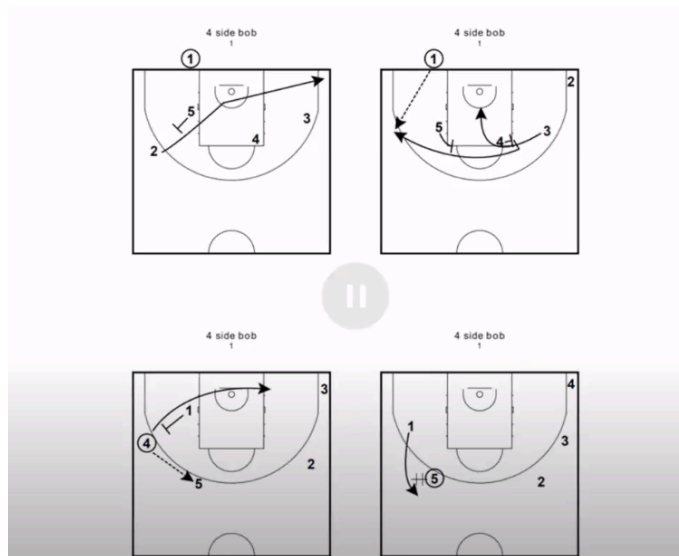
1 Up - BOB



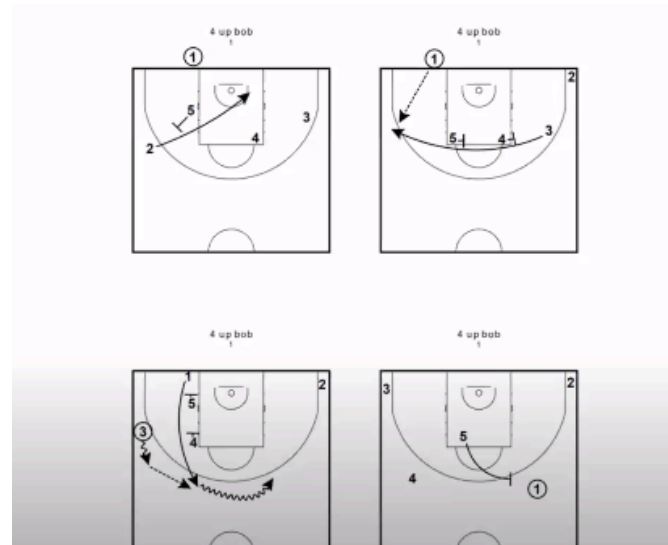
3 Up - ISO



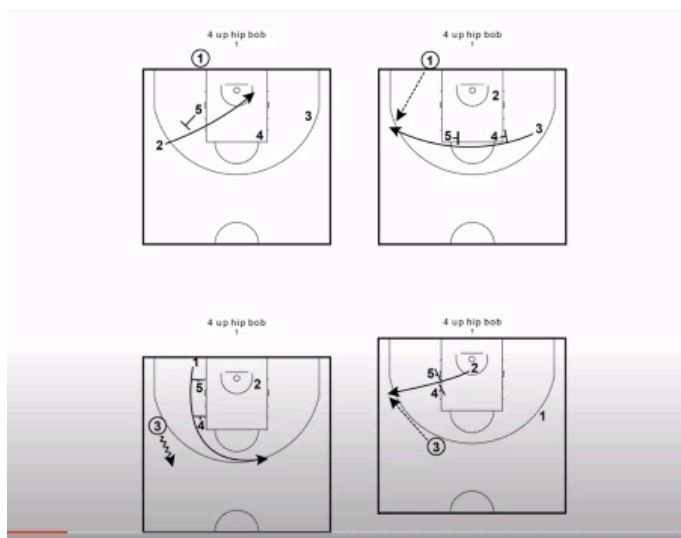
4 Side - BOB



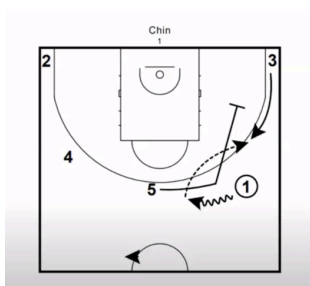
4 Up - BOB



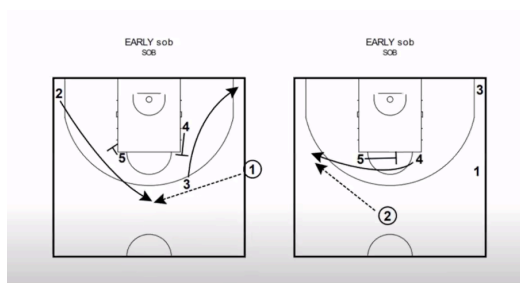
## 4 Up Hip – BOB (Hip = 3 point shot)



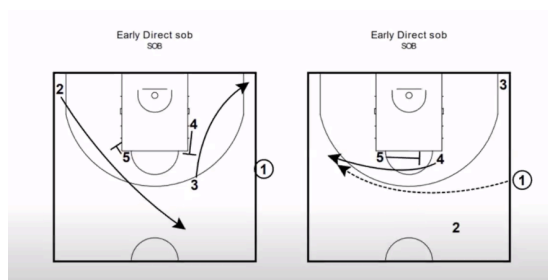
## Chin – QH



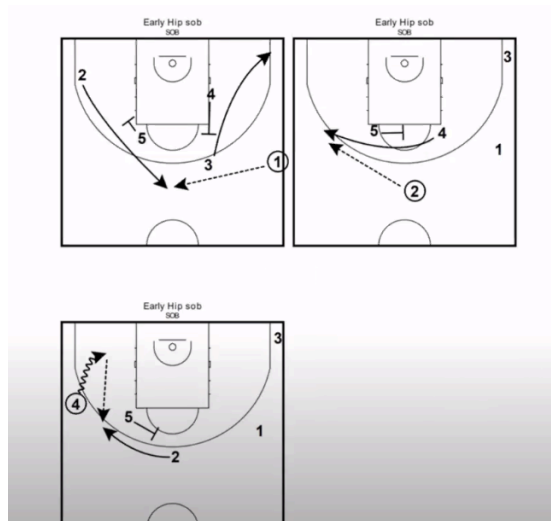
## Early – SOB



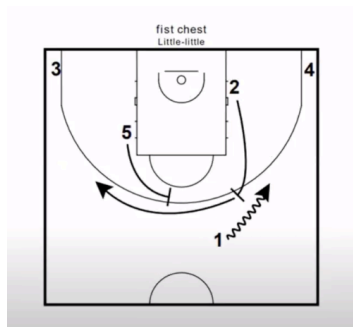
## Early Direct – SOB



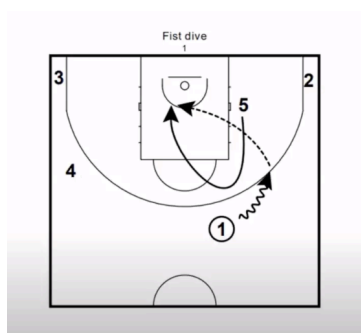
## Early Hip – SOB



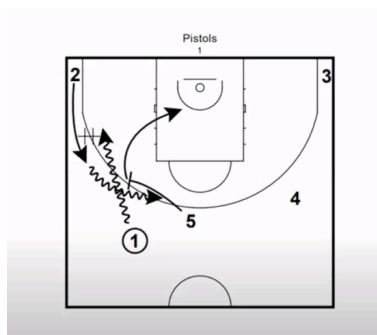
## Fist Chest – Action



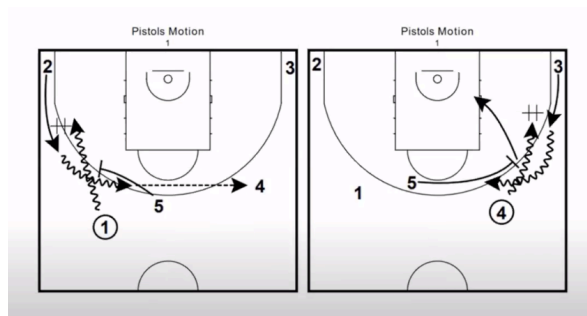
## Fist Drive - Action



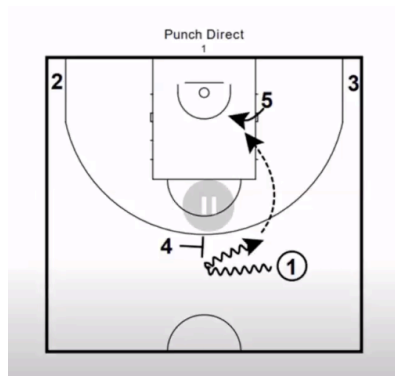
## Pistols – QH



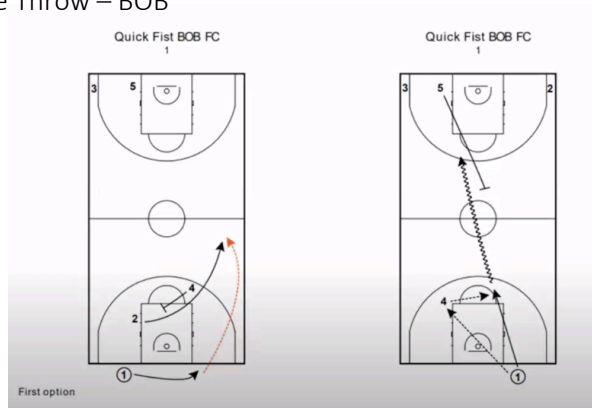
## Pistols Motion – QH



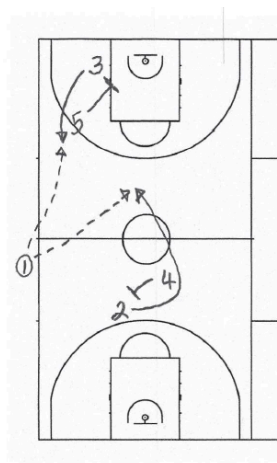
## Punch Direct - QH



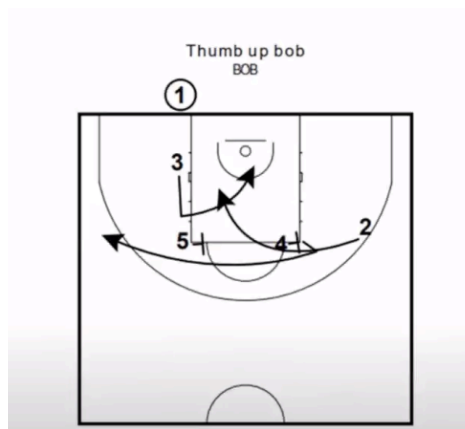
## Quick Fist from Free Throw – BOB



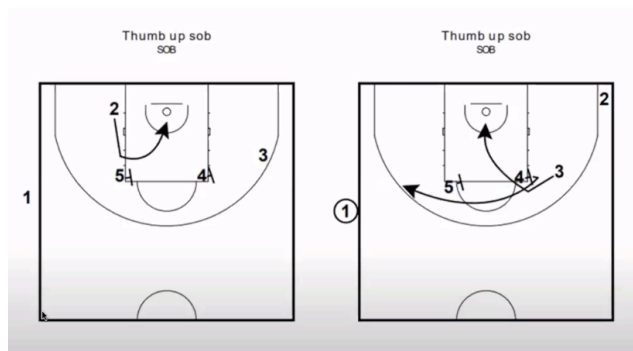
## Quick Fist – SOB



## Thumb Up – BOB



## Thumb Up – SOB



Note from the author, Mark Hogan:

*Many coaches today are being asked to emphasize the importance of 'Playing Basketball' rather than 'Running Plays'.*

*In defense of Coach Herbert, he indicated that when he is teaching the above actions, quick hits and plays, his priority is to expect his players to execute actions and quick hits in flow as opposed to running plays.*

*Some coaches may question the number of actions, quick hits and plays that Coach Herbert has presented for their level of team—having said this, coaches must teach according to the context and ability they are coaching.*