

Why Leadership Group *and* Captains?

With a big team, we need lots of leaders to help ensure things run smoothly and that younger skiers feel supported. That's where Leadership Group comes in. With lots of leaders, sometimes there is a diffusion of responsibility and things don't get done. That's where Captains come in - to make sure that LG accomplishes their goals. Leadership Group also gives skiers an opportunity to demonstrate their leadership skills to "audition" for the role of captain in future years.

Nordic Ski Captains

Who is eligible?

Open to Juniors and Seniors who were members of Leadership Group the previous year.

How are Captains selected?

50% team vote, 50% coaches choice.

How many Captains will be selected?

There will be 0-3 captains on each team (0-3 boys team, 0-3 girls team). If there is nobody selected as a captain for a team, we will proceed with just a Leadership Group for that team.

How are Captains different from Leadership Group (LG)?

Captains are, essentially, the presidents of LG. They are in charge of organizing LG and facilitating team bonding. Captains make sure that LG tasks get done, and serve as the primary liaisons between coaches and skiers.

What are the expectations of team Captains?

- Captains must meet all expectations of members of Leadership Group (see below), and must organize their LG peers to fulfill all the duties of the LG.
- Captains should prioritize the team goals of "Fast, Fun, and Forever."
- Captains must communicate well with each other, other members of LG, teammates, and coaches.
- Captains must make an effort to get to know all of the skiers on their team.
- A primary goal of team Captains is to build camaraderie among teammates and highlight the team aspect of the sport.
- Captains are expected to demonstrate the following skills: Creativity, problem solving, team-building, organization, preparation

Duties:

As stated above, Captains' duties are largely to ensure that Leadership Group completes all duties assigned to them (see below for more details) by either completing the duties themselves or delegating to LG. Additionally, Captains are specifically responsible for:

- Leading team warm-ups and pre-race team spirit
- Leading team cool downs and modeling PACE for all athletes after races
- Leading workouts when coaches are working with other athletes
- Organizing Captains' practices when there is no organized practice.

- Finding creative ways to facilitate team-bonding
 - Early in the season, captains will be asked to facilitate a weekly bonding activity for their team during practice.
- Be a conduit between the coaches and team concerning team issues

Applying to be a Team Captain:

Anyone interested in being a team Captain must email Coach Will (wpcrobertson@gmail.com) by November 2. The email should include a brief statement about why you want to be a team Captain and why you think you would make a good team Captain. Voting will happen the week of November 3 and Captains will be announced prior to the start of the season.

Nordic Ski Leadership Group

Who is Eligible:

Skiers who have been on the team for at least two prior seasons who are Sophomores, Juniors and Seniors.

Expectations:

The most important thing a leader does is set an example for the team. The Leadership Group (LG) members do not need to be the fastest skiers on the team, but they should work the hardest/smarter (on and off season). The LG will show up fit and prepared for the upcoming season. LG members will be expected to help with tasks throughout the preseason, season, and offseason.

The Leadership Group is expected to demonstrate the following characteristics:

- Leads by doing;
- Trains year round and gets teammates to do the same;
- Takes initiative;
- Knowledgeable about the sport;
- Maintains an infectious positive attitude;
- Demonstrates resilience when faced with adversity;
- Creates and maintains an inclusive team environment.

Duties:

- Be a role model for all team members
 - Arrives at the first day of practice fit and ready to compete
 - Completes summer training and maintains a summer training journal
 - Always is on time with a focus to the day's workout
 - Socializes and creates a feeling of inclusion with all teammates
 - Attends all team events
 - Loads the bus, rides the bus, unloads the bus
- Organize summer training (this can be challenging with summer ski clubs)
 - Pick a time and location
 - Encourage teammates to attend
 - Ensures everyone is accounted for at the end of the training session
- Generates Team Spirit
- Leads team at meets for warmup and cool down
- Knows and supports teammates
- Help articulate team goals for the team
- Helps with "off the skis" tasks relating to the team (hanging recruiting posters, social media posting, uniform organization, etc.
- Develop and demonstrate: grit/resilience, class, humility, commitment, inclusivity, positivity
- [Nordic Ski Race Day Jobs](#)

Applying for Leadership Group:

Send an email to Coach Will by **November 5** (one week before the season begins) (wpcrobertson@gmail.com) with:

- What your strengths are as a leader and how you will apply them to LG;
- What your weaknesses are as a leader and how you are going to work to improve in those areas.

All applicants will be given a chance to “audition” for LG during the first two weeks of practice. The Leadership Group members will be announced at the end of the second week of practice.

Leadership Group is fluid - you must continue to demonstrate traits of a leader throughout season. Folks may be added to LG if they demonstrate leadership traits in-season and may be removed from LG if they don't meet the above expectations after being named to LG. Each member of LG should expect a mid-season evaluation meeting with coaches to provide feedback.

Everyone is essential to accomplishing the goal.