

HOW I GOT HERE: LESSONS LEARNED

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1. WHEN I WAS YOUNG

- Started the way many of us did, at the local level teaching sailing and then coaching racing.
- Back then, I knew it all.
- It took me years to realize how much I still needed to know in order to become successful.

2. IT'S WHO YOU KNOW

YOU NEED A GOOD MENTOR

- Toby Baker taught me how to be a professional
- Being a full-time teacher helped me develop good pedagogy.

YOU CAN PICK UP GOOD INFO FROM ANYONE

- Basketball coaching
 - Recruiting, Scheduling, & “Xs & Os.”
- When to lead and when to follow.

3. IT'S PERSONAL

- It's the relationships that you make that helps form the trust that the athletes need to take your advice. This is especially true for the "tough nuts" who may not have a person in their lives that they can trust, so they tend to act as "lone wolves."
- Set high standards and then hold your athletes accountable.
- Being a mentor not a friend.
- Fair does not always mean the same; fair means equal opportunity.

4. BE CONSISTANT & ADAPT

- Your guiding, core principles should remain solid, but don't be afraid to change the other stuff.
- Don't change things just to change; stick with things that work
- When things don't work, adapt. Try something different.

5. CONCLUSION

1. You know what you know, but there is always more to know.
2. Who is on your “Board of Directors?”
3. It’s the relationships you build on the journey toward to goal; the goal is the vehicle to get you towards the relationship.
4. Keep your core values and don’t be afraid to change how you instill them.