



2012 NBA COACHES CLINIC NOTES

TONY LaRUSSA

Innovations: Batting the pitcher 8th in lineup.....Closer role....Putting Pujols in left field and having him throw to another player to relay the ball in..needed his bat in line up.

***Started the A.R.F. in Oakland (Animal Rescue Foundation). Raised money to fund it....raised \$4-5 million a year.**

***Author on the best selling book "3 Nights in August".**

*** "I'm as nauseas I have ever been. Headaches, head pounding, I want to feel like this everyday".**

***I'm more comfortable talking to financial people than talking to coaches.**

***When asked about his exit strategy he replied, "If your strategy sucks, they ask you to exit".**

*** There is magic and no mystery.**

*** On his favorite memories...."Sparky, Billy, Earl, Whitey, Gene....they were mentors to me and I'll always be grateful. It was like Graduate School".**

*** Baseball can be really sophisticated.**

*** I have the A, B, C's approach which is a product of many outstanding baseball men.**

*** My number 1 Priority...Fight through distractions of fame, fortune.**

DISTRACTIONS

- 1. Free Agency, guaranteed money, ESPN.**
- 2. "Get Yours" mentality....Bill Rigney**
- 3. Fame and Fortune distracts from human nature.**
- 4. We must constantly ask ourselves, "How do we get their attention?"**

PERSONALIZE COACHING STYLE

- Ask guys to grind with effort, you must grind with effort.**
- Walk the walk.**
- Before every game I look in the mirror and remind myself not to embarrass they guy in the mirror. I didn't smile in the dugout.**
- We are all involved with the team....we are all committed to create an environment to bring out the best in the players.**

- Help them...address it, fix it...never have coaches beat a guy down...get the players right...work daily to develop relationships.
- Relationships are built on trust, respect and caring.
- Start training camp at ZERO....John Madden
- His coaches must have 3 things: Expertise, Passion, Caring.

***The “Turd in the Buttermilk” is that it is tough to coach that way, but the rewards are great. Time, tension, energy consuming. It takes time to fix what is wrong.**

*** I have no doubt that Personalization is the best way to coach.**

- Bill Walsh.....75% of the time was spent with 25% of the players. Give the 25% the keys for success and they can challenge whatever they want. But once out the door, they are aligned....called them “Co-Signers”.

CHEMISTRY

- We are with each other 8 months a year...it IS very important.
- The 72-74 A’s had great chemistry...they were all united against Charlie O.
- Be careful of the disease of me.....Pat Riley
- Don’t allow showing up a teammate.
- I rarely fined a player.....I liked 1 on 1.

Chris Carpenter.....tough as nails. I confronted him at the mound during a bad outing....”I’m not tired””Yeah, but our outfielders are”

Dennis Eckersley.....Cool guy, always tan with his own language...Getting beat up pretty good and he says...”Just salad today” ...I had no idea what he meant so kept him in...he continues to get beaten up so I go back out....”I told you I was salad””I’m just tossing it up there”I told him todays forecast was “showers”

Rickey Henderson....had a bad rap....was a GREAT player...would pout sometimes when family or friends told him he was getting screwed....He confused the “Take Off Sign”understood it to mean “Take Off”

Favorite Thing to Teach.....

***Preach that all guys are Go To Guys....your 7th place hitter may come up in the 9th inning in a 1 run game....he has to be a go to guy....**

***Never give in to adversity.**

***Pick up edges.**

EMBRACING PRESSURE should be the biggest asset of the team. Make it your friend.

- 1. Prepare mentally and physically**
- 2. Feel it as much as you can.**
- 3. Concentrate on PROCESS not RESULT.**
- 4. Dirk...."I make love to pressure, that's who I am"on asked about being nervous throwing out the first pitch at World Series....**

Give them the What, Why and How....

RULES.....Be on time, Play with effort, Play hard.

***Coaches number 1 responsibility is to coach effort....have to get players to play hard.**

***I believe in the power of confrontation....never ignore problems or issues.**

*** Be consistent everyday with your message....guys will respond to authority.**

***If you don't play hard, you will not play here or I won't coach here.**

***Players must not be able to circumvent the coach...GM/Owner must support you.**

*** It's a game for the PLAYERS, not the COACHES.**

*** When it's about the coaches the players will resent it.**

WHAT HE WANTS HIS LEGACY TO BE.....

- 1. My players competed like maniacs.**
- 2. 30 year relationship with the players.**

MIKE D'ANTONI

Intro. By Rick Carlisle

*** Greatest impact on the game the last 12 years since the rule changes.**

*** Great ability to free up players.**

*** His system has had a major influence on all of us.**

*** I get ideas by watching players.**

*** Much of what we do is personnel driven.**

*** You must be on the same page as the GM.**

*** 3 best shots are layup, 3 pt. shot and FT....try for 1 point per possession.**

***Wings must get to the DEEP CORNER**

- * First 3 steps are important----Rhythm is set by the PG.**
- * Closest guy takes it out.**
- * PG loop cut to get ball.**

- * First option is the drag. It must be a N/S attack.**
- * Pick must come from under.**

- * Sometimes you don't need a screen (D. Lee)....make sure the defender goes over top of screen.**
- * Bigs should look for POCKET PASS first....no preference which way he opens up.**
- * On throw back, you CANNOT HOLD THE BALL....shoot, attack or pass it....**

- * Use 2 on 0 and 3 on 0 full court as warm ups and conditioning.**
- * Be aware of "Creepers" from the corner.**
- * Back dribble and use Step Up vs. Down Defenses.**

*** Hit 5 and quick hand back vs. Down Defenses.**

***PG should slow down as they hit the paint....probe**

***"Your random shit has to be good"**

***If the 4 is a non shooter, advance to a corner p/r or DHO.**

- **"Short"**

- * Ball finds guys that are energetic.
- * No scientific evidence that pre practice stretching helps.
- * I would rather stack up the wings on the same side that have them run in front of the PG.
- * Big w/ ball in post....take dribble toward the wing and hand off to guard cutting baseline.
- * Big w ball in post....turn and hit opposite wing and cuts to the nail or high side P/R to the pinch post.
- * Pick and Pop guys can't pick and pop everytime....it limits who you are and what you can do.
- * Big on strong side as P/R starts on the baseline creating space.
- * Don't need to really pick a defender.....just kinda get in their way.
- * Drive at corner man and back door. (L. Barbosa)
- * Let players improvise and see what happens.....if you like it, write it up.
- * Drill spacing in corners through film work.
- * If you screen and defense goes under.....re-pick.
- * When corner defender bumps Big....Wing must rise and shoot.
- * FILM SESSIONS.....1 or 2 concepts....no more.
- * Film RIGHT TO THE COURT.
- * P/R vs. Show teams....slip early.
- * Bigs play BEHIND THE EARS of the defense when off the ball....on baseline.
- * "21", (Pistol).....not calls.....players just playing BB.
- * There is NO REASON another team should control your RHYTHM.
- * When you are in trouble, GO SMALL.....when you are in real trouble, GO SMALLER.....learned that in Europe.

ALVIN GENTRY....."Assembling a Staff"

Intro. by Rick Carlisle

- * Alvin is a chemistry maker.
- * "This topic is ironic since I've inherited every staff."
- * Toughest thing taking over was re-aligning job description. Egos are involved.
- * Going from assistant to HC and dealing with guys who used to be co-assistants is tough.

- * HC wants "X" as an assistant and the GM wants "Y" as an assistant can be difficult.
- * When hiring an assistant you must ask....What is he all about? What does he bring to the table? What kind of work ethic does he have?
- * I want to hire guys that want to be a HC.
- * Put together the best possible staff, and don't worry about being fired.
- * ANALYSIS is becoming big....some are full time and travel with team....if you have one, how can you best utilize him?
- * Make decisions with numbers, not by the numbers.
- * The staff must have confidence to say ANYTHING. LOYALTY doesn't mean "Yes Man".
- * AGREE, DISAGREE, ALIGN.....Doug Collins
- * Coaches must be a Cohesive Unit.
- * I feel like coaches must like each other.....not just respect, but really like.
- * What does an assistant do besides X's and O's? Can they solve problems with a player? Get a coach up when he is down?
- * I will send practice plans to GM.
- * It's a volatile business.....we are all paranoid.

- Sam Presti...."Ask the right questions."
- John Hammonds...."I like to be in coaches meetings not because I am concerned about coverages, but I want to see what the dynamics are like."
- Mike Dunleavy...."You have to do what you are comfortable with. I would never mind the GM at meetings. You want them to see you work."
- Mark Warkentin...."The more you can empower the GM, it is easier to relate to the owner, who may be crazier than anyone."
- Presti...."Coach Brooks likes casual conversations. We go on walks. This can lead to easier decisions.
- Marc Iavaroni...."GM should be there after tough losses for moral support.
- Presti...."Communication is a grey area and a two way street.....there is no perfect way....both sides have to give feedback.

- * Players can sense when coaches are not on the same page. You can't expect them to be together if you are not.
- * Always best to be open and honest....COMMUNICATION is the key.
- * Assistant Coaches....everyday you are interviewing.....never know when someone is watching you.
- * Sometimes the HC has to play young guys if out on playoffs.
- * Successful organizations have great relationships throughout....BB Operations, Coaches, Video Room.....all working towards a common goal.

*** Nate McMillan...."30 Minute Rule"if either of us thinks about something for more than 30 minutes, we need to come together and resolve the issue and solve the problem.**

*** Rick Carlisle....Chuck Daly said...I've made every mistake there is to make and I'm going to make more."**

ALBERT HALL.....Branding

***Building equity within your organization.**

*** Controlling you Branding....Controlling your Message.**

*** Creating a Vehicle for Coaching Success Stories.**

BUILDING EQUITY

- **Actively engage with sponsors and business offices.**
- **Be involved with Marketing.**
- **People want to be around coaches.....golf, speakers, etc...**
- **Promote civic Initiatives....G. Karl and the Friends of Hoop and St. Jude's.**
- **Become in tune with the team and players.**

CONTROL THE CONTROLLABLE

- **The message is not always favorable.**
- **It is difficult to block imposter channels....Facebook, etc...**
- **Be aware of the Internet presence.**

CREATE AN AFFINITY

- **Coaches shows.**
- **Videos.**
- **Coaching Tree....Philosophy....What are your interests?**

CREATING A VEHICLE FOR COACHING SUCCESS STORIES

- **Coach Tim Grgurich Camp.**
- **NBA Pre Draft Camp.**
- **NBA Summer League.**
- **Adidas nations.**
- **Euro Camp.**

Additional Proposals: Sirius Radio NBA Coaches Show.....Coaches Data Base.....NBA Coaches/GM Signature event.

STEVE SCHENBAUM.....COMMUNICATION

- **Must use and love humor.**
- **“Are we listening, or just waiting to talk?”**
- **1, 2, 3, Game.**
- **Expert Speaker**
- **Dimmer Switch.....8/3 Game**

TERRY STOTTS.....2/3 Zone

Intro by Rick Carlisle

- **Wanted to get back as a HC, and he waited, got himself in a successful situation and his time came.**
- **Be the best you can be at your role**

REASONS FOR PLAYING THE ZONE

- * **75% of the time it is due to Match Ups....allowed us to keep our line ups in tact vs. teams going small.**
- * **If we couldn't stop a particular play.**
- * **Situational....14 seconds or less on clock, BOB...**
- * **We played it better when behind....we were desperate.**
- * **We used it if WE wanted to go small.....J Kidd, Jet and JJ Barea.**

RULES

- * **2 guards must keep the ball on the side....(Down it).**
- * **Wing push ball middle.**
- * **Take away driving angles.**
- * **Weakside WING takes weakside FLASH.**
- * **Runners.....let him go if running away from the action.**

- * **The ZONE must have all the fundamentals of shell defense....it teaches and builds upon your core values of shell defense.**
- * **When we looked at the stat sheets, the rebounds numbers were similar.**
- * **The game is intuitive....the stats reinforce what you already think.**
- * **If you believe in it and it is successful, the players will buy in to it.**
- * **If you get 7 stops, 3 times in a row.....you will win 90% of the games.**
- * **Fist was our signal.**
- * **We felt we got more COMMUNICATION in the Zone....everyone has to be engaged.**
- * **Guards have to BLOCK OUT.**

*** SHORT CORNER....wings are responsible to take cutters going to basket if the man is engaged in the short corner.**

*** DRIBBLE OUT OF CORNER....Guard the ball until you can pass off and exchange.**

*** HIGH POST TOUCHES...High Post is guarded straight up. Defensive feet are square and not giving angles....contest jumpers.**

*** LOW POST TOUCH...Can guard straight up or with AGGRESSIVE double team.**

*** MID P/R.....Black it.**

*** ANGLE P/R.....Black it.**

*** BOB.....don't guard the ballno easy looks.....tight paint....stay in Zone.**

*** Best way to teach it is to break down the different situations 5 on 5.**

*** Coaches have to trust it and not give up too quickly.**

*** If offensive rebound is given up, we will stay in the zone.**

*** R. Carlisle...."When you have 4 guys engaged and talking and pointing, you will be successful 95% of the time.**

*** Figure it out....SCRAMBLE DEFENSE.**

NEIL OLSHEY....Roles of Assistant Coaches and Preparing for HC Interview

- In the interview....know your audience...know the GM background.**
- You have to make connections.**
- Ask yourself...Why is the job open? Who are you interviewing against? What is my pay scale?**
- Are they ready to win now or are they rebuilding?**
- Ask questions!!**
- Be invested in the organization....use summer league.**
- Where is the organization going?**
- Can the GM trust the HJ with the personnel decision they make?**
- How are you going to play?**
- If you are not a former HC, don't talk about your system, it will be untested.**
- Being a former player gets you in the door, but you have to have substance.**
- Don't be defensive and reactive in interviews.**
- Use stories and analytical evidence.**
- Get it done in the room**

- It's not if you have the skill set to do the job, it's if you have the skill set to get the job.
- Terry Stotts took 4 pages of notes of our team. They went to the owner.

MONTY WILLIAMS

- Be yourself....can't fake it for the time you are there.
- If you get hired, don't bend on your principles.
- Enjoy the experience of interviewing.
- Be comfortable with what you DON'T know.
- Plan on telling them how you are going to play.
- I had 4 interviews before I got a HC job.....one was a phone interview.
- Have an understanding as an assistant coach of what you are supposed to do....ask the HC for feedback....stay in your lane....always check on the HC.....be loyal to him.

DAVE JOEGER

- Every year I wrote down philosophies...Offense/Defense/Leadership.
- Power of networking...didn't know many people outside of my circle.
- Let other people outside of BB help with interview....involve everyone.
- Read the room
- Keep it simple.....don't speak in BB talk with people that are not BB versed.
- Jeff Van Gundy...if you did not play in the league, be HIGH WORK and LOW MAINTENANCE.

RICK CARLISLE

- If you want to be a HC, be a great assistant coach.
- View the game as a HC.
- Do something to separate yourself.
- I did a year of TV....took a year off.
- Physical appearance....get into shape.
- Have to ask yourself if you are ready to become a HC.

JOHN HAMMOND

- By the time you get into my office, I'm not worried if you can coach.

- If you have gotten that far, you can coach.
- More concerned about the MAN, the PERSON.
- How will they be in the community, with the team, the staff, the owner.
- Asking questions shows you want to learn.
- Go into the interview showing how you can make players that have struggles become better.
- You can never prepare too much.
- The predictable surprise.....be ready for ALL questions.
- Ex: If you have a really good player that is not good for the culture, how do you deal with him?

PRESTI.....A player has a gun on the plane....what do you do?

- Simple is more powerful and really detailed.
- Harder to be simple than robust.
- Who is your counsel and mentor?
- Do what is best for the team and the HC.

TIM GRGURICH

- G. Karl said....Just coach BB.
- If you think you are doing too much, you are not doing enough.
- Have to teach the game.
- Whatever you can do more than anything else....keep doing.

DR. BILL PARHAM.....Sports Psychologist

- Psychology is the study of think....feel....and behave.
- What do you believe about yourself? Your players? Have a North Star goal.
- Most people are afraid to push their genius.
- People spend their lives sitting on their genius.
- 3 Areas in which All People Engage.....1. Think 2. Feel, have emotions 3. Behave/ Believe
- It is extremely important to know your coordinates. (GPS)
- Coaches and staff have to come together....that is team # 2.
- If coaches not together....the team will know.
- The trainers have to be in sync with the coaches. Players talk to the trainers....they have valuable information.
- Trainers have to be in sync with the North Star Goal.

- **First impression is at training camp.**
- **Invest in yourself, the staff and the organization.**
- **Can't lose confidence.**
- **Slumps are a storm in life.**
- **Have to have the bulb in the socket for the light to go on.....can have electricity and a switch, but you need the bulb.**
- **Cushion Factor....push yourself but only to a point....don't push it to the max.**
- **What are you doing with the talents you have?**