



ENGLAND BOXING
Supervisors (CPD Resource 2020)

Situation 6 Dealing with Egos

The Context – At competition you have a high profile coach or a high profile R&J. Their ego is getting the better of them. Both individuals are challenging the running of competition and they are having an effect on other R&Js. In some ways both challenge your leadership and a number of issues are emerging. As the Supervisor what do you do?

What if –

What if they start to challenge your role, judgement and credibility (you hear a rumour they are talking about you)
What if they openly challenge your decision making and leadership?

Be mindful –

Do you have an ego?
Clarity of roles is essential, how will you make this clear?
Where do you get your credibility from?

Reflection –

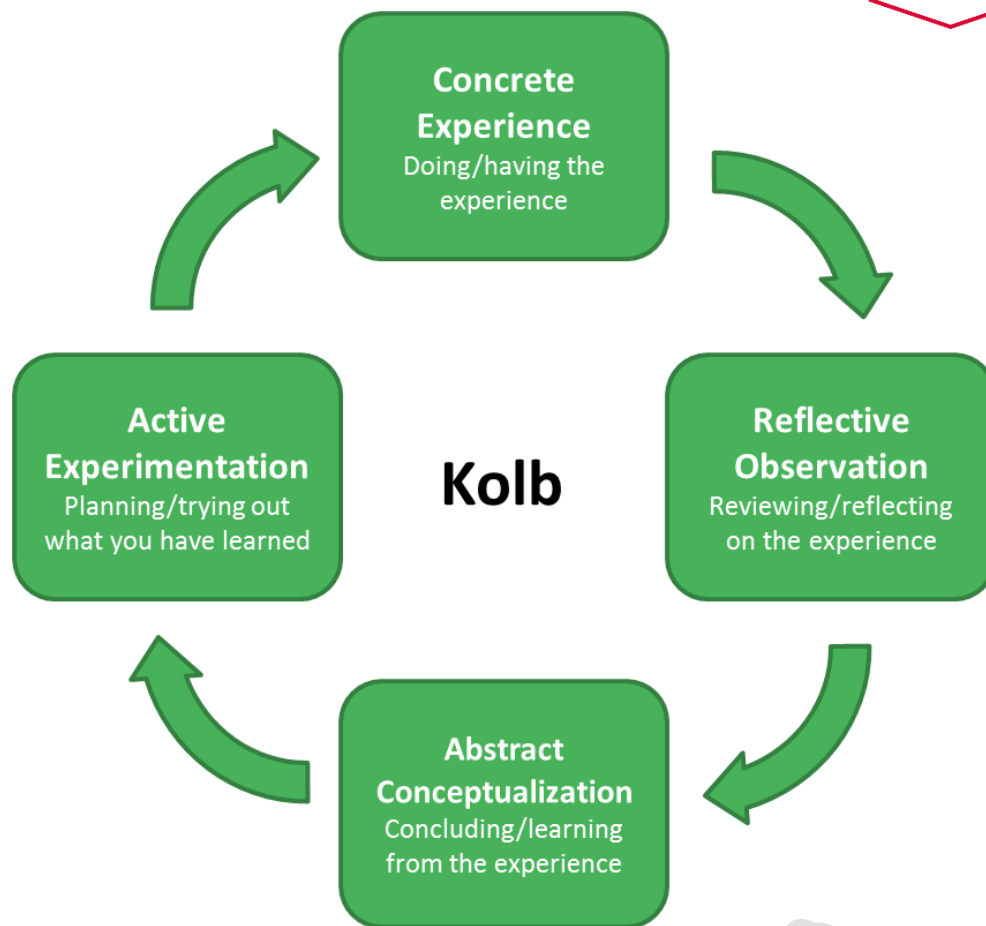
How do you manage relationships?
How do you personally deal with challenge?
How would you describe your leadership style.



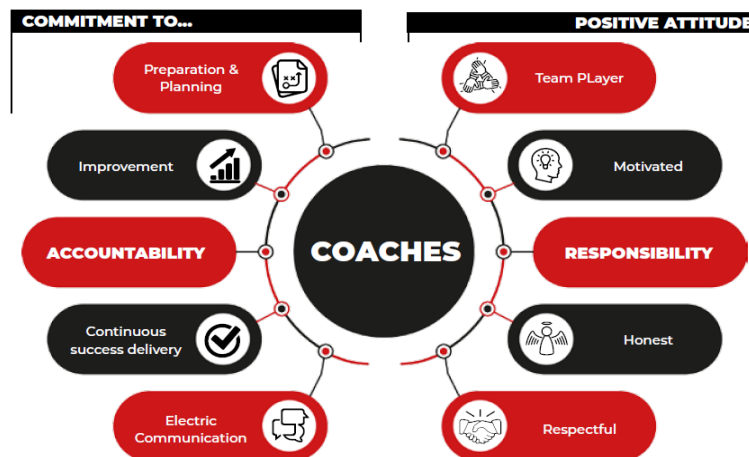
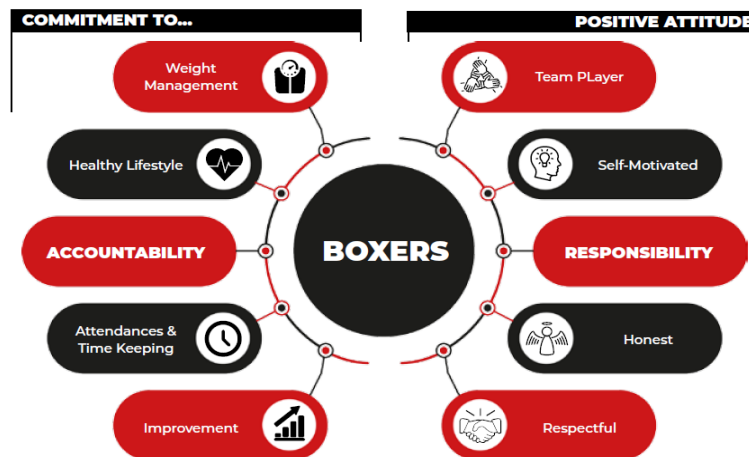


**Useful Thinking
Tools & Resources
for Supervisors**

Reflective Practice



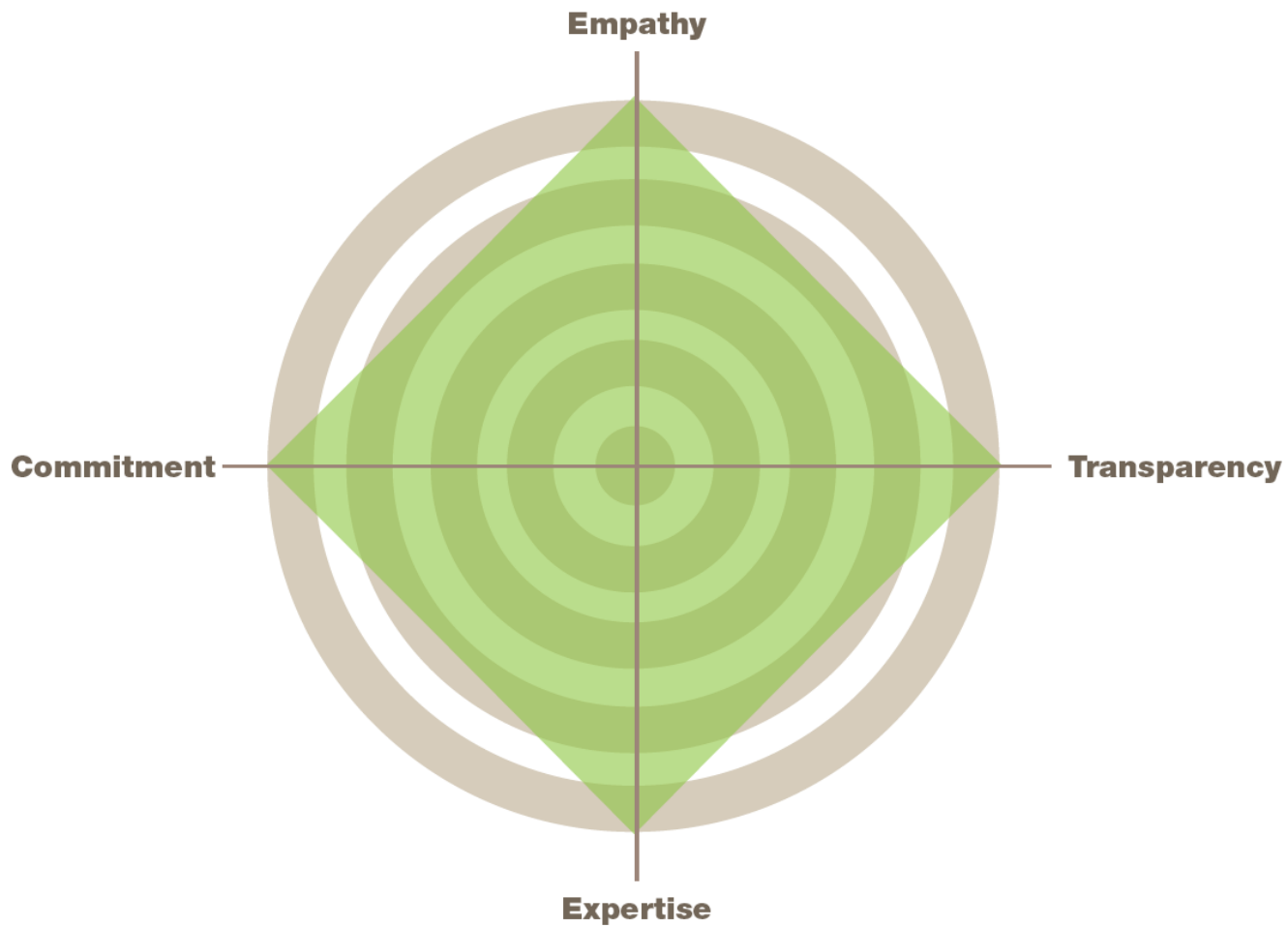
▼ ENGLAND TALENT WINNING BEHAVIOURS & VALUES



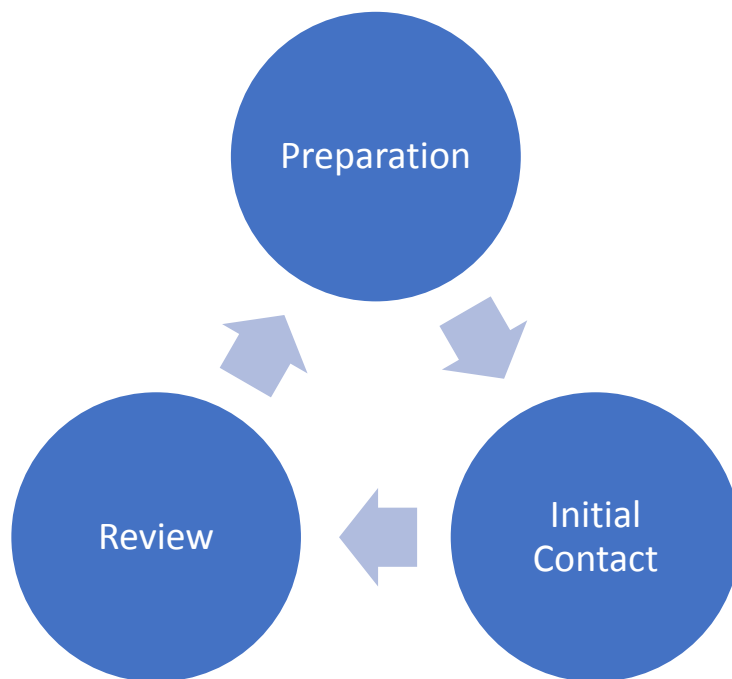
Boxers & Coaches



The Trust Radar



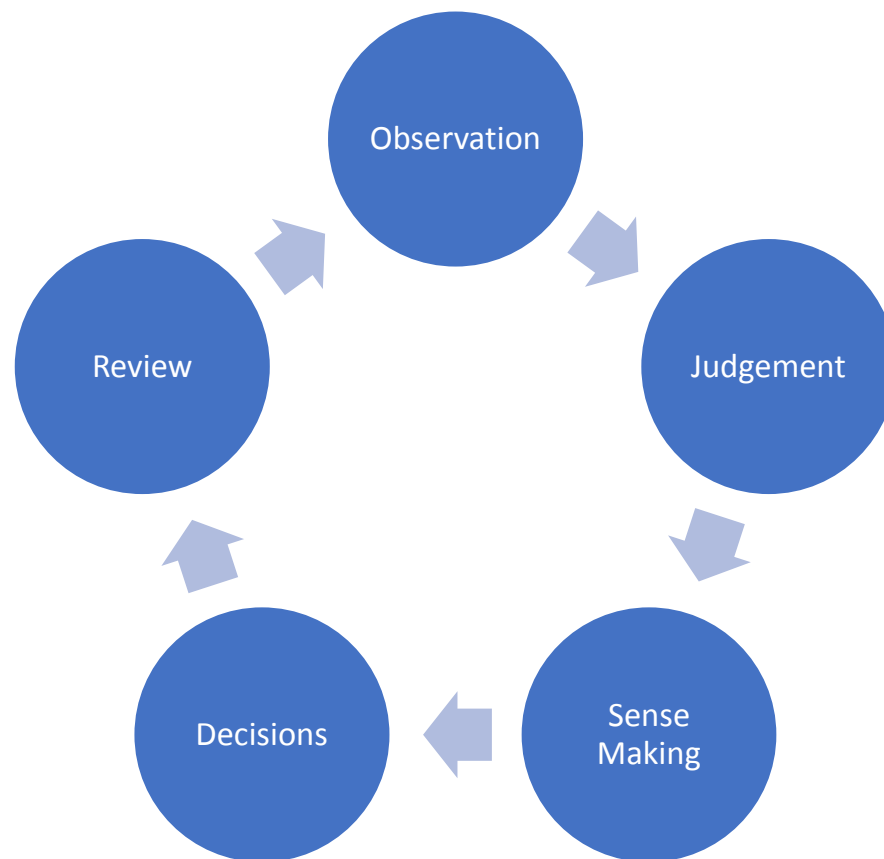
Process of a Negotiation



The most dangerous time is just when you think you are winning



Judgement and Decisions



Listening

EAR

YOU

EYES

UNDIVIDED
ATTENTION

HEART



Active Listening



Minimal Encouragers



Open Ended Questions



Reflection (Echoing / Mirroring)



Emotionally Labelling



Paraphrasing



'I' messages



Effective Silence



Summarising

Influence

Behavioral Change Stairway Model

