

Managing your seasonal staff

References don't always tell a perfect story. Find out side sources to learn about potential coaches.

Try not to rush the interview process and once thanksgiving is over, it doesn't always mean the good coaches are gone.

A list of great questions help to pull out what you need to know of each candidate. There is great talent locally but not always easy to obtain as many top local coaches like to spread their wings and move on or away.

The key to bringing in good talent from a far is housing or a very competitive salary. Housing is usually easier to do.

Contact management is everything. Managing a seasonal staff is a year round endeavor. Keeping in touch and keeping your staff involved in the off season, even if only by updating them, checking in and finding out how they are.

Always ask if their plans could change or if their 100%

If you stay in touch with your staff you can learn more about them and ways they can better serve your program. (Examples)

Always try to pamper your coaches. Gifts, parties, invitations to dinners, races (team racing) good performance bonuses and complimenting the good as often or as much as possible to counter act any bad reports.

It just takes one members bad experience to get into a coaches head and that can effect everyone.

What can you do to help your coaches in the future (great club contacts for their major (law, \$, medicine)

Recruiting starts just after and even during larchmont race week and is certainly well underway by jr awards. Know your staff well and their plans for the future. Many good coaches bring future leads to the table. So staying in touch with past coaches can pay off huge. You hope your coaches will always have some sort of bond they will always have in common.

For our type of program we try and recruit 2-3 new local first year coaches and try and attract any more advanced or senior locals to the table through some local fall (late sept) advertising through the jsa and email/ word of mouth/ high schools.

In oct we try and do more national blasts to bring in outside high level coach talent

(Ad Sources) +emails to top college programs coaches and captains, calls, calls and more calls.

Usually for 5-6 open spots we may look at 30 people

During your orientation lay down all of the laws Set very high expectation for the overall program.

Hold failures accountable
Constantly try and improve weaknesses
Don't let problems bottle up

Have more than one senior contact in the leadership/ staff for staff to report up to so they may bring their problems to the one their more comfortable.

Have lots of perks, good lunches, invite important guests (commodores, housing mothers)

Pump up your staff. Compliment them when ever possible. Single out success and mistakes and learn from them.

Promote a positive attitude throughout the troops (parents down to first year sailors, staff, officers, neighbors.