ALAN STEIN, JR.

Alan Stein, Jr. teaches proven strategies to improve organizational performance, create effective leadership, increase team cohesion and collaboration, and develop winning mindsets, rituals, and routines.

A successful business owner and veteran basketball performance coach, he spent 15 years working with the highest-performing athletes on the planet (including NBA superstars Kevin Durant, Stephen Curry, and Kobe Bryant).

In his corporate keynote programs and workshops, Alan reveals how to utilize the same approaches in business that elite athletes use to perform at a world-class level. He delivers practical lessons that can be implemented immediately.

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Alan's Website
Sizzle Reel

Raise Your Game Virtual Team Meetings Series

The following topics can be delivered individually or in a series at your weekly or monthly virtual team meetings. These sessions are designed to be 20-30 minutes in length, plus Q&A with Alan if your schedule permits.

1. ACTIVE LISTENING
You will impress people with how well you speak. You will impact people with how well you listen. But not just listening – it must be active listening. What is active listening? It's listening to connect instead of listening to respond. It's listening to learn instead of listening to reply.

Hearing is involuntary, but listening is a choice. Listening is also a skill. How do you get better at any skill? Practice! Thankfully there is no shortage of opportunities to practice... as everyone loves to talk! So take advantage and let them.

2. EMBRACING CHANGE
If you keep doing what you've been doing, you will keep getting what you've been getting. If you don't like what you've been getting, you need to change what you've been doing. After all, if nothing changes… nothing changes.

Change is a requirement of growth and development. Unfortunately change is hard. Why? It causes discomfort. We are all creatures of habit. And any time we alter our routine it makes us uncomfortable. This is unavoidable. So we need to change how we view discomfort. We need to embrace it. We need to learn how to be comfortable being uncomfortable.

3. PERFORMANCE GAPS

I doubt that lack of knowledge is what's hindering you. I'm willing to bet you know what to do… you simply aren't doing it. That's called a Performance Gap.

Performance Gaps are the difference between what you know you should do and what you actually do.

You can have Performance Gaps in any of area of your life: relationships, fitness, finance, etc.
Closing your Performance Gaps is the first step towards meaningful improvement.

4. GUARDING TIME

Time is, without question, our most precious resource. While most people acknowledge this, they don't live their lives accordingly. That needs to change in order to raise performance.

Imagine your life is like an hourglass. And the moment you were born, your hourglass got flippover and the sand started falling.

5. FILLING BUCKETS

They say you can't pour anything out of an empty cup. In order to be an effective leader and to positively influence others, it is imperative that your bucket is full. That is the only way you can pour into others and fill their buckets.

6. LIVING PRESENT

If time is our most present resource, then our attention in the present moment is our #1 currency.
If we can't change the past and the future isn't promised… all we have is the present moment.

Where we choose to put our attention shows what we value and what we care about.

Therefore we must develop the vital skill of giving some one or some thing, our undivided attention.
We must learn to live present in a digitally distracted world so we will become more connected, productive and influential.

Giving someone your complete attention (unconsciously) shows that person that you truly care.
And caring creates connection. And connection is the foundation of all relationships.

7. AUTHENTIC LEADERSHIP

A Gallup poll revealed that the #1 cause of employee attrition (65%) is poor management and leadership.

While certain people may be given more authority ('in charge')… leading is actually a choice. It's not a title. It's not a position. It's not a rank. It's choice. It's a mindset. Regardless of where you fall on the org chart, you decide whether or not you are a leader.

Thankfully leadership skills can be improved and developed through purposeful practice. Investing in these skills is one of the soundest investments you can make.

8. TEAM COHESION

What is a team? A team is not simply a group of people working together. A team is a group of people that truly care and respect each other... that puts the team's needs ahead of their own... and works relentlessly to fulfill their role to accomplish the group's shared vision and mission.

The key to building a successful team is to create a culture where people care – care about each other and about the mission. Caring is an act of will. Caring is a choice. And caring is the foundation of which elite teams are made.

9. CREATING STANDARDS

Rules are decided by the top, handed down the org chart, and expected to be followed blindly. Standards are collectively agreed upon (giving everyone on the team a voice) and collectively upheld.

Why is this important? People will always give a better effort when they feel like they have a voice and feel like their voice matters. Effective leaders realize that people should always have a say in the work they help create and they always involve people in the work that directly affects them. However, before you create standards – for yourself or for your organization – you must first clarify your identity.

10. ROLE CLARITY

After establishing a solid connection, a leader's primary job is to find out what each team member does really well... and how to best utilize that skill set for the team's benefit.

To be successful organization, you need the right people in the right positions. Many teams have the right people in the wrong positions (which is fixable). When this happens… morale, productivity and efficiency are low… and attrition is high. It should go without saying, but if you have the wrong people… it doesn't matter what position they're in!

When adding someone to the organization (a new hire), they must have a talent that fills a team need. The organization needs the mindset of 'What drives us must be good for you and what drives you must be good for us.' When a new team member is added, they must be put in roles that they enjoy and excel at.

11. ACCOUNTABILITY

In order to be a true team, everyone must acknowledge that no one is above the team and that everyone must be held accountable to the team's standards (no one is immune). It helps to realize that holding someone accountable is something you do for them… not to them. Holding someone accountable to the team's standards shows that you care.

12. COMMUNICATION

You are always communicating. Even when you don't think you are communicating… trust me… you are communicating. And it's vital you are aware of, and in control of, the messages you put out there. Almost every issue and dysfunction we have in relationships and as part of a team is within a couple of degrees of poor communication (or lack of communication).

Even more important than the messages sent through non-verbal communication (eye contact, body language, tonality, etc.) are the unconscious messages we send with our behavior. Make sure you are intentional with your behavior!

13. BUILDING CULTURE

As you can see, culture is what drives results (long term, sustainable results). What is culture? How do you define culture? How does your team define it?

If you ask everyone on your team to define it, you will get a wide variety of answers. How can you expect to collectively improve a trait that each of them defines differently?

Culture is the collective values, beliefs, behaviors, decisions, and environment of your team or organization. The strength of your culture is the environment when the CEO (or 'head coach') isn't around. How does everyone act, behave, and perform when the 'boss' isn't present? That is your culture.

A positive culture increases efficiency, effectiveness and productivity. A poor culture lowers morale, increases attrition, and undermines every aspect of team cohesion.