

Mary Kate Campbell

MGT 470

Final Reflection Paper

Strength and Conditioning Internship

Introduction

For my internship, I worked with Jennifer Rosselit the head strength and conditioning coach at Tiffin University. Jennifer was hired at Tiffin in the fall of 2012. She is finishing up her first school year at TU. When she was hired, the position as head strength and conditioning coach was not yet created. She is the first to have this position. Tiffin University has twenty sports teams between both men and women. Most of these sports teams are required to condition and live to be competitive in their sporting events. Up until this year, the head coaches have been required to condition and strengthen their own players. As a coaching requirement, it is not necessary to have knowledge of the human body. Hiring a strength and conditioning coach can make up for what the coaches are lacking in. Tiffin hired Jennifer in hopes that she would train the athletes with her exceptional knowledge of the human body and each specific sport. Her position is available to every sports team at Tiffin. This being said, she does not work with every single team on campus. Some teams, such as football have hired their own strength and conditioning coach. Other teams, such as Equestrian, have their conditioning done solely within their team.

As Jennifer's position was created this year, so was my position as an intern. I was hired as intern for multiple reasons. Knowing I needed hours I spoke with Jennifer. She needed someone that was able to work with her and help alleviate the work load she was dealing with. When I was hired, it was expected that I would work three to five times a week with an hour to three every day. As I took this job I had high hopes of learning about the position of a strength and conditioning coach, along with learning about working in the Sports industry. There are so many different possibilities in the Sports management field, and coaching is just one of the many options. My goal was to experience this coaching position, and see if this is what I wanted to do in my future. Any position in the sports management field, you must know many of the things I would be required to do in this internship. Working in this position, I knew I would learn the "behind the scenes" work that goes into a simple job. I expected to learn a lot while being the strength and conditioning intern. I expected to not only learn about the job, but I also expected to learn about myself, which is exactly what I did.

My Role

There were many different tasks and jobs that I was required to do while being an intern in the weight room. When I was hired, it was initially to make the work load of the head coach easier. I was expected to do everything that she did not have time for.

The first thing that I was required to do was clean up the weight room. Everyday people came into the weight room and sweat and dust piled up on the machines. It was my job to wipe

down all of the equipment in order to keep the weight room tidy. This is a task that goes unnoticed when managing a weight room. I was also required to keep the weight room organized. It is important to keep the place looking nice in order to have a good image. Many of the people that come into the weight room do not care to put things back to where they were found. Jennifer does not have time to keep the place in order so it was part of my job description to maintain that as well.

The main reason for my position was all the paperwork and office stuff to be done. Between all the different athletes and sports teams, they all needed to be worked with. Jennifer would work with everyone but not have much time outside of that. I helped out a lot in that I was able to type up workouts, and put paperwork together for her, that way she was able to have stuff done, without the time constraint. Along with the paperwork, I had to make phone calls out to get estimates on things in the weight room, take notes and report back with the information I retained. I also was given the job of public relations. I have had to create a bulletin board. This bulletin board answered common question a typical person would ask. My job with this bulletin board was not only to provide this information, but also to make it look good. Another major project I was required to do was put together summer workout notebooks for the men's and women's basketball teams. These notebooks took weeks to put together. I was expected to create these notebooks and make them easy on the eye so people will want to look at them, along with making them look professional.

Satisfaction Level

Overall this internship was a great experience for me. I learned a lot throughout my experiences as an intern for the strength and conditioning coach. I will be able to take what I learned and use it in my future career path. The maintenance and organization of the weight room that I had to do initially seemed to me like busy work, something that had to get done, and I was the one to do it. What I soon came to realize was that this was teaching me what it truly is like to work 'behind the scenes.' The average person does not realize what people's job is until they experience it themselves. This is similar with the paperwork that I did. I learned what all goes into being a successful coach. There is more to it than what meets the eyes. I was able to learn all the hard work that needs to be done, and I was able to learn how to adequately do it. Along with the paperwork, I had other office duties. When I made phone calls I had to call different stores to get estimates on a sound system. I was not able to make the final decision on which one to buy, but I had to find out the best deal and give my suggestion. It is very possible that no matter what I end up doing, I will have to make big purchases. It is important that I know how to make professional phone calls and be able to compare all my options and make a final decision.

Finally, I worked on a couple projects while holding my position. The bulletin board that I worked on gave me public relations experience. I was able to learn about connecting with the people we were serving, and answering their questions easier. I had to also make sure that the board looked good so people wanted to look at it, so they could see what was happening that

specific week. My other project I learned a lot from, were the notebooks that I put together. I learned what was needed to put in the notebooks, why they were supposed to be in there and how to put it in there. When I was working on these, I ran into multiple problems. These problems I ran into were great learning points for me. They taught me how to deal with obstacles I run into while working, and finding an alternate way to get the same job done.

Theoretical Application

In my Introduction to Sports and Recreation management class, we learned a lot about the different career paths in this field. One section of our book focuses specifically on a job as a personal trainer. While working with Jennifer, who is a personal trainer, I saw these theories from my textbook, hold true to life experience. The book describes this position of one that you should have training in exercise, fitness, health and nutrition (Field 145). As I learned, this is all very important. The trainer must have knowledge of these different categories in order to do their job the best way possible. Jennifer is more than just a personal trainer, she trains many different teams. One responsibility of a trainer is to be aware of their clients (or in Jennifer's case, athletes), and be able to work with what they have and get them to the point that they want to be. She also has to be able to push her athletes further than they think they can go, but not further than they actually can go. As Shelly Field describes in her book, "The Sports Industry," a trainer must be aware of what they are working with and what it is that will help them. Jennifer has to know the sports they are playing and knows what kind of strength they need to have for their

specific sport. She has a different workout for each team that comes in, and to even further break it down, she has different positions focusing on different muscle groups. Just as I learned from this text, I experienced it first hand while working with Jennifer.

I took an event marketing and proposals class. While going back to what I learned in that class, I noticed we learned a lot about Sports Marketing. Though the strength and conditioning program is ran mainly through athletics, it is still important to market the program. The thing the text says to focus on initially is a target market. The target market of the weight lifting program is initially athletes, but also other TU students and employees. First it is important for Jennifer to market herself to the athletes and coaches to get them all on board. They have to be able to trust that she knows what she is doing. My position this semester was very influential in this because between all the different sports she was dealing with, she was very busy. Because I was able to alleviate some of the stress, she was able to be there for all the teams whenever they needed her. She also marketed to the students and employees that came in the weight room in order to make them feel comfortable in the weight room. If they had any questions or concerns about their lifting, she was able to give her input and knowledge. This was important in providing the best service possible ensure that giving her this position was a good decision to make. (Stotlar 47-66)

In my Supervisory Management class, we learned about what qualities a manager must have in order to be a good leader, and what they needed to do to get the most from their followers. This holds true not only in managing but in coaching. One section we focused on was the coaching section in this management class. We were taught that coaching is performance

linked. Coaching is “the interpersonal processes that supervisors and managers use to help individuals continually reach their highest levels of performance” (Mosley, Pietri 315). This performance linked theory is one that a strength and conditioning coach must use. The text book uses a chart to describe the uphill battle towards getting the best performance. It is the strength and conditioning coaches job to take an athlete, or client, and use supervisory management to motivate them to become better. This requires “tutoring, mentoring, challenging, and counseling” (Mosley, Pietri 315). The one thing that Jennifer must focus on specifically is the challenging. When she gets an athlete or client, she must learn their body, and challenge them to be better. This is a very difficult thing to do when working with others, but just like a manager, a coach has to get the best performance out of the people they are working for (Mosley, Pietri 313-329).

Works Cited

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