Partner Consortiums and Facilitators:

ADVIS Advancing Independent Schools | ISAS | NCAIS North Carolina Association of Independent Schools

SAIS | ELEVATED LEADERSHIP COACHING | MINDSET CURATED™ YOUR FOCUS. YOUR IMPACT

The Full Roster: Athletic Leadership Development for Everyone Who Runs Your Program

A professional development ecosystem for every athletics professional in your school.



Most professional development in athletics centers only on the Athletic Director: certifications, leadership academies, and conferences built to sharpen budget management, compliance, and strategic planning. These matter. But they reach one person in the building, when the real strength of an athletics program comes from everyone in it.

The PE teacher coaching their first JV team, the varsity head coach developing their staff, the assistant AD holding daily operations together: these are the people who make a program run, and almost none of them have been given the tools to lead well. Invest in them, and the impact multiplies across every team, every roster, every season.

The Full Roster exists to make that investment possible: a structured, relationship-centered professional home for every athletics professional in your school, at every stage of the journey.

How It Works

The Huddle

8 sessions of 60-75 minutes each, every 2 weeks over 4 months, starting in January 2027 and finishing April 2027. Groups of 6–12 participants from around the country are placed in each cohort, intentionally matched cross-school and cross-sport to promote divergent thinking and learning.

Note: Online recordings of sessions are only made available to registrants behind paid firewalls. Recording will be turned off during participant discussions. A synthesis of topics, learning, and themes will be generated and provided to registrants after each session, absent of specific registrant contributions.

The Four Cohorts

The Coach's Craft *PE Teachers & JV Coaches*	**The Complete Coach** *Varsity & Experienced Head Coaches*	**The Playbook** *Assistant ADs, PE Dept. Chairs, SIDs & Operations Staff*	**The Captaincy** *Aspiring & Newer to Role Athletic Directors*
Sport knowledge is available. Professional infrastructure is not. Most coaches were never taught how to coach — they were taught their sport.	*You know your sport. That was never the question. The question is everything else — staff, culture, parents, the institution. Most coaches figure it out alone, at the expense of the people they coach.*	*These roles sit at the operational and relational center of an athletics program. They feel every tension — between administration and coaches, between what families want and what the program needs.*	*The AD role is a middle position. Accountable upward, downward, and sideways. The skill is not in avoiding those tensions — it is in navigating them honestly, with the courage to serve the whole.*
Know Yourself → Build Your Team → Lead Your Program → Sustain the Work	**See the Whole Field → Align the Team → Shape the Culture → Leave it Better**	**Own Your Role → Build Influence → Lead the Work → Grow for the Future**	**Understand & Navigate the System → Improve the System → Sustain the System**
THE 8 SESSIONS	**THE 8 SESSIONS**	**THE 8 SESSIONS**	**THE 8 SESSIONS**
1. Why You Coach	**1.** From Expert to Leader	**1.** Owning Your Role	**1.** Stepping Into the Role
2. Your Philosophy	**2.** Building Trust Before Building Wins	**2.** Influence Without the Title	**2.** Leading Without the Whistle
3. Building Culture from the Start	**3.** Culture Wins Before Championships	**3.** Making the Program Work	**3.** The Ecosystem You Inherit
4. Communication That Actually Works	**4.** Developing People, Not Just Players	**4.** Accountability in Every Direction	**4.** People Decisions That Actually Matter
5. The Parent Conversation	**5.** Parents, Expectations, and Difficult Conversations	**5.** The Art of Stakeholder Management	**5.** Parents, Pressure, and Politics
6. The Teacher-Coach	**6.** Your Program, Your AD, and Your Institution	**6.** Resources, Priorities, and Tradeoffs	**6.** Money, Time, and Tradeoffs
7. When Things Go Wrong	**7.** Evolving Your Program	**7.** Improving What You Inherit	**7.** When Tradition Helps… and When It Hurts

The Coach's Craft *PE Teachers & JV Coaches*	**The Complete Coach** *Varsity & Experienced Head Coaches*	**The Playbook** *Assistant ADs, PE Dept. Chairs, SIDs & Operations Staff*	**The Captaincy** *Aspiring & Newer to Role Athletic Directors*
8. Sustaining the Game	**8.** Coaching for the Future	**8.** Growth for the Future	**8.** Sustaining the Work (and Yourself)

Dates and Times

- The Coach's Craft: Thursdays at 12 p.m. Eastern
- The Complete Coach: Thursdays at 1 p.m. Eastern
- The Playbook: Tuesdays at 12 p.m. Eastern
- The Captaincy: Tuesdays at 1 p.m. Eastern

Session	The Coach's Craft	The Complete Coach	The Playbook	The Captaincy
1	Thu. Jan. 14	Thu. Jan. 14	Tue. Jan. 12	Tue. Jan. 12
2	Thu. Jan. 28	Thu. Jan. 28	Tue. Jan. 26	Tue. Jan. 26
3	Thu. Feb. 11	Thu. Feb. 11	Tue. Feb. 9	Tue. Feb. 9
4	Thu. Feb. 25	Thu. Feb. 25	Tue. Feb. 23	Tue. Feb. 23
5	Thu. Mar. 4	Thu. Mar. 4	Tue. Mar. 2	Tue. Mar. 2
6	Thu. Apr. 8	Thu. Apr. 8	Wed. Apr. 7*	Wed. Apr. 7*
7	Thu. Apr. 15	Thu. Apr. 15	Tue. Apr. 13	Tue. Apr. 13
8	Thu. Apr. 22	Thu. Apr. 22	Tue. Apr. 20	Tue. Apr. 20

How might every athletics professional in your school grow, lead, and thrive?

We'd welcome a conversation about building that pathway together.

Facilitator Bios:

Will Bladt, ElevatED Leadership Coaching



After more than 30 years in independent schools, serving as an athletics coach, science teacher, lower and middle school director, enrollment management director, athletic director, development director and associate head of school, I've seen firsthand the impact that strong, supported leadership can have on a school community. And through it all, the work that has always fulfilled me the most has been **developing other leaders**, helping them grow, lead with clarity, and succeed on their own terms. That's true whether they were emerging from within the faculty or coming in from other schools. Watching them step into their potential and thrive has been the most meaningful part of my own leadership journey.

That's why I launched ElevatED Leadership Coaching.

Independent school leaders often carry enormous responsibility with little dedicated support. The support that I have received from others and the support that I provided to others, have often meant the difference between success and failure. My passion lies in coaching those who are driving the daily life of schools, athletics administration and staff, division directors, assistant heads, deans, department chairs, the people at the center of everything. These leaders are the backbone of a school, and they deserve thoughtful, strategic, and personalized coaching to help them make sense of the complexity around them and lead with confidence.

I believe in collaboration, candor, and practical tools that move leaders forward. I help school leaders think strategically, communicate clearly, and make decisions that align with their values and school missions, all while keeping kids and teachers at the heart of the work.

When I'm not coaching, you can find me chasing my own version of balance…snowboarding and camping in the mountains with my family and friends, biking the Idaho hills, supporting my oldest daughter as a ballet dad, or on the soccer field with my youngest daughter coaching her team and reffing in the league. I also make time for what keeps me grounded: meditation, yoga, and the occasional 5 a.m. boot camp.

At ElevatED, I bring my full experience, energy, and insight to support the leaders who make independent schools so incredible, so they can keep showing up for their communities and living into their true, authentic selves.

Mike Marich, Mindset Curated



I've always been drawn to the work of building people, connecting people, and creating environments where they can do their best work. My path to independent school athletics wasn't exactly linear. I spent years in human resources at Citi, Morgan Stanley, and Deloitte before finding my way to coaching and school leadership, work that ultimately felt like where I belonged.

At The Frederick Gunn School, I served as Head Boys' Lacrosse Coach and Athletic Director & Dean of Co-Curricular Programming. I had the opportunity to build programs, develop coaches, and help shape an athletic department that connected mission, culture, and competition. I was fortunate to be named Coach of the Year three times and to coach five All-Americans, but the part of that work I value most is the culture we built and the people who grew within it.

My work in athletics also took me beyond campus. I served on the NEPSAC Executive Board, as District IV President, and as Commissioner of the New England Eight-Player Football League. Those experiences deepened my appreciation for collaboration, governance, and the important role athletics can play in an independent school community.

Today, through Mindset Curated, I partner with heads of school, athletic directors, and coaches to develop people, strengthen relationships, and build the systems that allow athletic programs to thrive. I believe the strongest programs aren't simply built on winning. They're built on intentional leadership, healthy cultures, and people who understand why the work matters.

I'm also the co-host of Sideline Ascent, a podcast focused on coaching, leadership, and the question I think every coach should be asking: who is developing you?

At the center of all of my work is a simple belief: when we invest in the people leading our schools and athletic programs, we create better experiences for the people they lead, and ultimately, for kids.