



## HUDDLE UP FOR CULTURE & CLIMATE

A Program of the Institute for Sport and Social Justice

Strong cultures build strong teams.

In every successful athletic organization, culture isn't just a buzzword—it's a lived experience. When team members feel safe, empowered, and aligned with the values of the organization, they are more engaged, accountable, and resilient.

**The Institute's Huddle Up for Culture & Climate** program helps sport organizations—from college athletics to professional leagues—strengthen their internal culture by tackling the real issues that shape the climate of their teams.



### WHAT IS HUDDLE UP?

Huddle Up is a dynamic, facilitated training experience that brings athletes, coaches, and staff together to examine how they show up for their teammates, for their community, and for the mission of the organization. These interactive sessions build connection, trust, and accountability—hallmarks of championship-level culture.

Whether it's addressing day-to-day disrespect, clarifying boundaries around coaching and feedback, or creating inclusive and values-based norms, Huddle Up sessions help teams talk about the hard stuff—and emerge stronger for it.



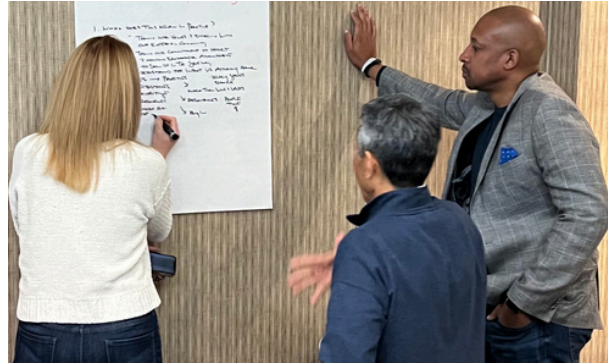
CHANGE ME, CHANGE US, CHANGE THE WORLD

## TRAINING TOPICS

### Respect in the Workplace

Disrespectful behavior can quietly erode team culture—especially when it becomes normalized. In this training, we help participants:

- Identify the difference between feedback and disrespect
- Recognize how unchecked language and behavior impact trust and belonging
- Practice tools for addressing moments of tension and restoring respect



### Anti-Harassment

In sport, some behaviors are allowed or excused in the name of motivation, improvement, and winning. When “hard coaching” crosses the line, it can create lasting harm. Whether this behavior happens from coach to player, supervisor to employee, or among co-workers, it has a negative impact on the team. This session helps staff and athletes:

- Recognize where the line is between motivation and harassment
- Explore their own experiences and reactions
- Practice naming and responding to harmful behaviors

### Championship Culture

Winning teams are built on shared values, psychological safety, and purpose. In this workshop, we guide organizations to:

- Define the values that matter most—and what it means to live them
- Identify how behaviors align or conflict with those values
- Build team agreements and norms that foster accountability, trust, and cohesion



## Living Your Values

The best teams are driven by values that guide every daily decision of its people – top to bottom. This training supports teams and organizations to:

- Identify the core values of the organization and how they show up in the actions of the team
- Consider each individual's values and how one can live both their own core values and those of their organization
- Practice using values to guide actions and make decisions

## Culture & Climate Assessments

Our mixed-methods assessments take a deeper look at the lived experience of athletes and staff within an organization. We combine qualitative and quantitative data to measure alignment between an organization's stated values and its actual climate. These insights inform tailored strategies to improve communication, safety, inclusion, and performance.

Let's build cultures where people thrive.



### Contact Information

**To bring Huddle Up for Culture & Climate to your team or learn more about assessments, contact us at:**

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