



Growing the Vermont Bench

April 3, 2025

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Bench Building Varies



4/3/25

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What is Bench Building Leadership?

Behavior by anyone in the group that helps it grow its bench.

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Bench Building Excellence
Main Points

- Bench Building Capacity Varies
- It Can Be Learned
- It Starts With You

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AGENDA

- 12:50 Building a Great Bench
- 1:00 Turn and Talk
- 1:10 Panel
- 1:25 Interact with Panel
- 1:35 Commitment Reflection
- 1:40 Small Group
- 1:50 Large Group
- 2:00 Adjourn



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“Four perfect seasons. Four D-I titles. 95-0 — a Vermont hoops modern record.”

HIGH SCHOOL

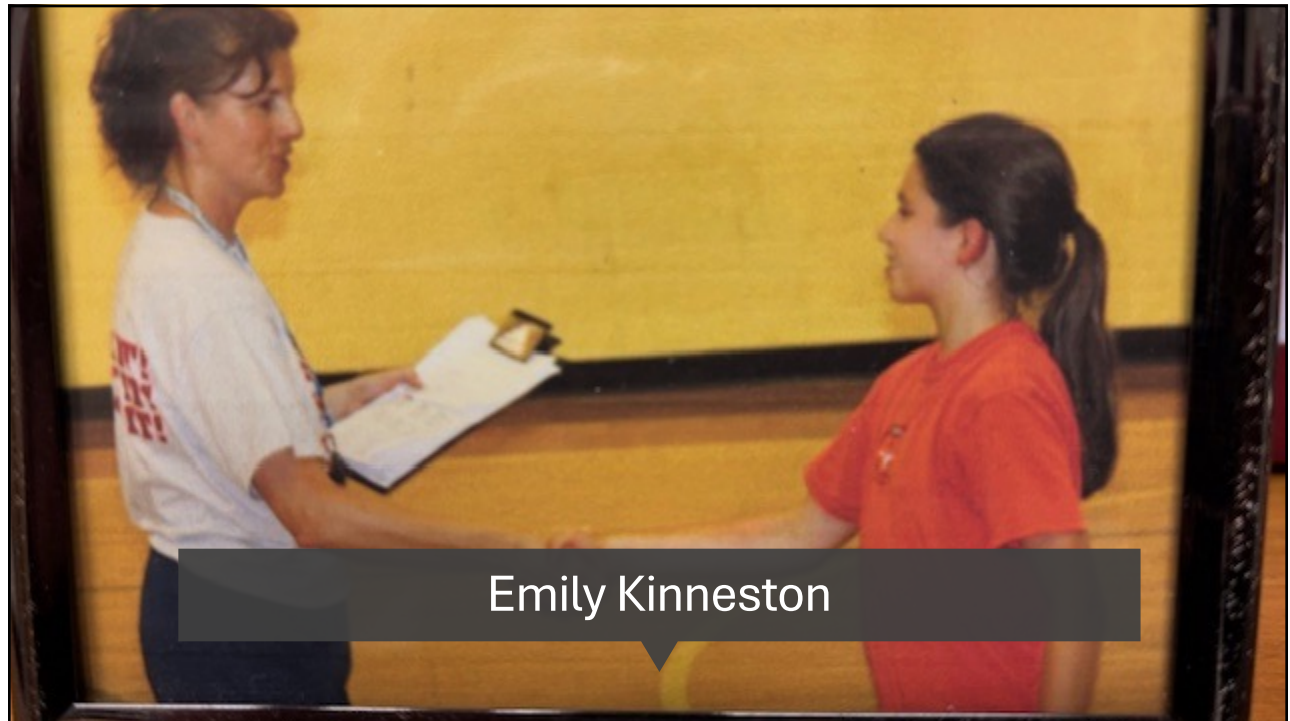
Champlain Valley Union (Vt.) finishes fourth straight perfect season in girls hoops

USA TODAY High School Sports USA TODAY Sports
Published 2:54 p.m. ET March 9, 2010

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Emily Kinneston

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HIGH SCHOOL

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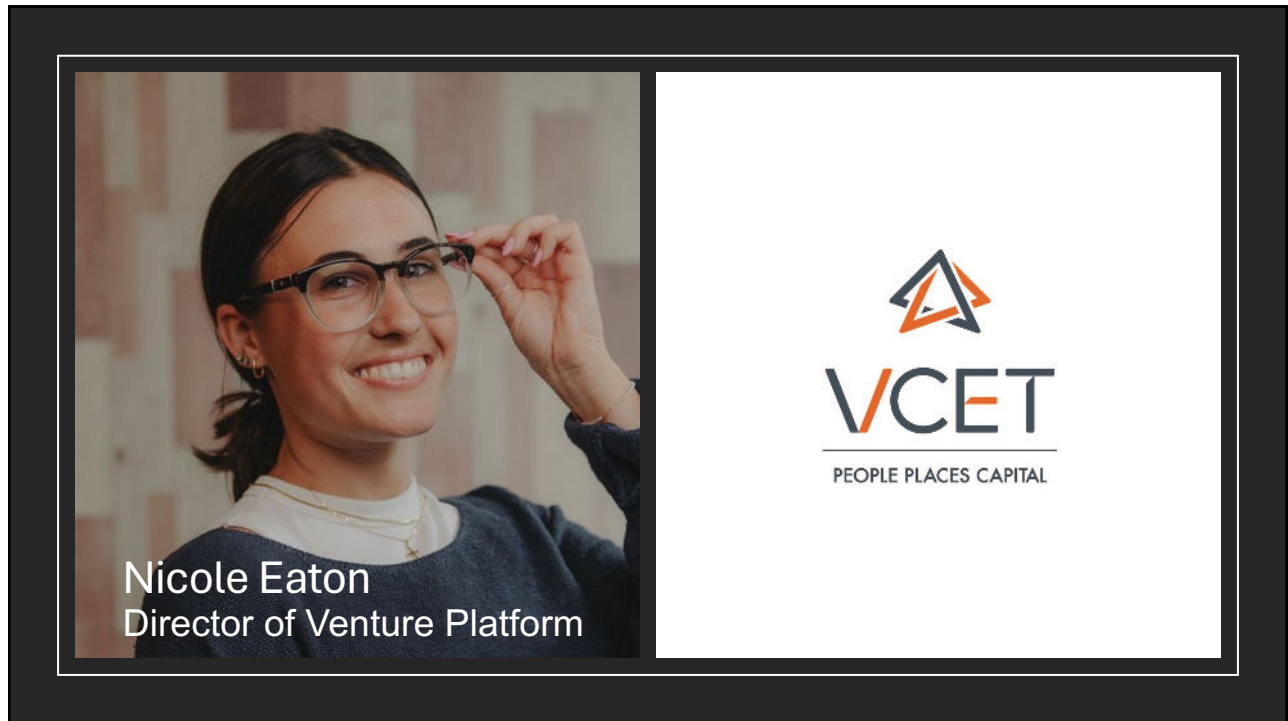
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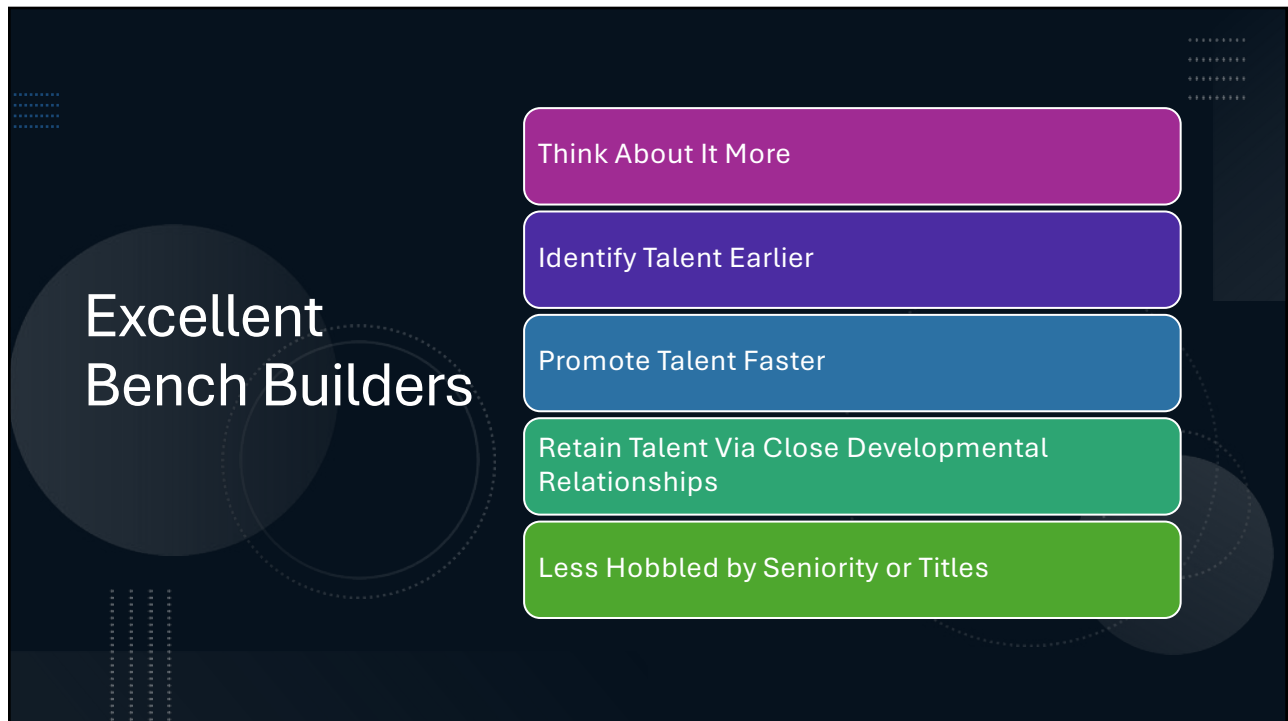
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Nicole Eaton
Director of Venture Platform

VCET
PEOPLE PLACES CAPITAL

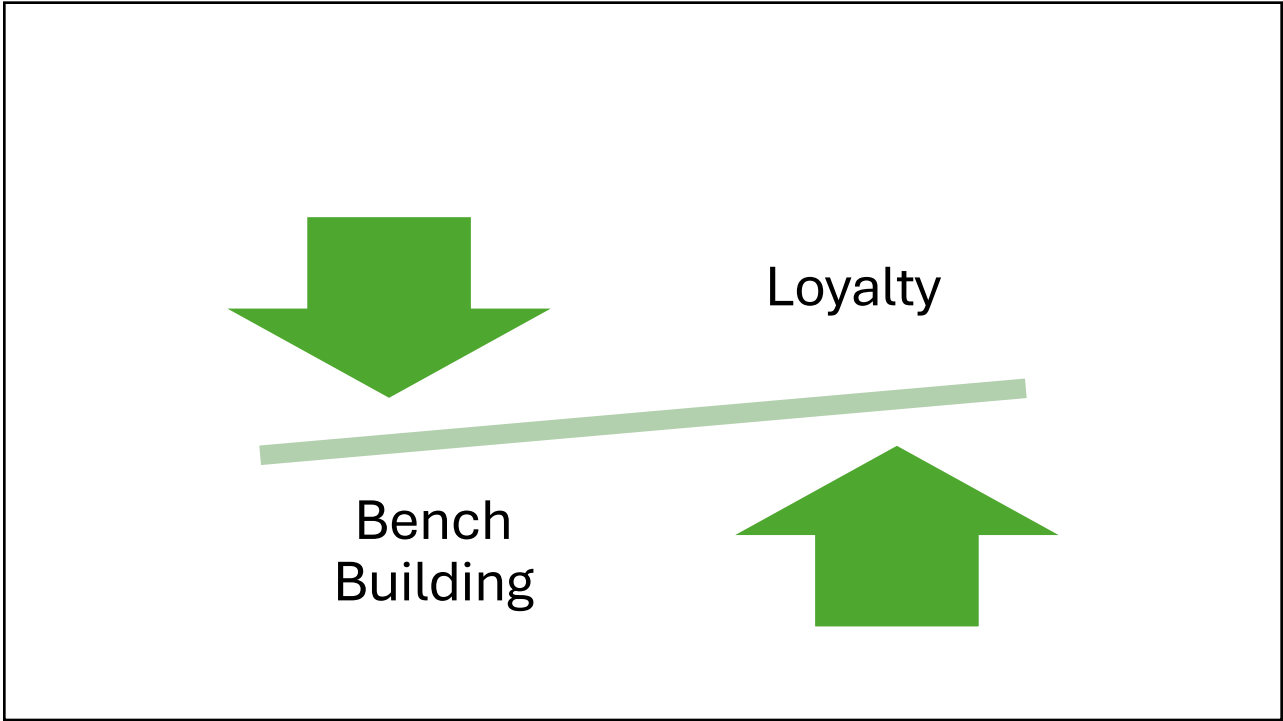
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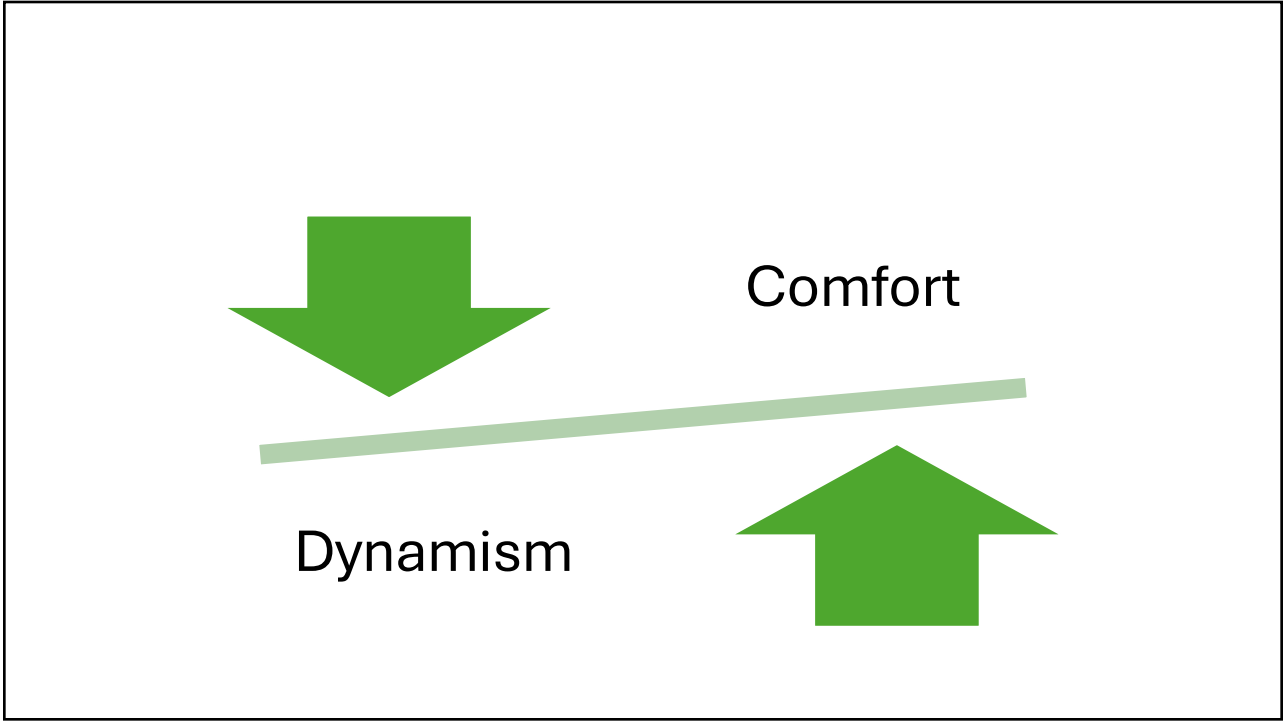
Excellent Bench Builders

- Think About It More
- Identify Talent Earlier
- Promote Talent Faster
- Retain Talent Via Close Developmental Relationships
- Less Hobbled by Seniority or Titles

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Bench Building Excellence
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Reflect, Turn, and Talk

What is your greatest strength and weakness as a bench builder leader?



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PANEL

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Action Commitments

Inspired by today's discussion, what action will you take this month to strengthen your teams' bench?

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Appendix

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7 Questions of Highly Effective Bench Developers

1. How are we doing here?
2. What do you want?
3. What's your plan?
4. How's the plan going?
5. How can I help you more?
6. What will you commit to doing this quarter to get you there?
7. When should we follow up?

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