



Before the Structure

Aaron Bozarth

Head Strength and Conditioning Coach
Midland University

Journey to Midland

2004 - 2008

Student-Athlete

University of Nebraska-Lincoln (UNL)

2008 - 2015

Assistant Strength & Conditioning Coach

University of North Carolina Wilmington (UNCW)

2015 - 2021

Gym Owner/ Strength & Conditioning Coach

BEAST Gym/ Central Community College — Columbus, NE

2021 - Present

Head Strength & Conditioning Coach

Midland University

Coaching Career Overview

UNCW

Successes and Highlights

- Women's Basketball- WNIT '10-'11
- Women's Basketball- WNIT '11-'12

Central Community


Successes and Highlights

- Volleyball- NJCAA top 10, '17

Midland University

Successes and Highlights

- Football- 8-3, '22
- Volleyball- Final 4, '22
- Softball- NAIA World Series, '23
- Softball- NAIA World Series, '25
- Women's Hockey, National Champions, '25-'26



"Look at the small schools, who are kicking everyone's ass. Go see what they're doing."

Rusty Ruffcorn



Communication

Communication

Head Coaches

Establishing Core Vision & Team Identity

- Collaborate.
- Define.
- Clarify.

Assistant Coaches

Execution & Daily Performance Standards

- Define.
- Clarify.

Sports Medicine

Athlete Welfare & Injury Mitigation

- Speak face to face.
- Share.

Communication

Head Coaches

Establishing Core Vision & Team Identity

- Collaborating to align strength program goals directly with sport-specific seasonal outcomes.
- Defining overall team expectations, work ethic standards, and cultural accountability.
- Clarifying terms and definitions.

Communication

Assistant Coaches & Staff

Execution & Daily Performance Standards

- Defining overall team expectations, work ethic standards, and cultural accountability.
- Clarifying terms and definitions.

Communication

Athletic Training & Sports Medicine

Athlete Welfare & Injury Mitigation

- Maintaining constant communication regarding modified training plans for injured athletes.
- Sharing key metrics to optimize workload management and guarantee safe return-to-play protocols.
- Clarify when the athlete is "Clear."

Lack of Communication

Inconsistency

Lack of Contact & Updates

- Fail to notify staff about scheduling conflicts or availability changes.
- Keep updates isolated instead of sharing.

Punctuality

Chronic Tardiness

- Arrive late to training sessions.
- Show disregard for coaching staff and teammates' time.

Effort Level

Poor Effort & Focus

- Demonstrate low engagement during training sessions
- Failing to push
- Become a distraction.



Player-Led Teams

Player-Led Teams

Enable Autonomy

- Empower the leaders to enforce program standards.
- Create peer-to-peer accountability.
- Let the athletes give opinions.

Expect the Expectation

- Define non-negotiables.
- Set the bar, and expect it to be met.

Player-Led Teams

Enable Autonomy

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Player-Led Teams

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- Define non-negotiables.
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Delegation

Delegation

Consistency

- Warm-up cards
- Weight room Call Sheets
- SAQ-C call sheets



Walk the Walk

Walk the Walk

Model the Expectations

- Coaches must hold themselves to the same standards they demand from players.
- Consistency in daily actions builds deep trust and respect across the program.
- Leadership starts by example, reinforcing established values every single day.



Questions/Comments?