

Subject: What We Owe the Team We've Built

The question is not only what you are owed by this team; it is what you are willing to build, protect, and carry for one another.

Subject: What We Owe the Team We've Built

Team,

I want to put our current moment in perspective without dismissing the frustration in this room. Grievances that go unaddressed do not stay small. They accumulate until one decision, one comment, or one change becomes a symbol for everything people believe they have lost: respect, status, access, or a voice in what comes next.

That pattern is visible in the story of Alexander's soldiers at Opis. Alexander announced that aged or wounded Macedonians would be sent home with gifts. He intended it as recognition and generosity. They heard contempt: that the men who had carried the campaign were now considered unfit and disposable. Their anger also came from deeper changes—the adoption of Persian customs, foreign troops receiving Macedonian-style training, and outsiders entering roles once reserved for them. The immediate announcement was only the spark.

That distinction matters for us. Leadership can believe it is protecting the team while players experience the decision as exclusion. Both realities can exist at once. If something has felt unfair, say so honestly. But honesty has to lead somewhere other than private scorekeeping and public division.

Alexander's first response was punishment, and it produced silence—not resolution. The conflict changed only when the real injury became visible: the Macedonians feared replacement and felt that their contribution no longer carried the same honor. Reconciliation required more than an order to "move on." It required restored belonging. He granted them the title of "kinsmen," then made unity visible through a shared banquet, common ritual, and physical proximity between groups that had been separated.

We should take the lesson without copying the worst parts of the example. Standards cannot be abandoned simply because people are frustrated. Veterans' sacrifices cannot become a permanent claim to privilege. Newer players cannot be treated as threats merely because they are earning opportunity. And leadership cannot demand loyalty while refusing to acknowledge where trust has been damaged.

Our next step is straightforward: bring concerns into the open, accept accountability for our own part, and recommit to the standards that built this group. Respect will not come from titles, status, or grievances repeated most forcefully. It will come from how we prepare, compete, respond under pressure, and carry one another when the work becomes difficult.

We have built something together. From here, every player has a choice: keep asking what the team owes him, or decide what he owes the team. The answer we give through our actions will determine what this group becomes.