

THIS IS HOW LEGENDS ARE MADE

*We
develop a passion
for Teaching!*



INFINITY PODCASTS 1412

There has to be something
about you that managed to
build some of the best fighters
in the world getting people to
Championships javier
Mendes one of the best MMA
coaches in the world known
for coaching and mentoring
multiple MMA
World champions like Khabib
Islam Luke Rockhold Daniel
Cormier and Kane Velasquez
i told Khabib "He's going to
Come after your family he's
going to come after your
country he's going to come
after your religion he's going
to

Come after your father."

What about mcgregor as a fighter he's done horrible i don't know what he's doing with his

Life but he wasn't doing the right track to keep him on par to what got him there what could the everyday person learn

From the mindset of a champion your best is going to come from consistency what don't they tell us the number one thing

Is Javier thank you so much for joining me on my podcast i'm really excited to talk to

you because I believe that
there's so many lessons
behind what you do for the
average Joe for the parent for
the

Teacher for um you know a
leader in a company for
anybody trying to build a
team i think you have a roster
of skills

Because of the champions
that you have built throughout
your career and making
yourself a champion too this
uh comes

From the perspective of you
as a champion we can talk
about that you as a coach and

uh the people that have built
Your character along the way
um so I'm really excited to
have you here thank you for
having me uh and I'm glad to
Share you know whatever
information that I have that
could be useful for for the
people that are listening your
fans uh

You know it would be great
honor for me to be able to
give my version of how I do
things yeah absolutely um
So there's a few things that I
want to touch on um that let's
let's start way
Back that way back when so

there are certain people in
your life

That kind of shaped your
mindset of what it is what it
would entail to build

Worldclass champions um for
better or for worse so for
better

Let's say um I came across
um your first coach uh you
were

Talking about him um let me
just get his name out was it

Pops yeah Pops walter
Pops walter Pops carvalo walt
Carvalo walter Carvalo yes so
let's touch on

That for better what are the

lessons that you learned from
Walter Pops well I
Learned that with him
anybody can be anything they
want to be uh I learned
That through him you can
motivate somebody to a
highest

Extreme and I learned
through him that there's a
limit to how you motivate
Somebody he would motivate
you to the point where he
would say anybody he trained
didn't matter who he trained
"Oh

You're going to make you a
world champion i'm going to

make you a world champion."

Well for me logic didn't
dictate that you would be a
world

Champion because you just
don't have the skill set or you
didn't have the mindset to
enter this arena so for me I
was

Thinking Pops why you
always keep saying "Yeah be
a world champion i'm going
to train you you're the best."
Whether it be female or male
didn't matter they're
Going to be the best so I was
looking I go Pops there's
something good about what

he's doing cuz everybody
always get
All pumped up so I took the
good of what he did not the
actual truth you know the
Good and the good was good
energy you know and it
motivates people so I
Learned that from him that
was a big big lesson to still to
this day I still use Yeah you
talked about I think um I
came across you saying how
when you know [__] hits the
fan he would kind of stay
behind you you know he
would kind of
Support as opposed to turn

your turn his back Yeah on
someone who's failed him as
A coach is that a big lesson
that you took from him that
well that's a big lesson also a
huge lesson is because you
Know you you taught to love
your fighters to take care of
your fighters that no matter
what happens it's okay
You're there for them you
know is that is that the
common thing across the
board or most of the time you
don't see that I don't see too
much of that don't
See too much of that you're
seeing more of it now but but

uh back in the days when I
was fighting you didn't see
much

Of that it was it was uh it was
kind of like that a lot of the
coaches would turn on you a
little bit you know and

Yeah and now I think you see
more compassion than ever
before but but back then it
wasn't like that what has
Changed you think it's the
social construct that has
changed i I think it's the
coaching you know the the
the

New coaching style that's
coming up the new breed of

coaches they're all getting to
that point where they're
learning to understand their
fighters more and

Becoming more
compassionate towards their
their needs you know versus
what the coach needs you
know we can't look

At this as what I need we
have to look at it what does
the fighter need what does he
need for you to help him to
get

Better and that's the things
that a lot of uh uh coaches
haven't been able to master or
or get the idea of that what

Are we going to do to help
him get better not what you
think he needs to get better
what he feels what he knows

That he needs to get better
you got to show them what it
is that they need to get better
and from that point that's

Where you start building a
platform uh you know a
strong base with your fighter
so I mean I said I said at the
beginning that you kind of
learn for better or for worse
someone can be a role model
for you whether it's for better
or for worse

So assume uh pops was your

role model for role model for
better in certain

Aspects but then you have
somebody in your life like
you mentioned your father
who for worse pushed you to
be the

Person you are today how did
that work well it worked this
way i wanted my father to be
proud of me

And and my father was
basically you know he came
from Mexico over over the
you

Know we we we came to
United States and he was just
a laborer you know he was a

Forklift driver for canery uh
place and uh all he was was
you know he fed us we
Were on welfare the whole
most the majority of my uh
you know teenage life you
know and um he was not a
good father

In the sense that he would ask
me hey how'd you do in
school today or did he even
care if I went to school you
know I

Don't think he actually cared
to be honest with you whether
I went to school or not you
know but he cared about me
And I know he loved me in

the in our family but he
wasn't you know uh the
Type of father that would
how you know you better go
to school you better do this
you better do that you know
none of that how's your
grades nothing he never
Spent any time with me he
didn't do anything with me
but I wanted my father to be
proud of me and uh those are
some

Of the things that mattered to
me back then but then when
my father was saying
negative things for me like for
instance

Uh when I was 12 years old I
did something really bad
where I stole from a store
right and um I come home
with

The police they take me they
bring me home and uh knock
on the door and my

Father opens the door and
they told him blah blah blah
your son was caught for
shoplifting and this and that
and all of

A sudden my father just looks
at me and goes "Well you did
well." That's all he said you
did well i stayed in my room i
Didn't want to come out i said

and from that point in my life

I never ever again

Ever even thought about
taking anything from a story
why would you say you did
well he was sarcastic he was
saying

You're you're dingbat you
know you why'd you do that
you know he didn't scold me
he didn't hit me he nothing
didn't talk

To me about it disappointing
the idea of disappointing him
just made me so upset
With myself that I never ever
again ever did it ever again
never it was always

Honest the rest of my life
from that point on i never
wanted to be anything
disrespectful or dishonest or
cheater

Stealer or anything of that
nature because I didn't want
to be that person it really
bothered my conscience how
old

Were you here 12 i was 12
wow for you to have thought
that far at 12 that's Yeah uh
you know cuz there's a lot of
people

Out there I mean they
probably don't have the
affirmations and the and the

validation from their parents
and

They're waiting for the
validation for them to make
something out of themselves
um you decided to make
something out of

Yourself in the hopes of
getting validation yes i was
uh basically trying to be good
and I was good you know and
I I was very happy being
good i I didn't want to be
Bad i didn't want to cause
problems you know back
when we were kids you know
they'd go out there uh kids
would go out

There do a knock on doors
and run right you know and
they'd try to get me involved
to go knock on the doors and

Run i wouldn't do it i I
couldn't do it i couldn't do it
to people i couldn't go knock
on the doors and go running
off

But my friends would do it
you know and um it got to the
point where they did

That to this one particular
house this is where it comes
really bad where something
you do think is funny it turns
Out to be not so funny right
so they would go and knock

on someone's door all the
time and run okay and then
they

Would do things like that they
they let the air out of the guy's
tires okay and um the person
would be very very upset

And I would never take
partake in any of that but then
all of a sudden you know
after the second time they let
the air

Out of the guy's tires he died
o yeah he had a heart attack
while I was pumping
The the air back in his tire
and what your friends uh
what was their

Take on i don't remember i
don't remember what their
thought was i just know he
died and I was like I felt like
Wow that's the repercussions
that happens when you do
something like that you know
there's always there's always
Something in it when you do
something bad that there's a
response that's going to
happen back that's negative
and that

was the negativity of it maybe
it would have been another
situation i'll give you another
one uh that was a negative
is uh I had a friend of mine

we were out playing in in in
the schoolyard and there was
this person walking by who
was

on drugs you know and my
friend started making fun of
him and of course not me i
would never do that so he
grabbed my

friend by the neck and he
took him with him you know
and I was just like I was at
that time I think I was 11
years old

when this happened so my
eyes got all white like oh
what are we going to do what
are we going to do you know

so I ran to his house i I I told
him hey this
guy next behind us that lived
in the next street grabbed you
know Manuel and he took
him with him so they went
out
looking for him and uh they
went to the person's house
broke in that house they
couldn't find him in there and
the next
day they found Manuel uh
you know he was uh you
know in the river basically
what
happened is not the river uh
like um uh what do you call a

little lake like you know man-
made lake river like uh not a
river but but like a lake
anyways like a lagoon yeah
like a little little creek
sorry creek I want the creek
he was in a creek and what
happened is this person
got a rock and smashed him
on the head you know and
was going to try to kill
Manuel and Manuel so he had
some martial
arts training he he did a back
fist on him and he ran across
swam across and saved
himself but uh yeah so this is
a

situation that happened all
because he was making fun of
the guy and the guy was on
drugs you know and that's
you

know I learned all these
things that you know those
actions cause reactions that
aren't good

sometimes and why do
something like that so I
learned early on those kind of
things that shouldn't be done
yeah that's nice that's I mean
that's a heavy actually a heavy
lesson

um okay so you've been a
champion uh back in your

back in your day uh you have
one of the biggest kickboxing
in the world um

are you still the owner there
aka Yes yes and you've
coached some of the best
fighters in the world right you
have uh Frank Shamrock BJ
Penn uh Kane Velasquez
Velasquez velasquez Daniel
Kier and obviously the most
recent ones Khabib
and Islam uh there has to be
something about you that
managed to build some of the
best fighters in the world
getting people to
championships to the best of

the world and my question to
you
is do you feel like it is the
world champion in the in
them that found you
or you found them in a sense
where you built the world
champion in them i you
know I I think I was fortunate
to have a lot of people around
me that brought people to me
you know Hhabib came
through one of my other
champions uh King Mo Lau
you know Muhammad Lal he
brought him over uh when he
asked me if
he can uh you know if there's

a Muslim a brother of his that
that wants to come train with
us it was okay i said yeah
for you anybody so that's how
Habib came so that wasn't
something I recruited or
thinking about well this
person could be
somebody no uh it was
something that came through
other people uh one in
particular fighter that I had
named Luke

Rockold you know he came
into my gym just to try it out
and I saw champion material
in him right away so I went
after him so what does that

look like what does champion
material look like is it a talent
or is it technical or is it
mental it's a talent and it's
mental it's a talent and mental
you know and it the technical
part that's our job yeah
we're supposed to give him
that but the the talent has to
be there the mental has to be
there those two qualities have
to be there so that's what you
look into somebody to see
okay does this person have
the the the mental and the
talent

and sometimes just the mental
is is good enough one of my

fighters named John Fitch
became a world champion but
not
because he was super talented
because he was super
stubborn and will stay
disciplined and stay consistent
and never
gave up on himself you know
so you can be somebody
without having that super
talent also i didn't pick him to
be
anything great but he became
actually one of the top
individuals in the UFC
and and the the welterweight
division you know at one

point he was number one
ranked you know and he
fought for the
title against George St pierre
and he lost but he gave him a
great fight you know but still
he got to that point to
that level because he never
gave up on himself do you
think um you know there
there's a saying hustle beats
talent if talent doesn't hustle
so can your mindset really
take you so
far if you're not if you're
talented and you're not really
working that hard versus not
talented but your mindset is

so on point do you think your
mindset can actually make
you beat someone who's
talented your mindset can
absolutely get you to beat
someone that's talented john
Fitch is a perfect example of
that he

beat a lot of individuals that
were a lot more talented than
he was but he just stuck to the
grind and what was
special about his mindset he
just uh okay uh for instance
there was a point
in in in his journey when he
was growing up with us as a
fighter that he didn't

have no one to train with he
had literally the best trading
partner for him was a one-
legged guy and he did the
best because the person that
didn't have one leg and there
was nobody else there for him
to actually train with you
know

at that particular time because
we were we were all doing
other things and uh um I think
we were an ultimate fighter or
something like that but he
only had one person to train
with and it was mostly the
best guy was a one-legged
guy who was pretty good you

know but again he
didn't have a a wide
assortment of fighters to train
with cuz they were gone at
that particular time and he
didn't give up on himself he
just stuck to what he needed
to do and and that's basically
uh the perseverance of
someone

that doesn't quit on himself no
matter what odds are against
him uh he's the kind of
individual that you know
when

the Ultimate Fighter came out
the very first one the very
first one that that brought

everything to where it is now
with the UFC he was one of
the people selected he was
one of the people selected to
be on the show when he was
at the airport his luggage was
already put in the the baggage
to take right mhm

he gets the call while he was
at the airport ready to go they
say "We won't be needing
you." So can you imagine the
hardship and the heartbreak
that he had to go through
you're there you're told "We
don't need you pack up go
home." He
He basically stuck to the

grind he said "That's fine i'm
going to get in anyways."
And he did he got in he got in
through winning through
mental preparation and hard
work so what are the biggest
sacrifices you feel um these
elite fighters need to make so
there's a
lot of things behind the scenes
like the story you just told me
people don't see in the
octagon right they don't know
what is happening they they
don't know what the what the
mental and physical and
emotional sacrifice you need
to make

what do you think is the most
common and consistent
sacrifice uh that has to be
made across all these
elite fighters well that they all
have to sacrifice their time
you know their time meaning
that they have to stay
consistent with their training
they can't you know let's say
your your wife your girlfriend
you know they say or or
let's say you're a girl fighter
and then your boyfriend says
"Hey let's go out to dinner
tonight it's our special day."
And you're training for a fight
well guess what you can't go

m you cannot go it's the same
thing like someone
studying for the college exam
getting ready for the test and
all a sudden you decide to
take two days off with your
friends you can't go not if
you're going
to ace that that test you can't
go so those are the sacrifices
that are being made cuz
you're going to work you got
to
look at it like work you can't
miss days of work and expect
to get you know a good uh
you know salary number one
number two you can't expect

to get good results where you
keep your job you know you
have to stay consistent so
everything related to fighting
is you have to give up your
time you can't go
do the fun things you want to
do you can't go play sports on
the weekend for fear of
getting hurt because if you get
hurt then you have a contract
with your promotion and
you're know your contracts
to stay so you can't do these
kind of physical activities
because it could jeopardize
the fight if you get injured
so there's a lot of time that

you can enjoy yourself with
that you can't use because if
you

do you know you could end
up costing yourself uh you
know your your payday your
fight you know and it's not a
good thing you know they say
um work life balance if you're
achieving greatness is
the biggest scam ever it
doesn't really exist the people
that are chasing greatness
have to sacrifice something
which is what you're talking
about you can't have a work
life balance you know like a
little bit of play a little bit

of going out a little bit of
dinner and then also training
hard for the championship
most people that achieve
greatness don't have a work
life balance it's all in and then
break do you

believe Do you agree in that
would you agree with that yes
you have to be consistent if
you're not consistent you
can't get the best results there
is some people that can
manage to win a world title
and they will maybe not do
the
things that they should do but
at the very end they fall

quicker than they would have
had they stayed consistent
you know one particular uh
boxer that I owe a name is
named Bernard Hopkins
bernard Hopkins stayed clean
he stayed

you know eating right
training right his whole life
this this individual won a
world title u at age 49 years
of age

retired at age 51 in boxing
wow yeah and why because
he's basically mentally
disciplined and he stayed
healthy this whole time so he
didn't do those things you

know he stayed in shape all
the time

and that's what about like
McGregor which who who's
the opposite of that he's
completely the opposite and
look

where he's at he's a perfect
example of somebody that as
a as a fighter as a fighter not
as a businessman as a
businessman we know he's
done fantastic you know but
as a fighter chiz yeah as a
fighter he's done horrible
lately when
he started getting that Yeah
parties in the way doing

whatever he's got i don't
know what he's doing with his
life but
he wasn't doing the right track
to keep him on par to what
got him there yeah
absolutely um so how much
does uh mental toughness
have to do with getting to
where you want to be in any
capacity uh you know
and can you train for mental
toughness you can train for
mental toughness and and
how you do it is repetition the
consistency repetition
repetition so basically okay
let me give you the the

Connor situation with Habib
when when

Hhabib was going to fight
him uh I basically right when
that fight was signed I told
Hhabib he's going to come
after your family he's going to
come after your country he's
going to come after your
religion he's going to come
after your father you can't let
him win you cannot let him
win these wars he's playing
the art of war and this he's
playing the dirty art of war so
but you can't let him win
because any chance you let
him win is going to give him

an
opportunity to come fight
time so you have to mentally
beat this guy all the way
through so I kept repeating
that to
him over and over and over
again repeatedly over and
over remember he's going to
come after your family he's
going to come after your
religion your wife and he did
every one of those things i
said he may even come after
me he come after your
manager he did all
those except me he didn't
come after me how come

there was not much on me uh
you know I I knew that i
knew there not much
that I do that's bad so you
know uh he couldn't the best
the worst thing he's ever said
about me he called me a fat
ars kickboxer so so but he
said that much
years later you know he
called me a fat ars kickboxer
but I thought it was funny cuz
I was fat so he wasn't wrong
you
know so I'm like you he
wasn't wrong but uh he he's
not a good person this guy
and and uh but he's very

famous and and um you know
do you think he does it for
show or he actually is he is
like that i

think he is that way i hate to
say it i think he is that way i I

I don't think that's a show
how can you continue to be
a show and and the other
thing too how how does uh
how does someone punch a
guy that's sitting in a bar
because he won't

drink your beer that you
offered him he punched him
square in the jaw you know
when the guy wasn't even
looking he

punched him how do you do
that and then how do you
throw a drink on somebody
because he refused to take a
picture with you he did that
how the machine gun
Kelly he threw a drink on him
i saw it he threw a drink on
him because the guy didn't
want to take a picture with
him how do you do that
you're a good person
no I'm sorry you're not a good
person i don't care what
anybody says maybe you're a
great athlete at one time or
maybe this maybe that maybe
you're generous to your wife

and your kids okay but are
you really a good person no
no

not when you do things like
that i'm sorry i can never say
that someone that does that is
a good person i can say he
wants to be a good person yes
but is he a good person i can
say no and uh that's behind I
mean that's off

camerara with the examples
you're just giving me so it's
not for this is just what he's
doing on a dayto-day um so
let's go back to what we
talked about on mental
toughness when you were

prepping Khabib for what he
could endure from Connor
um do you feel like he broke
at some point because of what
he said that

Khabib broke i think at the
very end of the fight yeah I
think so because he
jumped the cage and went
after his coaches and I never
asked him believe it or not i
never asked him uh why he
did

that till a couple years after i
said "Hab why did you go
after the cage?" And why did
you go after Dylan Dennis he
goes "Well coach because uh

you know his head coach you
know is was too old and it
would be disrespectful so I
had to go
after Dylan he was more my
age so I said "Ah it was
respect." Even in his anger
you know he he went after
Dylan yeah he
thought of he couldn't touch
the coach he had to go after
the the younger one and that
was Dylan Danis and Dylan
was the one that was talking
the most uh
stuff anyway so he was he
was egging hubby on through
the whole fight so you know

he did that because number
one the
coach is too old and he
couldn't attack him so he went
after the second the second
one yeah wow so you uh you
talk about the Deastani
mentality and how um you
know they're all about
discipline
and faith and culture and
there's something about
Hhabib that is very
grounded i mean for anybody
who watches uh watches him
how he speaks you know
even if someone tries to diss
another fighter in an

interview and then he's
always like "No I'm so sorry
but just
give him his moment let him
you know uh don't take that
away from him." Like he says
this a lot in interviews of
somebody's trying to diss
another fighter or a champion
that had just uh won some
sort of belt so what do you
think about that mentality
well that mentality that he has
is the reason why he he's one
of the greats and
he will continue to be one of
the greats because he it's what
I always tell him earlier on in

2012 you know when when
he
started to speak a little bit of
English I would tell him I
don't know what you're here
for but there's a reason why
you're here and I said you
know just like Muhammad
Ali you know I consider
Muhammad Ali the greatest
not because of
what he did inside the ring is
what he did outside and
there's something about you i
I can't put my finger on it
right
now but there's something
about you because you're also

Muslim and you have a huge
you know um
basically Muslim uh
community you know and I
think there's something about
you
and I don't know what it is but
now here we are present day
and now we see why it is
because what he does
everything he
does is the way you should be
as a as a Muslim man as a as
as as a as a believer
in your faith you know he's
through and through 100%
you know everything you're
supposed

to be you know a lot of the Muslim fighters have that exact same mentality they all are very strong in their faith when they're fighting as well because you kind of see this across the board a lot of them are really really faithful and I don't know how it translate maybe people think it's a discrepancy between going into the octagon and fighting versus having that kind of faith um what do you think it is about the culture and the the sport well for them the culture is like for them it's

when they're done
training that they go hang out
with their family or their
brothers and and they're
eating with each other and
then

if they do any kind of games
it's like a football game or any
kind of you know
maybe Dagistan basketball
type thing you know they
don't they don't go out and
party they don't drink they
don't smoke

they don't do any of that stuff
you know they they stay to
the core you know just
disciplined you know and

that's their
lifestyle that's not something
that after they're fighting
they're going to go and party
they don't do that they're not
going to ever do that because
that's

not who they are that's not
what their religion is all about
they're they're core to the
religion they they they they
have their faith and they stick
to it you know it's their guide
for why they are who they are
you know and they're
that's not going to change
them ever you know it's going
to make them great as they

can be but at the same time
too

when they're done with their
fighting they're still going to
be that same person they're
not going to change yeah i
think that's pretty key because
what

their faith offers them is you
know I mean it's based on
discipline and structure and
you know um staying
grounded all the time and I
feel like it really translate
translates very well into
building the champion in
them um
through the UFC of course so

you know egos emotions
injuries how much of that is
on you to mitigate when a
fighter is going through that
and how
do you you know how do you
go about it how do you
manage people's emotions
and their egos and their
injuries when
they're really they hit rock
bottom at some point well
you have to communicate
with them that's number one
number two
you have to have order i'll
give you an example uh let's
say we have let's say

Habib hhabib hhabib is a
world champion already and
he has a fight coming up okay
he's a superstar already and
he's

in my gym and his fight is
like he starts camp two
months out and there's
another fighter that's below
him way

below him but his fights in
one month priority doesn't go
to Habib because

he's a superstar priority goes
to that other fighter who's got
his fight coming up first so
that his fight's coming up
first so that means that he can

have the right of refusal if he
wants to spar first or second
or third or whatever
lineup he wants he gets to
choose khabib doesn't get to
choose if I let Hhabib come in
and choose because he's the
bigger star then then it's going
to go crazy you know so I
don't allow that and the other
thing what I do when uh
when
it comes to their injuries and
whatnot I tell them "Oh I say
"Listen you guys if you're
coming in here and you have
an
injury and you don't let us

know about it you know that's
a big no no because the injury
could get worse while you
guys are sparring you have to
let us know about your
injuries and you have to let us
know if you're tired you didn't
get enough sleep the night
before you
had a fight with your
girlfriend or your wife
because if you don't tell us
that and you come in with
anger already and
you got your mind elsewhere
you're going to go into a
situation where it's dangerous
and you can get hurt you

know

and I don't need you guys
getting hurt before your big
fights if you have something
like this if you don't want to
spar if you had a a bad night
sleep or you argue with your
girlfriend or your wife don't
spar please do not spar let
me know because if you don't
things could happen bad so
now that you're hearing this
little story okay let me
give you an example what
happened we had a situation
where Hhabib was uh uh I
was running out of sparring
partners for him

and uh that particular day and
I was looking around there
was nobody there but there
was this one fighter named
Andre Felo and I said I said
Andre you want to spar
Habib and he goes yes yes
yes so I'm like okay great so
had him
spar with Hhabib and within
about 15 seconds when they
started sparring Hhabib
picked him up and and and
slammed
him on the ground dislocated
his his shoulder blade
shoulder and I'm like
"Oh darn it." So anyways

Andre is like so upset at himself he goes "Man I should have listened to you i should have listened to you." I go "What do you mean you should have listened to me?" He goes "I didn't want to spar but I did

anyways because I I never thought you'd let me spar with Habib ever again." And I go "Wow." Yeah this is a perfect example what I'm talking about i go "You should have told me then you could have ever always sparred him again." But why didn't he want to was it an injury issue

or was it just like he wasn't
ready he just wasn't really
ready mentally he didn't want
to spar he didn't want to
spar it was no injury he just
didn't want to spar him no
anybody he didn't want to
spar it's just because it was
Hhabib he thought he'd never
get to spar he never sparred
him ever you know so he was
like wanting to sparhib i mean
it's

a big honor for him to to spar
with someone a world champ
he was a world champion at
that time so it was a great
thing for him but you know it

wasn't it didn't work out in his
favor because he shouldn't
have done it
because his mind wasn't there
when you're in that cage
octagon ring you
have to be mentally ready you
can't let distractions affect
you because they will affect
you how do you train people
for that how do you train
people to stay you know with
with it you know and not
get distracted well you have
to find out who they are and
what what they're what
they're doing you know in
their lives

you know and you got to talk
to them if you don't talk to
them you're not going to
know if you just assume you
know the
the assumption is going to be
potentially wrong you can't
assume you got to talk so
you're are you are you for
vulnerability and openness or
more me or more um you
know tough love kind
of coaching i'm more for
vulnerability i'm more for that
then easy to get that
out of uh you know No I can
imagine no it's not that easy
it's just it's tougher i rather

have that and and and
work on building that that that
that situation the mindset cuz
when you have tough love
then that means they're going
to they're going to tough it out
they're going to do a situation
where something is going to
be injured and they're not
going to they're not going to
tell you okay I'll give you the
perfect example what
happened Umar Habib's
cousin for his title fight you
know he broke his
hand in the very first round he
didn't tell us he did not tell us
he did not

tell Habib Ray or other
coaches that he broke his
hand so there's a situation
yeah he kept going he kept
going and we didn't know we
had no idea he had zero idea
did he know or was he knew
no he

knew he knew he broke his
hand he just didn't tell us and
that's what I'm talking about
that that was one of those
situations where I rather have
vulnerability and let me know
coach I broke my hand right
versus tough it out
that was a tough out moment
and that's why I told you it's

not easy it's it's it's very very
hard you know do you feel
like you take responsibility
for their failures or you think
it's on them well
when I started earlier in my
career you know uh fighters
would uh interviewers
would ask me questions why
did so and so not do this and I
would put it on them i would
say well I don't know they
know what they were doing i
can't tell you
why they didn't do what they
did and uh then an altercation
happened between me and
one of my fighters and he said

"Why
did you say this why did you
say that?" I go "Well it was
the truth i told the truth you
you didn't do that." He goes
"You know but coach is
supposed to
protect us wh why are you
throwing us underneath the
bus?" And I went "Ah that
hit home that hit home." I
went "Dang it he's so right i I
was throwing him underneath
the bus i was telling the
truth so if you like you ask
me a question I'm going to
tell you the truth but I didn't
protect my fighter what I

should have done was take
the the the blade myself you
know and that's what I've
learned from a fighter he
taught me
that you know take the blame
even because you're the coach
you should know these things
and if you don't know then
you should have known so I
take that
responsibility upon myself i
love that so much because it
shows such humility from
your side as well cuz you
could
also go on the defense and
say "No that's all you." Like

"Don't blame me this is not my business." But the fact that you're willing to take the learnings from them as well is such a key thing it is it is it's just very important for you to grow too as a coach to accept you're not perfect you can learn from everybody and I' I've learned from friends of mine that come into the gym that don't even know anything about fighting zero and and they come in they're watching the sparring and and they say "I I know it's none of my business but shouldn't he

be doing this?" And and they
they're looking at
me like "Oh don't I I I didn't
mean to say." I go "No you're
right." I go "I didn't pick that
up." Well I don't know
why I didn't pick it up but you
picked it up so as you're very
correct on your assumption of
why he should he should be
doing this why is he doing
that and I
said "Yep you're right." So
I've learned from that also
that don't think that just
because a fan's watching he
doesn't
know what he's saying listen

to what they're saying there
might be some value in it you
know so I listen to everybody
yeah um is it fair to say that
you always have like one star
fighter right like at a at a time

so

let's say is Islam now your
your star fighter would you Is
it fair to say that or not no not
with me only because we
have too many so you have
too many yeah we have too
many because I wonder if it's
always the case where there is
possibly the better of them all
and then maybe your other
fighters feel like

they're in somebody else's shadow so for example did Islam ever feel in Habib's shadow or does somebody else ever feel in Islam's shadow i you know I don't think so i don't think so but it's possible it's possible i mean I try not to have that that's why we do the thing where I was saying if if you're the if you're the priority fighter you're the champion fighter you don't get treated like that unless it's your time you know so let's say Islam you like you mentioned with Islam uh

when it was his time he too
would ride
above Hhabib because if his
fight was beforehib he gets
preference over Habib okay
so there you Yeah so that was
a

proven method that still to
this day we will always use
okay you know it it worked
out really well for us and uh
like when Hhabib came over
uh to us you know back 2012
you know he took a lot of
the knowledge how we ran
our gym brought it back to
Dagistan and uh we brought
things from Dagistan to the

USA so it's
kind of we collaborated back
and forth now both gyms
don't really need each other
especially team Habib with
the
hungry fighters the amount of
fighters that they have they
don't need anything from me
anymore other than the
respect
level that they have from me
but it's all taken from each
other mhm he came for he
came to you for the skill set
of
kickboxing right no he came
to me for for the team aspect

of wrestling because
we had wrestling we had uh
we had a very good wrestling
program for our fighters with
the Daniel Cormet who was
the head

wrestling coach for us at that
particular time so he came for
the wrestling okay i see i see
let's try to uh take this back to
the everyday people so what
could the everyday person
learn

from the mindset of a
champion well the everyday
person could learn from the
mindset let's say and the
mindset of a coach building

somebody else that's working
for them or building a team
for example you know what
what

could they learn well they can
learn that consistency creates
results and uh

consistency creates positive
results so for instance if
you're in school and
you're there on time okay
you're you're not late for class
so if you're not late
for class you're not missing
any of the assignments that
have been given to you so
you're ahead of the schedule
you're on point you do your

assignments like
you're supposed to day in day
out don't miss anything you're
always going to do better than
the individual that doesn't
so you always know that your
best is going to come from
consistency it's not going to
come from I'm so talented I
can
do this and do that without
even studying this and that
you can but if you did more
of the consistency type
situation you're going to do
much better you know so
consistency is the key in life
you know stay focused stay

consistent you know when
you miss one training when
you miss three trainings a
week you know type thing
how you going
to expect to get best results so
if I'm going to school and I
miss three days out of five
how am I going to get
the best results i'm not so you
need to learn that consistency
is going to get you better
results so you got to ask
yourself do you want an A do
you want a B do you want a C
or do you want an F if you
want an F don't go to school
you're

going to get an F don't get
don't worry about it you're
going to get what what you
want but if you want
something you got to go and
get it and you have to be
consistent and do uh be
diligent about what you need
to do to get there so
that's what it's all about so
that's from the person aiming
for the championship what
about the person coaching
what what is what is required
from their end from a
coaching perspective you
have to have an open
mind and you can't look at

one fighter is it worked for
him so it'll work for you
every fighter is different you
know

if you and I went to a
restaurant we may not like the
same foods but we're both
going to eat because we need
to eat right but we're not
going to order the same foods
because maybe you don't like
what I'm eating or maybe you
like it too much and we eat
too much of it you know
we're going to order different
foods we
normally don't order the same
there's going to always be

something different about
what we order and in
coaching it's
going to be the same thing
don't look at your fighter like
he's the same as the other
fighter they're all different
and you got to look at what
their strengths
are what their weaknesses are
and you got to work on those
you got to build them and
then you're not going to know
if you don't talk to them i
think there's the same
translation to parenting as
well because I mean back in
at least my day it's it's people

you know you raise your kids
as all the same

like oh they're all the same all
my kids are the same and I
love them the same and I treat
them the same and I mean

now

we learned we learned that
that's so not fair and it's not
true you know the middle
child's experience is very
different to the younger child
and the older child so I mean
parenting is like coaching
right the one-on-one version
of

parenting what's your take on
like the translation well what

she says right now is the one
of the reasons why I uh I've
used that cuz it's like
parenting i'll give you an
example i had one student her
name is Stephanie Cerna and
she was
my first girl student ever uh
and um her mother would
bring her into me and one
day her mother comes to me
and she says "I'm going to
take Stephanie out of of
practice because she she did
something
bad in school and I'm going to
you know so I got to punish
her." And I'd looked at her

mother i said I said "Okay but why are you going to punish her something that's good for her do something else take something else from her but don't take her away from here this is positive mental training here she's getting here this is the best place for her to be you know so you should actually make her come here more because she's going to get a mental mental training here physical and mental this is the best type of thing she's not going to be doing anything wrong she's not going to be doing

the things that
you you know that you don't
know about she's going to be
doing exactly what you know
about she's going to be
training she's going to be
working her body she's
going to be working her
mental so this is what she
wants to be doing so those are
the kind of things I use and
still

to this day Stephanie is
become a fantastic mother
you know and uh she
learned she learned you know
the hard work and staying
disciplined you know is what

it needs to be and she learned
also

from having bad husbands
you know what what it meant
to you know to be a good
person and what you need to
do so she's the mother and the
father but not not like you'd
ever be the father but she
takes both roles and she does
a fantastic job of it because
she's mentally strong she's
there she's put
together you know so she's a
fantastic mom can you walk
me through the day of what it
looks like to train with you
like someone walks into your

gym one of your fighters from
the beginning to the end what
does that day look like well
for me when the fighter
comes to me he's going to
know everything he's going to
know if I teach him uh correct
footwork

he's going to know why I'm
teaching it he's going to
understand it and I'll look at
him and I say "Do you
understand

why this works this way and
doesn't work that way?" You
know he's going to know i'm
not just going to say "Oh no
this is the way it's done no it's

it's going to
be one of those things where
this is the way we do it if you
feel let's say for instance the
fighter says "Ah you know I
don't feel comfortable doing
that." And I would tell them
"Please let me know because
if you don't feel comfortable
doing something you're not
going to do

it you're not going to do it
you're not going to do it if I
don't convince you this is the
proper way to do it and you
don't want to do it you
shouldn't do it let's work on
something else." So I would

do that with my fighters i
would say "Hey tell me
something that I'm
doing that you don't like even
if it is right tell me." Because
if you don't tell me I'm going
to work on something
that's going to be a waste of
time because come fight time
you're not going to use it i'd
rather spend time on the
things you love the things you
want to use the things you
feel comfortable with than
something I'm trying to get
you to
do that's how you use it and it
it works yeah i mean I play

paddle tennis
actually and that's what my
coach tells me it's like I'm not
going to train you on the
ABCs of what it's of what you
could like the different skills
that you could use in paddle
what you're good at what
you're what you find comfort
in I'm
going to keep pushing on that
more so than just teaching
you all the ranges that you
might not ever use so I totally
see that actually but but the
only difference is uh with
your paddle I'm
sure he's teaching you all the

others so you have the
knowledge yeah yeah of
course yeah yeah but then he
focuses on your strengths
that's a good coach m you had
said this and I think it's
consist consistency but if
there's anything else that you
could think of or give advice
to somebody who is trying to
make it in anything be the
best parent be the best
business in the best in their
business the best in their sport
other than consistency love
love for who for themselves
or love for themselves love
for their family love for the

person that you're going to do
this for love m if if you love
your

girlfriend and she wants to get
married and she wants to have
that home she

wants that car she wants that
lifestyle that love should
drive you to

do the best you can to be the
best provider and help her be
the best provider she can be
you know so that

love that love is is a powerful
weapon and it it needs to be
utilized you know it's not
utilized enough that love for
your child should be the one

reason why you listen to them
and you listen to when they
tell you they don't like this
they don't like that and then
you work with them on that
you work on their likes you
know you work on the
dislikes

if you don't listen and you
don't love them and you only
listen to yourself

what good are you so what
about people that don't have
love in their home can they
build out of revenge or out of
proving a point do you think I
mean not everybody's lucky
to have love in their home

maybe their parents don't
show them

love they don't love
themselves they've gotten to a
place where they don't believe
they're deserving of things do
you think that people could
still build out of that place i

did you know I did i
built out of it my father didn't
show me love he How do you
show somebody love you
don't ask him how he did in
school

you you you don't you you're
sarcastic with him you say
you'll never be anything in
your life you know how how

do you how do you how do
you love get love from that
you know you don't you
know but I didn't use it with
anger i used it with
motivation i used it okay I'm
going to show you but not
anger i
was never angry at my father
didn't hate him for it but I
wanted to prove him wrong
but not in a angry way not
there
you go no no i wanted to be
somebody i didn't want to be
a nobody i wanted to
be a somebody because my
father didn't encourage me to

be somebody i wanted to be
somebody i didn't want to be
that
person that oh he's just so and
so no no i wanted to stand out
for myself and
when you got there what what
was your father's reaction to
that well when I got there my
father became my biggest
fan but I didn't tell him till
after years after uh that you
know why I don't
hang out with him you know I
said "Dad," I go you know I
want to explain something to
you why I don't hang out with
you why I don't do things

with you
i go "Cuz when I was a kid
you never took me nowhere
you never took me to the
movies you never asked me
how I did this
so I don't know what it's like
to be with you so please
forgive me you know I
I I don't have anything." And
he goes "Yeah I was a
horrible father." I said "Yeah
you were." I go "But you
loved us
because you brought us to the
United States you know and
you gave us a better chance
an opportunity for a better life

so for that I love you." Mhm
mhm you know uh
relationships are earned
especially with parents i feel
like when when you don't
build that relationship
when your kids are still
vulnerable and young and
you're the bigger person in
due course like you just said
you lose a relationship with
your kids when you need
them right when you want
them to be there with you and
to hang
out with you you don't know
how to be friends with them
anymore because they never

showed you a friendship
when you
needed it the most yeah i got
a perfect example for you
how I used it in my with my
brothers here i have a brother
here

that he he's telling look my
son is my son and this and
that and you know cute
little boy and this and that and
but his son would not you
know be around him and
he's calling his son his son
wouldn't come to him they
had a one one one one one
friend of mine that was with
me and

he started playing with his son right away and his the son was all over my friend and I pointed out to him I go "You know you say you love your kid right?" He goes "Yeah." I go "But then why is he gravitating to somebody that doesn't even know him why is he treating him better than he's treating you you're not showing him love you're saying the words but you're not showing them."

I go

"So guess what you're not being a great dad to your kid." And he's and there shows him

the results and he started
thinking about it and I started
telling him more about how
he needs to be with his son
and how he needs to show
him

because I said look listen if
you're not here for him now
he's not going to be there for
you later so you need to
understand that so now to this
day he's in the Maldives right
now with his son spending
three weeks there spending
time

with his son he puts his son
on Instagram he does things
with his son he shows him

taking martial arts and he
sends me videos he's so proud
of his son and he he taught his
son how to drive in the car
with his lap you know this
little play thing you know but
those are the type of things
that his son and you know he
remember and he talks to him
he

talks to him he calls him all
the time talks to his son and
and now now I said "Now
you're a father now you're a
father

now your son will always
remember you." And I had
another individual from here

that I said "Hey I I go so how
you know

he has three kids and I said

"How are you with your
kids?" He goes "Oh I'm great
with my my my my youngest
and the

middle one but my eldest I'm
not so good with." I go

"Why?" He goes "Well I don't
know." I go "We don't do
this." I go

"You know why you're not
giving her the same kind of
attention you're giving you're
giving the young ones." And
he

goes "What do you mean?" I

go "You just told me you said
you love them." I go "Do you
ever tell the older one you
love them?" He said "Uh yeah
maybe maybe
not." I go "Maybe you should
talk to her maybe you should
see what's going on with her."
I go "You're going to get push
back at the beginning because
you
haven't been there you've
been with the other ones but
not her m you need to be
there for her cuz if you're not
there for her trust me she's not
going to be
there for you she will not be

there for you so now I said
"How's it going with your
with your daughter?" He goes
"Man
it's it's changing it's changing
it's it's really changing she's
coming to me she's calling me
she's asking me
things." I go "There."
Because you're telling her you
love her you know you're
showing her care you're
showing her that
you want to be her dad and
you'll always be her dad
beautiful i love that so much
when you're coaching let's say
employees or staff how much

of your skills that
you're you just talked to me
about and all those things of
let's say love which is
probably very difficult when
you're
trying to show you know
someone that just works for
you uh you know
vulnerability and love you
know a lot of
people are very
uncomfortable with that but
how much of it is actually
true in the works in the
workforce as well to
keep people loyal to you to
keep people wanting to build

with you well the love
part is is the difficult part
because they're your
employees so you can't show
the love to them but you can
show the

love to the work you can
show the love to the work you
can show them how you
love what they're doing how
how they're doing the right
job and when they're not
doing the job they need to do
you can

explain to them in a nice way
that maybe the alternative is
we should try this because
when we did that this happens

when we did this positive happens so if you show your employee the negatives and the positives and don't focus on the negatives too much because then then you're you're scolding them you're telling them you did this you did that rather than focus on ah you did that but let's pick it up here let's go here let's go on this arena this caused positive results so this is where we want to be we don't want to be over here we want to be here so don't focus on the negative too much always focus on the

positive which is the love part
do you

love being a boss then you
you'll do the right thing if you
hate being a boss then you're
not going to care you're not
going to care you're going to
go "Ah you did a lousy job oh
you sucked." You know
because that's what some
bosses do

they'll do that to you but you
know how demeaning that is
for an employee the the boss
doesn't care about you the
boss

doesn't care how good you do
the boss doesn't care how well

you looked coming in dressed
or etc etc how you greet your
clients the boss doesn't care
any then why would you care
if he doesn't care you
wouldn't uh a huge lesson I
learned

from my business coach
actually is he always asks
everyone that he's trying to
hire to his team what is your
one year your 5year your 20
year goal assuming
you don't work for me what is
your goal what do you want
from life and then they start
opening up because the
assumption

is that they're not going to work with him and then he says okay cool so let's say one of them said to him I want to own a beehive one day i know it's irrelevant to this business but I love the idea of owning like a bee uh hive or be whatever you know and he's like "Okay I'm going to make that happen as long as you show results within the next 5 years

I will make sure to make that happen for you." And he says the logic behind his approach is if he feeds into their goals and shows them that I am

there for you to help you and
feed into your goals I will be
doing that as long as
you're helping feed into my
goals as the company and
then most of his employees
never leave him they stay
with him for 5
years for 10 years for 15
years because they feel like
he's feeding into them as
much as they're feeding into
him and I think most of the
issue or most of the problem
is most people that run
companies think that the
people working their
companies are only supposed

to feed into their goals and
they don't need to ask about
the others you know
yes so I think that's a really
important approach and
everything you said actually
reminded me so much of what
he's taught me too that if you
work from
a place of understanding and
compassion and love and
empathy and you know try to
get the best out of them um
why would
they leave you know they
wouldn't unless unless they
needed to or the the
advancement they they've

done their tour
duty I guess you can say and
then now they they graduated
and now they're going to
another arena where they're
making a lot more money etc
etc but that's the good part
that's part where you applaud
him and you give them a hug
and you stay family forever
that's a good thing it's not a
bad thing no of course not
yeah absolutely all right so
coming to the end of the show
the show is called What They
Don't Tell Us so if there is
one thing that you know now
that you wish you would have

known before that would
have helped you maybe get
ahead as a coach or you know
in in

in what you know now what
is it what don't they tell us the
one thing I

mentioned already that that
that I do know now as a coach
is the number one thing is
you're the leader you're
responsible for them you're
responsible for everything
that happens with them you
have to know even if you
don't know

and you take responsibility
for them so whenever

something happens you're
there

with them you know and
you're the you're the person
that takes the dagger you
that's that's one thing I
learned and it

it really has helped me
because now I don't shift the
blame on them it's on me you
know what did I do that that I
could

have prevented what
happened you know so that's
what I look at that's amazing
uh one more thing I missed
that I wanted to talk about is
it true that you're training uh

Sheikh Maktum yes yes I
train Maktum yes that's
amazing yeah yeah he guy
hits like a He is right at
the present time power this
guy has so much power it's
Oh my gosh he has so much
power it's crazy power this
guy has
um he is right now probably
the third hardest puncher I've
ever had in my
whole entire life as coach
yeah yeah he's never going to
fight don't get me wrong but
his talent is is is very good
but his power is off the charts
his power is off the charts it's

crazy power what's his
consistency here well the
thing about him he's mentally
super strong he says you
know when I'm in here coach
I'm yours whatever you say I
do he

does exactly that even when
the bell rings and he's super
tired I don't tell him to stop he
won't stop he won't stop
until I tell him stop and if I
say one more he'll do one
more whatever I tell him to
do he'll do he's so mentally
strong you know and and and
and his ability to do and be
guided and he also

loves to teach too he he's a
natural-b born teacher he
loves to teach loves it very
much teach what like what I
teach

him and he likes teaching
other things like uh he when
he's done with the with the
with the the training with me
and I

go into the the gym to lift he
he's back there trying to help
me with lifting too and he's so
good at it too is such a
good teacher and uh I like
working out in the morning so
I you know hint hint I
avoid him because I like just

training but but
he's fantastic at that and man
I'm telling you I showed
Anthony Joshua the
the the world boxing
champion he's one of the
great and um I showed him a
video when he was at their
mulus and I went up
to him I crawled up to to him
and uh he didn't know that
that she maktum was the
person I was showing the you
off and I
showed Anthony Joshua and
he looked at this and Anthony
Joshua goes "Does he want to
fight?" I said "No he's right

next to you." Goes "Oh really?" He didn't know it was him no we didn't know it was him so when you get a world champion a world champion not just any world champion one of the greats in boxing get impressed with your power that's pretty good that's pretty good because this is a world champion and so I was thinking maybe it's just my me trying to stroke his ego i I think it wasn't but I just wanted affirmation that I was right so I showed it to him

and I was right his eyes sold
me i was right this He's
special he has special power
he'll never fight really no no
no
no not even for fun i don't No
I won't even let him spar okay
just coaching
yeah he can just coach i don't
want him to spar nobody
because he hits too hard you
know and and since he's never
done
it you know I'm afraid that
he'll hurt himself or he's
going to hurt someone
else more likely going to hurt
someone else you know cuz

you have to be pretty high level to deal with that kind of power and why he don't need to deal with that he don't deal with that so I don't want him doing that what are your plans in the UAE and where can people find you uh the plans for the UAE is I'm going to meet the Minister of Sports next week and I'm going to talk about uh bringing a gym here you know and I want to talk

about building a fight team here i'm going to talk about the Global Fight League uh team i have I'm the head

coach

for a new organization that's
called Global Fight League
and I'm the head coach for uh
team Dubai we're called the
Dubai Falcons mhm so I want
to talk to him about that that

So right now no one
can find me anywhere but
eventually at one point that
there'll be a gym here in in
Dubai that where they can
find me and
that people that want to fight
they can come to me then uh
you know so you start
with students like kids uh it's
it's for everybody is for

students but the kids
know kids are not going to be
involved in fighting they'll be
involved in training martial
arts jiu-jitsu kickboxing you
know MMA but not not not
fighting kids don't shouldn't
be fighting you know it's but
they can do the training they
can do the wrestling they can
do jiu-jitsu they can do all
that and adults to women you
know husband wives you
know lawyers you know
doctors it's for everybody you
know but not the fighting
fighting is a very 1%
it's the 1enters so so

everybody trains except the
ones that are handpicked to be
able to fight yeah that's
different

they're different everybody
can train you can train you
know if it doesn't mean you're
ever going to want to be you
know sparring with Habib or
anything like that never you
never know well you never

know take up the offer
but you know what I'm saying
it's like it's not for everybody
it's not for everybody you
know it's only for select
few yeah thank you so much
for your time you're welcome

i really enjoyed this
conversation and I appreciate
your time
thank you thank you for
having me.

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