**Final / 3D Coaching / Rick Rockwell**

The individual I interviewed was Joe Kimling who is the Athletic Director at Madeira City Schools. Currently, I am the head basketball coach and have worked with Joe for many years. This is the reflection summary of the interview that I had with Joe. I plan on giving a summary of the strengths, weaknesses and knowledge gained from my interview in how it relates to 3D coaching.

**Strengths / Weakness - 1st Dimension -** The Madeira Athletic Department has many strengths. In the first dimension, there are many quality coaches that are dedicated to the community, district, staff and players. You can tell from the interview, Joe wants to have staff members that are knowledgeable of the craft coach. Joe provides opportunities for coaches to go to outside coaching seminars as an individual or as a staff. Although this might be viewing this under a microscope to come up with a weakness, I do think that an area for growth could be having a structure for coaches to learn more about their perspective field built in the yearly culture/structure at Madeira. Chance for growth by learning from other coaches within their own district especially those areas that all sports have in common (strength and conditioning, improvement on athleticism, how to prepare tatically to win games). This could cause athletes to become involved in other sports if coaches are on board with each other.

**Strengths / Weakness - 2nd Dimension** - My observations from my conversation in the 2nd dimension with regards to strengths for the MHS athletic program are that coaches are provided with a basic level of opportunities to learn about how the Mind & Body are connected. Joe’s expressed that he values more of “caring and connecting” with athletes verse just living in the 1st deminsion. This is when Joe explained the “Madeira Culture Playbook” and how our district is implementing this in all areas of the community (HS, MS and ELE School). I knew of this already because I have been trained in this Culture Play Book as a staff member. I would 100% state that this is a huge strength of the interview discussed with Joe. He has a vast knowledge of the concepts of Madeira’s Culture Playbook and this playbook lives in the 2nd & 3rd dimension. (See Link for the description of the playbook <https://www.madeiracityschools.org/userfiles/224/my%20files/culture%20playbook%202019.pdf?id=50215>)This blueprint really hits the 2nd dimension in the area’s of motivation, confidence, emotions, team cohesion and goal setting. An area for growth at Madeira in the 2nd dimension is how to get this from the district level to the individual coach level. This really has to be a complete “buy in” from the coaches viewpoint and how to implement this throughout a team program (This is where I am at).

**Strengths / Weakness - 3rd Dimension -**  This is where the blueprint of the Madeira Culture Playbook and 3D Coaching match in many ways. The strength of the culture playbook is that you must live out the area’s of what you believe, how you need to behave and reflect on outcomes. This is a strength on paper for Madeira. Having a philosophy that deals with the signature traits of the 3rd dimension allows for the framework for coaches to really dive in to players for the four areas that are extremely important for the playbook: Accountability & Action, Care & Connect, Challenge & Support and Create & Explore. This framework lives in the 3rd dimension. Joe’s statement was that last year there were a few programs that adopted this Athletic Philosophy and that he wants each sport to adopt this into action that best fits with each program. An area for growth of this “Culture Playbook” in a 3rd dinemsion concepts is the staff needs to have training. This training could allow for the development of each program to come up with a system to implement the playbook for each program. With all the details that go on with programs, you have to have time to develop areas that live in the 3rd dimension and implement then for trail.

In Conclusion, my journey of 3D coaching was a long journey. I started this process over two years ago and put off the finish until the last few months. I am extremely grateful to have gone through the process and wish I would have finished earlier. Some knowledge that has been really beneficial for me is the framework of ideas to grow players in the 2nd and 3rd dimension. As a coach, I had already been incorporating some areas in both fo these dimensions but having a life philosophy of my WHY I coach allows me to better be focused on these last two dimensions. One area that I think the 3D program could grow would be in how to blend your staff into the 3D model. Doing this alone really put you on an island which I can see positive and negative. Positive is that one must know the model well enough to teach it and the negative is that you don’t have someone to bounce ideas off in how you can implement your program in the areas of the 3 dimensions. My Final thought is that I am thankful for the process!