I chose Chad Buchanan, the GM of the Indiana Pacers, because I was interested in professional sports and if they have adopted a 3 Dimensional structure. I assumed maybe they did to a point, but wondered to what extent. Obviously professional sports, and athletes operate on a different level than others.

Strengths of the first dimension are obvious. We are talking about professional athletes. That does not happen by mistake. The athletes are well trained, and most of their fundamentals are flawless. I do not see any weaknesses.

Of the three dimensions, if there is one where I might find a hint of a weakness, it is the second dimension. Although motivation, confidence, emotions, team cohesion and goal setting are all present, it is not at the forefront of the organization's thinking. All of those things are implied.

Chad did share a story of one of his players who blossomed in the bubble during COVID. After the season was complete and he was able to sit down with the player, he asked what the difference was between the bubble and the previous season where in Chad’s opinion, he under-performed. The player indicated emotionally he was able to focus 100% on the game of basketball, and not all the distractions that come with being a professional athlete.

Chad did indicate the organization took some steps this past season in allowing other players to do the same; focus on basketball and eliminating some of the outside distractions.

There were also very limited weaknesses in the third dimension as you would expect in a professional organization. Something I thought was interesting in our conversation was the development of the players and what their value and purpose was to the team. Each brings a unique perspective and different set of skills and a specific value to the team. Allowing players to understand their roles and importance to a professional team is vital to the success of the organization.

My conversation with Chad was very enlightening. We visit often, but usually not in a professional manner. Although he did not think some of the things applied to his organization, in his stories, to me they did. At his level, it seems they are just handled a bit differently. I certainly don’t think I am qualified to suggest improvements to a professional organization such as the pacers.