The Fastpitch program in which Thor Nelson is the director of has grown over the years he has been involved. He has done an exceptional job of creating a desire for young athletes to play the game as well as love for the game. He has done this by providing every athlete an opportunity at every level to play league and to try out for a travel team. Each age group has as many league and travel teams to support those who sign up. Thor has the entire community involved as he gets businesses and individuals to help sponsor the league and travel teams expenses. From an organizational standpoint, he is a true champion for the program.

Thor has built the program but now is the time to develop a transformational statement to add direction as well as purpose to the program. Although the coaches have to be USA certified in Safe Sport, the coaches are not trained in any of the three levels of 3D coaching principles. Once the transformational statement is in place then he can look at teaching all coaches the fundamentals at each age level to build a solid foundation of the first dimension. He can provide drills for coaches/parents to teach these skills at every level to help all athletes gain confidence or belief in the skill sets level by level. When athletes believe they have the necessary skills to reach the next level their confidence will grow.

Coaches are building in the 2nd dimension by encouraging athletes as well as parents. Since many of the coaches are parents, this would be a great time to involve more parents in the process and invite them to take the 3D coaching course. The current program is a perfect example of one of the 3D coaching principals where we are asking coaches/parents to be a tour guide in a land they haven't been to. Even if the parents are not inclined to take the 3D coaching class, the program can involve parents by asking them to help in practice when possible. They will see and hear what encouragement for all athletes’ looks like. This will help athletes and parents build the belief that their success will generalize in all areas of their lives. Thor could continue to teach basic skills for all levels by incorporating the coaches and athletes to participate together adding cohesion to the program. This is where he can align the sails to keep everyone on the same path. Everyone will know their role as a coach, the purpose of the sport, and will help conform to the pressures of the sport. Then all coaches in the program will be aligned for the same purpose and not their own goals thus everyone benefits greatly.

    The athletes will be learning skills that challenge them, while playing a game that is humbling. Coaches are teaching that sometimes failure can push them to become better by utilizing failure to reassure that they are loved just as when they succeed. It is imperative the program works hard to keep fun in playing. If fun is taken away from kids too early athletes will become entitled. In order for the athletes to learn best, the program must keep the intrinsic joy in the game. This will help the athletes develop mentally, physically, and emotionally at a pace that is best for them.

This process will take time and patience from all involved in the program. By using their new transformational purpose statement as a guide, it will help to ensure the entire program is working together to help coaches, parents, and athletes continue on the correct path. The sense of family will be within each age group as well as within the entire program. All stakeholders will be pulling for each other because everyone in the program is valued and loved. In following the new transformational purpose statement, athletes will have more hope for their future making what they do in the present have more power. Coaches, parents, and athletes at all levels will encourage the program to keep the sails aligned allowing growth to be in the proper direction.