Final Project 3D institute

I interviewed our Athletic Director for our high and middle school. He has been AD for about 10 years but involved with education and athletics for over 30 years. Obviously, Mr. Hill has a lot of experience and he uses that experience, observation, informal evaluations, culture discussions of your program, and communication instead of formal evaluations or programs like 3Dimensional to train coaches.

Our school district has a mission statement somewhere for athletics that was developed years before he arrived there, which he doesn’t make any of us know. Instead of having coaches do a formal training especially 3Dimensional, he uses many informal techniques to attempt to educate, train, and indirectly help coaches in their programs especially coaching athletes.

His first informal technique would be modeling the type of coaching culture that he would like to see in all the athletic programs. An example of this would be how he looks to hire coaches, he told me he looks for similar qualities of himself when he coached and the type of culture he uses for the athletic department. He believes doing as much as possible for each program so they can just coach their teams and build relationships with their players. He also uses many forms of media to self-improve his leadership, communication, relational skills and talks and encourages us to do the same.

He communicates well to all the coaches but also has many discussions with coaches about program, athletes, parents, things they may need. He believes this helps them build trust between both parties but also discusses anything informally instead of waiting to end of the year to put on a formal evaluation.

Some strengths of the program that relate to the 1st Dimension from Mr. Hill would be his encouragement to attend clinics, learn online, read, collaborate with fellow coaches. A weakness could be an assumption that a person is skilled in their perspective sport and are competent in the 1st Dimension for their perspective sport. An area that could be improved would be to bring in some people in the interview committees to help evaluate whether a coach seems competent in the 1st Dimension for their sport or ask the opinions of his captains at the end of each season

Some strengths of the program that relates to the 2nd Dimension would again be him modeling, talking to coaches about the culture that is already built, he discusses 2-3 times a year to whole athletic coaching staff how he would like us to coach our athletes and embrace parents. He also does a captain’s leadership training with all the captains of each sport for that season. He communicates conversations in those meetings with us and has captains meet at least once a week with their perspective coach with topics and they discuss them as a group each week. A weakness would obviously be that there is no formal training to improve or aid, especially a new coach, on improvement of 2nd Dimension such as motivation, confidence, dealing with emotions, goal setting, and team cohesion. A suggestion I have would be to send videos, especially ones used in this program or you tube type videos or site examples from some other programs to aid in their development.

Some strengths of the program that relate to the 3rd Dimension would be modeling by the genuine care for us in his personal conversations. He gets to know us as humans as well as coaches. His communication is impeccable, especially when a situation may arise with an athlete for us to be aware of or take into consideration. The last strength that is mainly for the athletes but indirectly effects each program would be the captains training. They discuss the team’s identity or 20 square feet as he calls it. They discuss character or professionalism, handling emotions, selfless sacrifice to make others better, and everyone on the team has value. I have seen these topics and training help change athletes personally and develop a better team culture. A weakness would probably be very similar to the 2nd dimension is there is no formal training like his captain’s leadership training for coaches. A major suggestion that I have would be for each coach to take this course and could be paid for by the athletic department. Also, something could be established online and each coach would have to view on their own time and maybe discuss with him.