My 3D case study assignment was to interview Tracy Johnson, Activities Director at Mason City

High School. I have known, and coached with, Tracy for twenty-five years so I have a very good

understanding of his coaching philosophy and who he is as a person.

I believe one of the strengths of the program is that the 1st Dimension fundamentals are emphasized and validated. I feel like this is a good time to mention that I also believe one of the weaknesses is that the 1st Dimension strategies are the most prevalent ones being intentionally taught. Another strength of the program is the emphasis on being a good communicator. Communication can be a great tool to becoming an effective coach in the 2nd and 3rd dimensions. Good communicators are self-aware, good listeners, use empathy, cultivate confidence and are clear and concise. Another major strength of the program would be that building relationships is emphasized. This emphasis, along with being an effective communicator, opens up strategies to be taught in the 2nd and 3rd Dimensions. I also like that the evaluation process allows for self-reflection and the opportunity to look forward. Lastly, I believe that the biggest strength of the program is that Tracy is the leader. I believe this 3D coaching course would be welcomed by Tracy because I have witnessed him using a lot of the strategies discussed in the course, some intentionally and some not. I believe this would validate his coaching style and help him understand how to share this framework in order to empower his coaches.

As I said before, one of the weaknesses is that the 1st Dimension strategies are the most prevalent one being intentionally taught. As important as they are it is almost a given that anyone hiring a coach should make sure they are sound in this department. I do not believe it is as obvious, until you take this class, that you should be looking for coaches who are also gifted at teaching the mind, body and spirit. In my experience, I believe coaches do this but it is probably not as intentional as it should be. Maybe I have been fortunate, but I have coached with some really awesome people who stress a lot of the strategies discussed in this class. A second weakness would be the lack of a vision/mission statement. This would be a great time to develop a transformational purpose statement to guide the program in the future. Another weakness would be the lack of training and resources specific to the 2nd and 3rd dimension. The biggest obstacle here is that there is a lack of training and resources in these dimensions throughout coaching, especially when it comes to capturing the heart. This class offers those resources and training and could be the missing piece for the program.

I truly believe this class invigorates a passion to learn more about our higher purpose as an administrator and coach. This has been the most valuable class I have taken since graduate school and I wish I had taken this class thirty years ago. Great framework, great principles and lots of shared strategies and stories.