Athlete Development Framework
Developing excellence
• 19 athletes and 20 coaches
• Improved systematic approach
• Developing programme principles
• Create common language
Not just swim, bike, run
Independent Learners

Problem solvers

Campaign
4E’s
excellence
expose
guided
& discovery
explore
challenge
excel
enhance
Guided Discovery
Learning Spectrum
– coaching very directive for a long time
– divergent learning not much better

Setting of constraints to guide the learner
Involving and engaging the learner in the learning process
Empowers athletes to find their own answers
Doesn’t constrain creativity
Will naturally increase problem solving ability

Guided Challenge & Discovery
Guided Challenge and Discovery

- ski safely with good control
- let the kids explore the mountain and its natural challenges or constraints – slope gradient & width
- expose the kids in working this out for themselves
- explore and play with turning across the slope
- they’ll work this out if you guide their speed so there is no need to talk technically
Constraints in action
Constraints in action

Write your own swim session

- 1 hour long
- Include 600m of hard work
- 400m of kicking
- Contain at least 2 different strokes
Guided Challenge & Discovery

- Engages
- Enables
- Improves problem solving
- Helps creativity
- 4 E’s
Learning Philosophy

Skills School
Regional Academy
Home Nation Talent
Podium Potential
Podium

Explore
Excel
Expose
Enhance
The Principles
Training as Play - learning to love training
2. Informed Choice

“learning to make great decisions with good information”
3. **Learning to Lead**

Learning to take ownership of your journey
Programme Ownership/Influence

- athlete
- coach
- parent

Learning to Lead
4. Intelligent Training

Learning to train with clear purpose and clarity
CLARITY
5. Intelligent Racing

learning to make winning decisions in racing
VICKY'S
BANK OF KNOWLEDGE
1994
ABILITY TO LEARN QUICKER

1. Quality of experience - exposed to & explore different scenarios
2. Learning - review and debrief critical for learning to stick
   get it right, wrong and very wrong!

right decision critical moments split second she got it right and wrong!

fearless positive risk safe to fail
Fearless Intelligent Racing
6. One Day One Race

learning to deliver your best when it really matters
AUGUST 18
RIO 2016
1 RACE EVERY 4 YEARS
6 OR 8 OR 10 RACES EVERY YEAR
IT'S ABOUT LEARNING!  BEST POSSIBLE PERFORMANCE

SOMETIMES GETTING IT RIGHT  TARGETED DAYS  NOT ABOUT WINNING!

SOMETIMES GETTING IT WRONG

AUG 21  6 OR 8 OR 10 RACES EVERY YEAR
JULY 12
AUG 18
JUNE 3
SEPTEMBER 18
JULY 5

APRIL
MAY

BRITISH TRIATHLON
It’s not a Curriculum!
Enables!
Not the holy grail!
1. Training as Play - learning to love training
“Only 10% of what I do I see as training”

Jonny Brownlee
I remember getting a map out to find where Alistair had gone and then doing the same - I had no idea how far it was! I loved that challenge - going somewhere new.”

Jonny Brownlee
Helen

2 x World Champion
Training as Play

Fun → Enjoyment → Fascination → Passion → Love → Healthy Obsession
Training as Play

The Obsession See-Saw

Under    Healthy    Over
2. Informed Choice

“learning to make great decisions with good information”
Informed Choice

“Moving to Leeds”

Non Stanford
What do you think Mum?

Leeds Coach: good running!

Leeds athletes
Post 18 Choices

Degree vs Triathlon?
Which Uni/College?
Get a job?
Take a year out?
Stay home?

What do I do?
Where do I go?
Informed Choice

“Leaving Home”

Vicky Holland
Looking back I really struggled and didn’t appreciate it at the time. Mum had done so much to make my life easier. I wasn’t as mature an 18 year old as I thought. I looked back after a year or two at that girl that turned up at Loughborough as the 1500m English Schools Champ, who wanted to win and was utterly driven and remember being disappointed at how much I had changed. I just wasn’t invested in being an athlete, I was going out a lot and struggling to manage everything.”

Vicky Holland
it's your choice...

What are the pro's & con's?
Challenge

Descending a mountain

Facilitative

Surf swimming

Directive

1st time Changing bike tyre

Support

Learning bike mechanics

1st time cooking Spag Bol

Using Pro/Con List with guidance
Learning!

Safe to explore!

forward

backward
3. Learning to Lead
Learning to take ownership of your journey
I like being told what to do – from a young age (14) I knew this and have always worked with coaches who work like this – I do though take more decisions now

Jodie Stimpson
I have always led what I do right from the beginning

Alistair Brownlee
Significant Leadership Qualities
work with significant support teams
earned the right
leadership

14 yr old

AGE 14
small levels

AGE 17
explore

AGE 22
enhance

PODIUM
excel at full/part proactive team ownership

pathway journey
Learning means

Sometimes getting it right and sometimes getting it wrong !!
EXCELLENCE

Training as Play
1. How engaged is my athlete in the training that they do? (honestly!)
2. What are you going to do to better support and develop this?

Informed Choice & Learning to Lead
1. Where do you sit naturally on the Direct/Facilitate/Challenge/Support cross graph?
2. Where does your athlete(s) sit?
3. What impact might this have and what will you do to better support varied learning environments at home?