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

Problem solvers

Campaign

Independent Learners
4E’s

excellence

guided

challenge

& discovery

explore

enhance

excel

expose
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
Constraints in action
Constraints in action

Write your own swim session

- 1 hour long
- Include 800m of hard work
- 400m of kicking
- Contain at least 2 different strokes
Guided Discovery

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

- Skills School
- Regional Academy
- Home Nation Talent
- Podium Potential

Explore, Expose, Excel, Enhance
The 6 Pillars
1. Training as Play - learning to love training
Only 10% of what I do I see as training

Jonny Brownlee
Training as Play

“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
2. Informed Choice

“learning to make great decisions with good information”
Small

?

big

?

1,000,000's
It's your choice...

What are the pros & cons?
Learning!

Safe to explore!

forward

backward
“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, struggling to manage everything and making some poor choices.”

Vicky Holland
3. Learning to Lead

Learning to take ownership of your journey
Learning to Lead

“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
1. Chef Operating Officer
2. Coach
work with significant support teams
Learning to Lead

Programme Ownership/Influence

- athlete
- coach
- parent

Skills School/Club | Regional Academy | Home Nation Talent | Podium Potential | Podium

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
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

6 OR 8 OR 10 RACES EVERY YEAR

MAY 12

JUNE 5

AUG 21

SEP 18

JULY 3

AUG 10
It’s not a Curriculum!
Enable!
Thanks for listening
Not the holy grail!
1. Training as Play - learning to love training
Training as Play

Fun ➔ Enjoyment ➔ Fascination ➔ Passion ➔ Healthy Obsession
Training as Play

The Obsession See-Saw

Under

Healthy

Over
Training as Play – Regional Academy Athlete

WHAT WE MIGHT SEE YOU DO

• Question with purpose
• Enjoy and engage with your training
• Achieve the previously unattainable, break new ground
• Access consistently appropriate swim/bike/run sessions of sufficient quality
Training as Play – Home Nation Athlete

<table>
<thead>
<tr>
<th>WHAT WE MIGHT SEE YOU DO</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Clearly explain the rational purpose of what you are doing</td>
</tr>
<tr>
<td>• Want to do more with purpose and understand why</td>
</tr>
<tr>
<td>• Enjoy training regardless of challenge (i.e. adverse weather, training on your own, etc.)</td>
</tr>
<tr>
<td>• Enjoy breaking new ground despite the level of challenge (e.g. riding up a mountain, swimming in the surf, training abroad)</td>
</tr>
<tr>
<td>• Train with triathlon specific groups when you can</td>
</tr>
<tr>
<td>• Have real consistency to your training workload</td>
</tr>
</tbody>
</table>
2. Informed Choice

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

“Moving to Leeds”

Non Stanford
What do you think Mum?

Leeds

good running!

Leeds athletes

Leeds Coach

Non

Non's Mum
Post 18 Choices

- Degree vs Triathlon?
- Which Uni/College?
- Get a job?
- Take a year out?
- Move away?

What do I do?
Where do I go?
3. Learning to Lead

Learning to take ownership of your journey
Significant Leadership Qualities
earned the right
14 yr old

leadership

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 !!
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?
Framework Planning Process
Learning Philosophy

Question: How to keep doing the Swim/Bike/Run well and also create excellent problem solvers and independent learners?

Answers: space and time to explore, be challenged, discover and then enhance that learning

Solution: Excellence through guided challenge and discovery (starting with the end in mind)
empowerment

- develop
- deliver

iterative process
### Training as Play

expose - explore - enhance - excel

<table>
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<tr>
<th>LEVEL OF PATHWAY</th>
<th>DESCRIPTION</th>
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<tbody>
<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Learning to play with purpose</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Purposeful play developing a fascination for exploring triathlon</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Passionate play to explore rational purpose</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Relentlessly passionate play with rational purpose</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Relentlessly passionate play with rational purpose</td>
</tr>
</tbody>
</table>
Start with the end in mind
Starting with the end in mind

- Podium
- Podium Potential
- England Talent
- Regional Academy
- Skills School
- Clubs

Developmental Skills

Underpinning characteristics
## Informed Choice

**expose - explore - enhance - excel**

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<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Exposure to making choice using information</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Exposure to information and exploration of decision making processes</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Guided processing and application of information to collaboratively make effective decisions</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Ability to seek out and prioritise information to enhance decision making</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Mastery in sourcing and prioritising of information to make excellent choices</td>
</tr>
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</table>
## Intelligent Training

**expose - explore - enhance - excel**

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<tbody>
<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Enjoying purposeful training</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Exposure to and exploration of structured and varied training in different environments</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Exploring and understanding your individual training needs through a variety of training methodologies and environments</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Enhancing awareness and understanding of the dynamics of your individual training needs for best performance</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Excelling in managing the dynamics of your individual training needs by purposeful prioritisation for excellent performance</td>
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</table>
Learning to Lead expose - explore - enhance - excel

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<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Understanding the need to be responsible and organised</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Exploring and absorbing the responsibility for balancing athletic and personal development</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Exploring ownership of your athletic and personal development through engagement of key influencers</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Developing ownership of your campaign by proactively engaging with your team</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Dogged determination to take ownership of your campaign by leading your collaborative team</td>
</tr>
</tbody>
</table>
# One Day One Race

**expose - explore - enhance - excel**

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<tbody>
<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Enjoy giving your best in racing</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Explore the process of turning effort into performance</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Consistently demonstrates best performance at target events, whilst learning to manage expectations</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Ruthless prioritisation of consistent best performance at target events, whilst managing expectations</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Consistently delivers best performance, ruthlessly prioritising winning and manages expectations</td>
</tr>
</tbody>
</table>
## Intelligent Racing

expose - explore - enhance - excel

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<tbody>
<tr>
<td>SKILLS SCHOOL &amp; CLUBS</td>
<td>Positive and rewarding race experiences regardless of result</td>
</tr>
<tr>
<td>REGIONAL ACADEMY</td>
<td>Exposure to fearless intelligent racing regardless of result</td>
</tr>
<tr>
<td>HOME NATION</td>
<td>Exploring your ability to manage the dynamics of a race with fearless purpose</td>
</tr>
<tr>
<td>PODIUM POTENTIAL</td>
<td>Ability to successfully manage the dynamics of your race by fearlessly and intelligently exploiting your own capabilities</td>
</tr>
<tr>
<td>PODIUM</td>
<td>Ability to successfully manage the dynamics of the race by fearlessly and intelligently exploiting your own and others capabilities</td>
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