



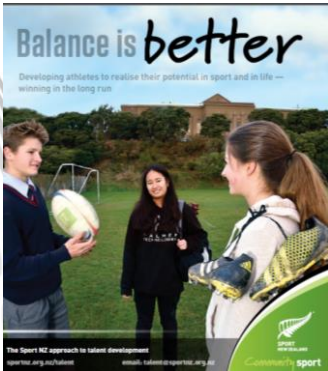
An Athlete's Development

The main thing to remember is that the main thing remains the main thing

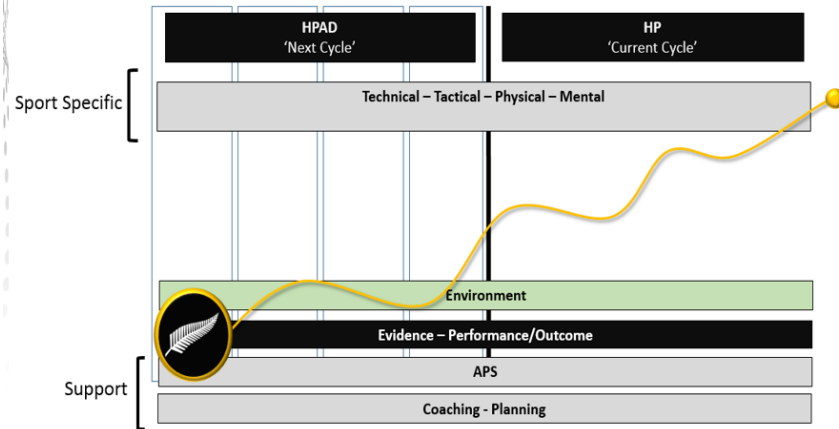
AUT SPRINZ Nov 2016



Overview – In NZ



Effective Systems



Talent Development – Simply Complex



Some components of:

- Talent recognition
- Relative-age/
Maturation effect
- Selection process
- Behaviours
- Expectation/Pathways
- Case management
- Environment
- Specialization
- Coaching
- Competition
- Transition
- Profiling



Some thinking





© AP



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



HIGH PERFORMANCE
SPORT NEW ZEALAND

What have these pictures got in common



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



HIGH PERFORMANCE
SPORT NEW ZEALAND



© AP



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



SPORT
NEW ZEALAND



HIGH PERFORMANCE
SPORT NEW ZEALAND



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



HIGH PERFORMANCE
SPORT NEW ZEALAND



© Xinhua/REX Shutterstock



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



SPORT
NEW ZEALAND

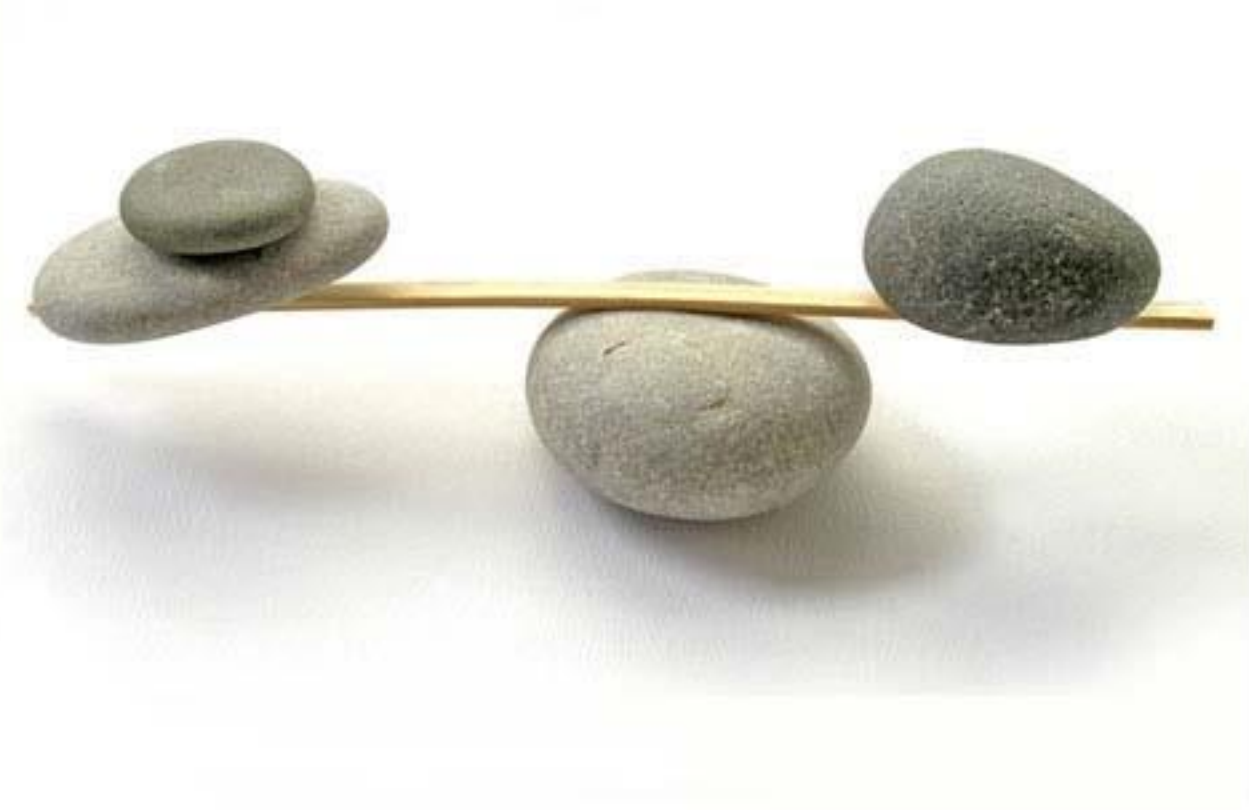


HIGH PERFORMANCE
SPORT NEW ZEALAND

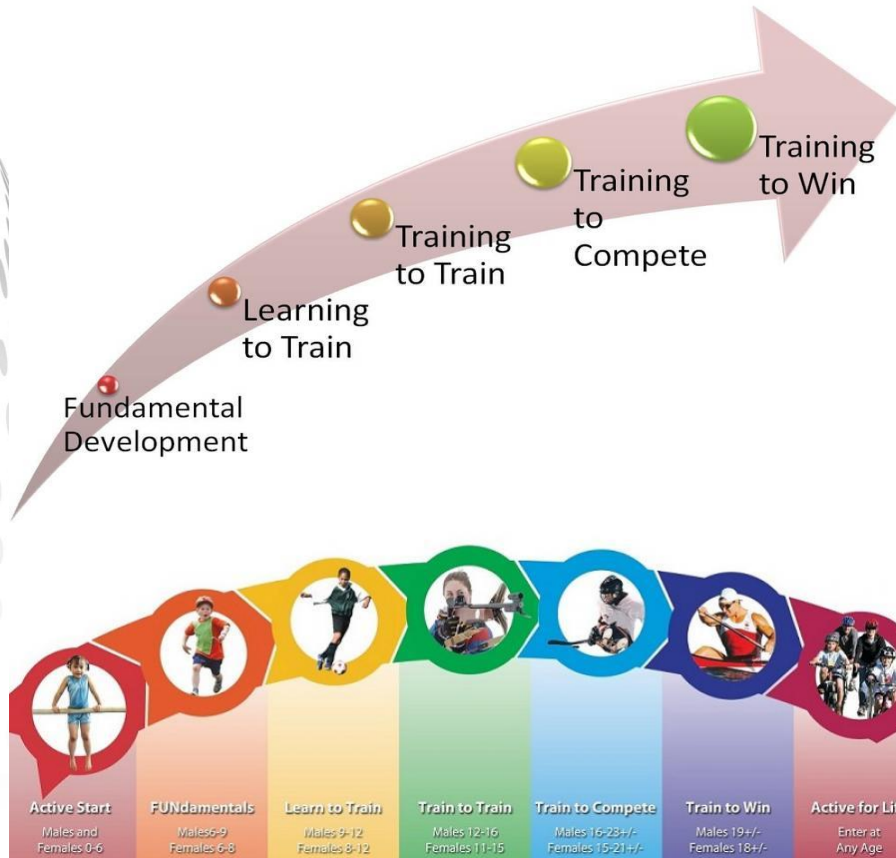
What have those pictures got in common?



Intention versus Action



What are our intentions around development athletes?



What are our actions around development athletes?

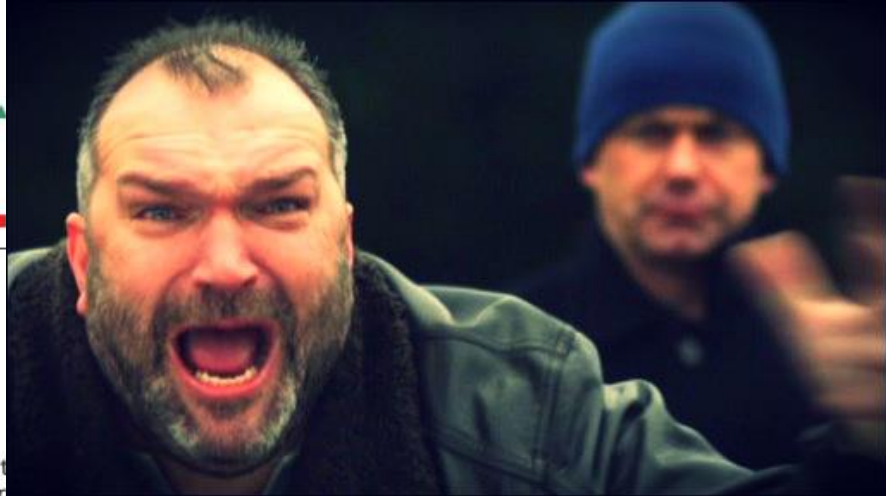
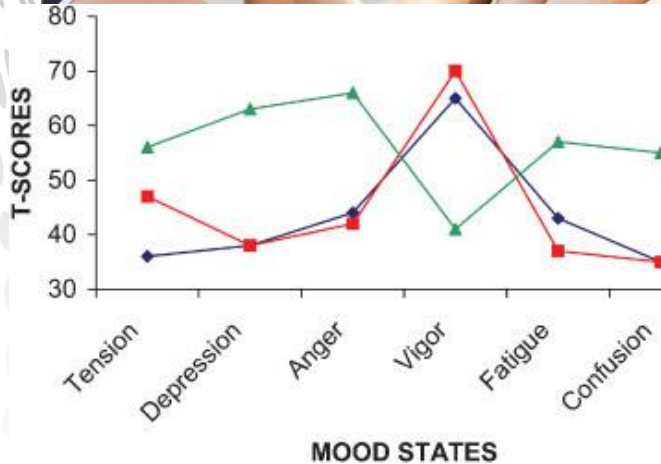


Figure 1 - Comparison of the POMS profile of the physical fitness center members (◆) with those of elite athletes with signs of overtraining¹ (▲) and elite athletes who show no signs of overtraining²² (■).

What should the main thing be in athlete development?

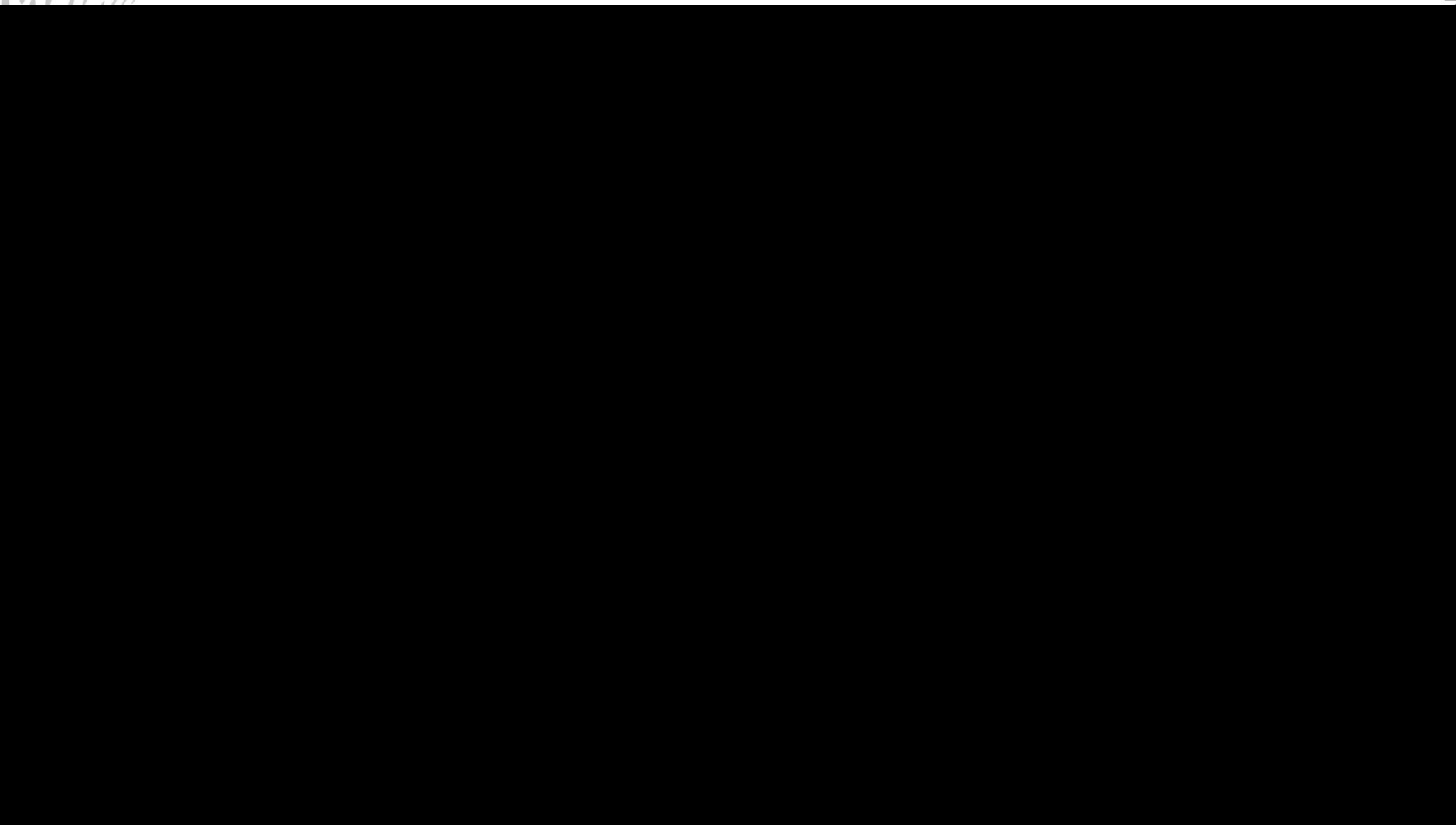


What should not be the main thing in athlete development?



The athlete & their future





What is one or two marshmallow behaviour in an athlete development sense?



How many people you know are one or two marshmallow people?



Scenarios – Building the story





Scenario 1

- Ashley is a talented young athlete living a big town outside of one of the main centres.
- Plays football and rows (both for school) and also competes in club athletics.
- School coaches are putting the pressure on for missing trainings as football and rowing overlap.
- Ashley enjoys both but is starting to be threatened with non-inclusion due to attendance issues and reduced performance.
- The club coach in athletics is happy to adjust sessions and targets to account for the workload and prioritise particular elements of development with a view to long term development.

What are the signs of good practice and the warning signals for the future?





Scenario 2

- Ashley has now quit rowing and football due to the conflicts between the trainings and the pressure applied by the coaches. This being despite the fact that Ashley was one of the brightest talents at the beginning of the year.
- This has resulted in a focus on athletics and a slight increase in training volume and load. The coach has created a plan for the year indicating key parts of the season and the plan surrounding those.
- The coach is still focused on the athlete being successful as a senior and the training reflects this.
- Post the planning conversation Ashley has now decided a career in athletics is the goal and is starting to focus more and more on that element of life.

What are the signs of good practice and the warning signals for the future?





Scenario 3

- Ashley is in the last year of school and has been selected to represent New Zealand at the upcoming world junior athletics championships.
- The family has to pay the entire cost of the trip \$12,000 which includes a training camp prior to the event which is in Europe. The parents are fully behind the selection and are suggesting that their child is an exceptional athlete and likely to make it to the next Olympics in 2 years time.
- Ashley is fully aware of the parents thoughts and aspirations and is now fully immersed in the required training programme with a new coach that felt the old coach wasn't pushing the athlete enough.

What are the signs of good practice and the warning signals for the future?



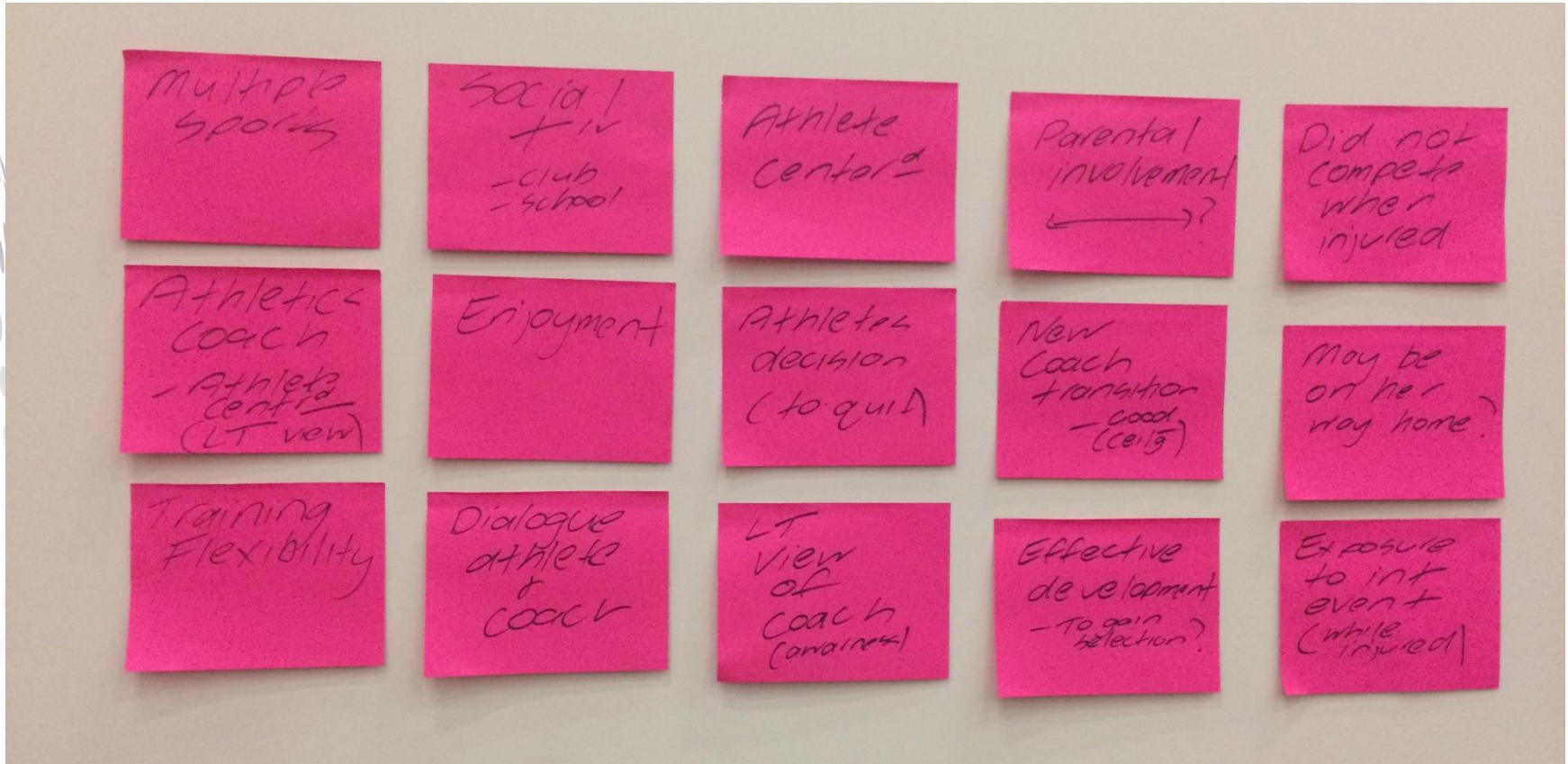
Scenario 4

- Ashley travelled to the world junior championships last year but didn't compete after getting injured in the training camp.
- Attendance at the championship though did attract attention from some US colleges, some of whom made offers.
- In consultation with the parents Ashley took up the scholarship offering the most in terms of contribution towards fees and accommodation.
- Having now returned from injury Ashley is struggling with the volume and intensity of the training, sustaining regular injuries and could require surgery on an injury. This is likely not covered by the universities arrangement with the athlete.
- Ashley is not happy there and thinking of returning to NZ.

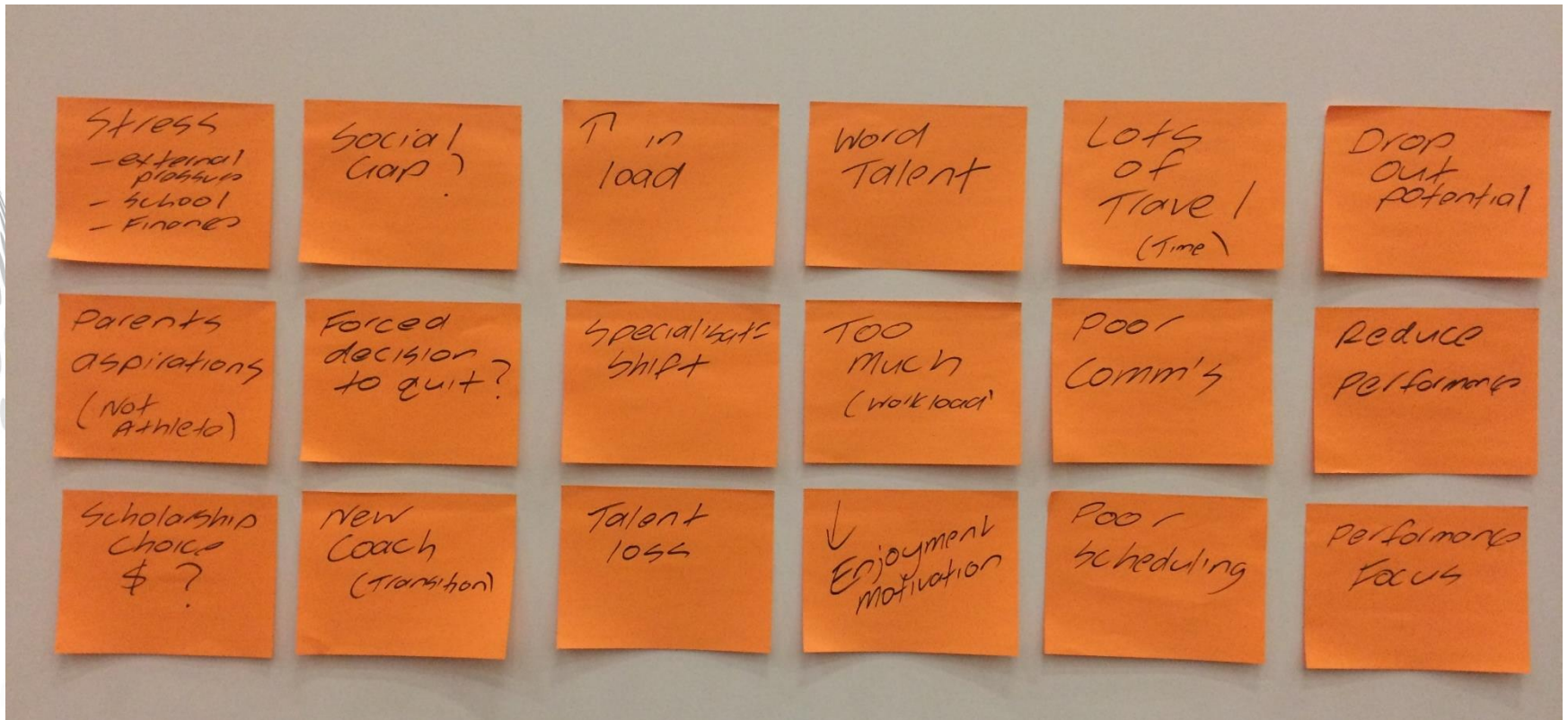
What are the signs of good practice and the warning signals for the future?



Your work – Good practice



Your work – Potential risks



Scenario 5



Have you any examples of these types of situations and how were they dealt with?



Traps and Strategies



Communication with athletes, other coaches and significant others is key



Get everyone in the room



Leave egos at the door – Isn't it amazing what people can achieve when nobody cares who takes the credit.



Avoid Replicating HP at Development Level



Selection windows not snapshots



Behaviours versus character



Environment



*We went looking for exceptional musicians.
All we could find were exceptional environments.*

Chelsea Warr



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND



SPORT
NEW ZEALAND



HIGH PERFORMANCE
SPORT NEW ZEALAND

Environment



'We need to create challenging and supportive environments that incentivise progression'



AUT SPORTS PERFORMANCE
RESEARCH INSTITUTE NEW ZEALAND

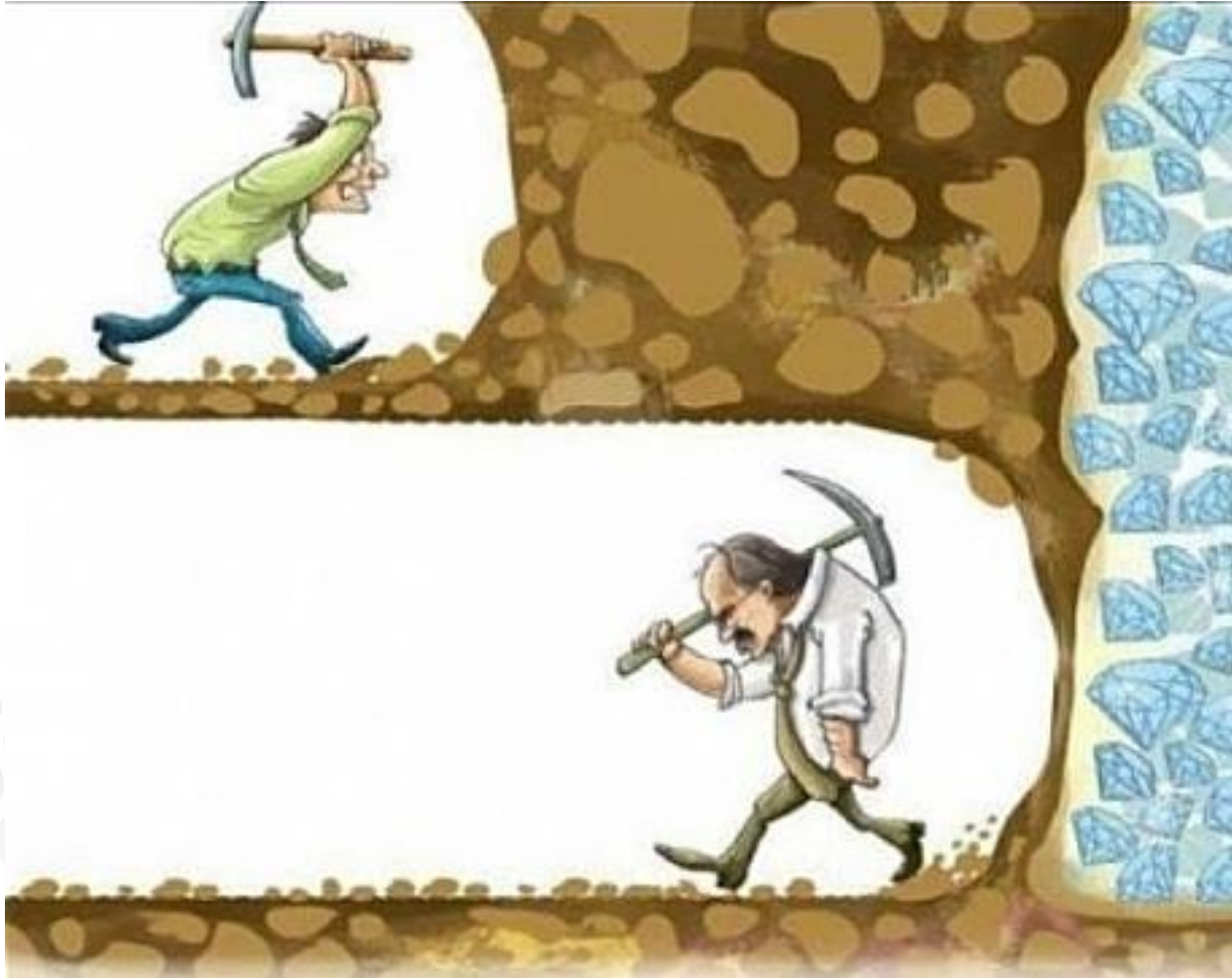


HIGH PERFORMANCE
SPORT NEW ZEALAND

Starting with the end in mind



Quality Process – is hard work



Key messages



We don't have the same talent pool here so we have to be a bit clever!





**Think is this
one or two
marshmallow
behaviour?**

And remember:

**The main thing to remember is that the
main thing remains the main thing**





HIGH PERFORMANCE SPORT NEW ZEALAND

Ken Lynch

@Ken_Lynch_NZIRL

<http://www.hpsnz.org.nz/>

Alex Chiet (Sport NZ)

#balanceisbetter

www.sportnz.org.nz/talent

