



Canadian Summit
ete Pathway
adapt or Die

« A culture of excellence eats strategy for breakfast »

- Peter Drucker



Where to Start?

Summer 2014

Feedback / Listening

- Oval Leaders & Staff
- Internal Partners (U of C)
- External Partners (SSC, CSI, OTP, AASSA)
- Users (Varsity, Active living)

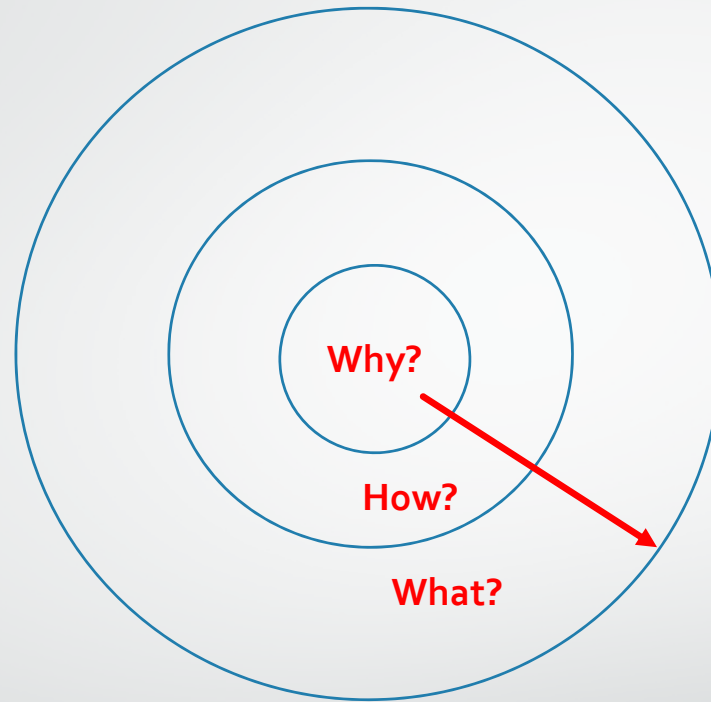


What was the main GAP?

ATHLETE PATHWAY



Purpose first!

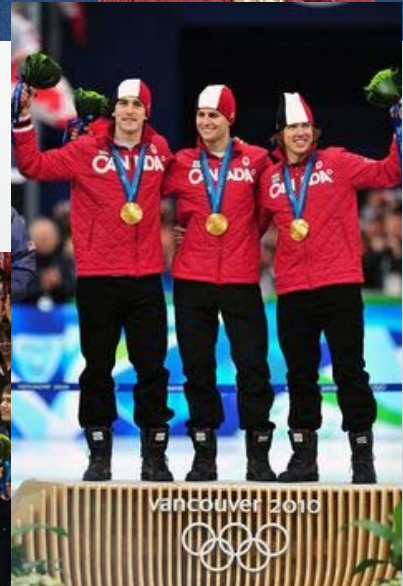


When / Who?

Simon Sinek Model



Why?



Why?



33%
of
Canadian WOG
Medals

Last 3 Olympics

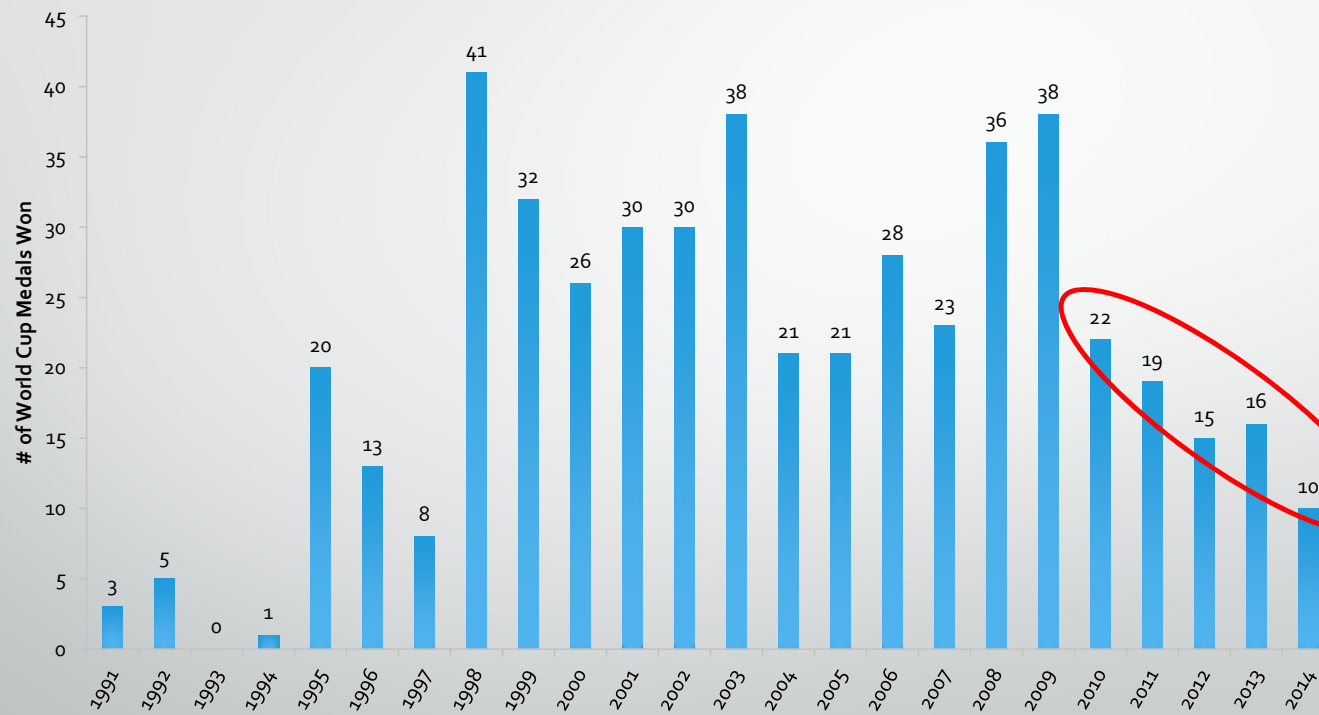
2014 Olympic Debrief Report

13 findings to be addressed

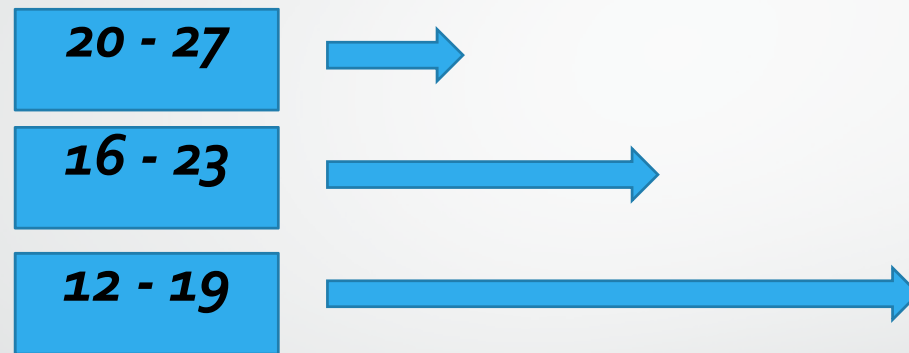
Why?

Why?

Individual World Cup Medals by Season Including Mass Start



Long term investment
2015...2018...2022...2026



*We know
who our
future
champions
are !*

If !!! Prime performance age being 23 to 30

Why?



?

Strategy!!!

HOW the review process would be organized

Democratic & Efficient

Leadership: **SSC & Calgary Oval**

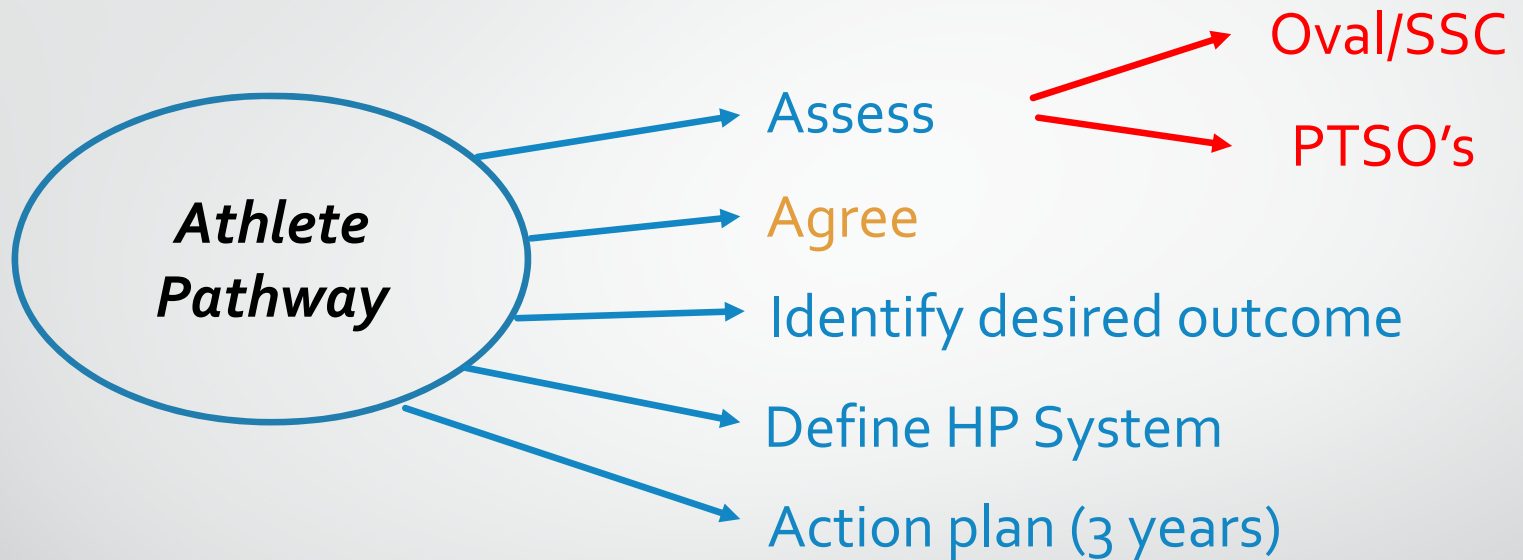
Core review **Team**

SSC / Oval Leaders / CSI / OTP

NT Coaches

**PTSO's TL &
Oval Coaches**

WHAT needed to be done?



WHAT needed to be done?



Review of CRITICAL SUCCESS FACTORS

WHO were the key stakeholders

Review team

- SpeedSkating Canada
- *External Facilitator*
- Olympic Oval Program Leaders
- Western PTSOs
- Calgary CSI
- Coaches (SSC / Oval)
- OTP

WHEN the whole process should start?

A.S.A.P.!!!



WHEN the whole process should start?

- ✓ Gap analysis – Sept 2014
- ✓ System alignment – Nov 2014
- ✓ Curriculum Re-Design – Jan 2015
- ✓ Final consultation – Early March
- ✓ Final version – March 16th
- ✓ Communication - End of March
- ✓ Invitations to participants – April 7th

A few Key Words we kept in mind

- *Cohesion*
- Efficiency
- *Sustainability*

- System Alignment
- Governance
- Talent Pool

Gap Analysis

Preliminary assessment

Athlete Pathway

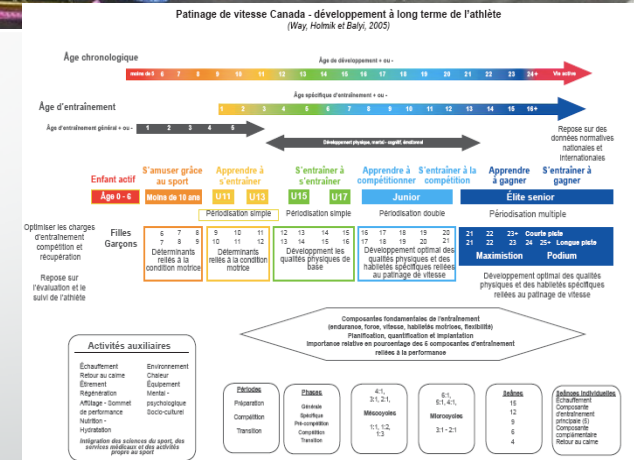
- Talent pool low. No real systematic approach to recruit and identify talented athletes
- Misalignment across the development pathway up to national team level

Coaches / Officials

- Coaches recruitment required for LT & ST RTC
- Lack of Coaching Interactions from bottom to top
- Officials: Assessment has not been covered

Sport Science & Medicine

- Lack of systematic performance enhancement integration below National Team.
- Need for additional resources to support athletes optimal performance



Skaters Pool – Where were we?



National Training Centers



Canadian Regional Training Centers

Critical Success Factors

Gap Analysis

Athlete Pathway

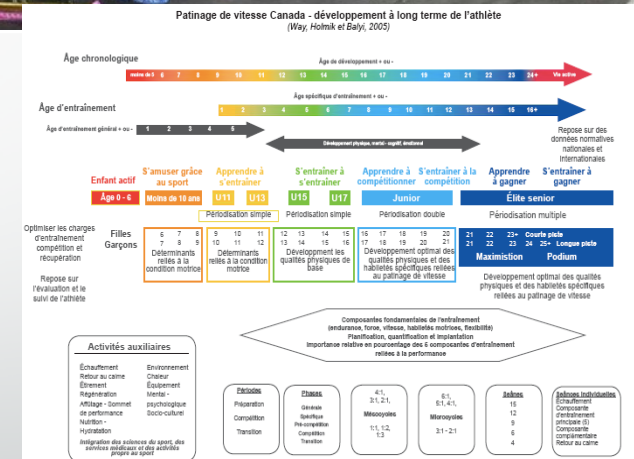
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Critical Success Factors

Gap Analysis

Athlete Pathway

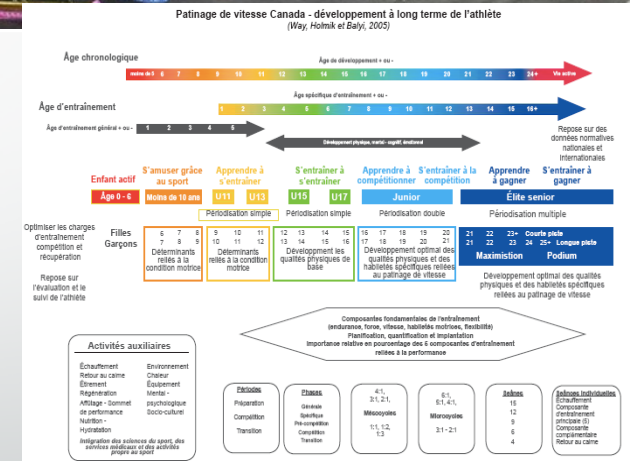
- Talent pool low. No real systematic approach to recruit and identify talented athletes
- Misalignment across the development pathway up to national team level
- No common view on Athlete Curriculum and HP requirements

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Critical Success Factors

Gap Analysis

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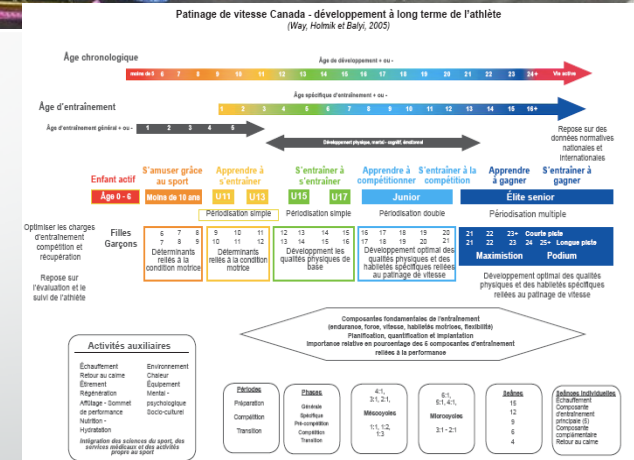
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Critical Success Factors

Gap Analysis

Athlete Pathway

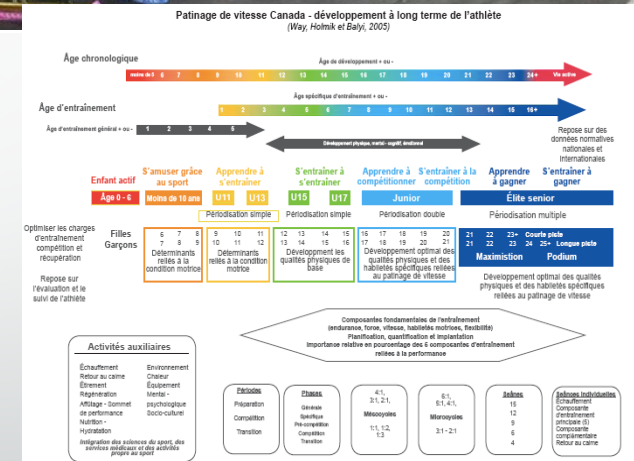
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Critical Success Factors

Gap Analysis

Competition

- Misalignment of competition system in Western region (Short Track)
- Need for international racing opportunities in Long and Short Track

Daily Training Environment

- Training ice time to be assessed and readjusted
- Track side services space not well adapted for the needs
- Rest & recovery not fully integrated

Governance /MGMT

- No integrated governance system
- No standardized rate card for Athlete assessment



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Performance by Design

Change in Philosophy

Clearly define expectations / requirements from stage to stage in all areas

Use them for:

- Invites to any given stages*
- Athlete Performance Review*
- Decision making based on development NEEDS*

Avoiding short term WIN temptation!

Elite Athlete Pathway

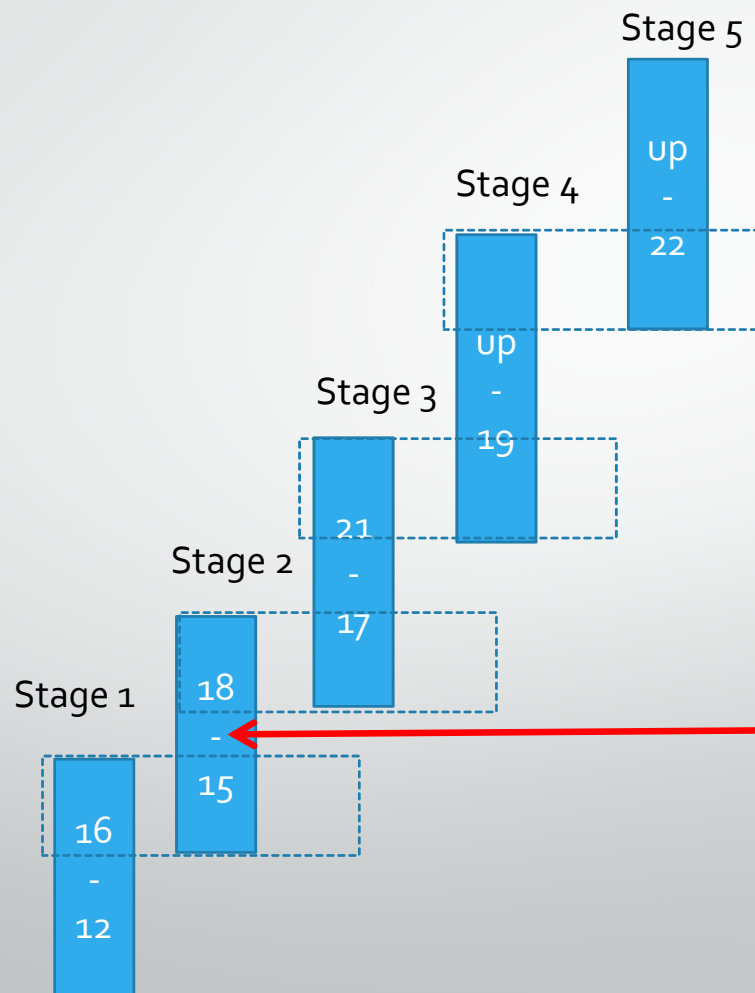
Sport Specific Curriculum

Athlete
Pathway

28



Transition from stage to stage



Areas for proper evaluation and positioning based on development needs

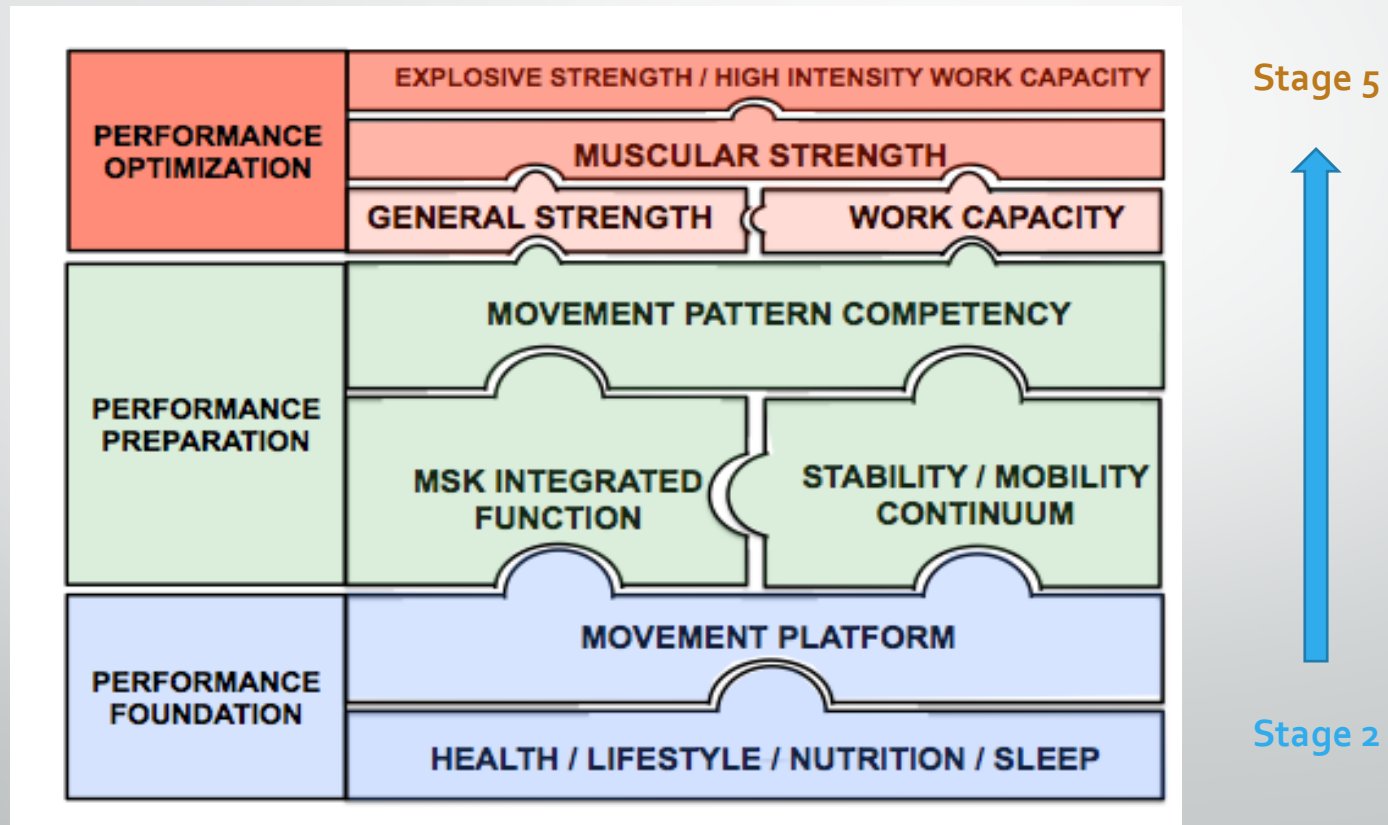
Special attention to be given to:

Skaters at stage 2 that are not at the Oval / Québec / Montreal Training center

- Skaters ID
- Coaches interaction
- Define a plan

Align Support Team with Pathway

Ex: Strength & conditioning



Pathway Progression Structure

	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Neo & Senior
Training weeks (Per Year)	32	35 - 44	40-44	48	48	40-44
Training hours (Per Year)	300-400	400-500	500-700	700-900	1000 & up	500-700
Ice sessions (Per Week)	3 to 5	4 to 6	8	9	individualized	6
Off ice sessions (Per Week)	2 to 4	3 to 5	5 to 7	6 to 8	individualized	5 to 7
Coach/Athlete ratio	1 for 16	1 for 16	1 for 12	1 for 8	1 for 6	1 for 14
IST Services	PSO's	Oval	Oval	Oval / SSC	SSC	Not covered
Cost for each stages	PSO's	3400\$	4413\$	4413\$ or SSC	SSC	4413\$

Stage 2-3 IST Curriculum Physiology Example

IST Area	Support Category	Stage 2 (assume 30 athletes)	Stage 3 (assume 20 athletes)	Curriculum	Est IST Hrs	Est Lab Hrs	Total Hrs	
Physiology	<i>Intake</i>	Pre Season Resting HR & BP	Annual Resting HR & BP	Screening for issues that may need follow up		2		
		Pre Season Full Blood Profile	Pre Season Full Blood Profile	Screening for issues that may need follow up		2		
		Pre Season Full Anthro Profile	Pre Season Full Anthro Profile	Screening for issues that may need follow up		4		
		Pre Season Resting ECG	Pre Season Resting ECG	Screening for issues that may need follow up		2		
	<i>Testing & Monitoring</i>			Devo Anthro Profile 2/year	Learning importance of body comp		2	
				Devo Blood Profile 2/year	Tracking for major fatigue / training markers		2	
			Bike Incremental (training HRs) 1/year	Bike Incremental (training HRs) 2/year	Learning training zones		4	
			Wingate 10&30s 1/year	Wingate 10&30s 2/year	Learning how to test (anaerobic)		4	
			MAP bike 1/year	MAP bike 2/year	Learning how to test (aerobic power)		4	
			CP1 bike 1/year	CP1 bike 1/year	Learning how to test (anaerobic)		4	
			CP3 bike 1/year	CP3 bike 1/year	Learning how to test (an / aer)		4	
			FP Peak Power Jump Test 1/year	FP Peak Power Jump Test 1/year	Learning how to test (power)		2	
			FP Repeated Jump Test 1/year	FP Repeated Jump Test 1/year	Learning how to test (power end)		2	
			Online Daily Wellness (daily)	Online Daily Wellness (daily)	Learning how to monitor	5		
		Online Training Log (daily)	Online Training Log (daily)	Learning how to monitor	5			
	<i>DTE / Group Sessions</i>	Coach / Physiologist Results Consult 1/year Coach / S&C / Physiologist YTP consult 1/year Group Session topic TBD 2/year		Coach / Physiologist Results Consult 2/year	Coach education	6		
				Coach / S&C / Physiologist YTP consult 2/year	Coach education	6		
				Group Session Topic TBD 2/year	Warm up, Recovery, Monitoring, Sleep etc	4		
	<i>Travel / Competition</i>	None		None				
<i>Other</i>	Season Best Performance Tracking Help coach set up field testing 2/year		Season Best Performance Tracking	Coach and Athlete education	5			
			Help coach set up field testing 2/year	20m shuttle, RHJET, VJ	10			
Total Hours / Year					41	38	79	
<i>Intake</i>		Concussion Baseline	Concussion Baseline	Screening for issues that may need follow up		20		

Age Best Performance Times as Percentage of Current World Record - Next Gen Identified Athletes 2015 / 2016

Distance	13 yo	14 yo	15 yo	16 yo	17 yo	18 yo	19 yo	20 yo	21 yo	22 yo	23 yo	Medal in 2016
1000					119.3	117.0	114.9	110.3				
1500					122.4	120.1	116.3	110.8				
3000					128.0	122.7	117.7	110.6				
500					112.0	107.8	105.1	104.9				
1000					115.0	110.6	105.9	105.8				
500			129.8					105.5	101.8	102.3	101.3	
1000								107.3	104.5	103.2	102.2	
1000		137.4	129.5	115.4	110.8	109.6						
1500		148.8		115.6	112.2	109.7						
1500					110.7	107.7	107.1	104.6				
5000					112.0	111.2	109.1	106.9				
500						110.4	106.3	103.6				
1000						112.5	107.7	105.1				
1500						111.7	111.1	107.8				
500		122.9	118.6	112.5	112.7	108.5	107.1	107.5	106.0	104.1		
1000		132.9	122.2	114.0	116.7	112.6	111.1	110.1	109.5	107.1		
1500					121.6	117.9	112.1					
5000					116.5	115.7	108.4					
500	131.7	124.0	116.2	118.1	114.3	112.7	109.3	108.8	107.0	105.4	102.7	
1000			118.1	120.6	118.0	115.5	110.9	109.3	106.7	107.0	104.8	
1500				119.4	115.1	112.9	110.2	109.1	107.1			
3000			152.5	120.6	114.8	120.7	111.4	107.1	105.0			
5000					116.4	114.0	111.5	107.9	105.1			
500			121.6	109.3	107.7	107.2	106.4	102.7				
1000				111.7	109.5	109.3	108.6	105.3				
500		134.4	120.6	117.2	116.8	111.4	107.6	106.8	104.8	103.3		
1000		143.6	127.6	124.4	121.6	115.9	112.0	109.3	107.8	110.7		
500		132.5	123.0	112.0	110.2	109.1	108.4	108.1	105.9			
1000		138.2	129.7	114.7	111.8	111.0	108.8	108.5	106.7			
1500			121.0	113.5	108.1							
5000			125.4	117.5	114.7							



WCup



WJr's



WJr's



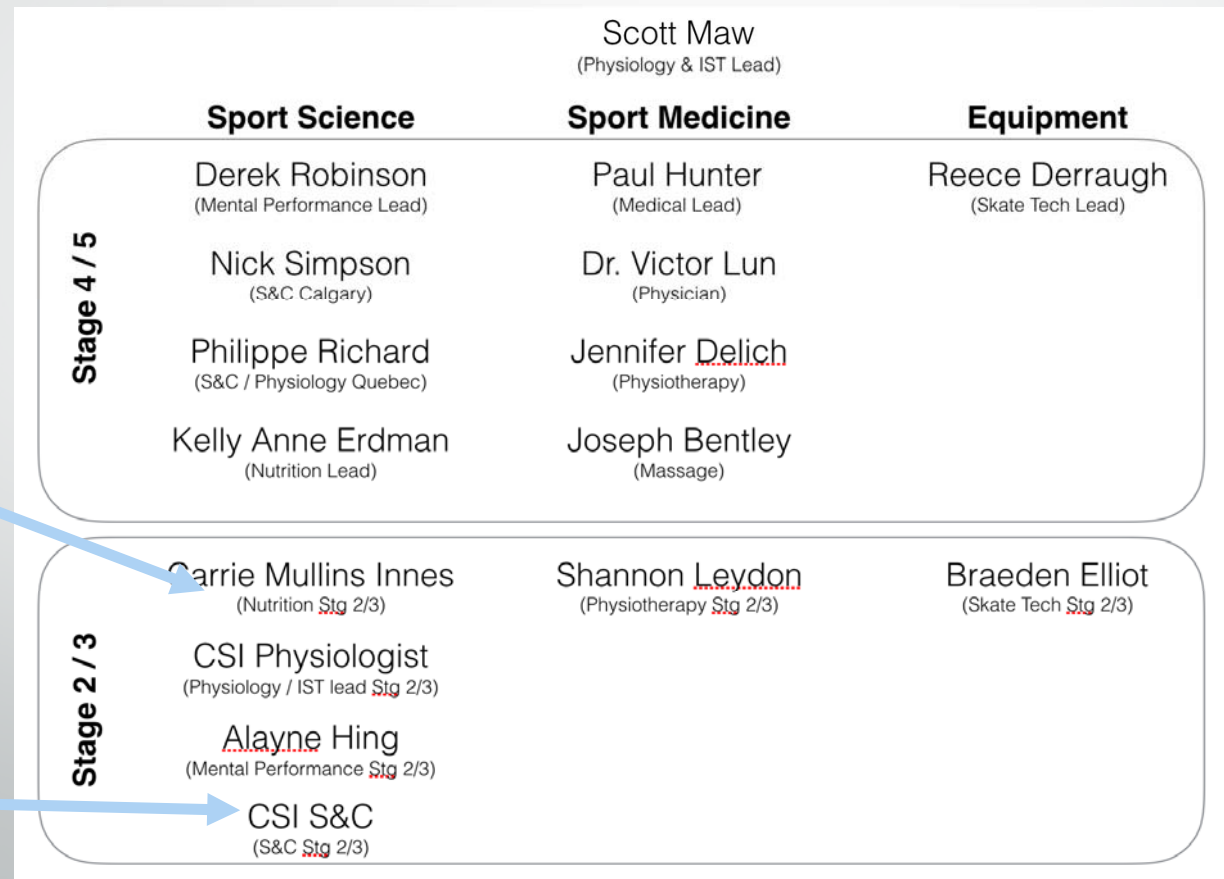
WJr's



WCup

Pathway Support

IST Structure



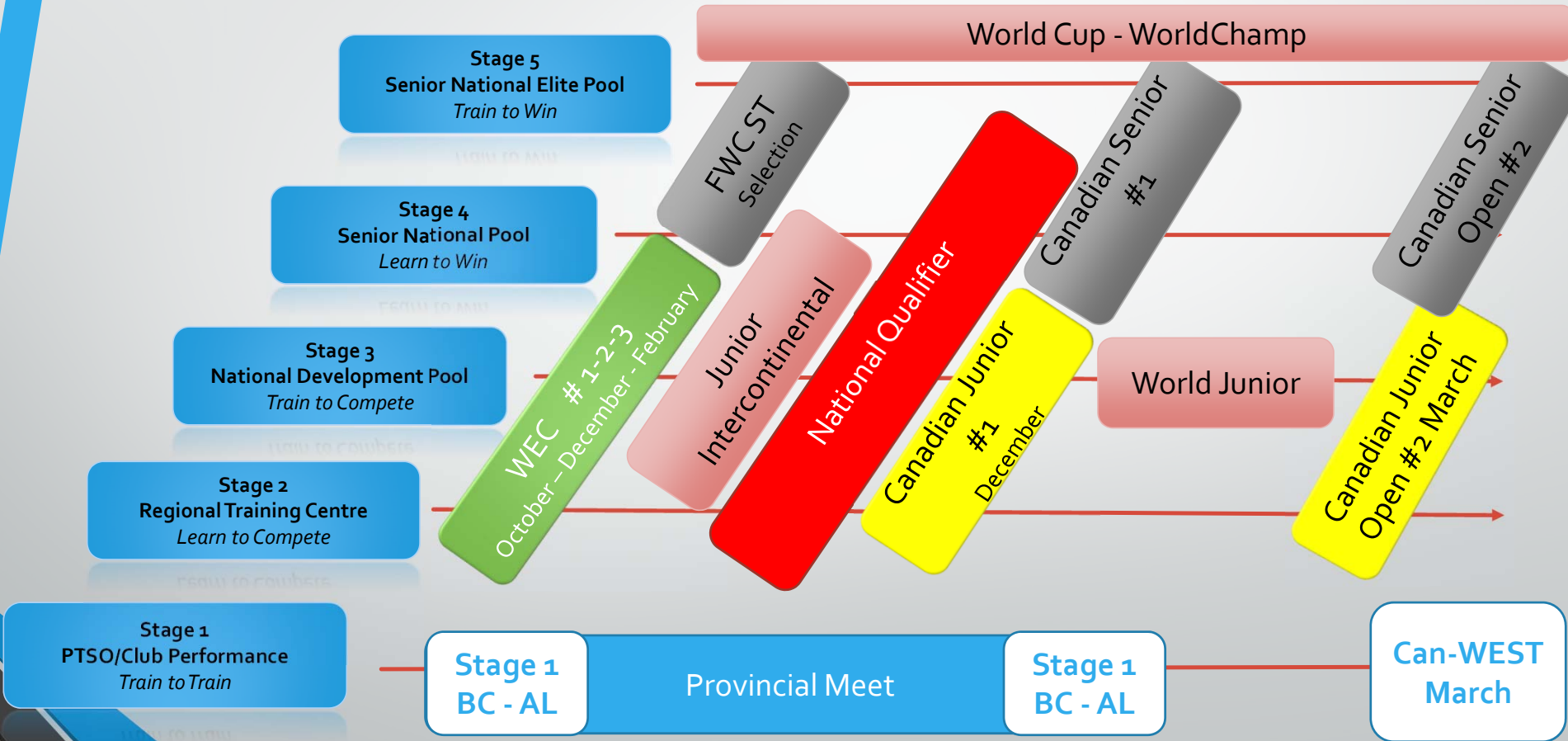
DTE Improvement

- Create new Training groups
- Increase IST Support and Performance Enhancement
 - Rest & recovery, HP Skate shop
- Increase Ice availability
- Optimize Safety (Boardless Padding System)
- Integrate Event Game Ready Concept
 - Bleachers, Technical Platforms, Timing

3 coaches added for proper Coach/ Athletes Ratio

Short Track Competition alignment

Competition Pathway



PMC implementation

Pathway Management Committee

*Governance
/MGMT*

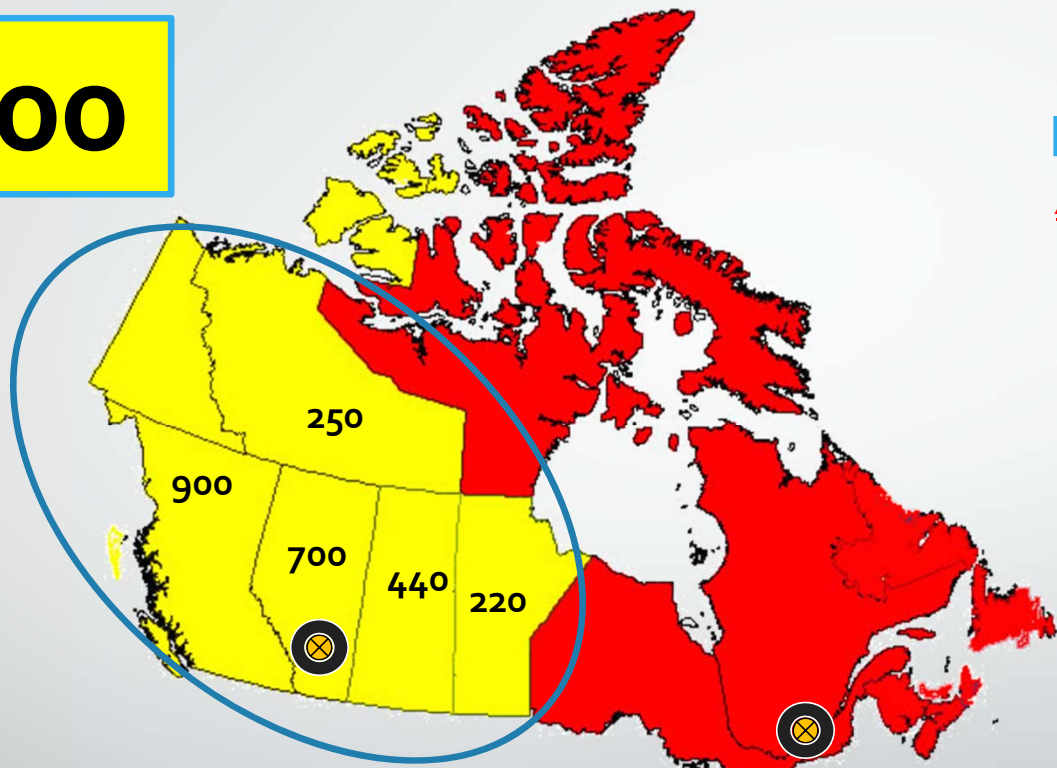
Why?

- SSC HP Director & Program Manager
- Olympic Oval Leaders
- Calgary CSI

PTSO's Governance?

Governance / MGMT

2500



PTSO integration

Aligning actions to meet Elite Athlete Pathway

- Training curriculum (YTP)
- Standardized testing
- Training camps
- Racing event structure
- IST Support



National readiness



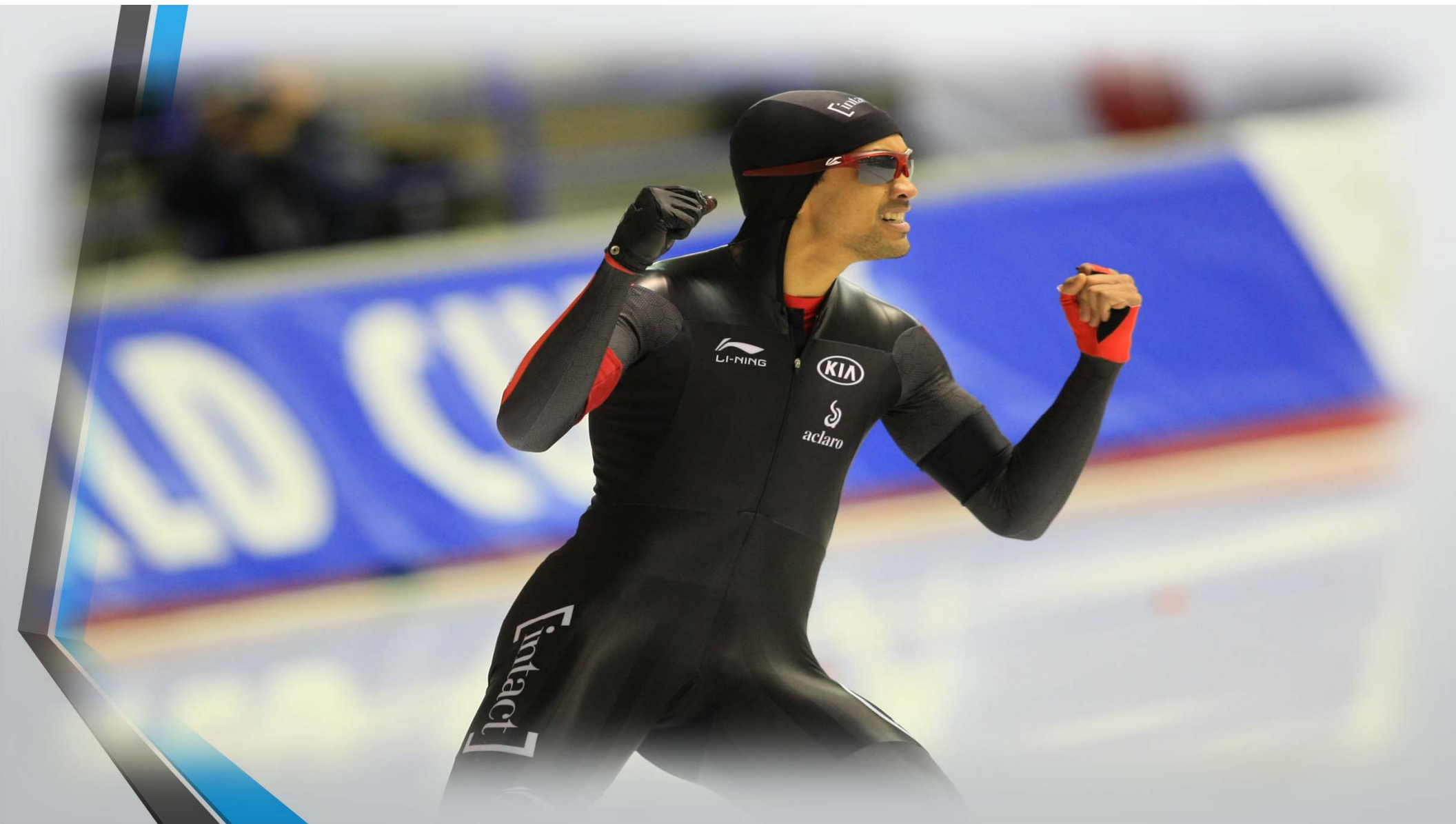
National Training Centers



Canadian Regional Training Centers



Preliminary Outcomes!!!



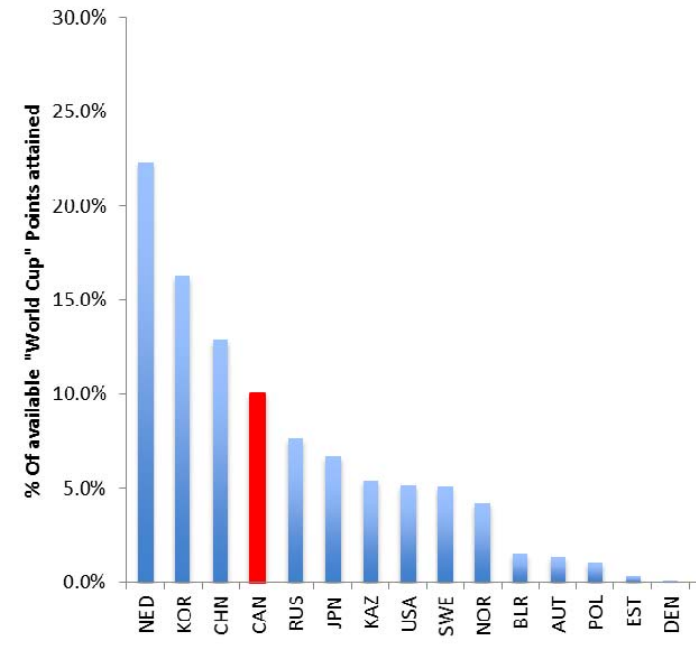
Long Track Performance Highlights

A long track speed skater in a red and white suit is celebrating on the ice. The skater is wearing a red jacket with white panels and white pants with red accents. They are pointing upwards with both hands, indicating a victory or a significant achievement. The background is a blurred blue wall, likely part of the arena's structure.

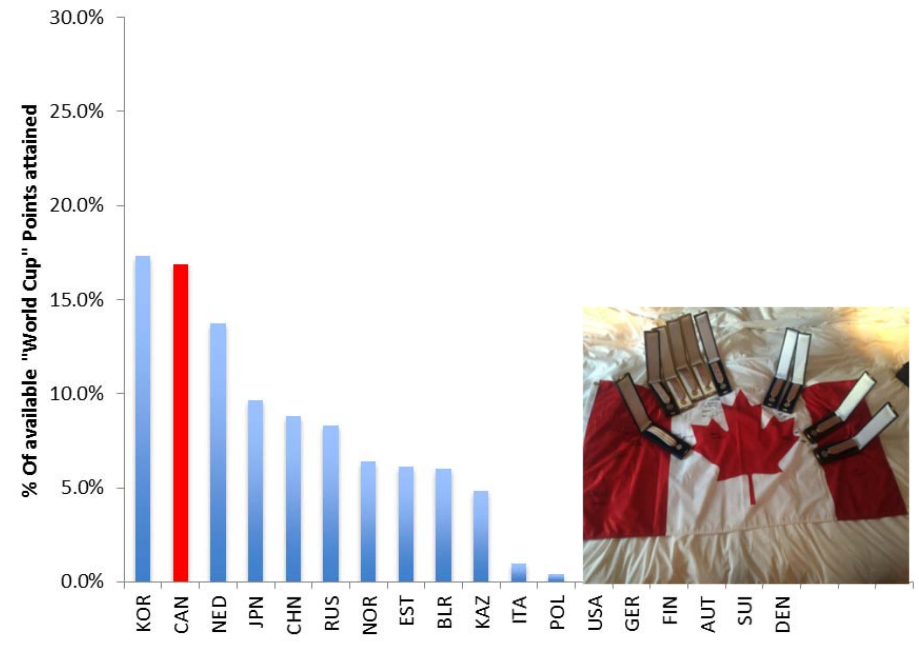
- World Cup 'top 5' finishes increased from 20 in 2014-2015 to **41** in 2015-2016.
- **10** athletes earned 'top 5' finishes this season in individual distances, compared to 6 last season.
- **10** athletes won World Cup medals last season compared to 3 the year before.

Long Track Junior Team Performance

Men - 2015



Men - 2016



Schumann - Qualified 2017 World ST Junior

