

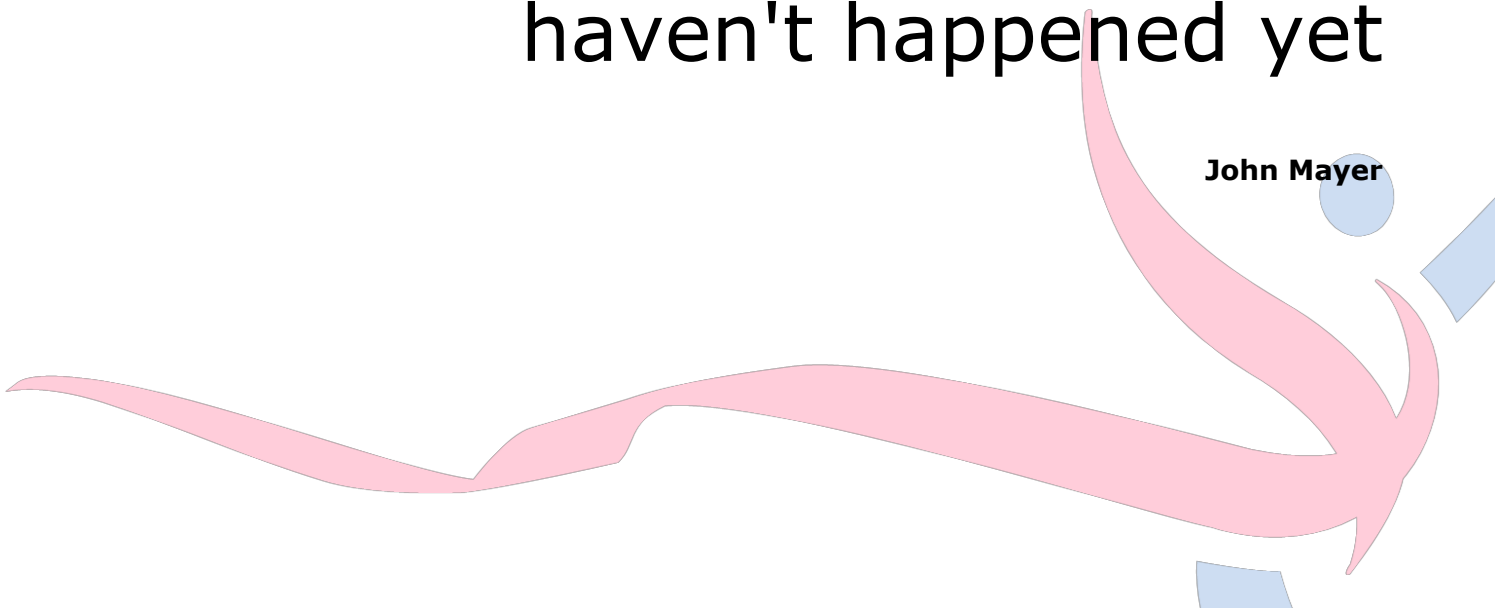
Performance Pathways – underwriting your medal ambitions

Chelsea Warr
Deputy Director of Performance
UK Sport

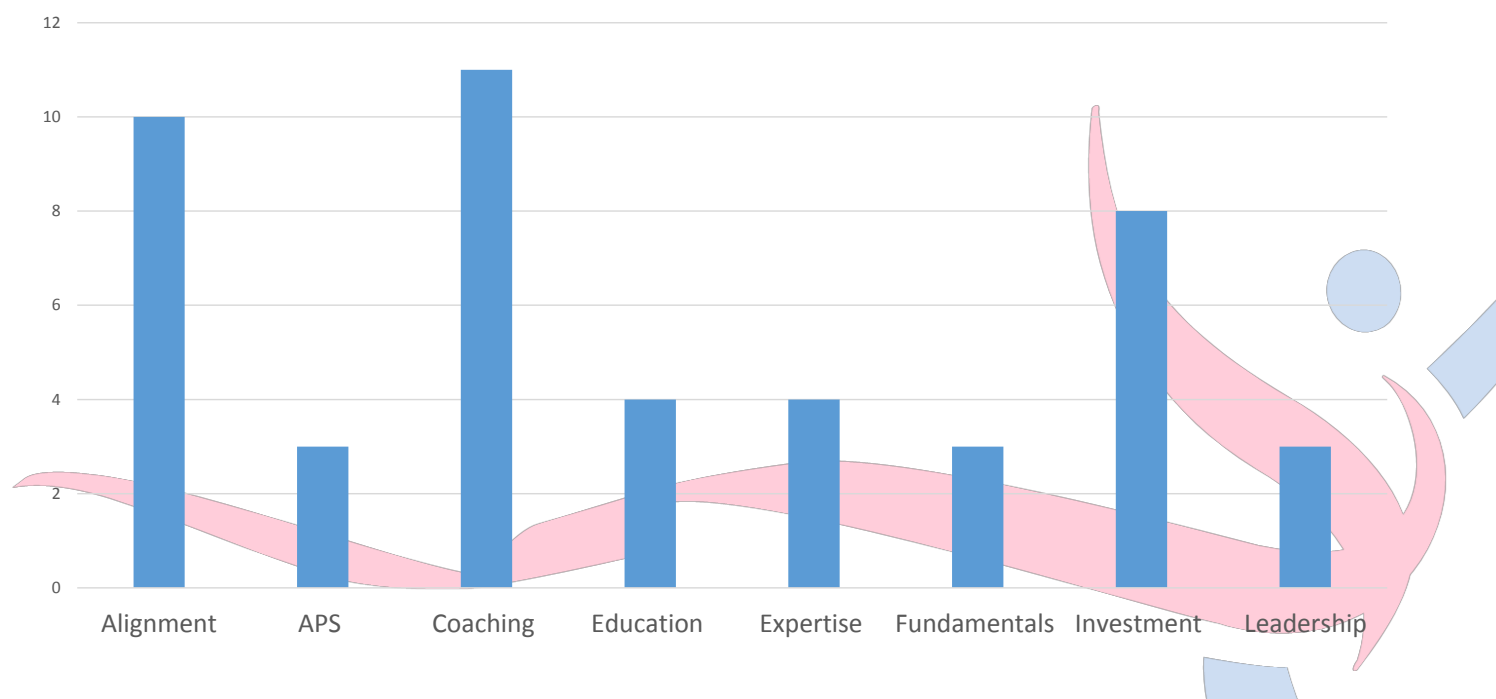


I am an architect of days that
haven't happened yet

John Mayer



What are three areas you feel, as a National system, need to be addressed to enhance performance pathways?

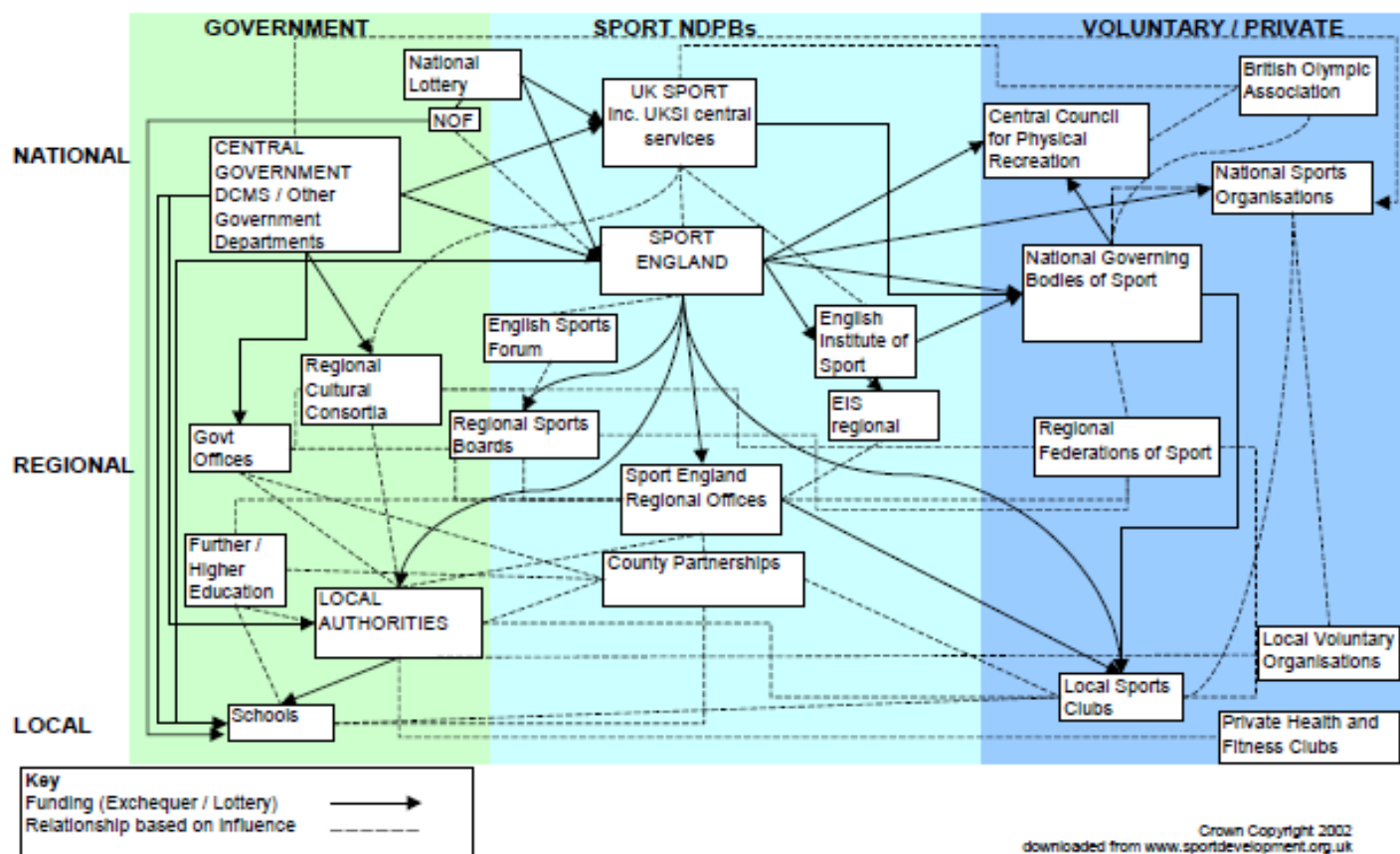




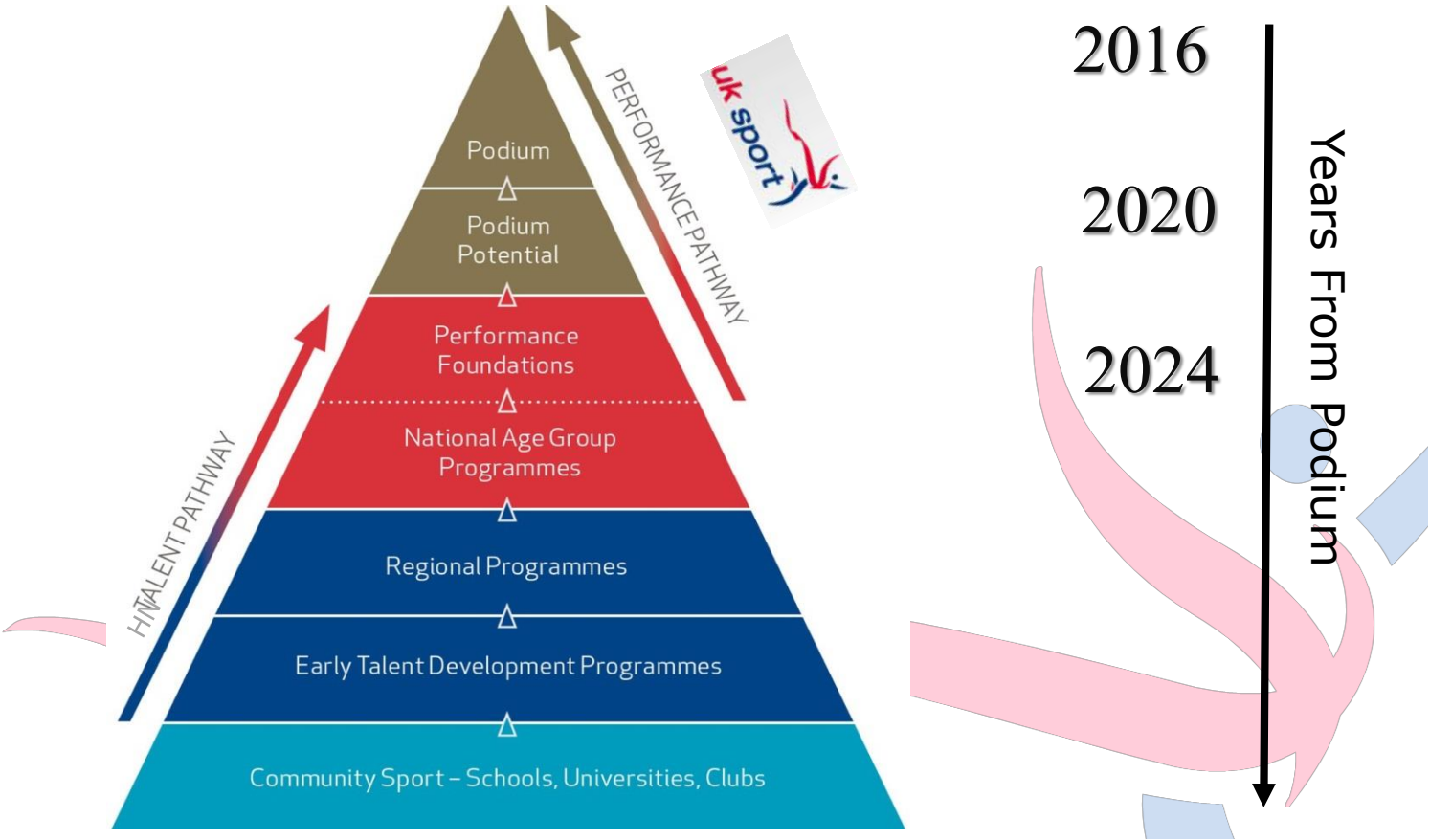


If you didn't have a Pathway...what's to say you won't make it anyway?

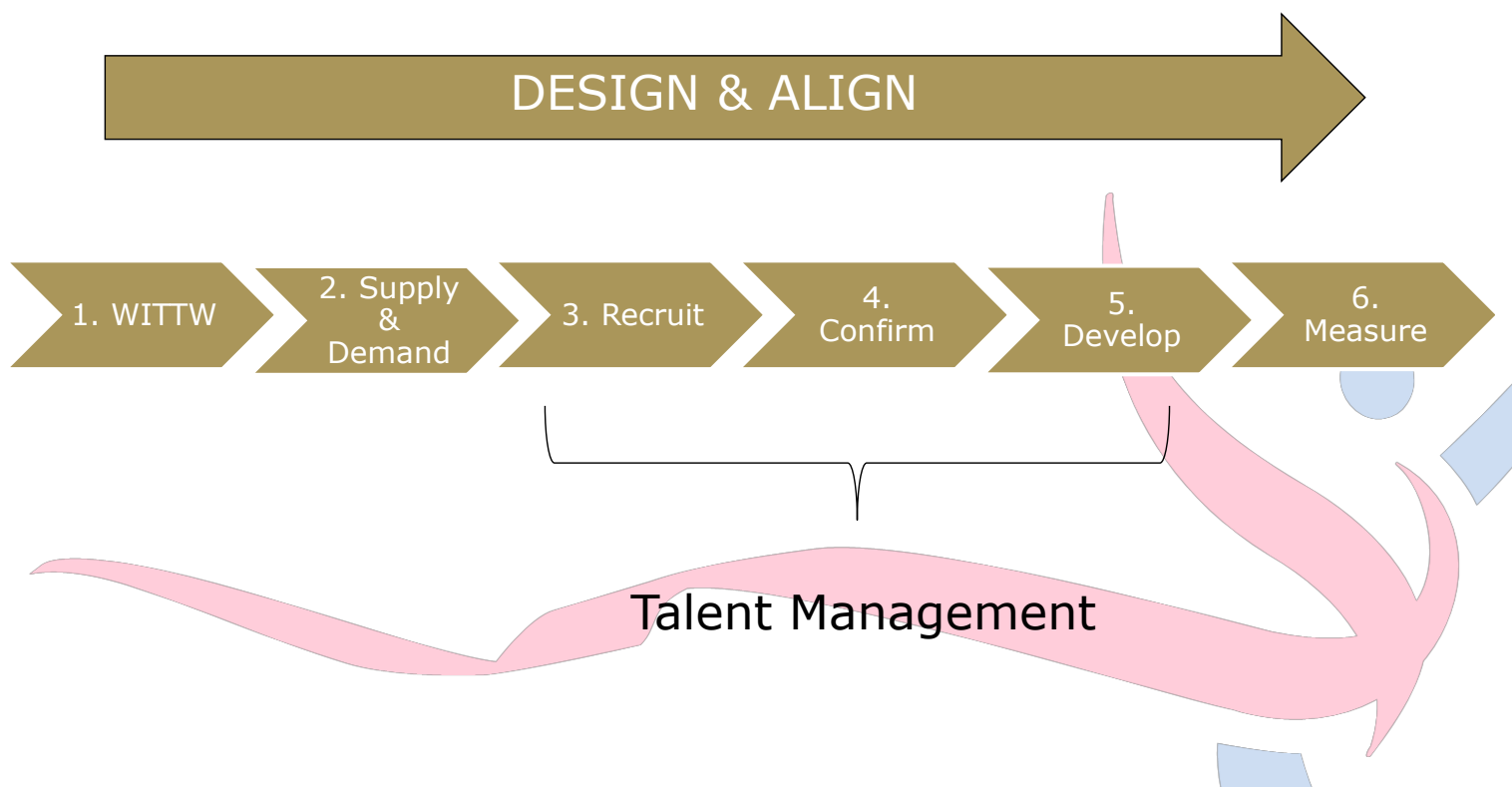
Map of Sport in England



A Performance Pathway



Building a Performance Pathway



Step 1: 'WITTW' – start with the end in mind



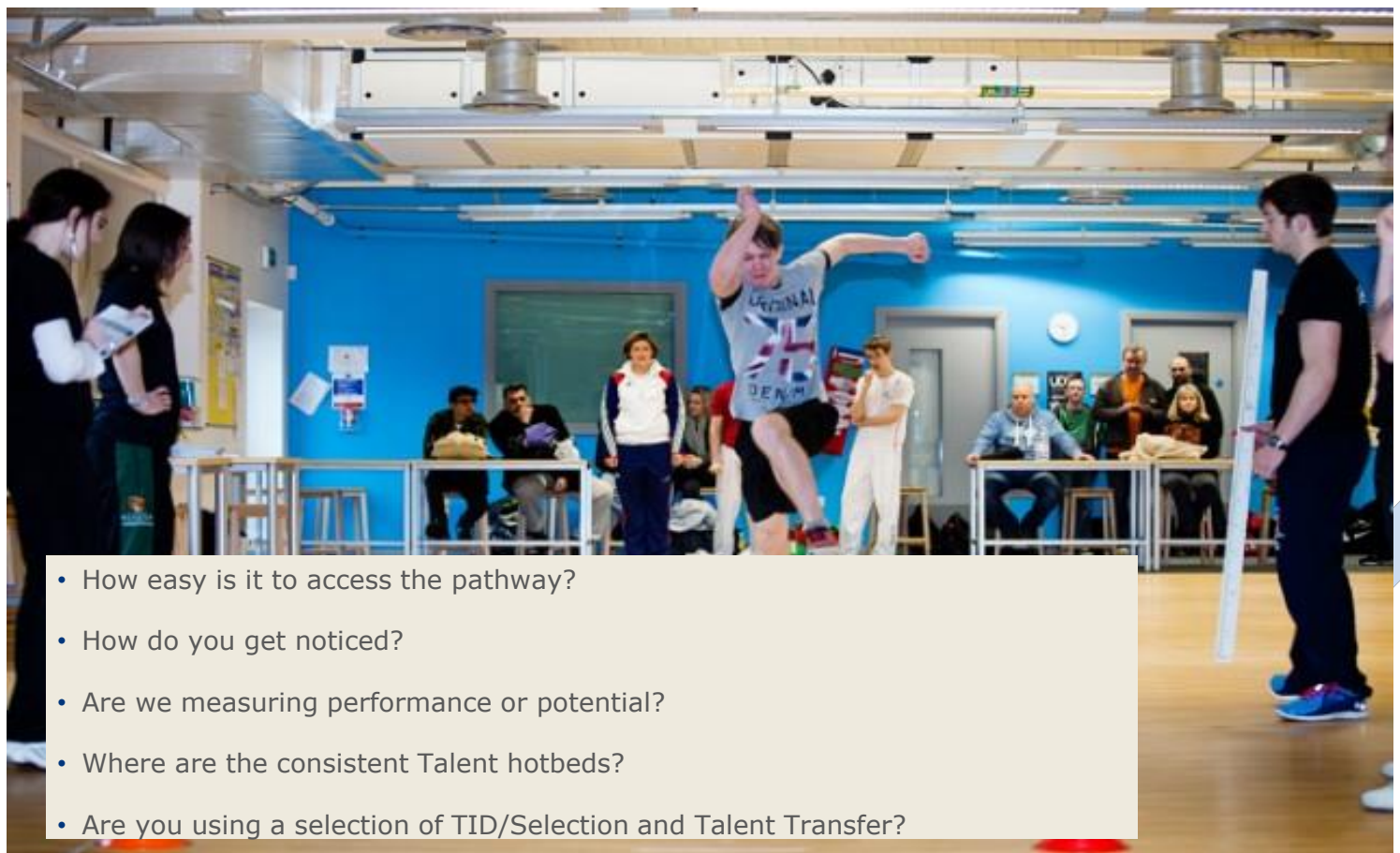
- What will medal winning performances look like in 2024 & 2028?
- What do performance trajectories and precedent analysis tell us?
- Do we really know the discriminating factors to winning?
- What do the brutal facts tell us?

Step 2: Supply, Demand



- What do our flow rates tell us?
- What are our depth charts signalling?
- Where are our gaps & oversupplies?
- How many do we need, to what standard & by when?

Step 3: Attract & Recruit



- How easy is it to access the pathway?
- How do you get noticed?
- Are we measuring performance or potential?
- Where are the consistent Talent hotbeds?
- Are you using a selection of TID/Selection and Talent Transfer?

2007



2008

GIRLS 4 GOLD

uk sport
world class success

www.uksport.gov.uk/girls4gold

**ENGLISH
INSTITUTE OF
SPORT**





2008



PITCH 2 PODIUM

FOOTBALL'S OLYMPIC TALENT
TRANSFER PROGRAMME

2009

**TALENT
2012**

**FIGHTING
CHANCE**



TALENT
2016·2018

POWER
2 PODIUM

2011



Helen Glover – Sporting Giants



Lizzy Yarnold – Girls4Gold



Karen Darke – Paralympic Potential



Lutalo Muhammad – Fighting Chance



Step 4: Confirmation

“It’s not the strongest of the species that survives, nor the most intelligent, but the ones most responsive to the environment” [Charles Darwin]

- How sure are we?
- Are they a responder or non responder?
- What questions are left unanswered about this athlete? What experiences do we need to create to answer them confidently?

Confirming cont...

These are not super humans with rare super genes. They are participants in a **culture of the extreme, willing to devote more, to ache more, and to risk more** in order to do better

[David Shanks]



Step 5: Development



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



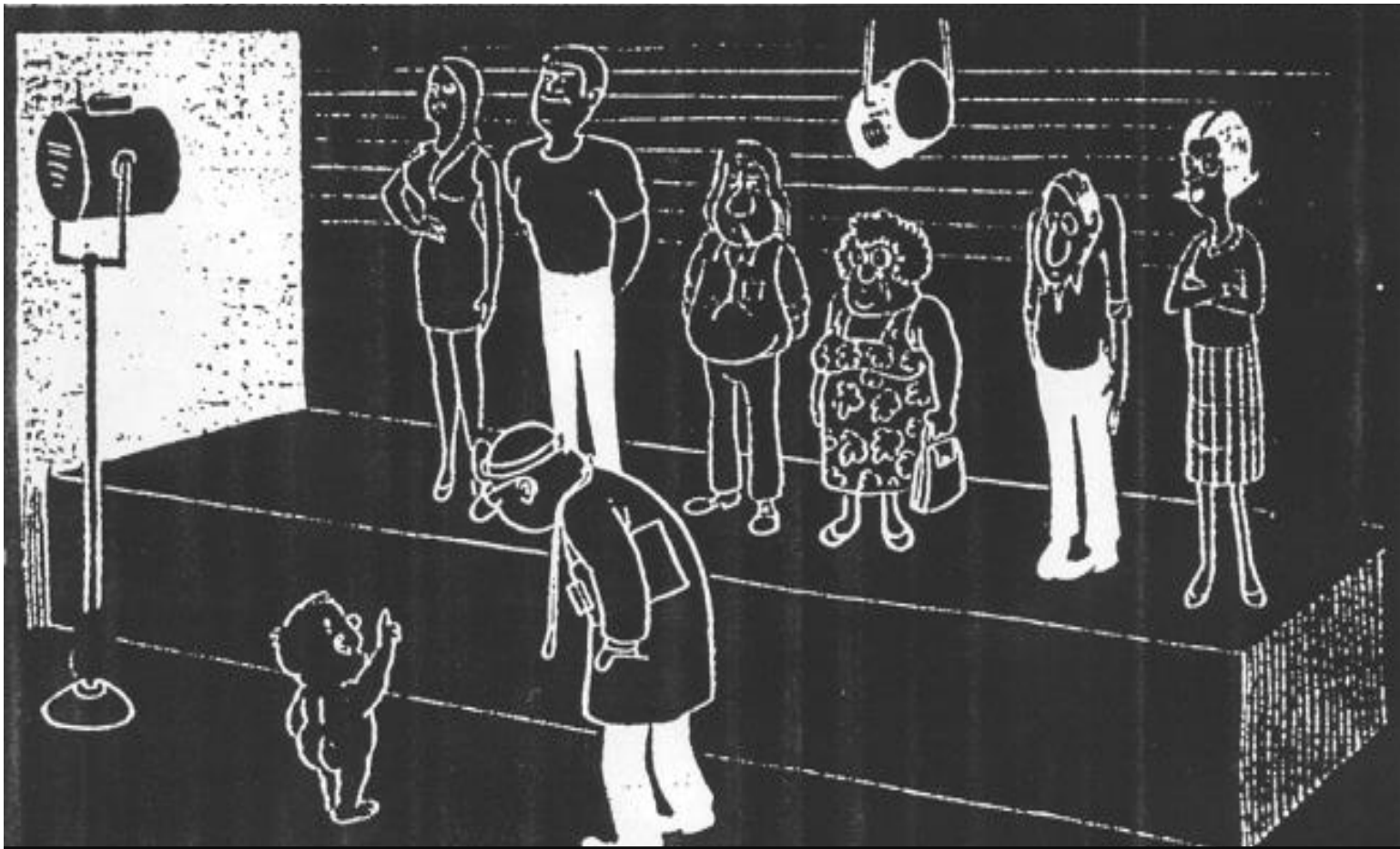




Step 5: Development

- Do we have a clear curriculum?
- Are the training plans focussed on the long-term development of the athletes, or 'tomorrows performance'?
- Are we over competing and undertraining?
- How much is mistake making encouraged?
- Do we facilitate a high challenge, high support environment that incentivises progression?
- What support services make the difference for an emerging athlete?

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



**If you want to be an elite athlete,
you need to choose your parents very carefully**

Step 6. Measurement



Hockey Health Check



Today's date : 13/03/2012

Add Attendees

Name

Add

Attendees

David Faulkner, Performance Director
Peter Nicholson, Performance Manager
Jane Powell, Head of Coaching
Melissa Bennett, Single System Lead
Mitch Hammond, UK Sport
Chelsea Warr, UK Sport (Facilitator)
Ian Yates, UK Talent Team (Facilitator)



Strategic Planning

Identification

Confirmation

Development

» Vision & Strategy

» Talent Profile

» Confirmation

» Curriculum

» Pathway Intelligence

» Recruitment

» Induction

» Training & Competition Plans

» Operation Model

» Assessment

» Tracking & Monitoring

» Resources

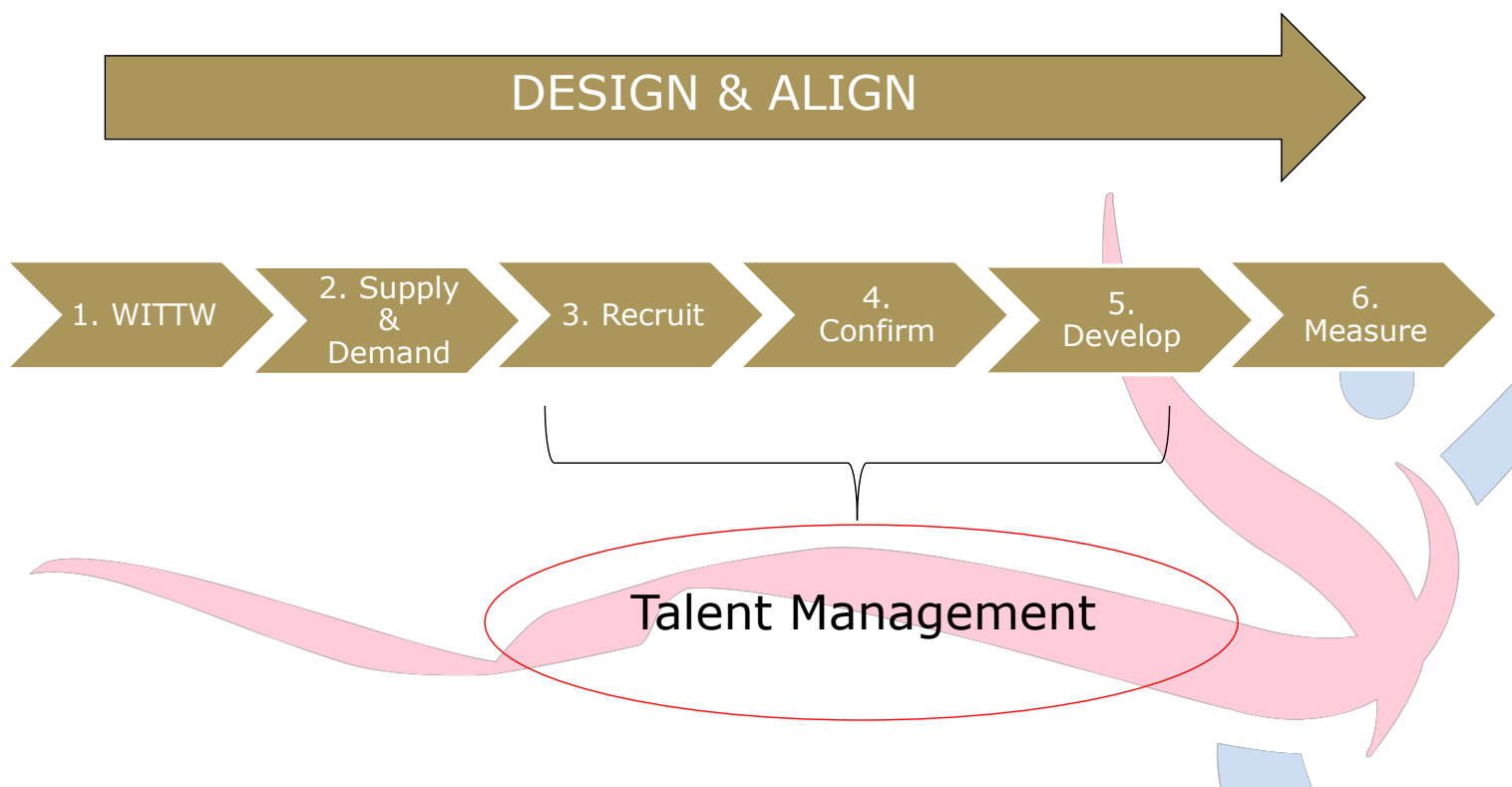
» Review

» Personnel (Staff & Coaches)

» Exit Strategy

» Support Services

Building a Performance Pathway



GREAT BRITISH MEDALLISTS –

Developmental
Biographies of High
Achieving Athletes



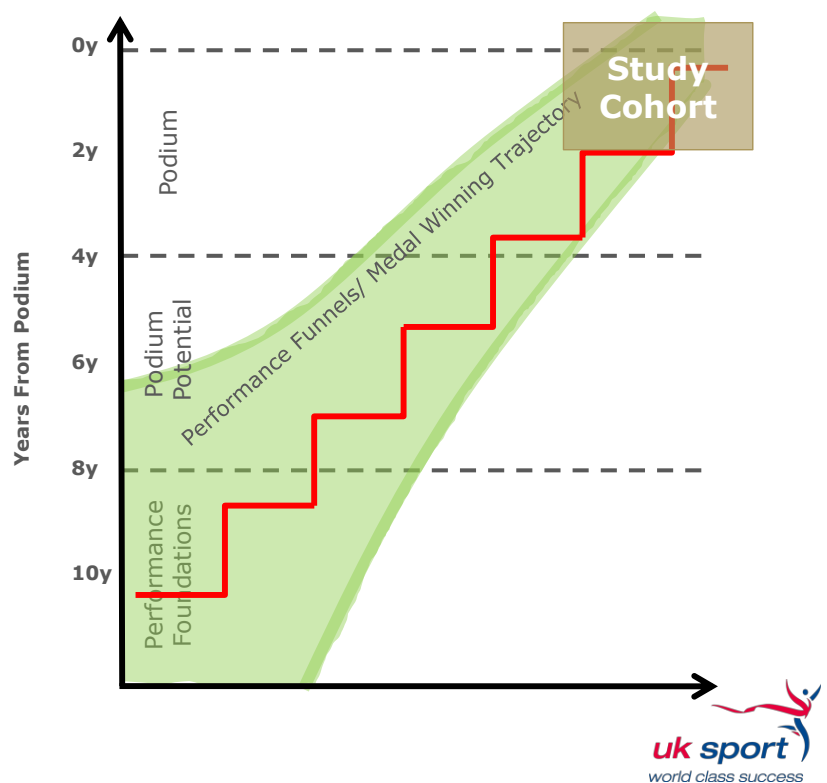
Groups

Super-Elite

- Funded WCP GB Athletes
- Won a gold medal at a World Championships or Olympics
- plus at least one other medal at a World Championships or Olympics
- Superior reproducible performance

Elite

- Funded WCP GB athletes
- Won at least one medal at a significant international competition (SNR or U23) such as a World Cup or European Championships,
- Had not won a gold medal at a World Championships or Olympic Games.



Areas Studied

- Demographics
- Early Childhood Experiences
- Practice, Training, Competition
- Competition Milestones
- Pathway Experiences
- Relationships with Family Coaches
- Positive and Negative Critical Events
- Motivation, Commitment and Desire to compete
- Pressure Zone and Emotional Regulation
- Personality
- Context and WCP Environment

Some Summary Findings

- Super elite athletes were **born earlier in the year and in smaller towns** than elite athletes
- Super elite athletes completed a **larger volume of overall activity per year** encompassing, practice and play in their main sport, practice and play in other sports and general physical activity
- **Early sporting success was not predictive** of senior medal success
- Super elite athletes **specialised later** than elite athletes and showed a trend towards a **greater volume of play in other sports** during development
- **Coaches met the needs** of Super-Elite athletes better than they did Elite athletes
- Super-elite **operated outside their comfort** zone and study themselves failing
- Super-elite craved and thrived on immediate and constant feedback
- Super-elite athletes **experienced childhood trauma**



FANATICALLY TALENTED ATHLETES

PURSUE THE MUNDANE & PRACTICE A LOT

PERSONALISED AND INDIVIDUALISED COACHING

NO LIMITS ENVIRONMENT

ELIMINATE INJURY & SICKNESS

OPPORTUNITIES, CHOICES, NO GUARANTEES

ALIGNED & SUSTAINED INVESTMENT



SUSTAINED SUCCESS

Task 1

25 minutes
Groups of 8 - 10

As a group define what 'talent' is? (group consensus)

Define the top 5 elements that you feel most accelerate an athlete's progression towards future Podium Performance?



Task 2

25 minutes
Groups of 8 - 10

How do you know its working?



Task 3 – Building a Performance Pathway

DESIGN & ALIGN

1. WITTW

2. Supply
&
Demand

3. Recruit

4.
Confirm

5.
Develop

6.
Measure

Talent Management

With the person beside you, take time to reflect and answer these 2 questions:

1. Reflecting on your sports, what area you at now? Where are your super strengths & where are you vulnerable?
2. Where is there a noticeable difference in sports with a track record of sustained success?

- END -

