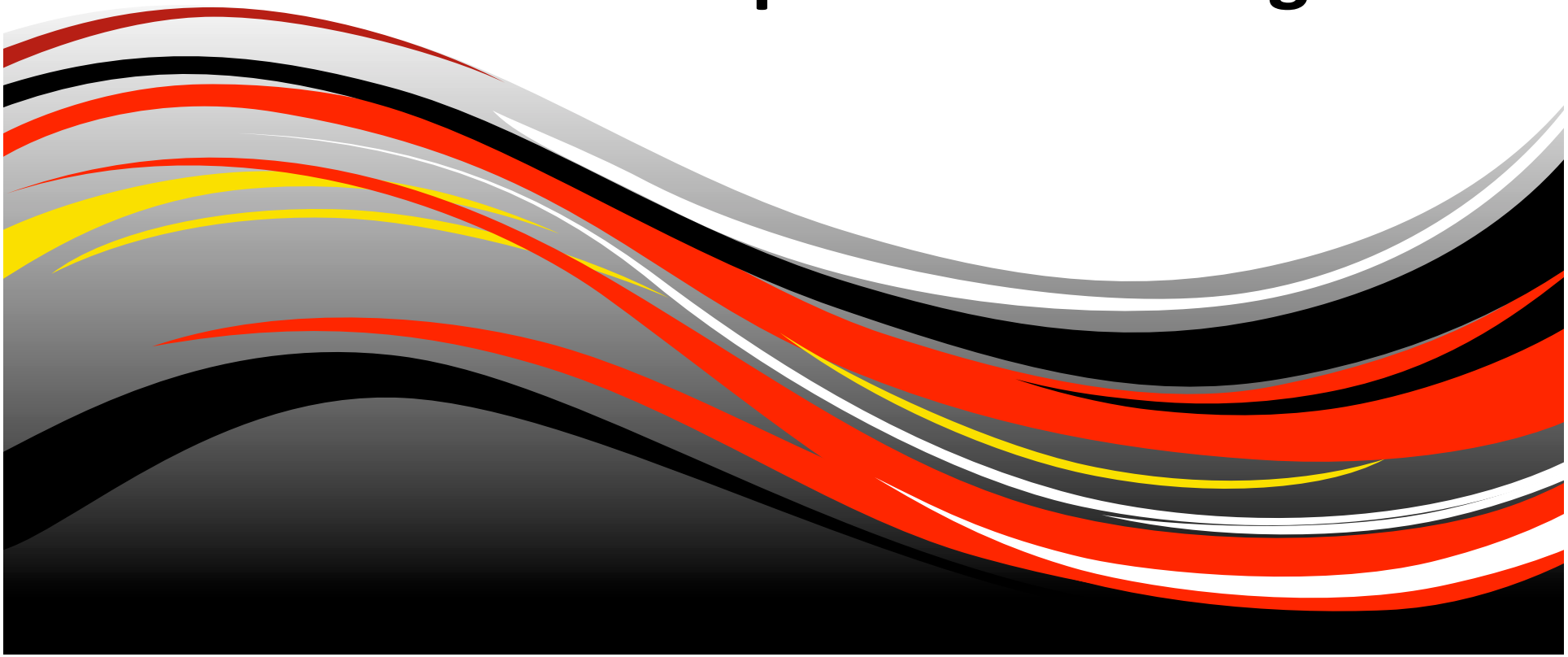
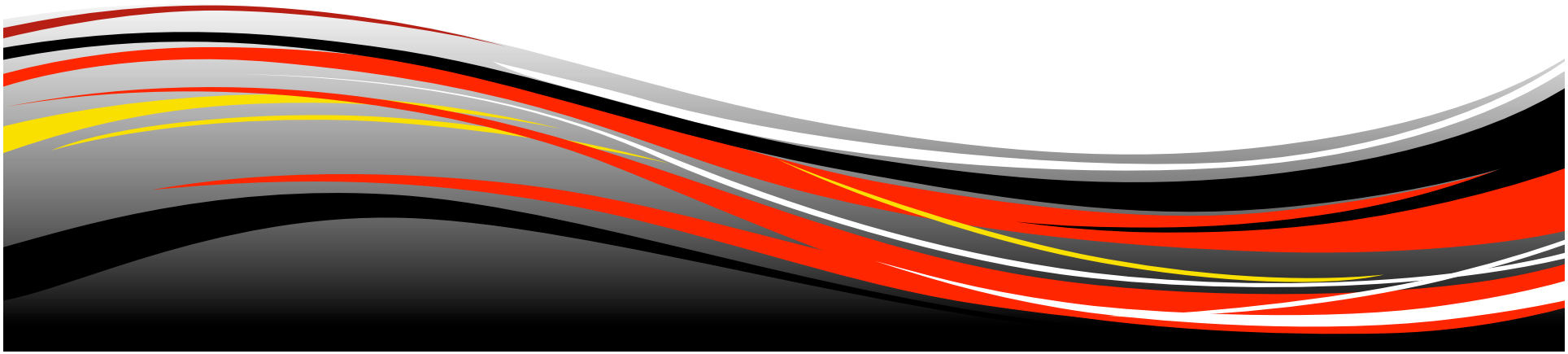
TRIATHLON CANADA

2014 Development Meetings



ARE YOU READY?

PHILOSOPHY



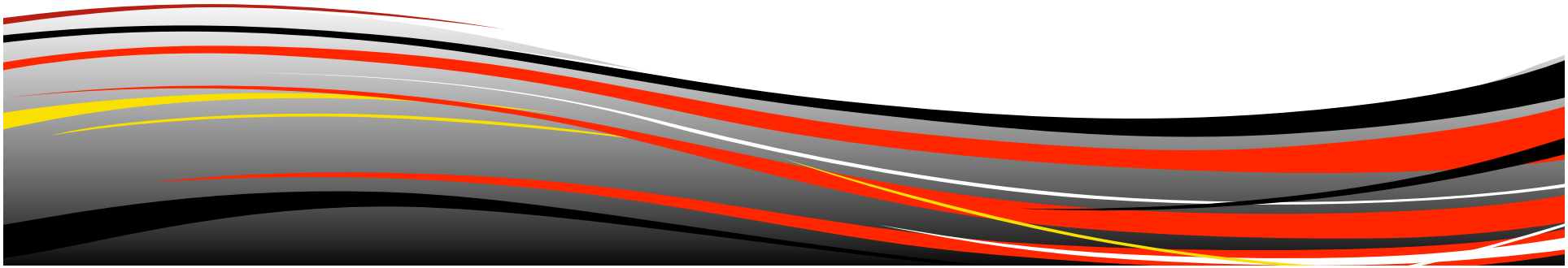
CULTURE OF EXCELLENCE

An environment encouraging and supporting the choices required to build a World Leading triathlon program in Canada

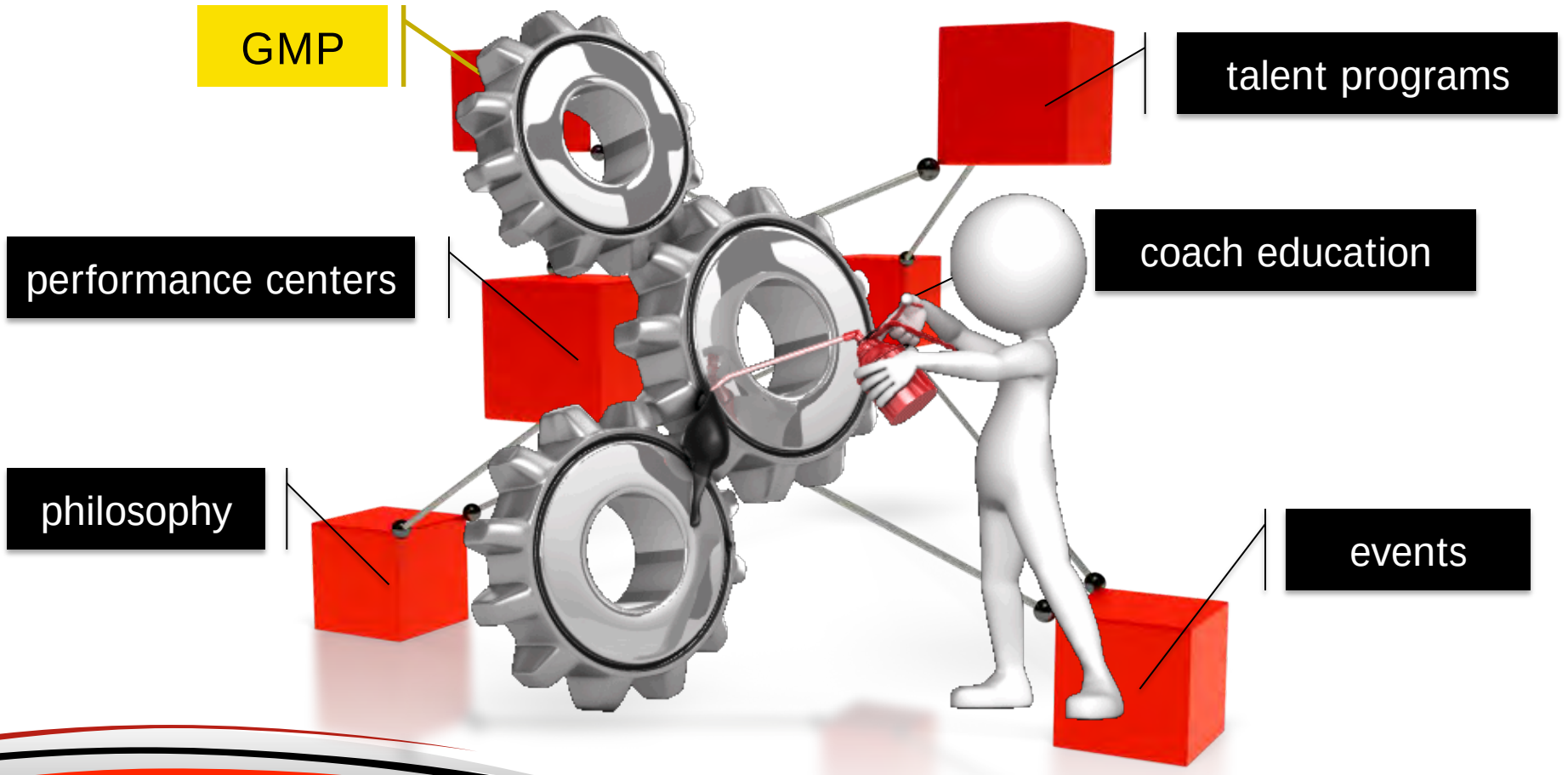
ETHOS OF WINNING

Striving to improve on past results by never going backwards on performance expectations.

Every time our athletes race, they are fully prepared to perform.

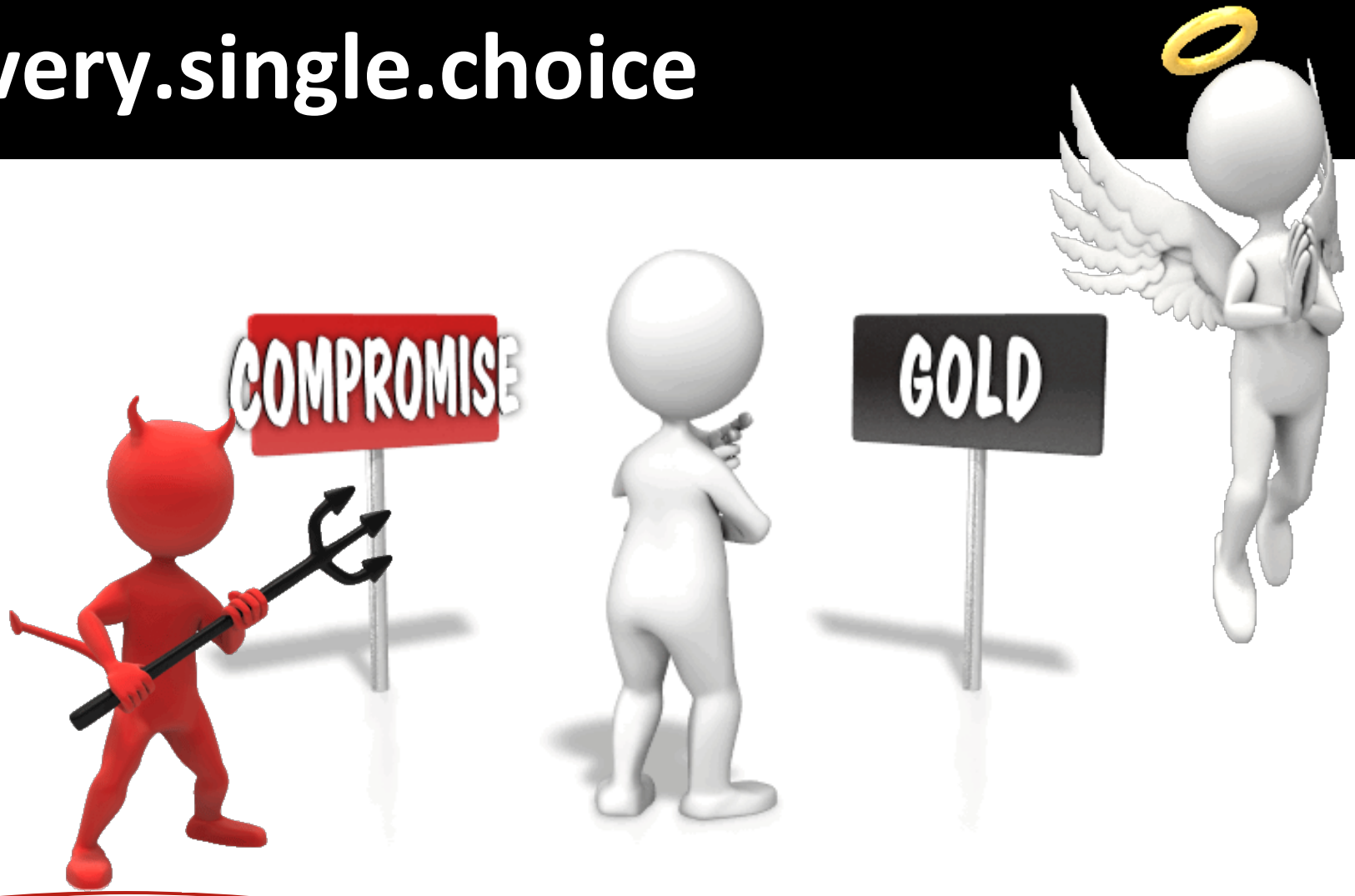


SYSTEMS ALIGNMENT

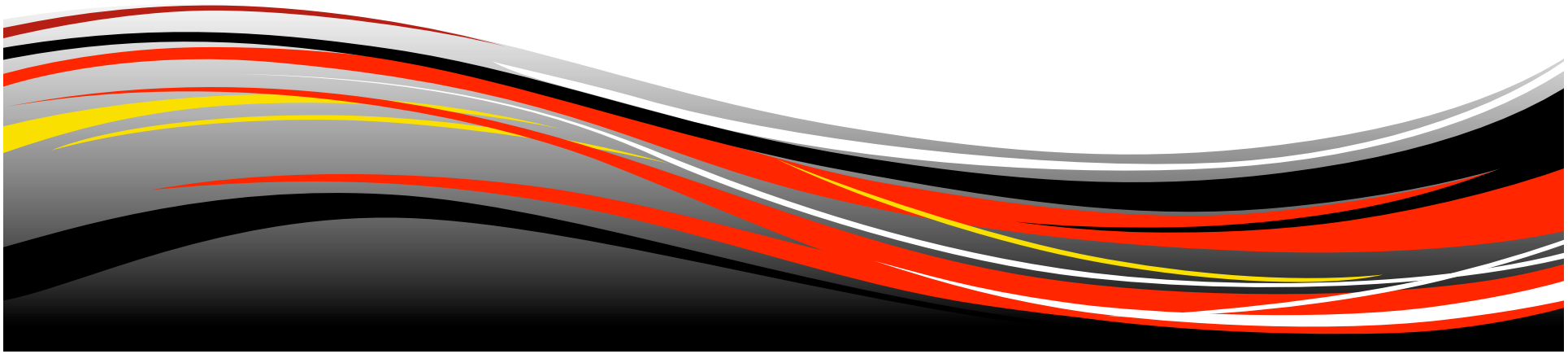


It takes a lot less time and most people won't know the difference until it is too late

every.single.choice



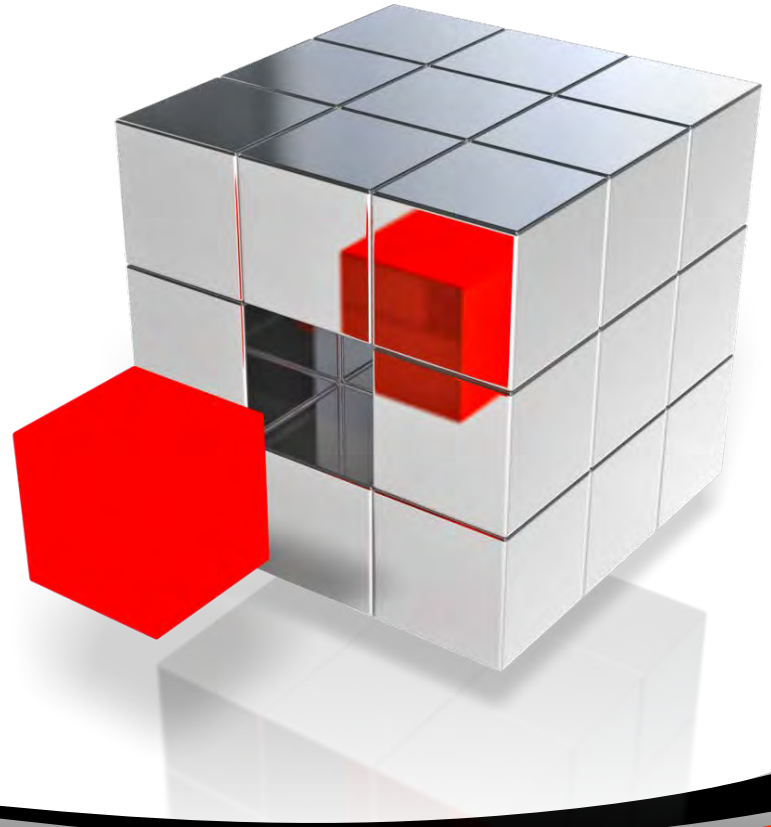
gold medal profile



Versions 1, 2 and 3

TRIATHLON PERFORMANCE

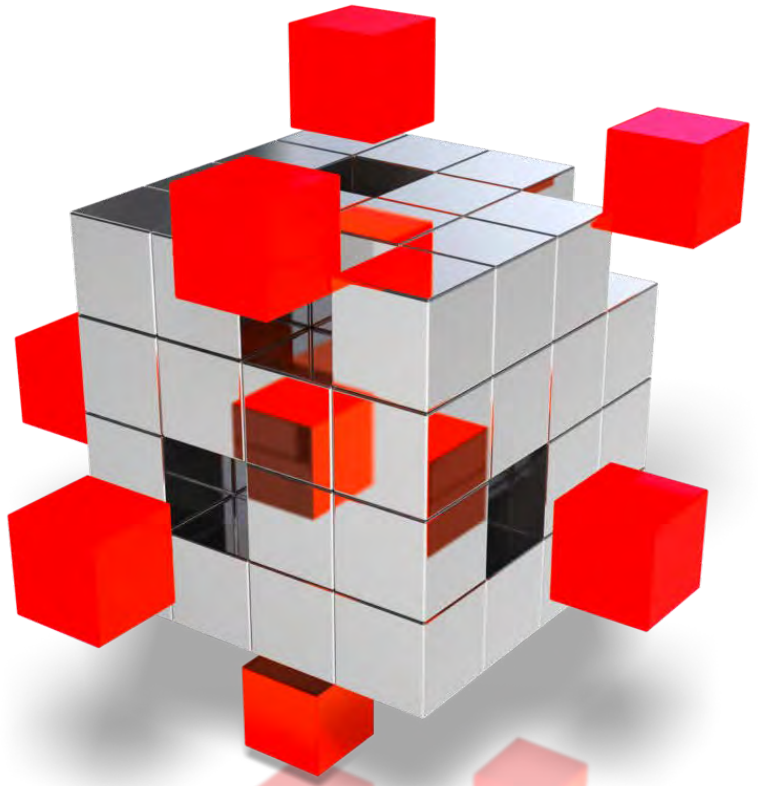
The primary KPI is consistently performing on demand at World Triathlon Series events and World Championships.



SINGLE SPORT PERFORMANCE

The secondary KPI are measurable single sport performance benchmarks

Relative to World Leading performance by WTS podium triathletes

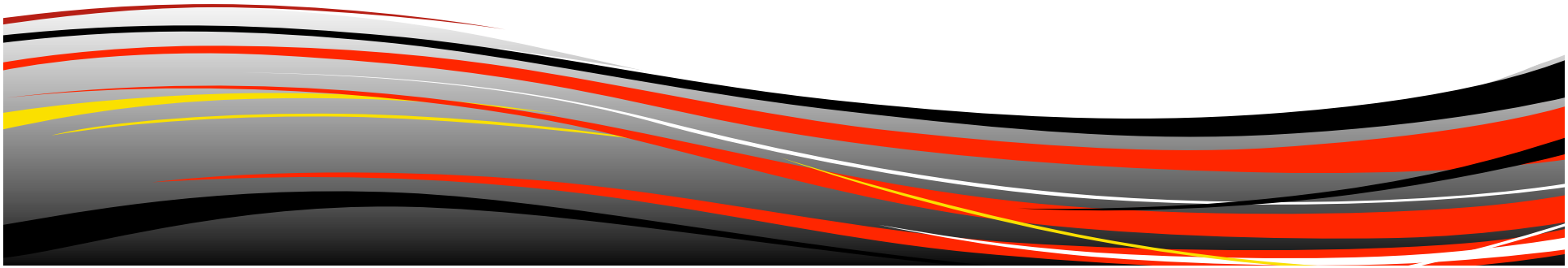


CURRENT GMP

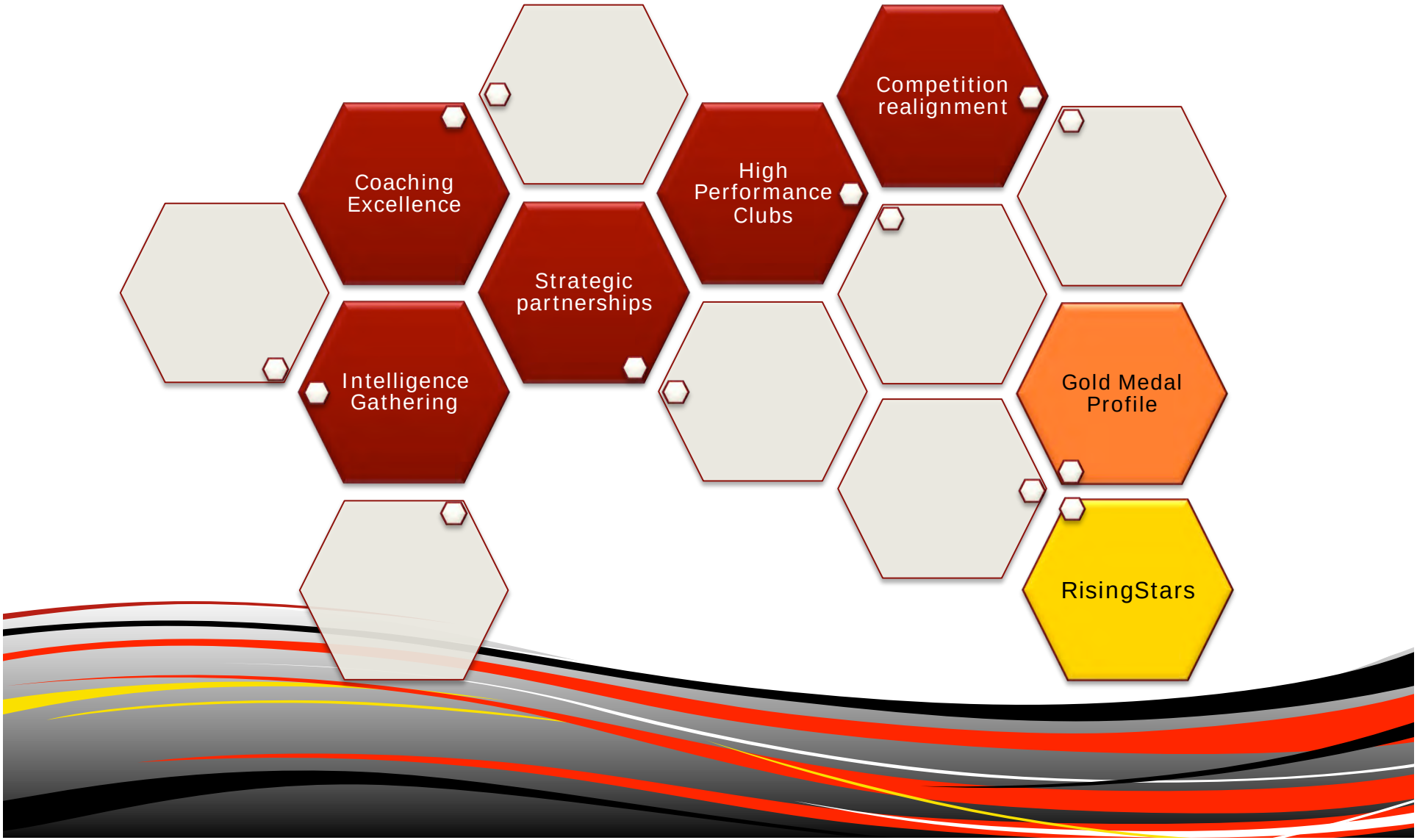
Dynamic

Reacts

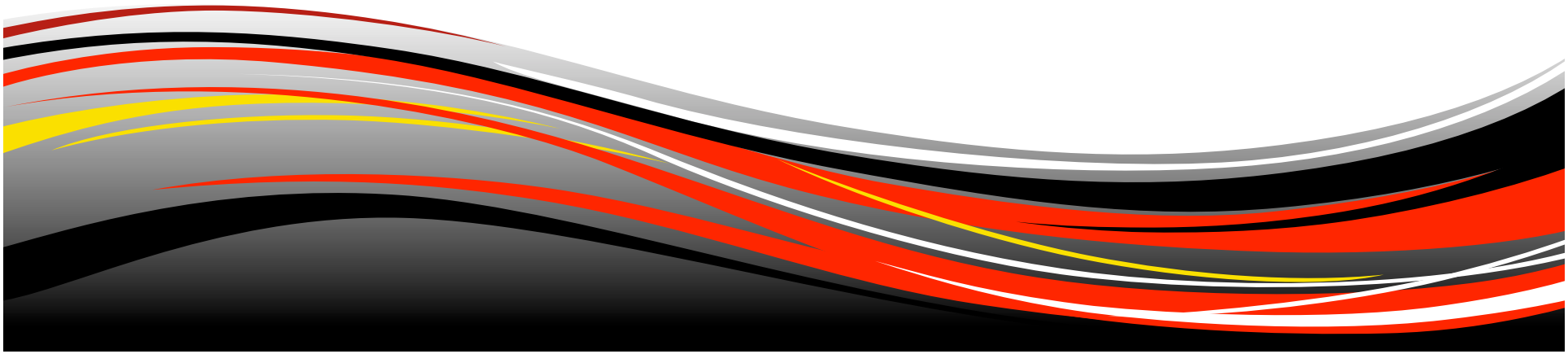
Steers



The talent project: supporting programs

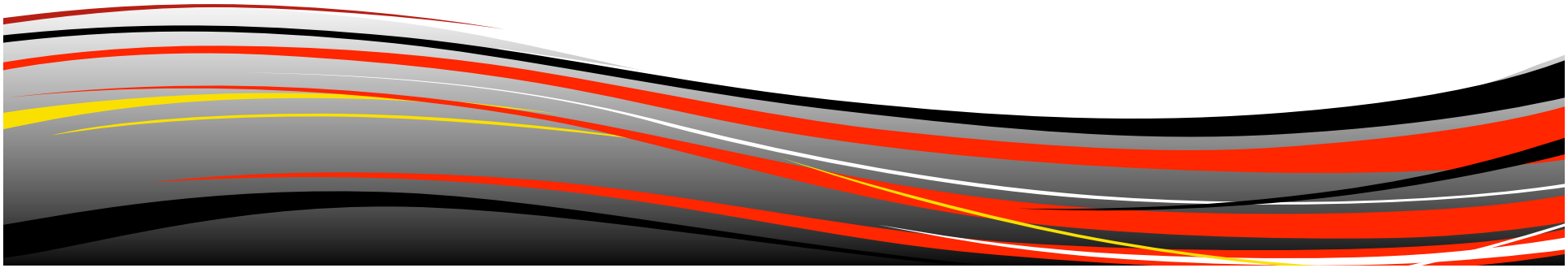


performance stream coaching



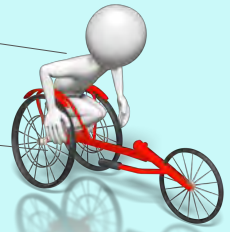
PERFORMANCE STREAM

- High Performance alignment
- GMP focused
- DPE excellence
- Life long learning
- Third party accountability
- NSO appointed mentoring team (coaches, admin, IST, etc.)



1

1+ Olympic pathway athlete
OR
1+ Paralympic pathway athlete



Paralympic pathway athlete
-elite paratriathlete
-6+ month coaching relationship

Olympic pathway athlete
-youth, junior, U23 or senior
-6+ month coaching relationship
-80% of AG GMP in swim and run

2

Accountability
-to Triathlon Canada or PSO

3

Core Coaching Education
-complete all NCCP multi-sport modules, basic first aid and CPR

4

Ongoing Professional Development
-annual Triathlon Canada conference
-mentoring

5

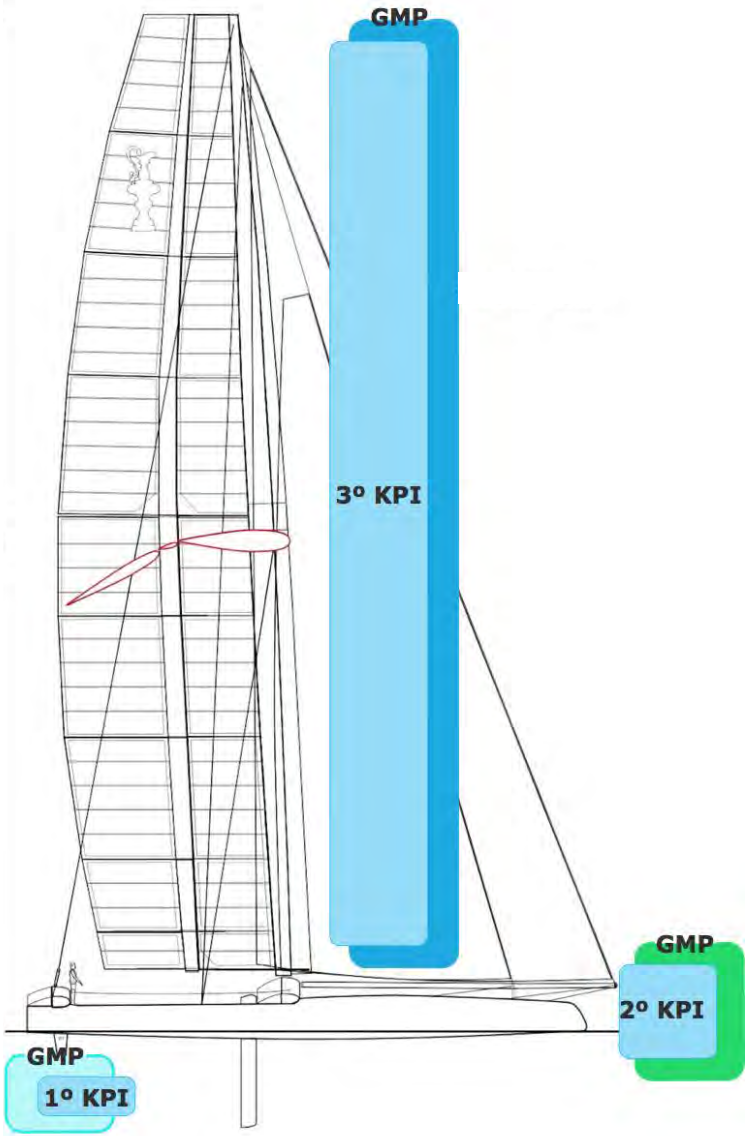
Police background check

Triathlon CANADA

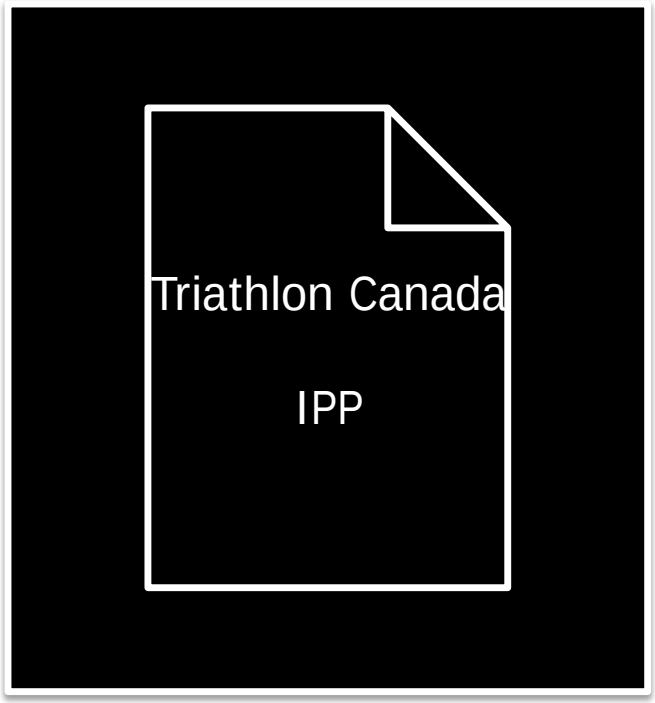
DAILY PERFORMANCE ENVIRONMENT

The tertiary KPI is the DPE

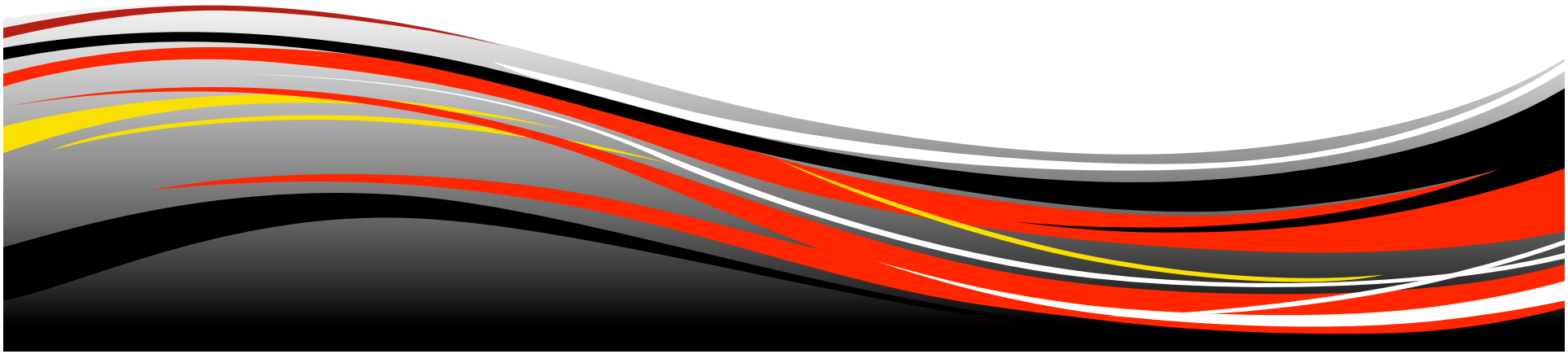
- **It is the Gold Medal Profile skills matrix**
- **Individual gap analysis**
- **Relative to the immediate, short term and long term requirements of the athlete**


GMP
3º KPI
GMP
2º KPI
GMP
1º KPI

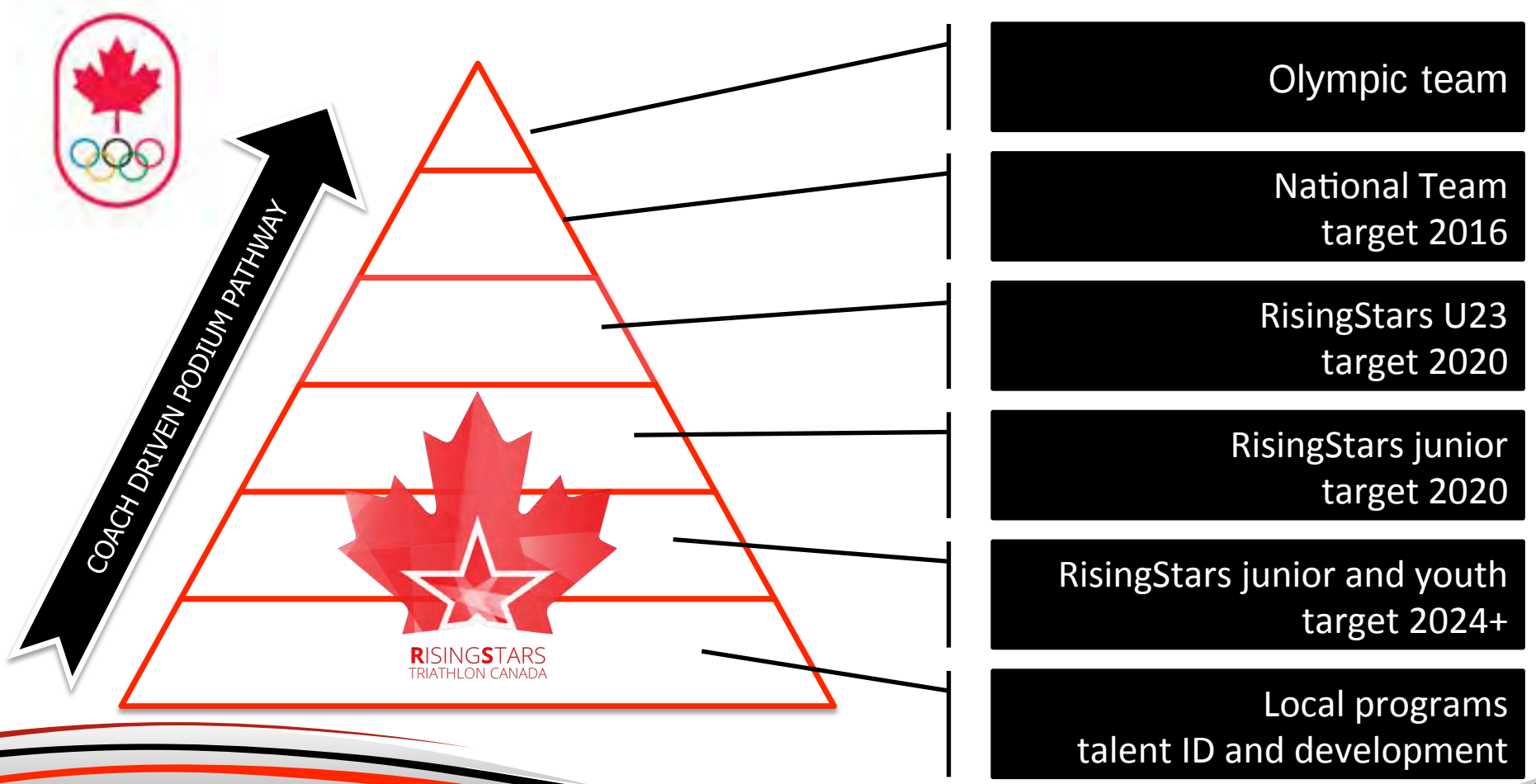
INDIVIDUAL PERFORMANCE PLAN



development & performance centers

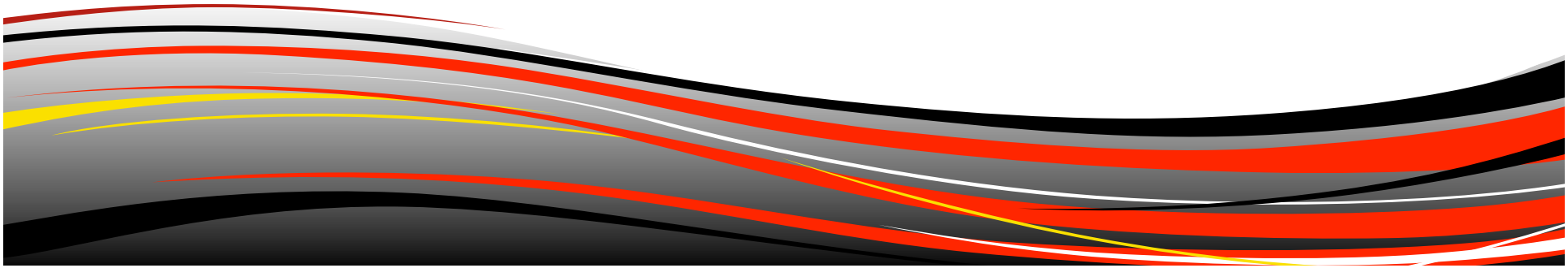


PODIUM PATHWAYS



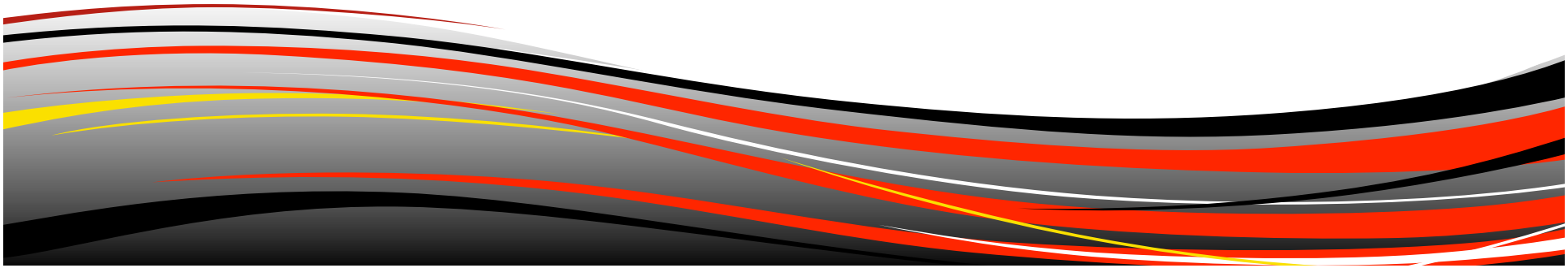
OBJECTIVES

- **Achieve long term international excellence**
- **Measured against the GMP**
- **Greatly enhance the *DPE***



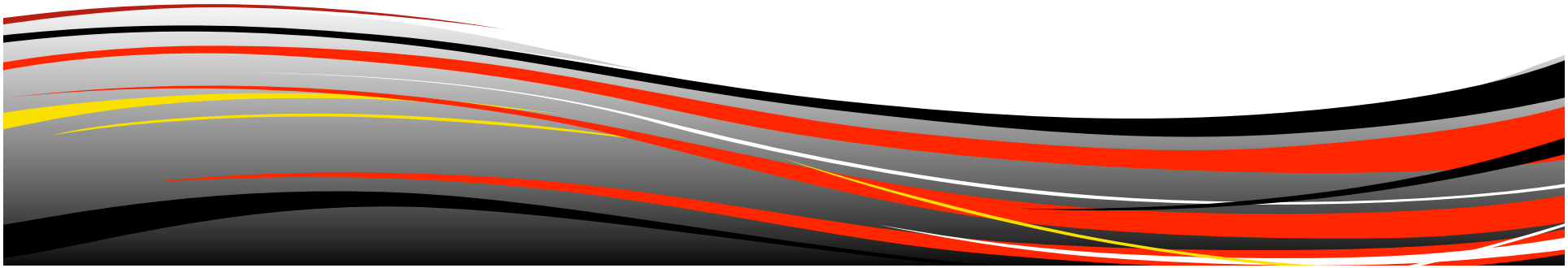
CRITERIA

1. Consistently **improving the *DPE*** relative to the GMP,
2. Consistently **improving athlete performance** standards relative to the GMP,
3. Consistently developing individual athlete **competition experience** relative to the GMP



CRITERIA

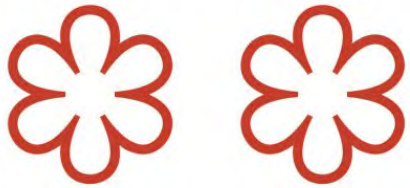
4. Consistently striving to develop a positive overall **World Leading DPE**, and
5. Consistently demonstrating potential to **contribute to podium performances** through commitment to the sport of triathlon.



ONE STAR | development

- Consistently superior DPE
- Youth or junior
- On the GMP trajectory
- Regional scope
- Provincial Development Centre

TWO STAR | performance



- Consistently superior DPE
- Junior, U23 or Senior
- At GMP / on trajectory
- National scope
- Performance Centre

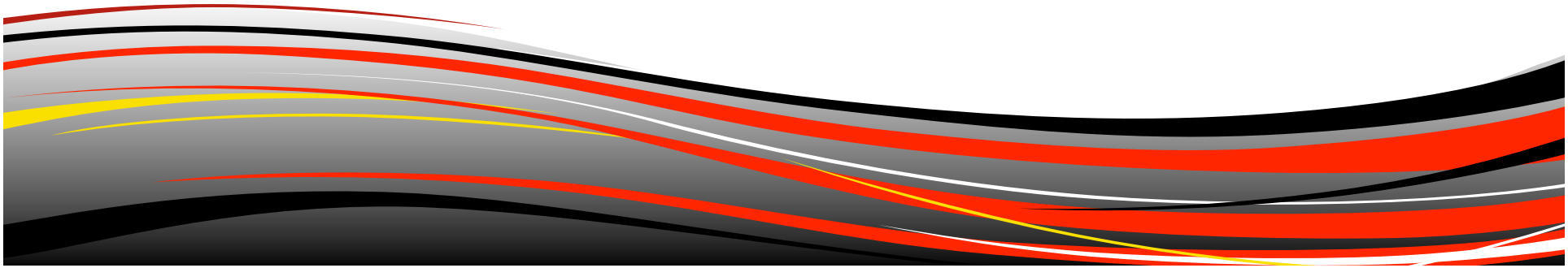
THREE STAR | national performance

- Exceptional / World Leading DPE
- Athletes who define the GMP
- International scope
- National Performance Centre

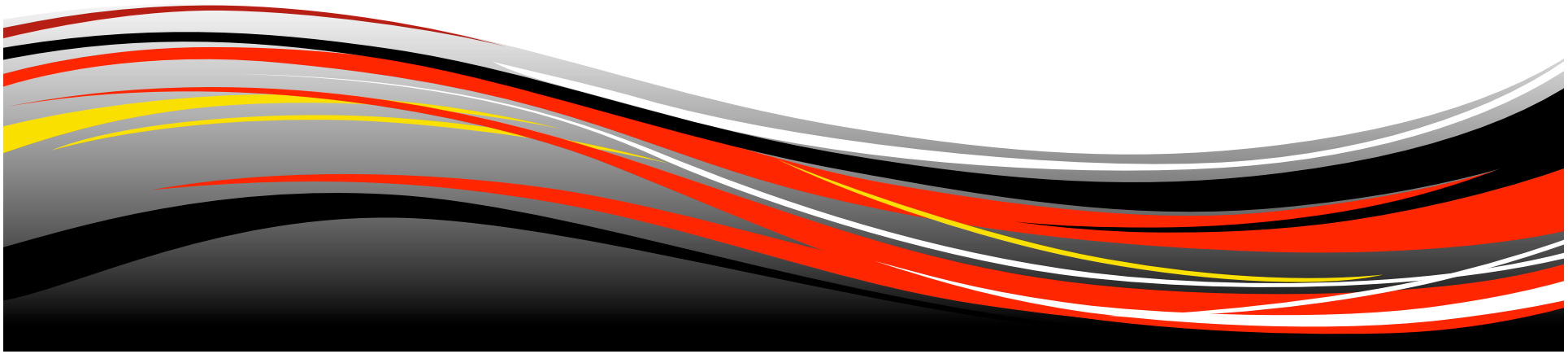
APPLY

number of programs

The number of programs receiving Performance Centre designation in any given year is limited only by the quality of applications.



talent id



PILLAR 1: Performance

***To optimize the platform for our elite athletes to excel in international and Olympic/Paralympic competition*.**

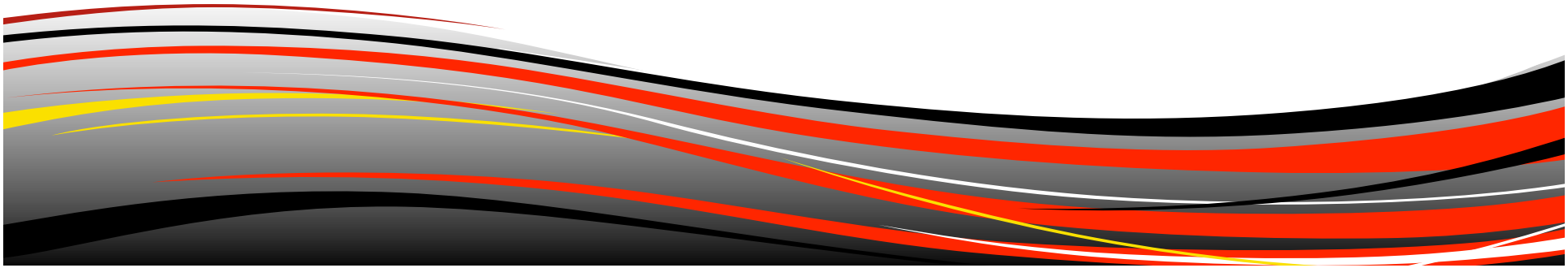
We will create and implement a world-class high performance system comprised of:

- Technical leadership
- Optimal training environment
- Competitive opportunities
- Top caliber IST
- National talent identification and transfer programs

Talent ID

TALENT ID SKILLS: Intimate knowledge of 2016 Gold Medal Profile

TALENT ID TOOL KIT: Pop up investments

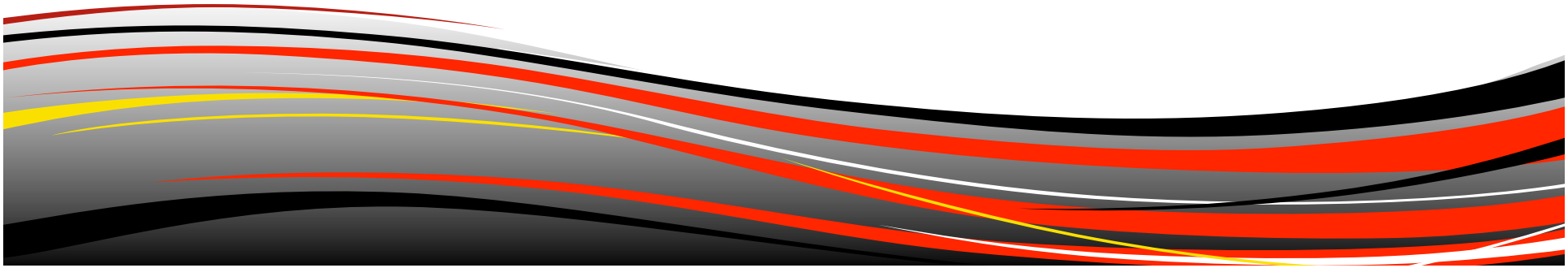


Talent Transfer

TALENT TRANSFER SKILLS: knowledge of 2016 gold medal profile

- ***VERTICAL TRANSFER*:** up (in) or down
- ***HORIZONTAL TRANSFER***: to another sport

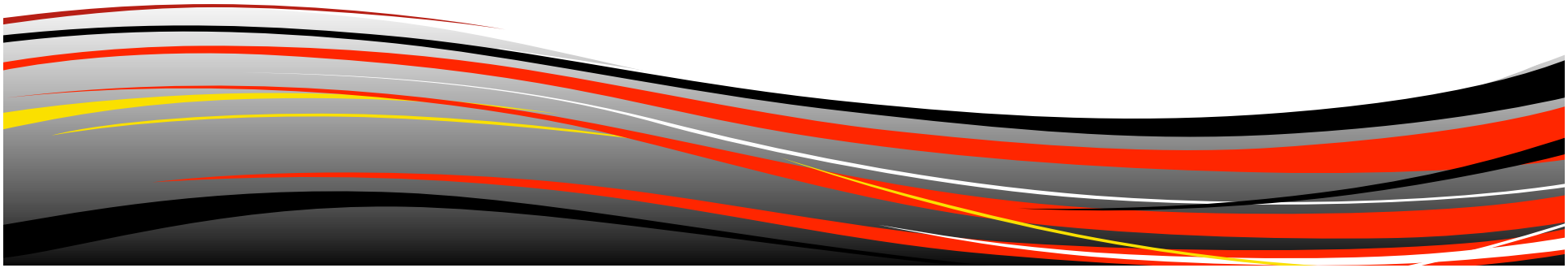
TALENT TRANSFER TOOL KIT: strategic partnerships



Talent Development

GAP ANALYSIS: progressions towards gold medal profile

- **COACHING DPE**: audit, assess and educate
- **ATHLETE DPE**: audit, assess and educate

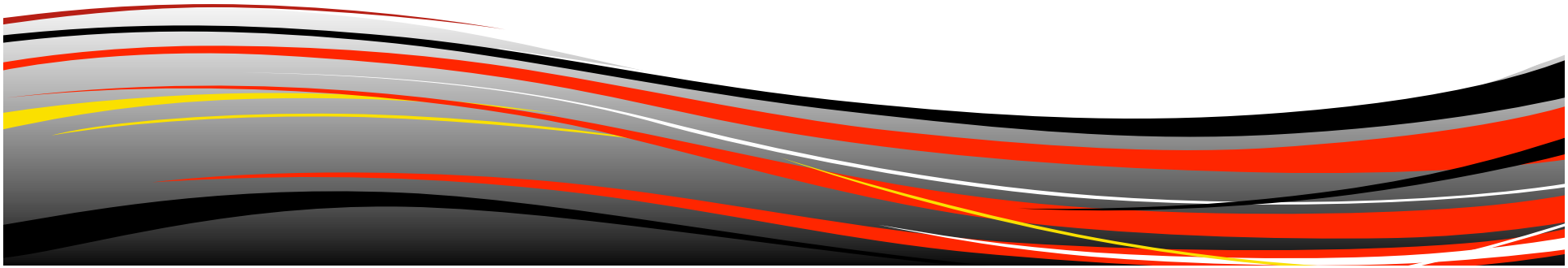


Talent Tracking

TALENT TRACKING SKILLS: gold medal profile evolution dynamic GMP and individual gap analysis

TALENT TRACKING ATHLETE DPE: individual gap analysis tracking

- Positive progress protects coaching uniqueness
- Optimize coach - athlete tandem



Talent Management

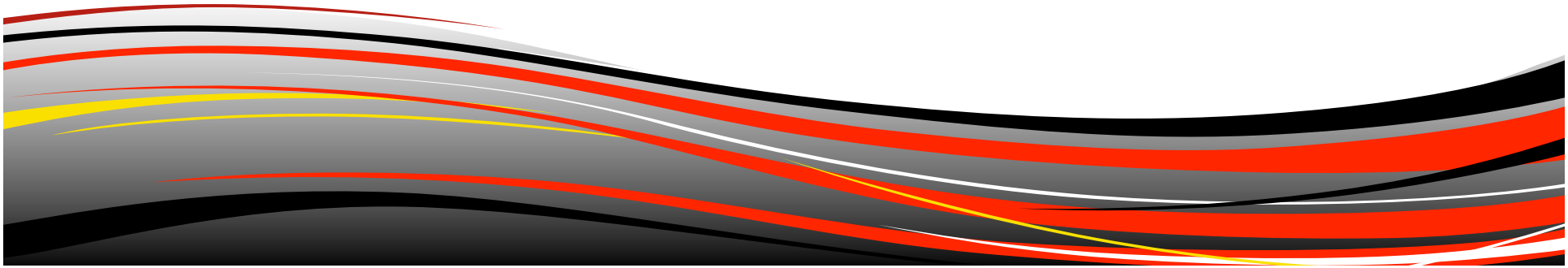
TALENT MANAGEMENT SKILLS: gold medal profile evolution

TALENT MANAGEMENT COACHING DPE: audit, assess and educate

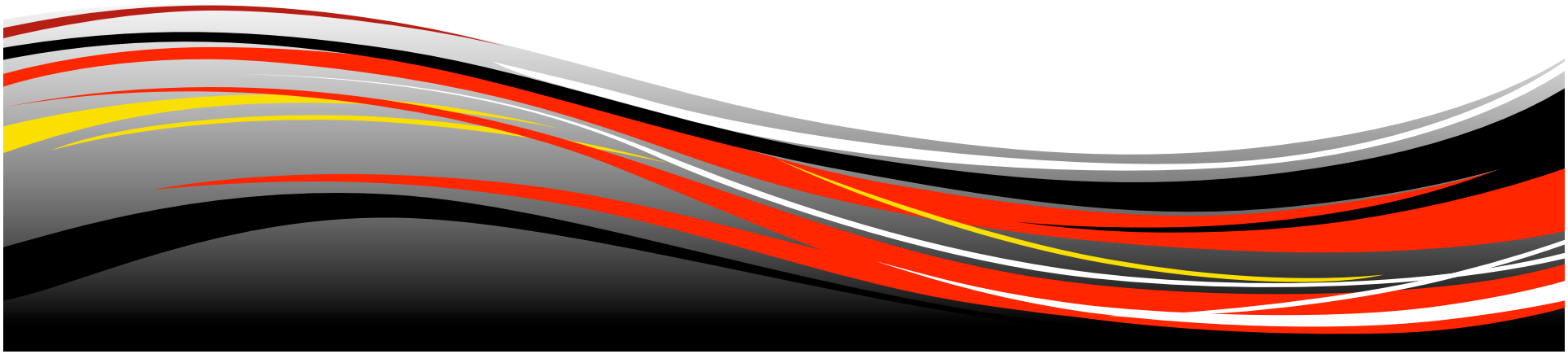
- data collection and analysis (CAMP)

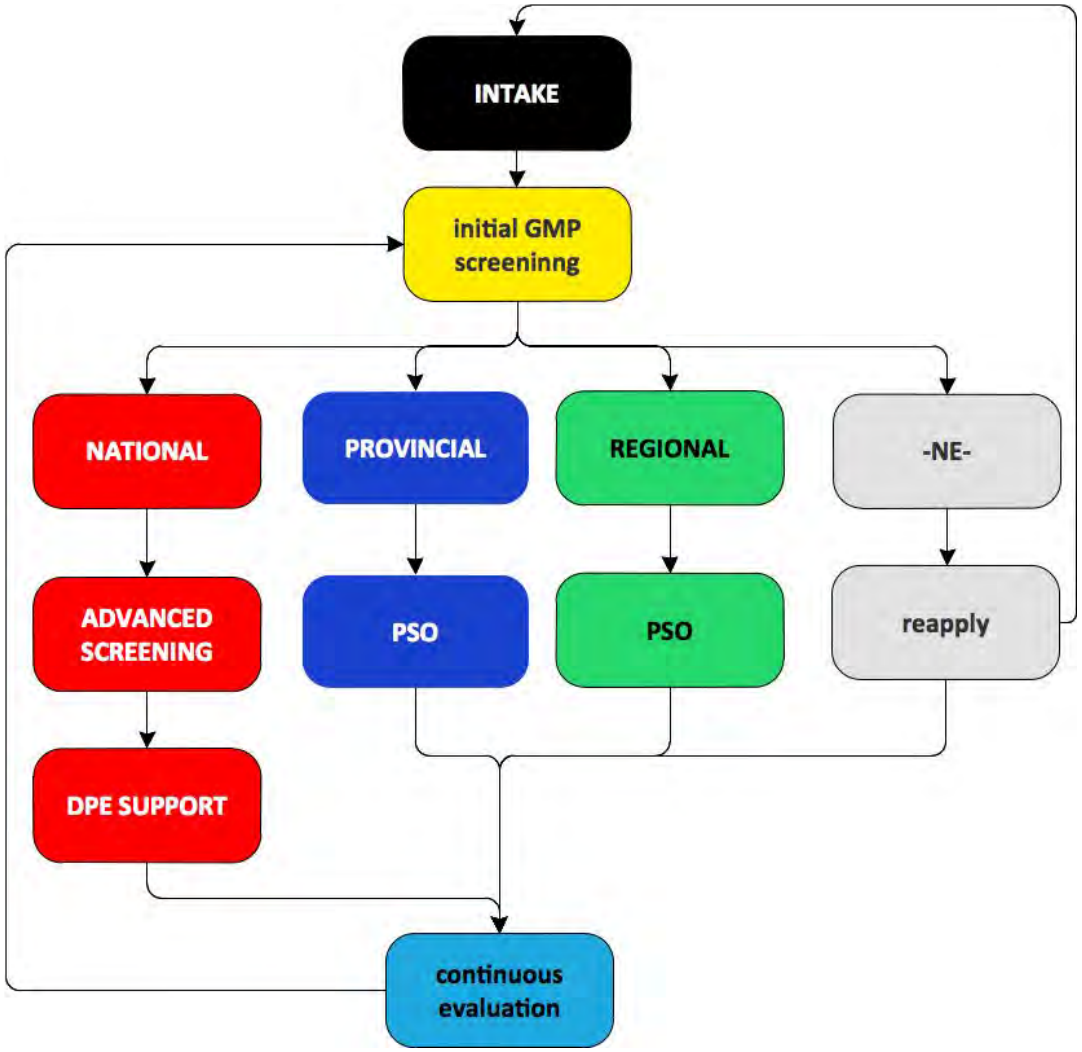
TALENT MANAGEMENT ATHLETE DPE: individual gap analysis

TALENT MANAGEMENT IST: daily support of progress to gold medal profile



RisingStars

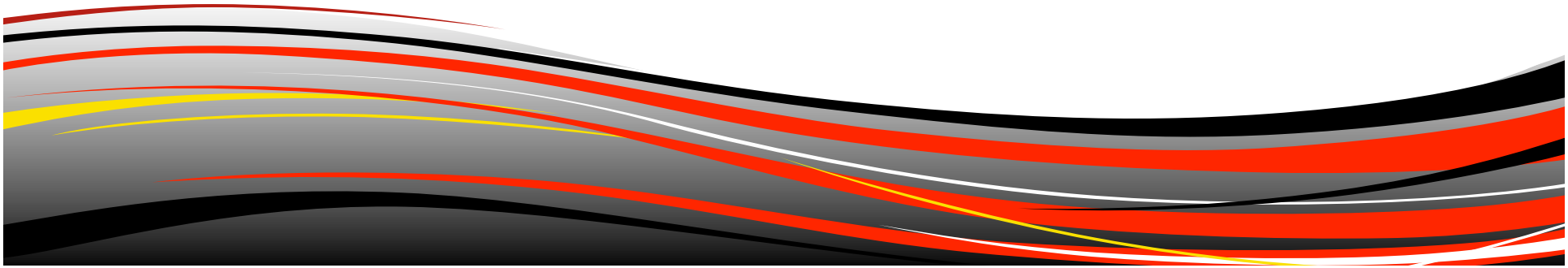



INTAKE
initial GMP screeninng
NATIONAL
PROVINCIAL
REGIONAL
-NE-
ADVANCED SCREENING
PSO
PSO
reapply
DPE SUPPORT
continuous evaluation

GENERAL FINDINGS

The Talent Project Rising Stars program uses *primary* and *secondary KPI* as an initial screen for athletes who are close to the Gold Medal Profile trajectory.

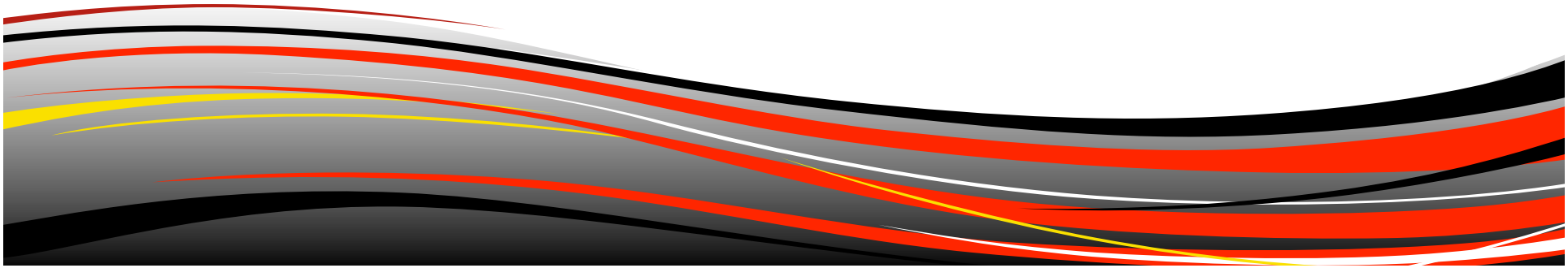
- **1º triathlon experience**
- **2º performance standards**



National LEVEL

Age graded swim speed of 95% of the GMP and age graded run speed at 94% of the GMP was the cut off for males and 90% of females.

- 12 athletes between 16-20 years of age were identified at the National level.
- A systemic lack of run speed is our limiting factor, especially with female athletes,
- Swimming speed was not a limiting factor.
- One promising talent transfer athlete was captured.



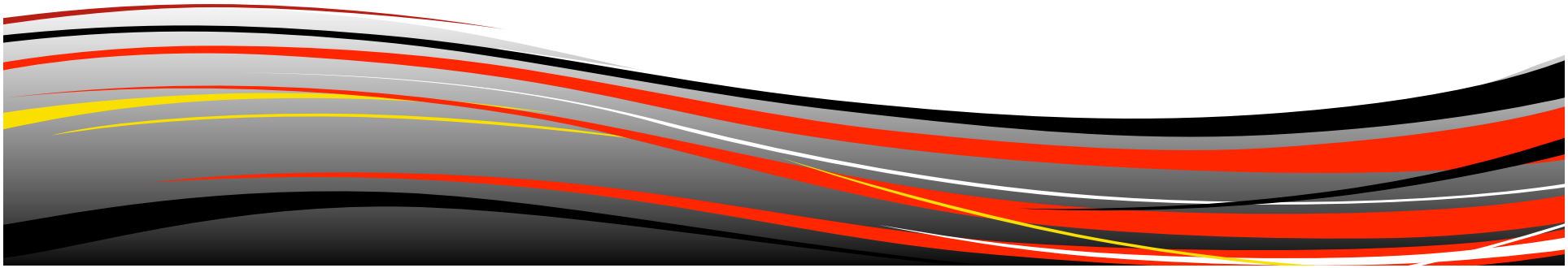
NATIONAL LEVEL

CAT	F	M
U15	3	1
JUNIOR (16)	1	3
JUNIOR (17)	4	2
JUNIOR (18)	2	2
JUNIOR (19)		4
U23	1	3
SENIOR		

Provincial Level

Triathlon Canada recommended age graded performance standards of 90% on the swim and 85% on the run

- 36 athletes between 14-21 years of age achieved Provincial level standards.
- Each PSO was allowed to identify their Provincial Level standards for Talent Identification.
- One on one discussions and meetings with PSO leadership identified provincial level talent squads.



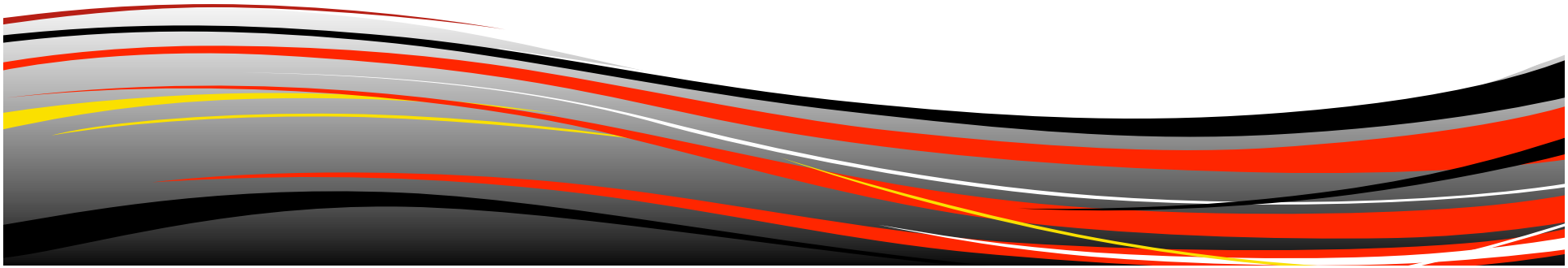
Provincial LEVEL

CAT	F	M
U15	2	4
JUNIOR (16)	4	2
JUNIOR (17)	1	5
JUNIOR (18)	1	
JUNIOR (19)	2	2
U23		
SENIOR		

Regional Level

Triathlon Canada recommended age graded performance standards of 85% swim speed : 80% run speed catchment.

- 54 athletes between 12-19 years of age achieved Regional level standards for Talent Identification.
- For smaller PSOs, this was the performance standard selected for their Provincial RisingStar program.

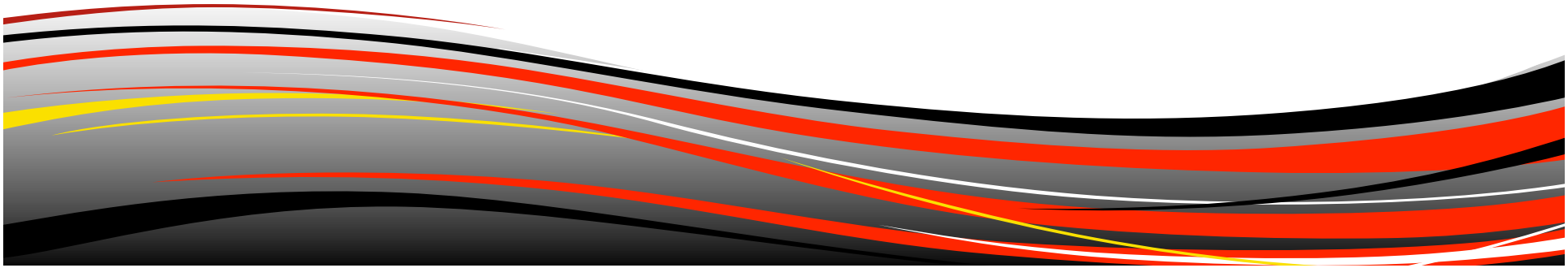


Regional LEVEL

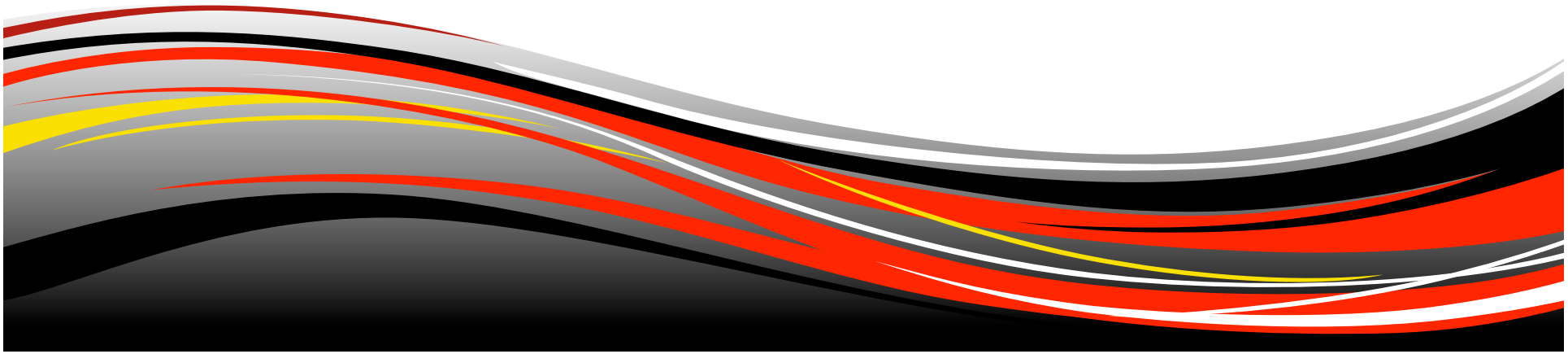
CAT	F	M
U15	11	5
JUNIOR	10	22
U23	4	3
SENIOR	1	1

UNASSIGNED

CAT	F	M
U15	81	85
JUNIOR	34	32
U23	6	20
SENIOR	5	8



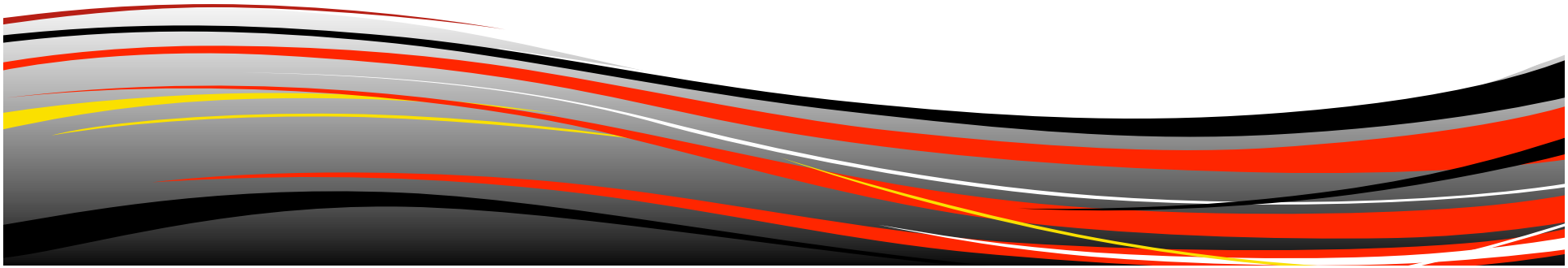
National level DPE assessment



First priorities: Health and Wellness

The first level of priorities consists of all Medical, Nutrition, and Mental gaps.

Note that most medical and psychological data is confidential and no systemic review is possible.



Nutrition

Over 80% have inadequate recovery nutrition habits.

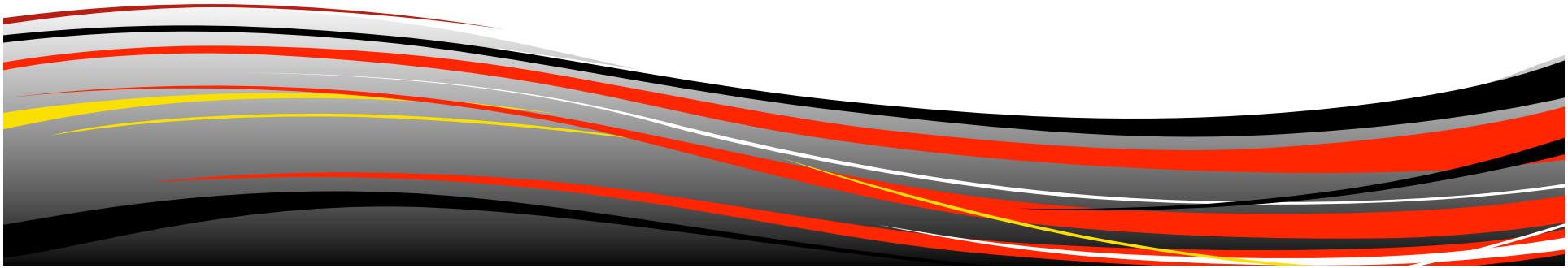
65% have inadequate hydration

35% have availability energy deficits

- **50% related to carbohydrate intake**
- **20% related to protein intake**

33% have inadequate pre-/in- training nutrition

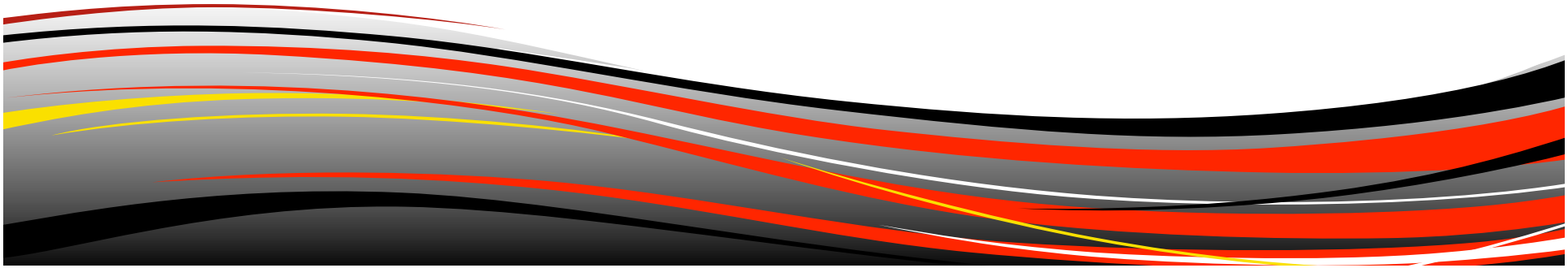
25% suspected of dietary iron deficit



Mental

All of the athletes were prescribed further educational follow up on mental performance with their coach.

- 100% need mental performance coach after major life event
- 100% of male athletes were primarily kinesthetic learners
- 50% needed clear process goals in the DPE
- 20% need better sleep hygiene
- 20% have lifestyle balance / anxiety problems



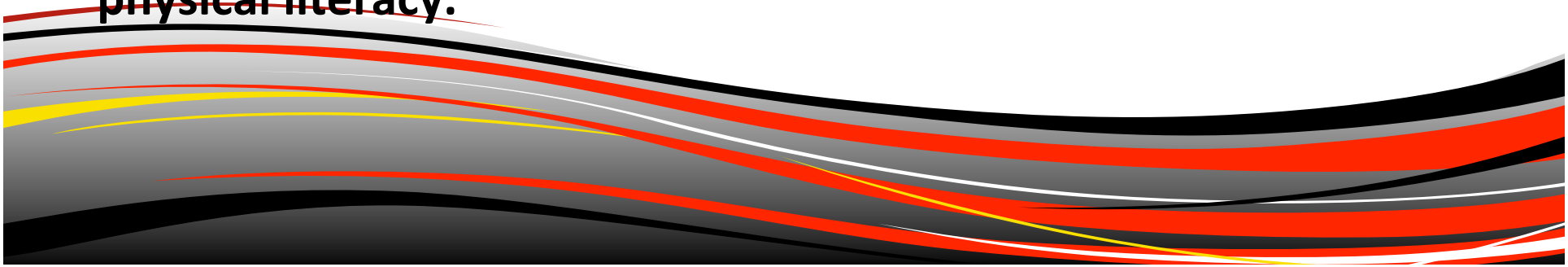
Second priority: Functional Movement

The biggest concern was that all athletes evaluated presented with gluteal control or activation issues.

- **70% of the athletes failed to achieve a satisfactory score on the Functional Movement Screen**
- **90% of the athletes required soft tissue treatment for an assortment of issues**

This carried over into sport specific issues in swim, bike and run technique.

Basic strength and conditioning interventions are needed immediately to establish basic functional movements and physical literacy.



FMS

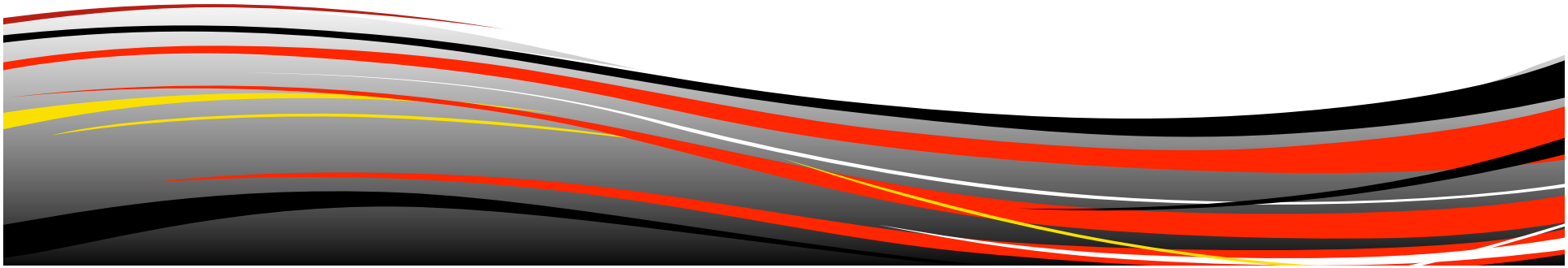
All are at risk of injuries from sport specific training

- **90% required additional pelvic assessments**
- **70% exhibited hip mobility issues.**
- **40% have core strength related pelvic issues**
- **65% presenting with shoulder problems associated with the trapezius.**
- **50% have internal and external shoulder mobility problems**
- **45% with lower body asymmetries / 35% upper body**
- **40% have lower leg issues**

Third Priority: Sport Performance

Systemic gaps in athlete preparation;

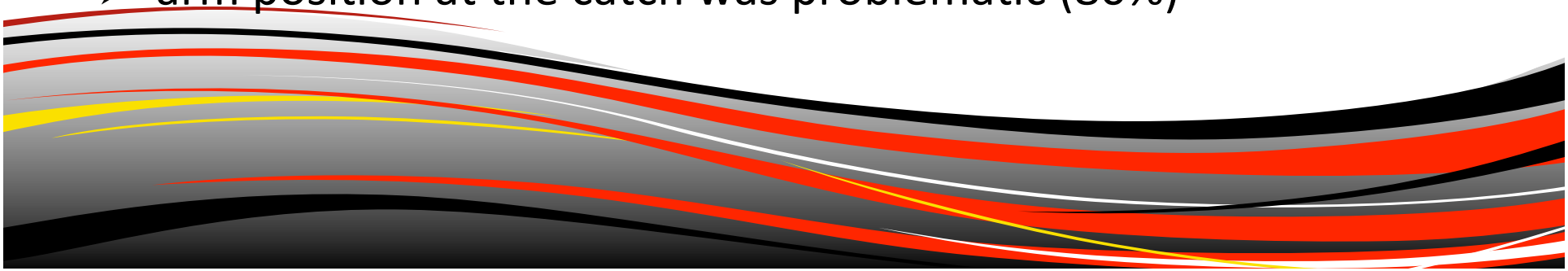
- **Nutrition for performance**
- **Learning styles**
- **Functional movements related to movement symmetry, core strength and pelvic stability**
- **Swim technique**
- **Bike fitting**
- **Run mechanics**



Swim Biomechanics

core activation problems in over 90% of the athletes w & w/o wetsuit

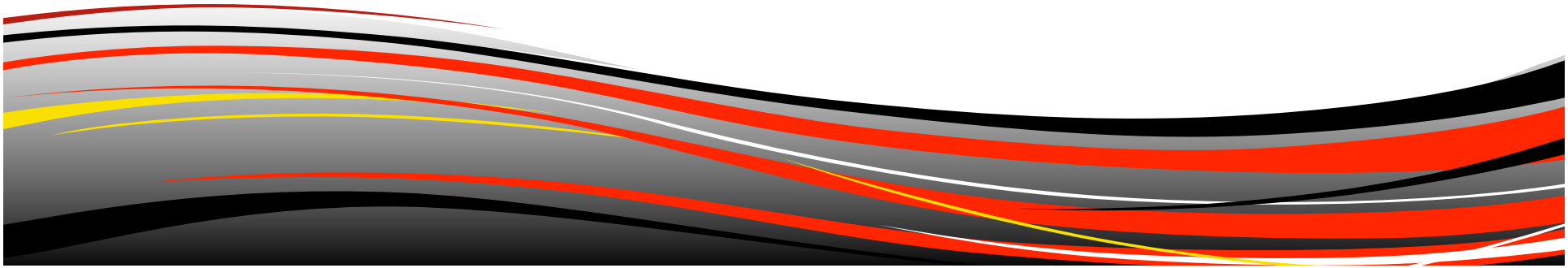
- poor glute activation throughout the kick cycle, especially during the upbeat.
- core problems = head position too high.
- all athletes exhibiting poor timing of the catch;
- catch being very slightly early, but still evident (20%)
- no evidence of a catch (60%)
- arm position at the catch was problematic (80%)



Swim Biomechanics

arm recovery problematic in over 90% of the athletes, in both timing and positioning.

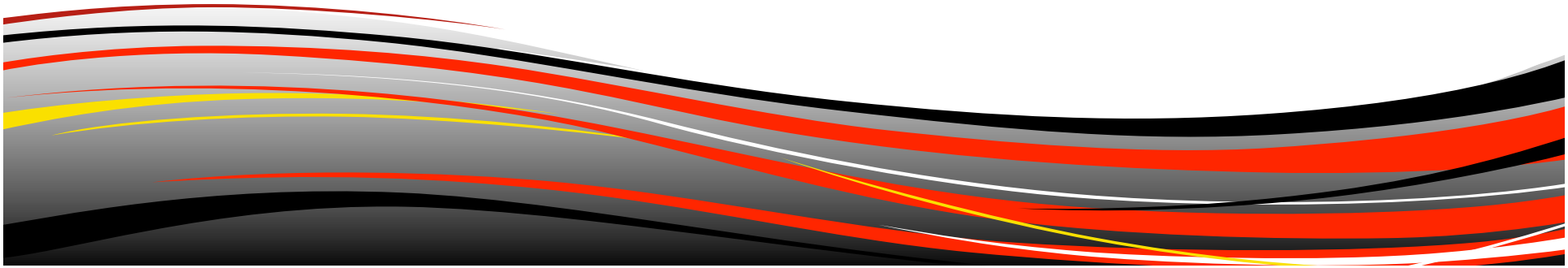
- hand was ahead of the elbow and shoulder at the mid point in the recovery.
- The exit was compromised in over 90% of the athletes
- elbow exited the water before full extension
- Left – right asymmetries were present in over 25% of the athletes
- pull asymmetries linked to recovery asymmetries in all



Bike Biomechanics

Bike fit is systemic concern

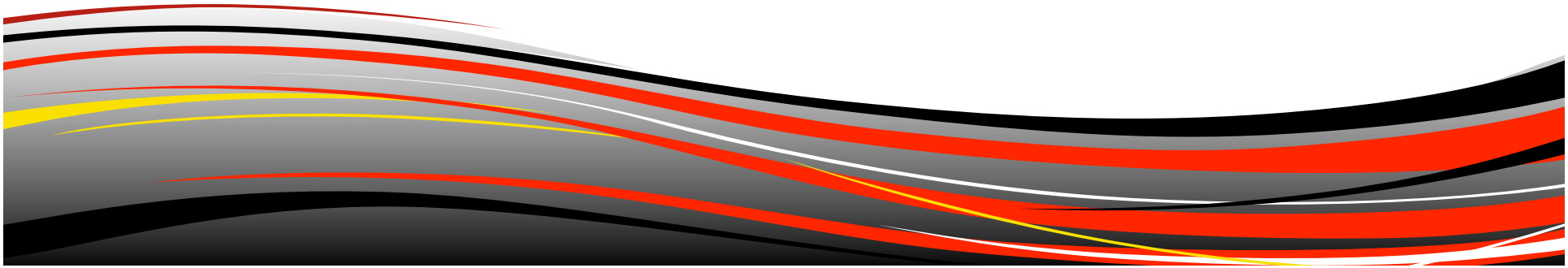
- 70% of the athlete using cranks that were too long
- 45% of the athletes had old, poor fitting or worn out cycling shoes and cleats
- Over 50% of the bike presented with saddle related issues
- 45% of athletes had handlebar position and ergonomic issues
- 30% of the athletes had short cockpit length



Bike Biomechanics

Other

- All tubular wheels inspected were unsafe and required the tires to be reglued.
- 50% of the bikes had poor drive train cleanliness



Run Biomechanics

Systemic issues in running were all associated with pelvic strength and mobility.

Most athletes presented with at least one pelvic asymmetry,

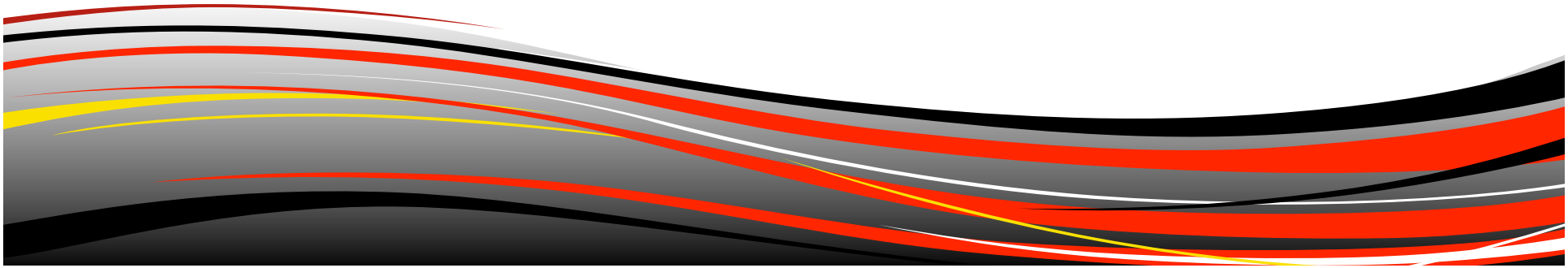
Over 50% presented with two asymmetries.

- over-striding
- Significant heel strike and
- slow ground reaction time.

Run Biomechanics

New training or race flats were recommended in 45% of the athletes,

25% requiring a running shoe featuring a 10-12 mm offset between heel height and midfoot height.

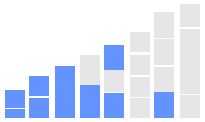


NAME	**Alexis Lepage**	CAT	**M U23 (20 Apr)**
SQUAD	**National**	DOB	94-04-26
CITY	Québec	PSO	Québéc
e.mail	lepage.alexis@gmail.com	Gender	● M ○ F
Head coach	Charles Perreault	NCCP	COMP INTRO
e.mail	chuckperreault@gmail.com	years	1

1º KPI: TRIATHLON EXPERIENCE

Tier 1 | Tier 2 | Tier 3 | Tier 4 | Tier 5 | Tier 6 | Tier 7 | Tier 8 | BENCHMARKS

RUN	<	>>	SWIM	<	>>
1500 m			***400 m***	04:10	04:07
3000 m	08:47	08:36	***800 m***	08:42	08:38
5000 m	14:55	14:44	***1500***		
10000 m	31:56	31:21			



1º KPI PROGRESS

2º KPI: PERFORMANCE STANDARDS *Performance Standards Policy* ●

2º KPI: RUN

	time	%GMP	% AG
1 500 m			
3 000 m	0:08:52	*88%*	*92%*
5 000 m	0:15:04	*91%*	*95%*
10 000 m	0:32:15	*88%*	*92%*

2º KPI: SWIM open water ●

	time	%GMP	% AG
50 m	0:00:25	*104%*	*108%*
400 m	0:04:12	*91%*	*95%*
800 m	0:08:47	*93%*	*97%*
1500 m			

3º KPI: DAILY PERFORMANCE ENVIRONMENT

3º KPI: COACH NETWORK

triathlon coach	●
swim coach	●
cycling coach	○
track coach	●
xc run	●
other run	○

3º KPI: COACH PLANNING

multi-year plan	●
yearly plan	●
daily plan	●

3º KPI: COACHING SCHEDULE

	TECHNICAL	WEEKLY
SWIM	●	5+
BIKE	●	4
RUN	●	5+
S&C	○	3

3º KPI: COACH INTERVENTIONS

mental training	○
recovery	●
tactical	●
nutrition	○
competition support	●

3º KPI: BIKE EXPERIENCE

solo rides	●
group rides	●
ITT	●
criterium	●
road race	●
other	●

ALEXIS

HEALTH & WELLN

Target Date	
TODAY	2014-05-(
TODAY	2014-05-(
TODAY	2014-05-(
TODAY	2014-05-1
TODAY	2014-05-1
TODAY	2014-05-1
THIS MONTH	2014-05-3
THIS MONTH	2014-05-3
THIS MONTH	2014-05-3
THIS MONTH	2014-05-3
NEXT MONTH	2014-06-3
LONG TERM	2014-07-3
LONG TERM	2014-11-3
LONG TERM	2015-03-3

FUNCTIONAL MOV

Target Date	
TODAY	2014-05-(
TODAY	2014-05-(
TODAY	2014-05-(
TODAY	2014-05-(
TODAY	2014-05-(

Triathlon Canada RisingStars
DPE Report

STRENGTH AND CONDITIONING

Height 191.8
Weight 70.3

FUNCTIONAL MOVEMENT

FMS: deep squat	○ 0	○ 1	● 2	○ 3	
FMS: Hurdle Step R	○ 0	● 1	○ 2	○ 3	
FMS: Hurdle Step L	○ 0	○ 1	● 2	○ 3	
FMS: Inline Lunge R	○ 0	● 1	○ 2	○ 3	
FMS: Inline Lunge L	○ 0	○ 1	● 2	○ 3	
FMS: Shoulder Mobility R	○ 0	○ 1	○ 2	● 3	
FMS: Shoulder Mobility L	○ 0	○ 1	○ 2	● 3	
FMS: Leg Raise R	○ 0	○ 1	● 2	○ 3	
FMS: Leg Raise L	○ 0	○ 1	● 2	○ 3	
FMS: Plank Push Up	○ 0	● 1	○ 2	○ 3	
FMS: Rotational Stability R	○ 0	● 1	○ 2	○ 3	
FMS: Rotational Stability L	○ 0	○ 1	● 2	○ 3	

FMS: score

12.5

A score of 14+ clears an athlete for sport specific training. Lower than 14 prioritizes functional movement skills

JUMP TESTS

single leg L	35.6	cm	● Pass	○ Fail
single leg R	24.4	cm	● Pass	○ Fail
NCMJ	53.1	cm		
CMJ	61.7	cm		
CMJ w arms	65.3	cm		

MUSCULAR ENDURANCE

inverted row	32
push ups	34
SL squat to bench R	18
SL squat to bench L	14
3 min plank	0:01:21

ada RisingStars

NALYSIS TASKS

DONE
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES

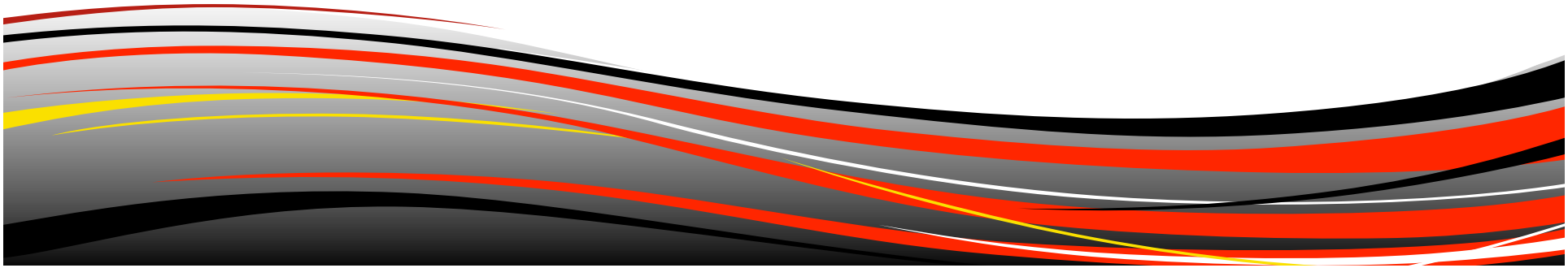
DONE
☐ YES
☐ YES
☐ YES
☐ YES
☐ YES

E 1

DPE skill progression

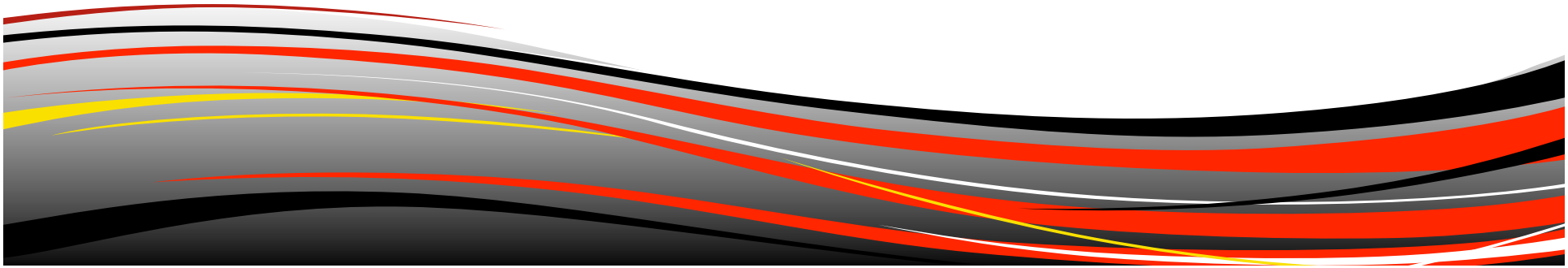
1. Acquire skill
2. Mastery of skill
3. Mastery of skill at target speed
4. Mastery of skill at target speed under fatigue
5. Mastery of skill at target speed under fatigue in competition
6. Consistent mastery of skill at target speed under fatigue in competition
7. Consistent mastery of skill at target speed under fatigue in competition on demand

Goldsmith model



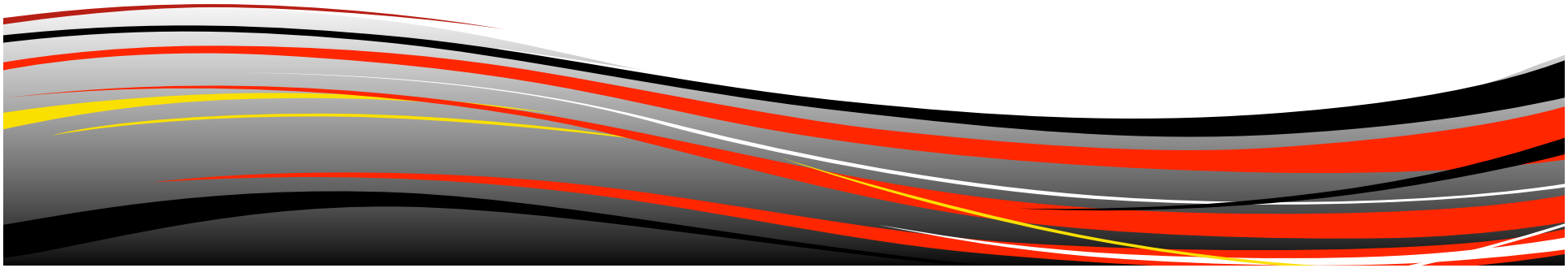
DPE PRIORITIZATION RE 2º KPI

1. IF the athlete has not **invested in an ideal DPE**, THEN the athlete must make this investment.
2. IF the athlete is not **running at the AGE GRADED GMP speeds**, THEN they have to get that speed by the time they are 16-19.
3. IF the athlete is not **swimming at the AGE GRADED GMP speeds**, THEN they have to get that speed by the time they are 13-19.



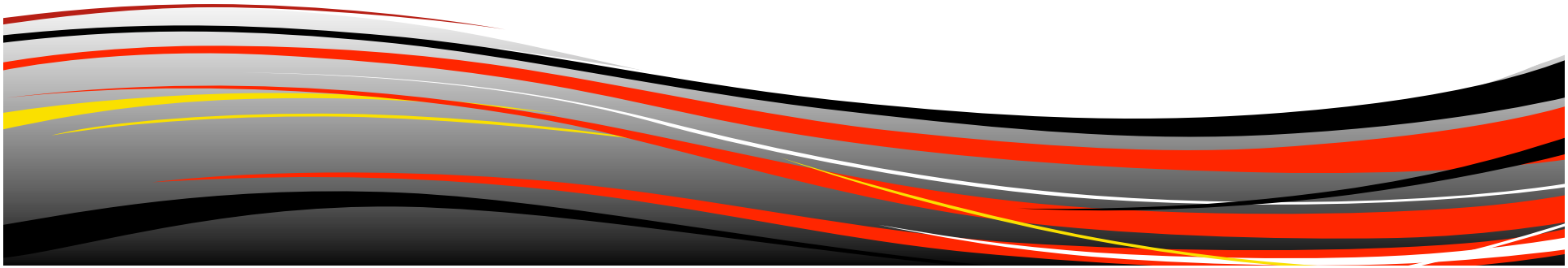
DPE PRIORITIZATION RE 2º KPI

4. IF the athlete is not **learning bike technique, skills and tactics**, THEN they need to be learning those by the time they are 14-16.
5. IF the athlete is not running at the **ABSOLUTE GMP run speeds**, THEN they have to get that speed by the time they are 24-28.



DPE PRIORITIZATION RE 2º KPI

6. IF the athlete is not swimming at the **ABSOLUTE GMP swim speeds**, THEN they have to get that speed by the time they are 18-19.
   - While improvements may continue to age 24, Primary KPI performance will suffer more as function of the impact of slower swim KPI on race strategy.
7. IF the athlete is not **cycling at target power outputs**, THEN they need that power range by the time they are 24-28.



PILLAR 2: Pathway

To advance national / provincial synergies in growing participation in Triathlon and paving the way to high performance.

We will grow participation in our sport and foster a collaborative and iterative path from participation to performance through:

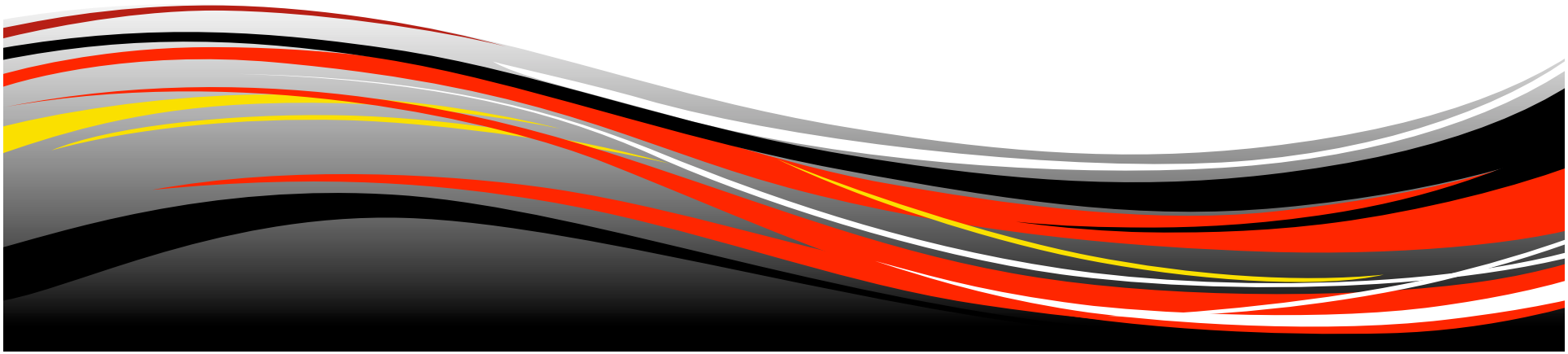
Implementing our integrated LTAD model

Coaching education programs and activities

Developing strategic alliances

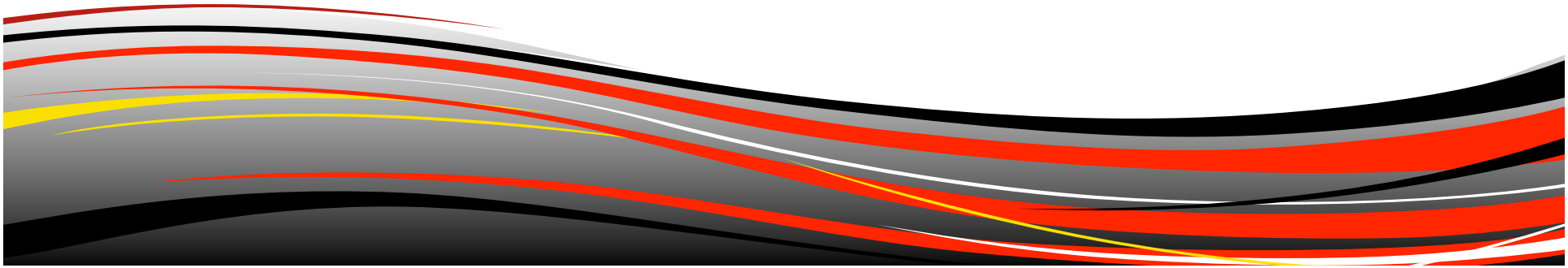
- Nationally
- Provincially

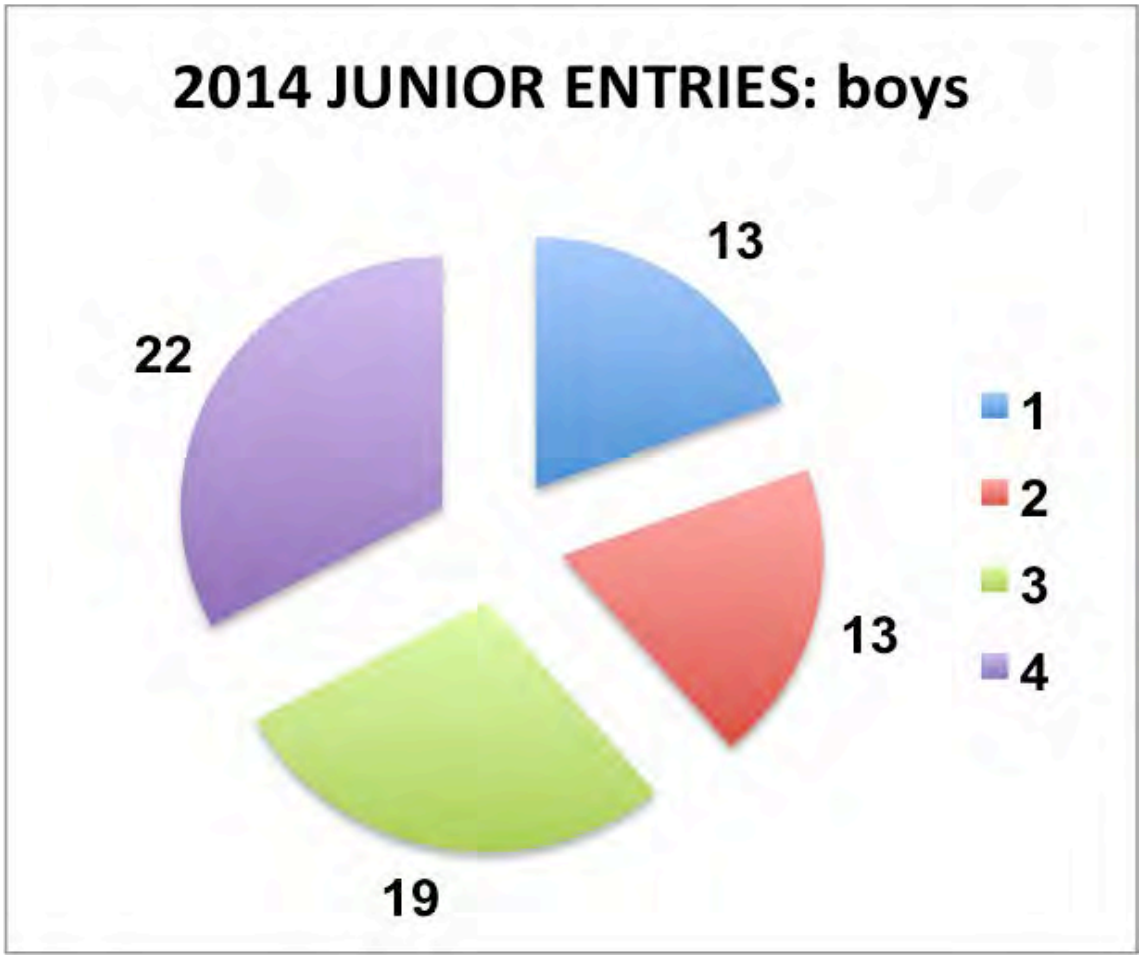
junior series

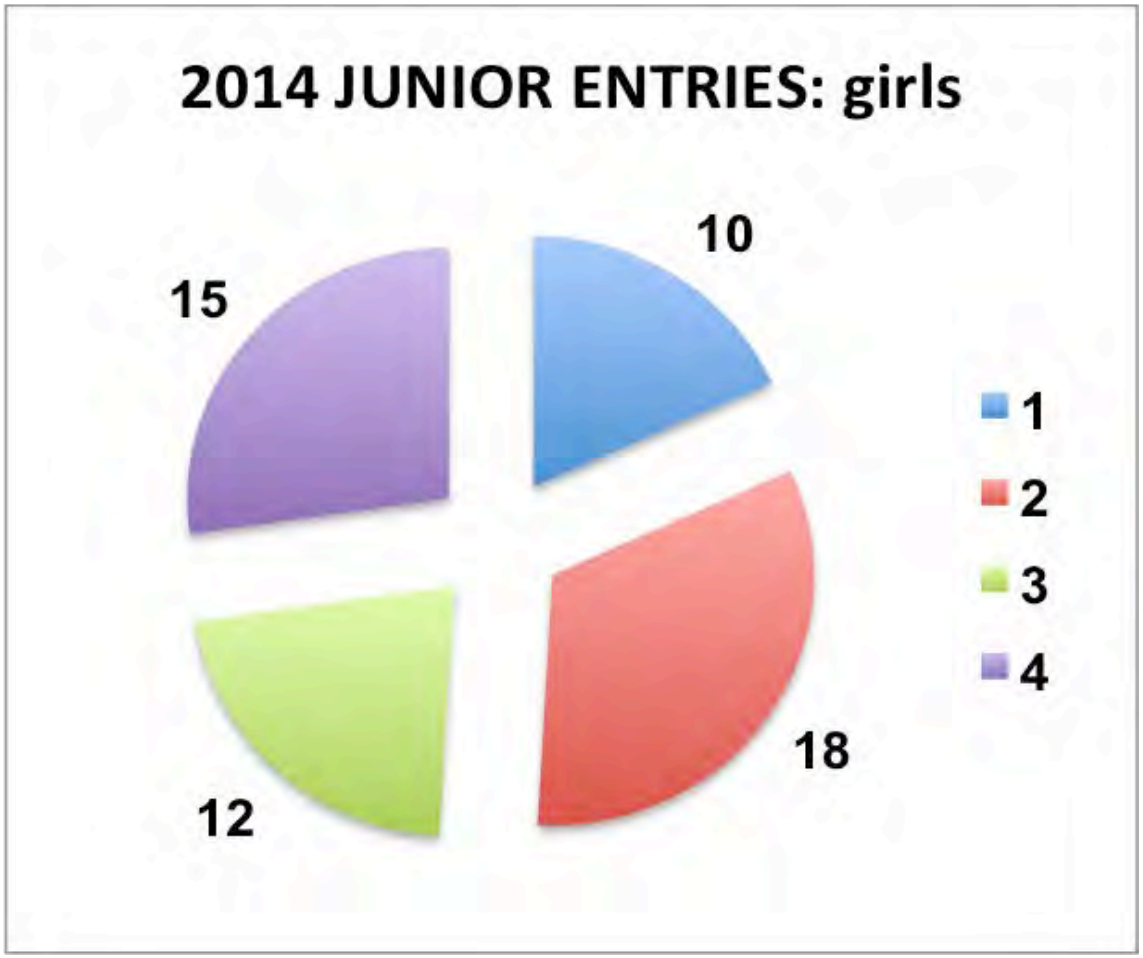


2014 Junior series numbers

VENUE	M	F	TOTAL
Saskatoon	39	27	66
Lac Delage	51	40	91
Magog	61	49	110
Kelowna	33	28	61
TOTALS	194	144	338
individuals	*67*	*55*	*113*
2013 TOTALS	188	115	303
individuals	*58*	*27*	*85*

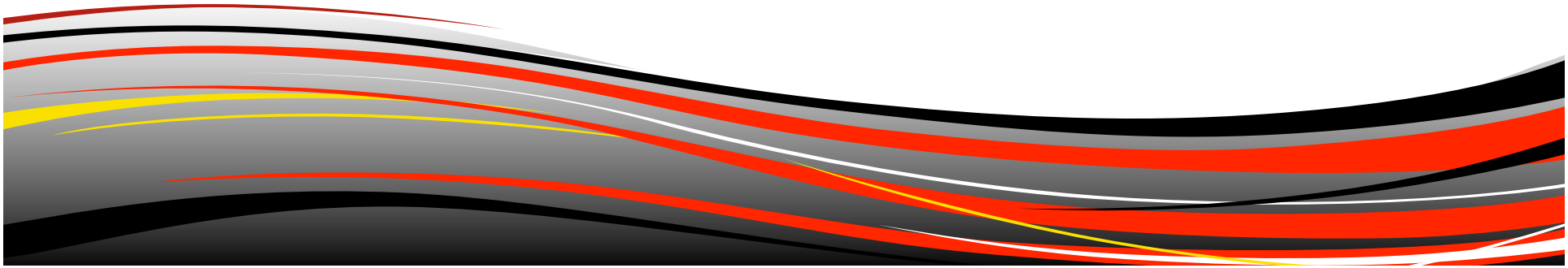


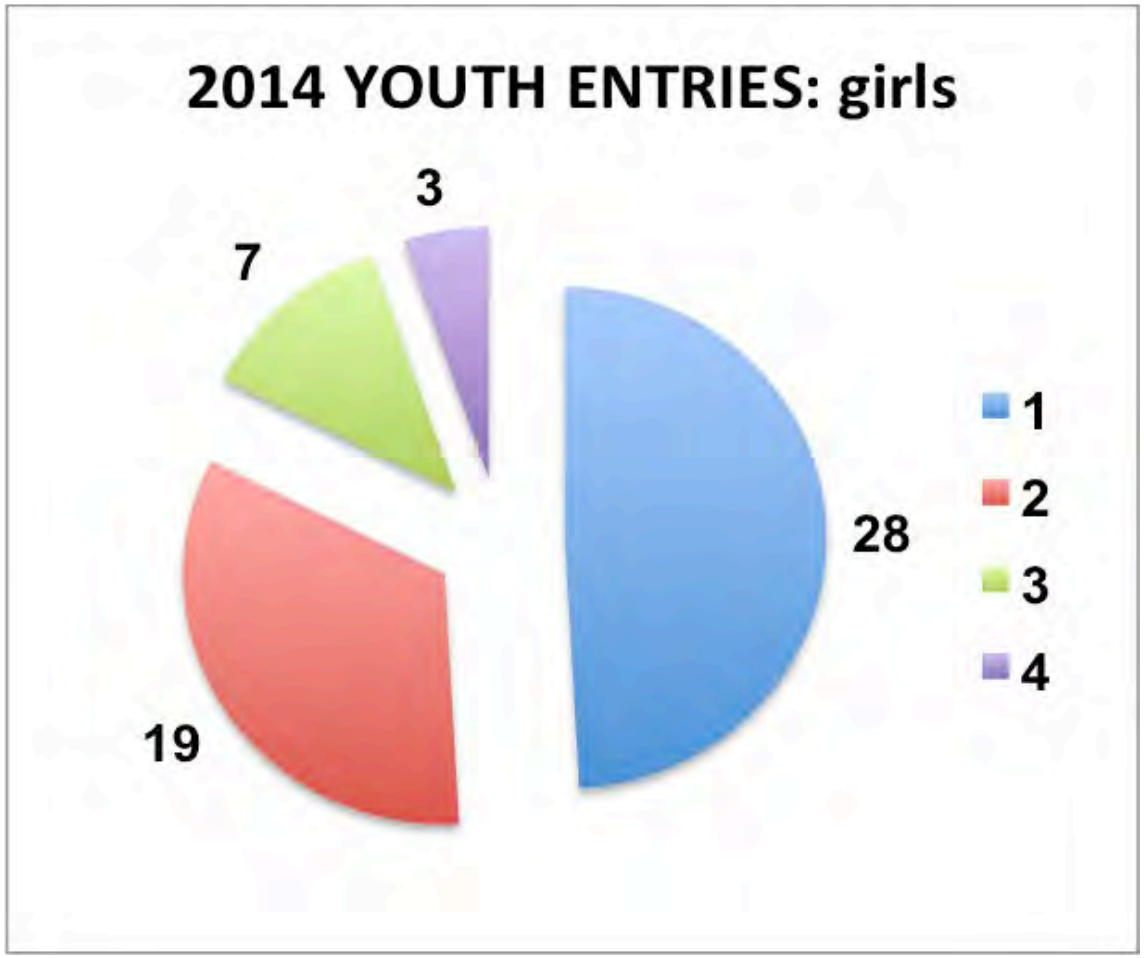

2014 JUNIOR ENTRIES: boys
13
22
13
19
1
2
3
4

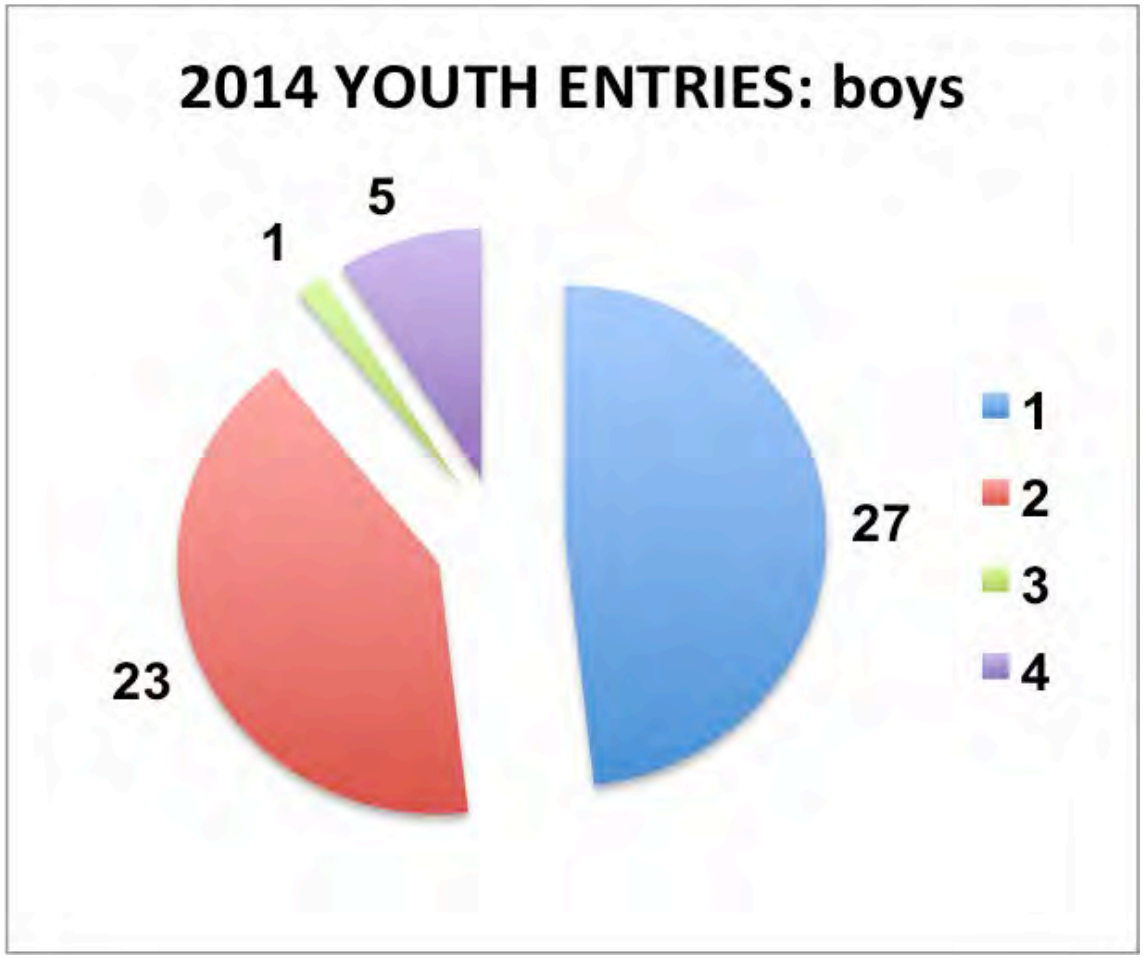

2014 JUNIOR ENTRIES: girls
10
15
18
12
1
2
3
4

Youth events

VENUE	M	F	TOTAL
Saskatoon	15	17	32
Lac Delage	28	27	55
Magog	37	36	73
Kelowna	22	23	45
TOTAL	102	103	205
individuals	57	57	

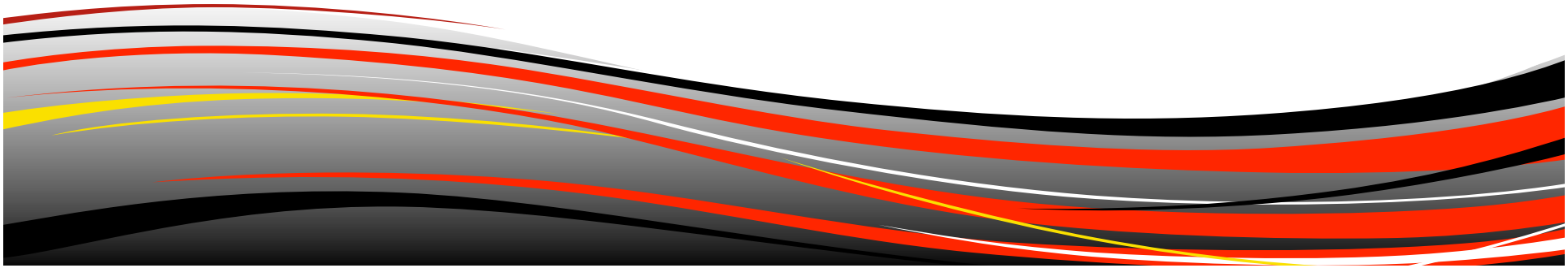



2014 YOUTH ENTRIES: girls
3
7
28
19
1
2
3
4


2014 YOUTH ENTRIES: boys
5
1
27
23
1
2
3
4

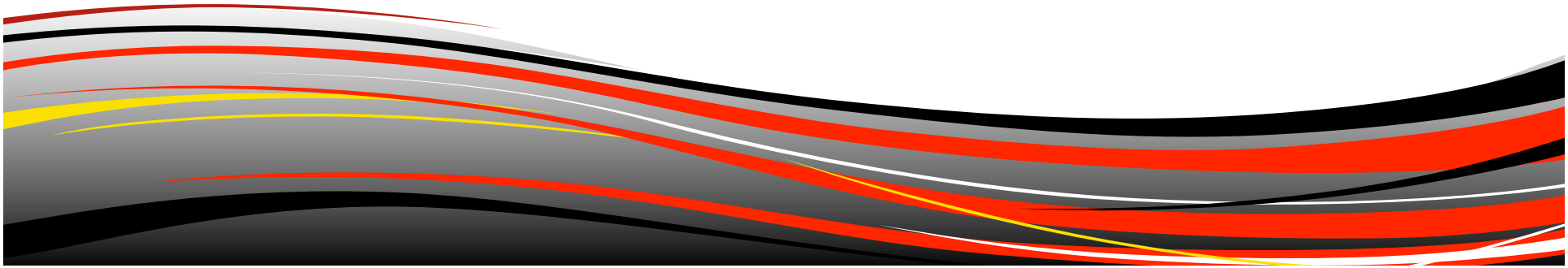
TOTAL PARTICPIATION

VENUE	RELAY	M	F	TOTAL
Saskatoon	20 (80)	54	44	97
Lac Delage		77	67	146
Magog	22 (88)	98	85	183
Kelowna		55	51	106
TOTAL	42 (168)	284	247	531
2013 TOTALS	-NA-	188	115	303

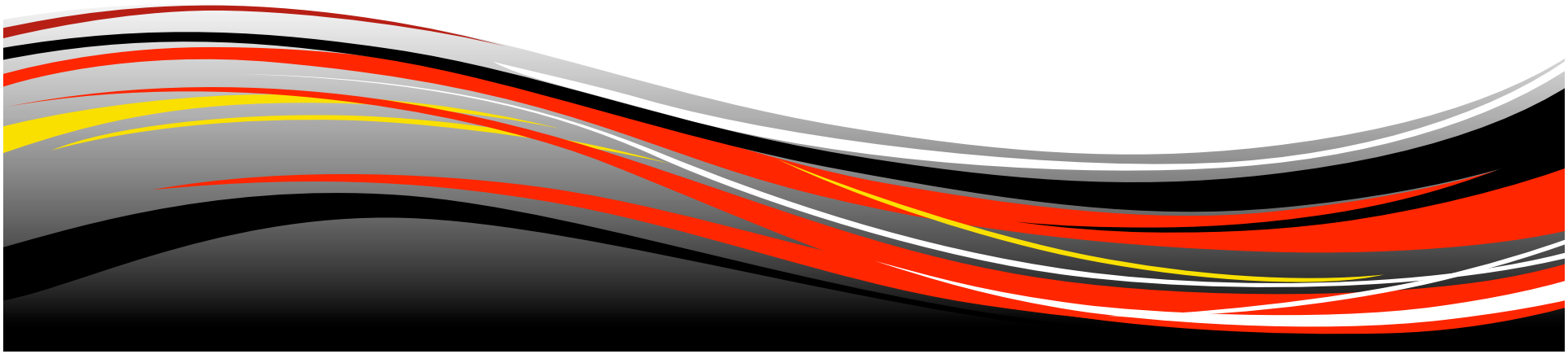


2015 preview

DATE	EVENT	LOCATION
March 14	CAMTRI NA	Sarasota FL
May 3	CAMTRI	Monterrey MX
June 28	Triathlon Canada Junior Series 1	Saskatoon SK
July 26	Triathlon Canada Junior Series 2	Magog QC
Aug 12-16	*Western Canada Summer Games*	*Wood Buffalo AB*
September 5	Triathlon Canada Junior Series 3 NATIONAL CHAMPIONSHIPS	Edmonton AB
September 15-20	ITU Worlds	Chicago USA



2015 selection policies



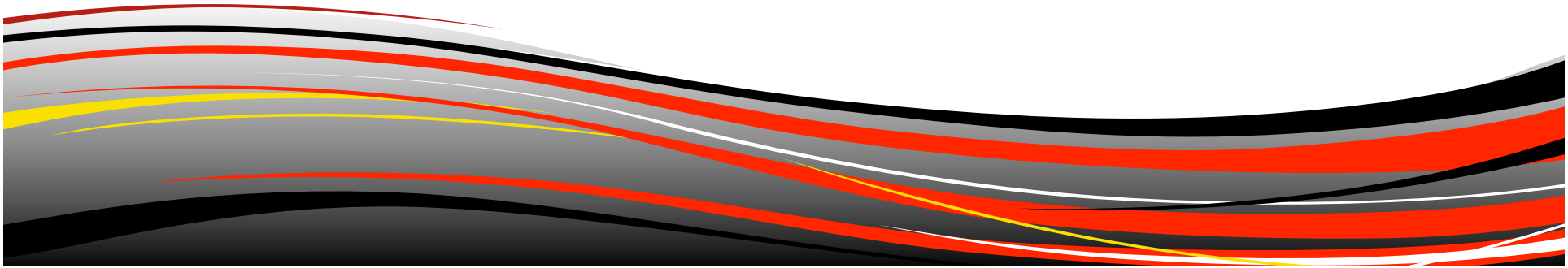
EVENTS

CAMTRI NA CHAMPIONSHIPS

CAMTRI CHAMPIONSHIPS

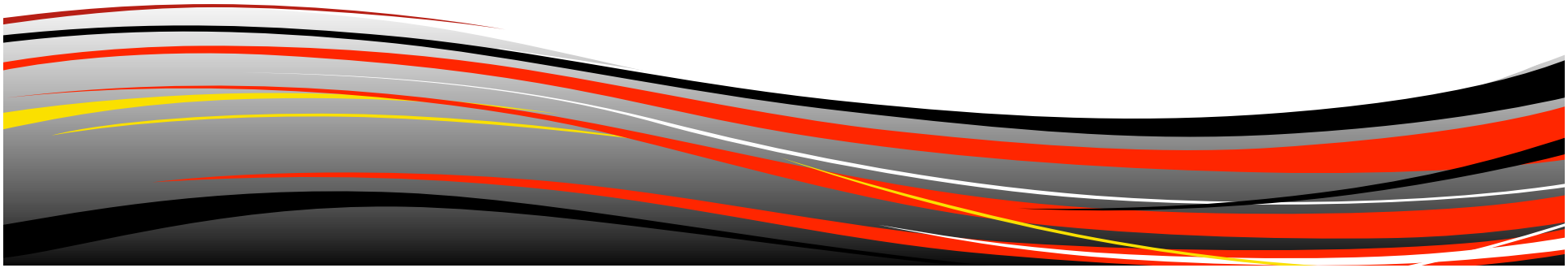
ITU WORLD CHAMPIONSHIPS

DISCLAIMER: in the case of any and all discrepancies, the Triathlon Canada published selection policies are the official versions



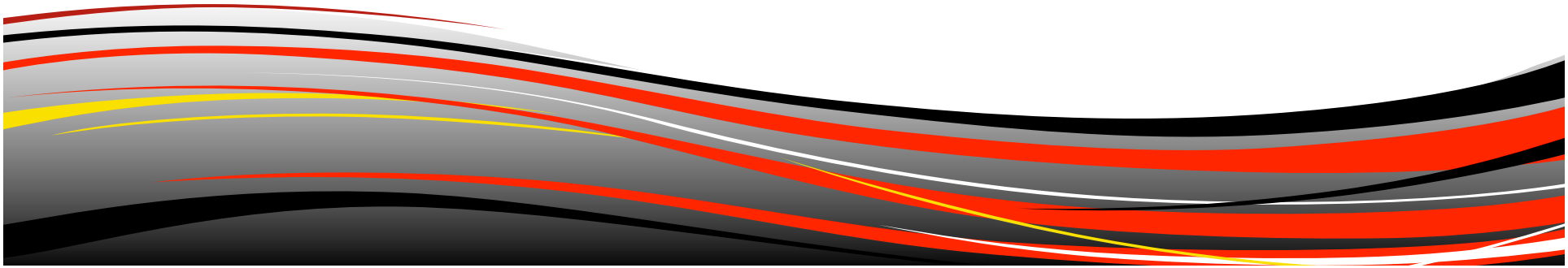
CAMTRI EVENT ELIGIBILITY

- Be 16 to 19 years old on December 31st, 2015;
- Be certified to compete in draft legal triathlons;
- Meet the minimum ITU criteria for selection;
- Be members in good standing with a Provincial Triathlon Association;
- Be in good standing with Triathlon Canada;
- Be deemed “healthy to race” by Triathlon Canada; and
- Participate fully with Team Canada



CAMTRI NA CHAMPIONSHIPS

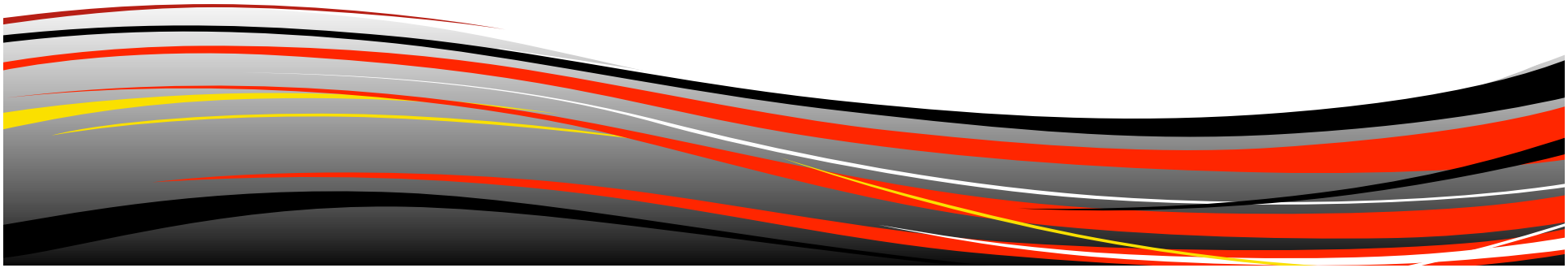
1. Up to two (2) discretionary selections per gender, to be determined by the HPD.
2. Up to two (2) athletes per gender will be selected from the top two (2) finishers who placed in the top 20 at the 2014 ITU Junior World Champions.
3. 2014 National Junior Series ranking, to a maximum of 15th place to eligible athletes.
4. Remaining spots may be filled at the discretion of the HPD



DISCRETIONARY SELECTION

In accordance with the goal of fielding the strongest team possible, Triathlon Canada's High Performance Director may allocate one or more discretionary selections

- Cover letter or e-mail requesting consideration for discretionary status, explaining circumstances resulting in low selection ranking, and indicating why the athlete has the potential for a top 15 finish at 2015 CAMTRI Junior Championships.

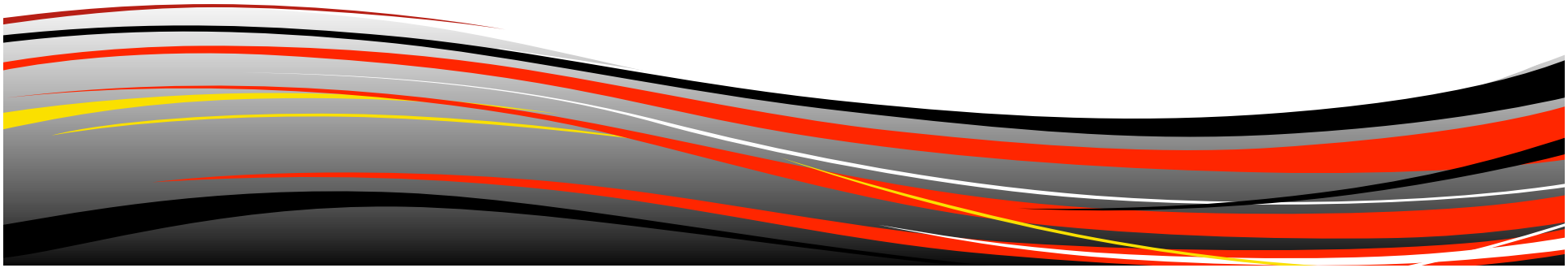


DISCRETIONARY SELECTION (con't)

All triathlon race results from the 2014 and 2015 season, including:

race name	format (draft or non-draft)
date	total time and splits
location	link to official results
distances	

2014 or 2015 Performance standard times for 800 m swim and 5 000 m run.



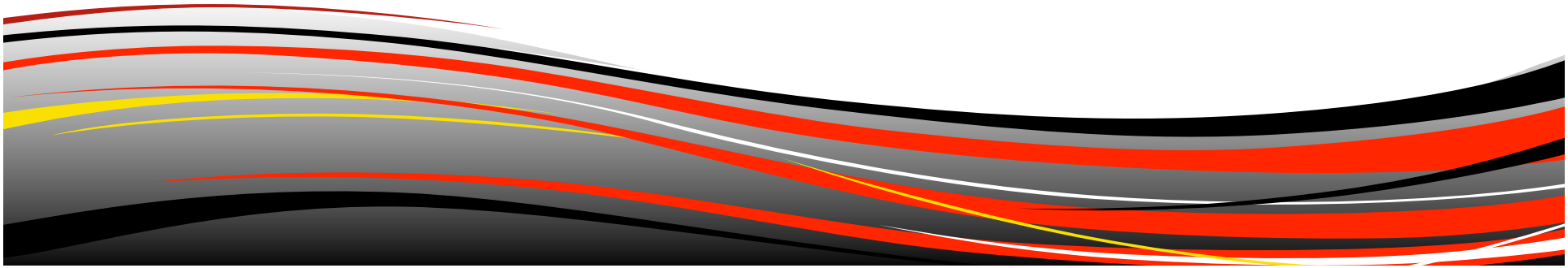
CAMTRI CHAMPIONSHIPS

1. Up to one (1) discretionary selection per gender
2. Up to two (2) athletes per gender will be selected from the top two (2) finishers at the 2014 ITU Junior World Championships who finished in the top 20.
3. Up to two (2) athletes per gender will be selected from the top two (2) finishers at the 2015 NA Championships who finished in the top 15.
4. 2014 National Junior Series ranking, to a maximum of 10th place.
5. Discretionary

ITU JUNIOR WORLD CHAMPIONSHIPS

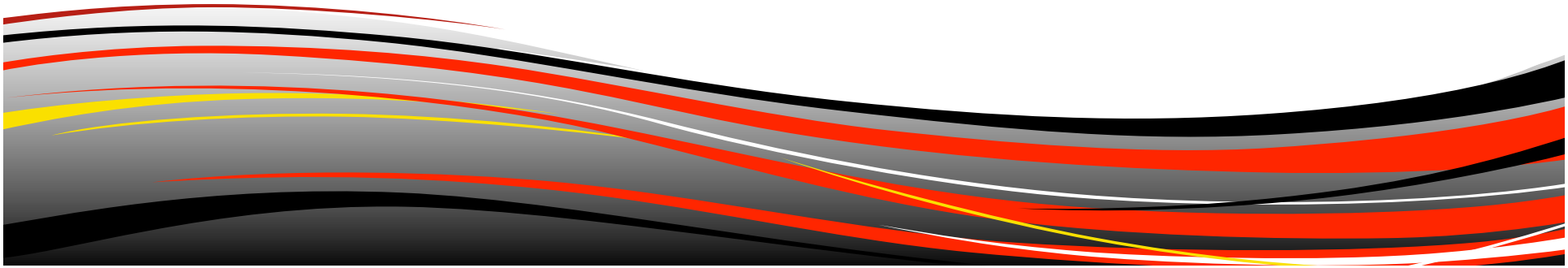
ELIGIBILITY as with CAMTRI events

+ **Meet the minimum ITU criteria for selection;**
+ **Compete in a minimum of two (2) Triathlon Canada 2015 National Junior Series events one of which must be the 2015 Junior National Championships;**



SELECTION PRIORITY 1

Up to one (1) discretionary selection per gender, to be determined by the High Performance Director of Triathlon Canada. The High Performance Director is not obligated to exercise this selection.

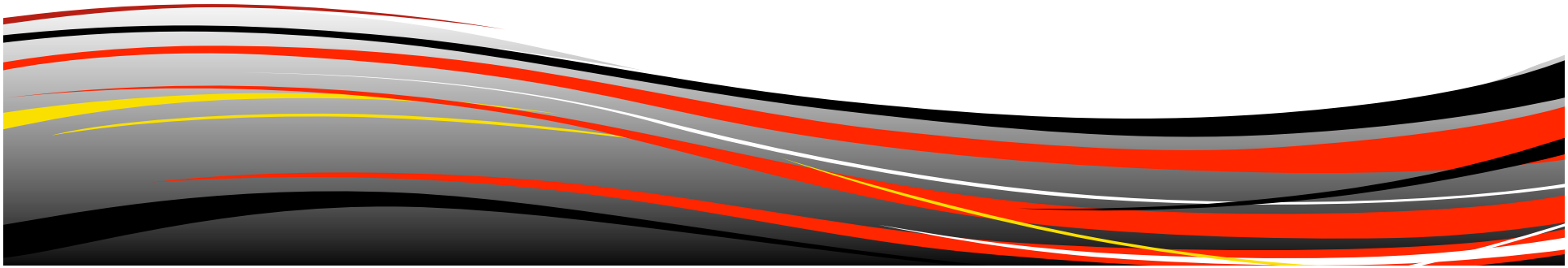


SELECTION PRIORITY 2

Subject to availability of quota spots granted to Triathlon Canada, up to two (2) spots per gender will be allocated based on international race performance, in the following manner:

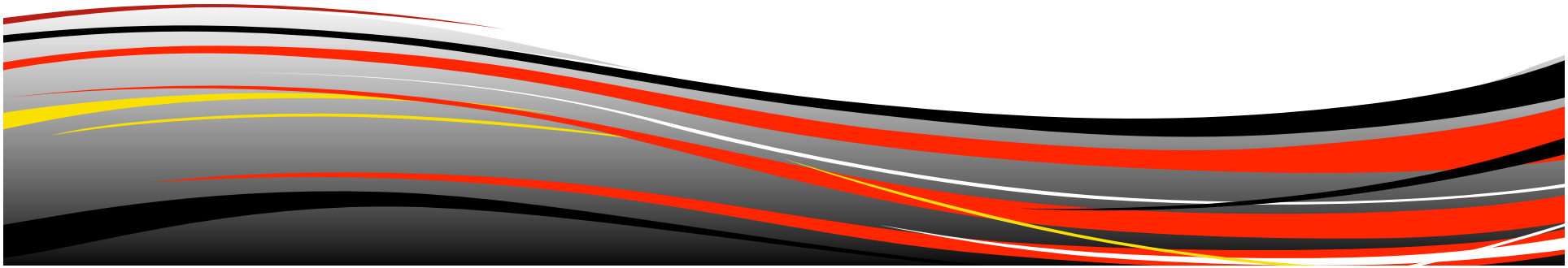
- 2.a Up to one (1) spot per gender will be allocated to the highest ranked eligible junior athlete(s) who also placed top eight (8) at the 2014 ITU Junior World Championships.

  Selected athletes must demonstrate proof of fitness



SELECTION PRIORITY 2 (con't)

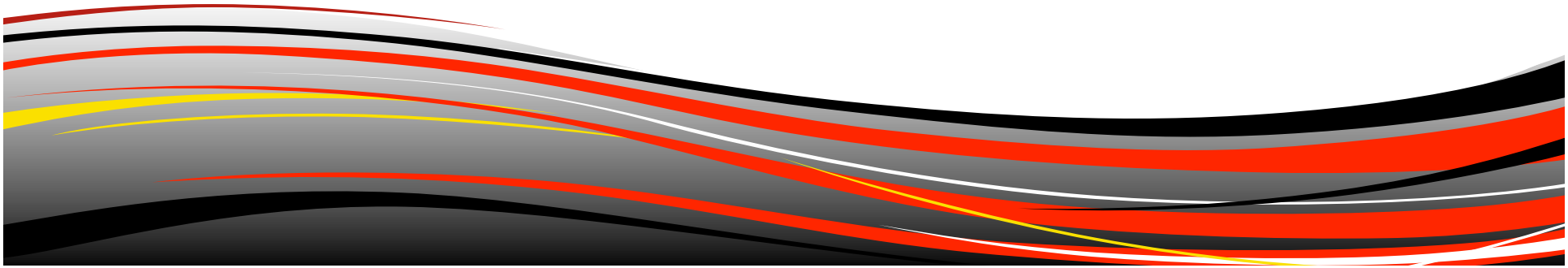
- 2.b. If a spot is allocated under Section 2.a. above, up to one (1) spot will be allocated at the 2015 CAMTRI Junior Championships according to the criteria detailed below. If no spots are allocated under Section 2.a. above, up to two (2) spots will be allocated at the 2015 CAMTRI Junior Championships according to the following criteria:
  - *Up to two (2) Junior female spots, allocated in order of finish, to athletes who finish in the top five (5) at the 2015 CAMTRI Junior Championships.*
  - *Up to two (2) Junior male spots, allocated in order of finish, to athletes who finish in the top eight (8) at the 2015 CAMTRI Junior Championships.*



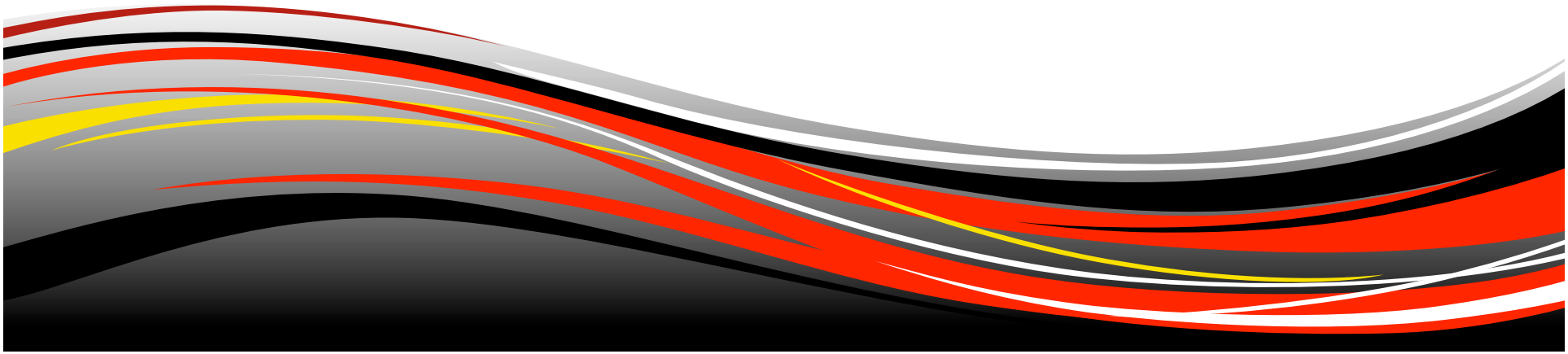
SELECTION PRIORITY 3

Subject to availability of quota spots, all remaining team allocations will be made at the discretion of the High Performance Director, who will consider (in no particular order):

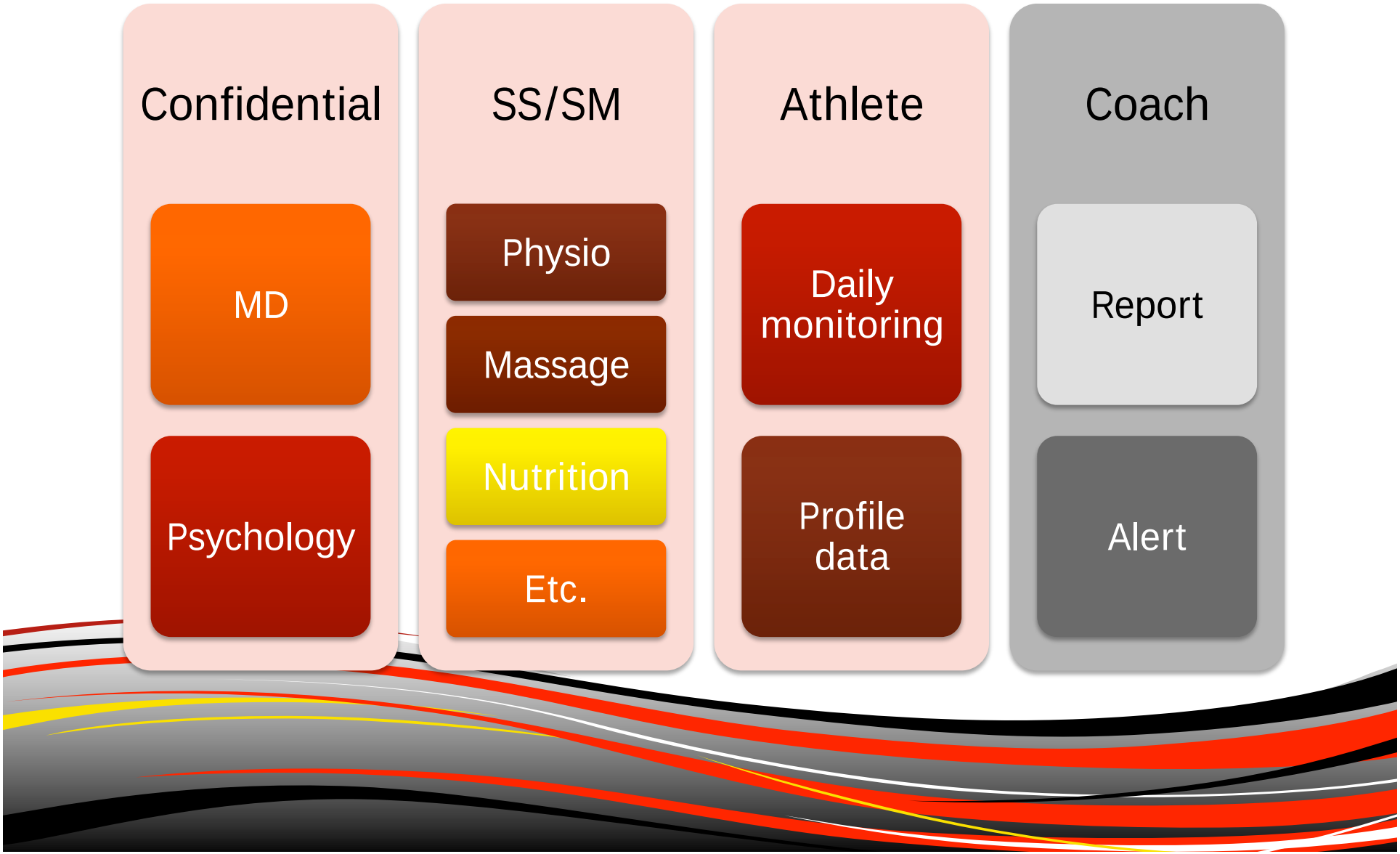
- depth of field within the qualifying event,
- athlete's age graded percentage of Gold Medal Profile (GMP) performance standards,
- performances at domestic and/or international events, and
- Input from coaches



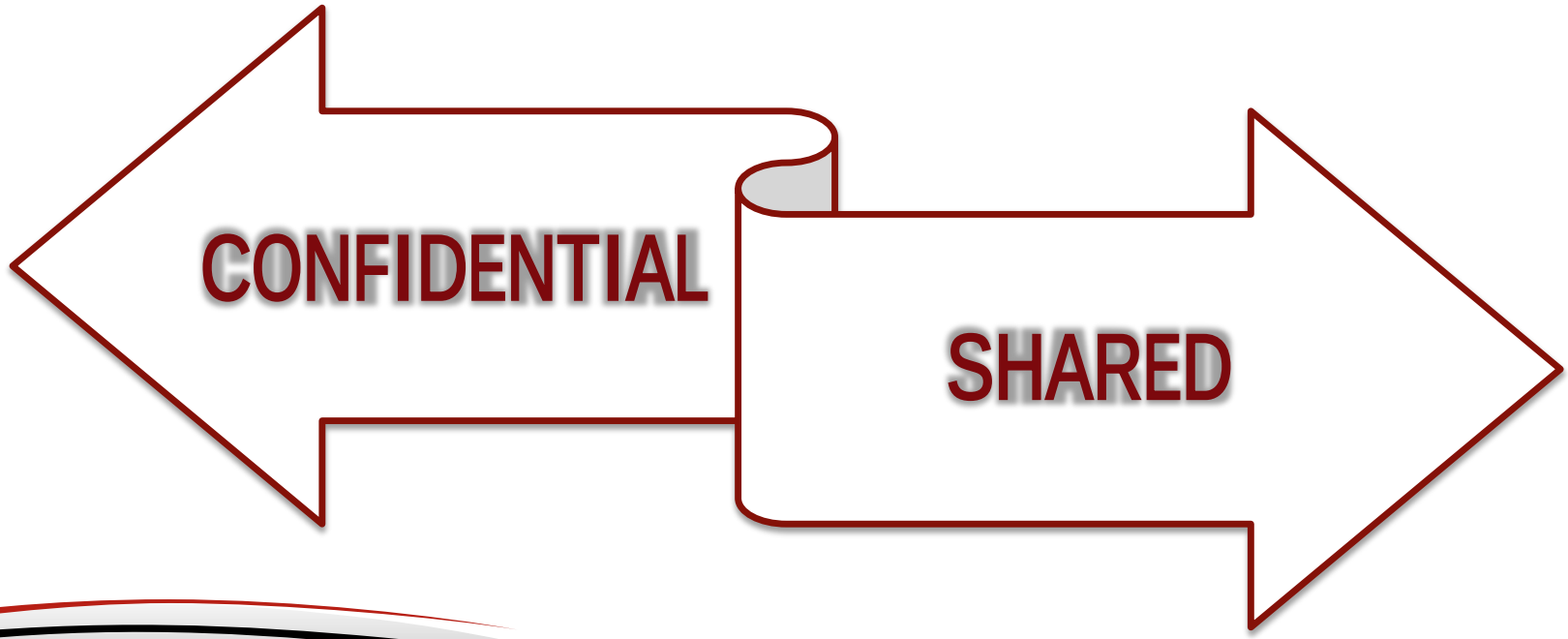
CAMP



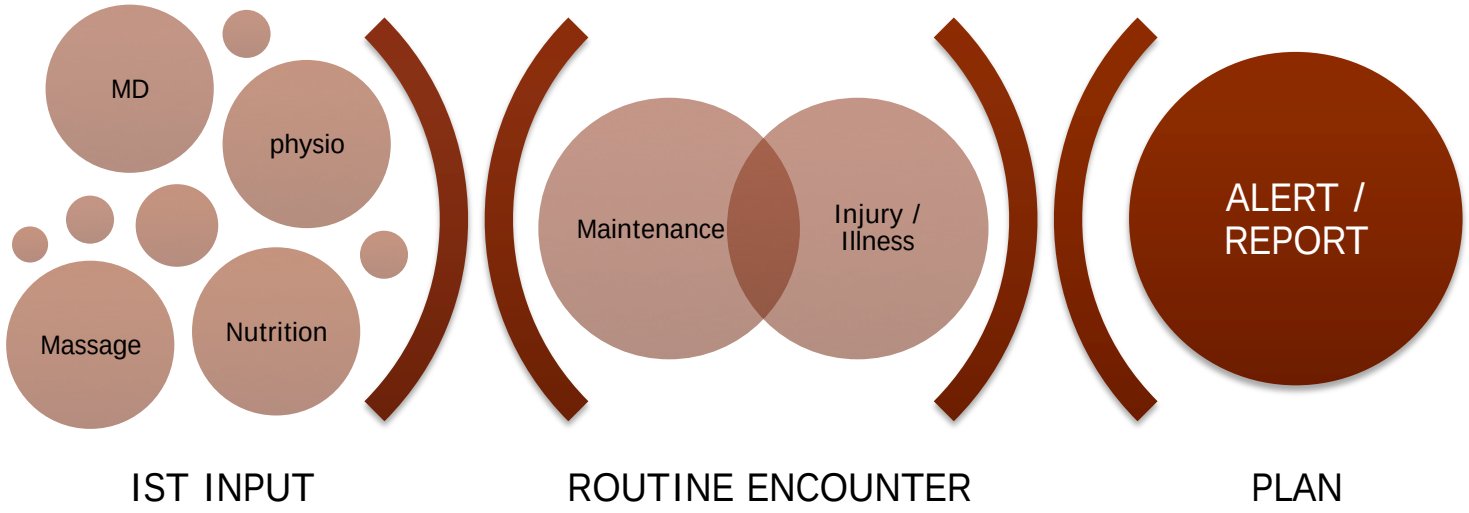
CAMP silos


Confidential
MD
Psychology
SS/SM
Physio
Massage
Nutrition
Etc.
Athlete
Daily monitoring
Profile data
Coach
Report
Alert

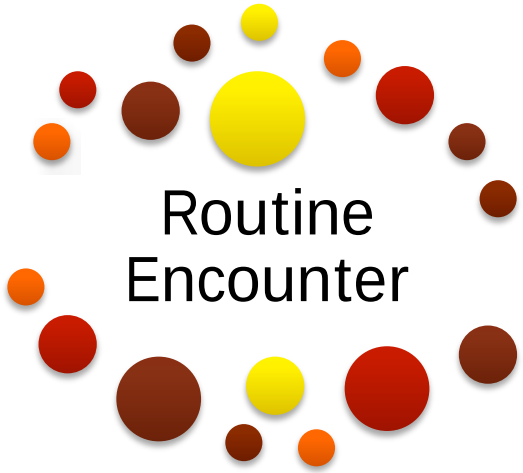
choices



Routine encounter



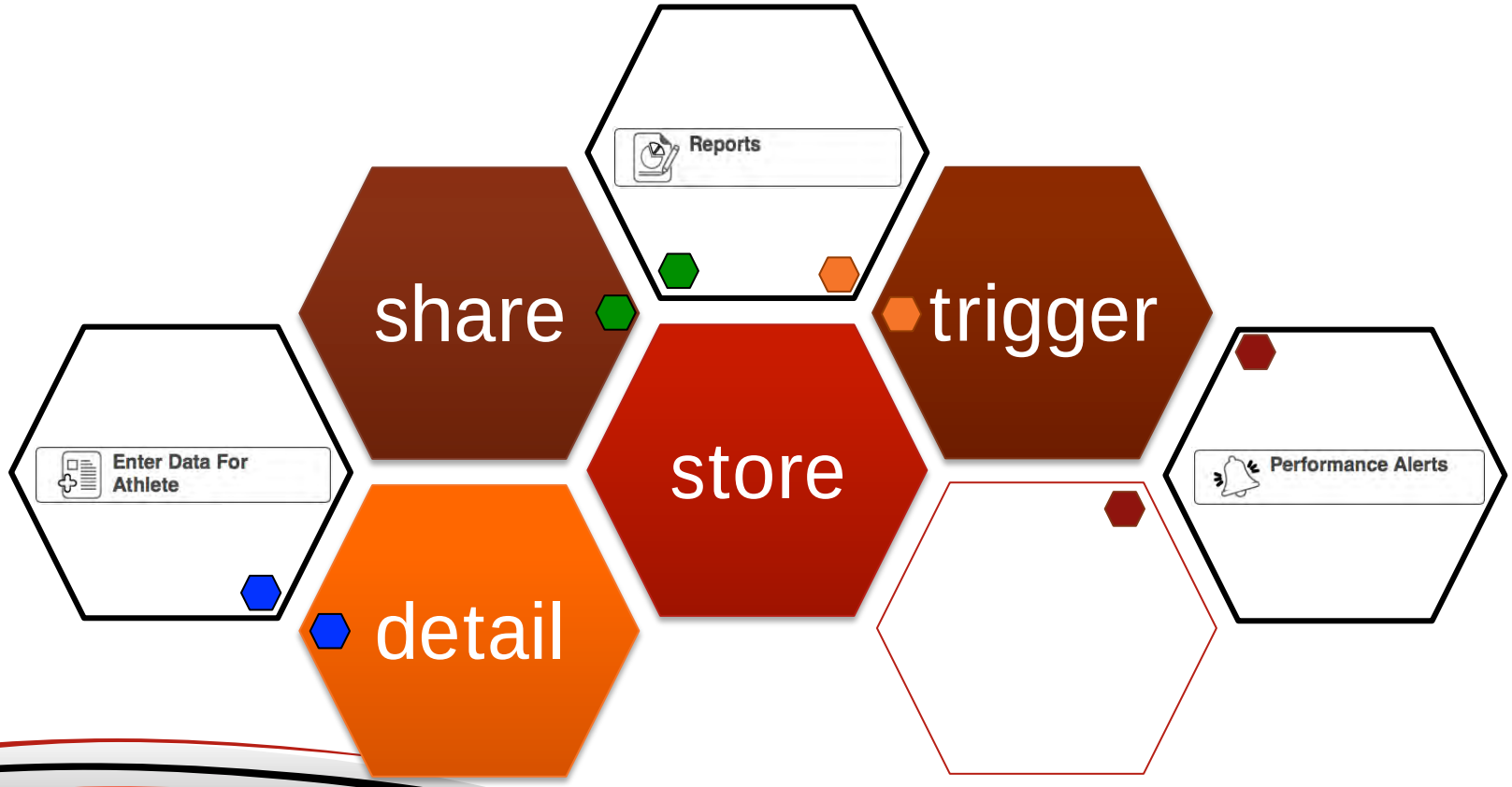
CAMP 101



IST DATA

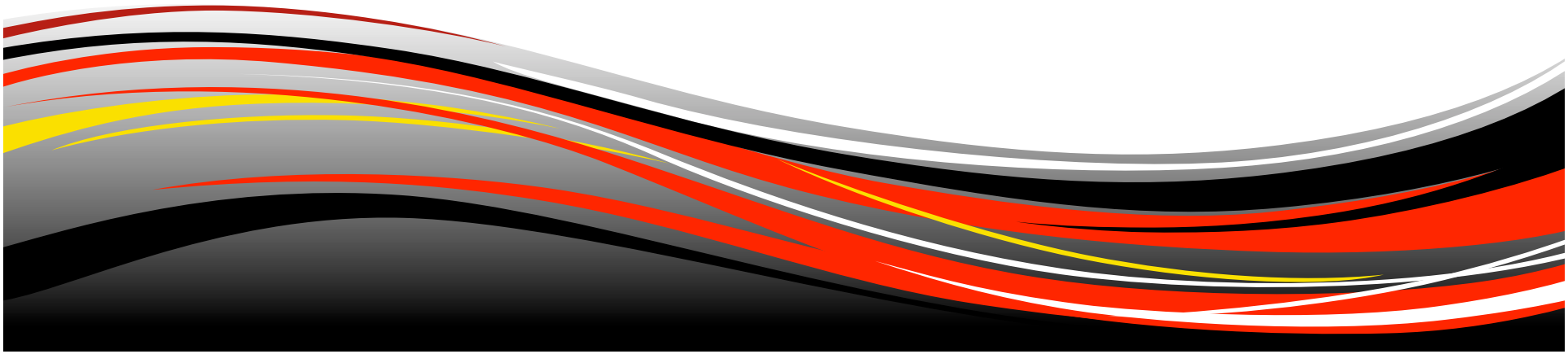
Plan to coach

Alerts & Reports




Sète
Sète

CSG discussion



Draft legal certification discussion