

triathlonscotland Performance Programme Squad Selection Policy 2009/2010

Aim

*The aim of the **triathlonscotland** performance programme is achieve the following:-*

To have a Scottish athlete in the London 2012 Great Britain Olympic team and two in 2016, a full team capable of winning medals at the 2014 Commonwealth Games in Glasgow and 10% of all GB standard distance triathlon teams (across Youth, Junior, U23 and Senior categories) will comprise of Scottish athletes by 2012.

These objectives have been agreed in conjunction with our funding provider **sportsscotland** and the **triathlonscotland** executive committee.

The monitoring and strategic direction of this process is performed by the Performance Working Group (PWG) which currently consists of:-

- TS General Manager (genmanager@triathlonscotland.org)
- TS Performance Director (performance@triathlonscotland.org)
- TS National Performance Development Coach (coach@triathlonscotland.org)
- TS Performance Centre Coach Coach
- BTF World Class Programme Director
- Sportscotland Partnership Manager
- Institute Network Lead

Objectives of Selection Process

Triathlonscotland as an organisation is built on the success and strength of the goodwill shown by volunteers and supporters. It is imperative for the efficiency of the performance programme that athletes selected are positive contributors ('energy givers') rather than having a negative influence ('energy sappers'). See Table in Appendix 1.

To achieve the objectives above an athlete must be able to race at the limit of their physical capability whilst remaining able to make tough decisions often made in a split second, and then accept the responsibility for the outcome.

The ever-changing demands of performance triathlon coupled with limits on time, money and support; require athletes to be proactive, positive and totally dedicated towards achieving the specific goals of the programme.

Fulfilment of the criteria below does not constitute automatic entry to the TSPP. They allow the PWG to streamline the selection process towards those athletes who are most likely to succeed in achieving the objectives of TSPP. If you are deemed suitable for the programme you

will be invited to accept a place on the TSPP. Accepting a place would indicate that you a) understand the objectives of the TSPP and b) are committed to working towards them within the support structure of triathlonscotland.

The Squads

There will be three main squads, which will be supported by the **triathlonscotland** Performance Programme. Below is an outline of each of the squads mentioning the aim of the squad and the selection criteria to be considered for the squad. If offered a place on the squad you will receive documents outlining the responsibilities that athletes will have towards **triathlonscotland** and equally, the reciprocal responsibilities that **triathlonscotland** will deliver to athletes, should you accept your place.

Talent Identification Squad (TID)

The TID squad is the foundation of the **triathlonscotland** performance programme. Athletes selected to this squad will be continually assessed as to their potential to fulfil the programme objectives. A place in this squad will be reviewed on an annual basis, against agreed objectives. This review will establish if the athlete moves into Development Squad; remains in TID with new objectives; or is released from the TSPP.

Aims of TID squad

- Act as an opportunity for performance staff to view and profile athletes strengths and weaknesses.
- Act as a taster for talented athletes interested in pursuing a route towards World Class performance in Standard Distance drafting events.
- Expose athletes to the 'typical' training structure of an endurance athlete
- Instil work ethic and attitude necessary to maximise advancement along the performance pathway.
- Gather baseline information of athletes to monitor future progression.
- Deliver fundamental conditioning and teach movement patterns to support future loading of a triathlon training programme.

Selection process for TID squad

The TID squad is aimed at athletes ages 13 (Tristar 3)-19 (final year junior) 19 although not exclusively limited to these ages. To be considered for selection to the TID squad an athlete must fill out the application form and show evidence via official results (print or online) of criteria 1 and 2. Alternatively they could fulfil criteria 3 (below).

1. Demonstrate speed and aptitude in swimming and running. This will be measured by linking times achieved at official athletic/swimming events, against a point's matrix (Appendix 2).
2. Have evidence of their ability to compete in multi-sport events. These include triathlon; duathlon; aquathlon and/or biathle.

3. An exceptional single sport talent who shows interest in triathlon. They will need to show evidence of a performance above 180 points (see appendix 2), or be a Scottish Champion for either a swimming or running event.

Development Squad (DS)

This is the most important stage of the performance process. Athletes will be selected into this squad via the TID Squad. They must have consistently proven that they have the ability and aptitude to work towards achieving the goals of the TSPP. DS athletes will normally be nominated to the Area Institute of Sport network. Members of this squad will initially be given a minimum period of 2 years to reach agreed objectives. The process of achieving those objectives will be reviewed every 3 months. On completion of two years the athlete will either earn promotion to the Podium Squad; remain in the Development Squad with new objectives; or be released from the TSPP.

Aims of Development Squad

- To turn talented athletes into very talented triathletes
- To expose athletes to the demands of training and racing elite drafting triathlon
- Offer an opportunity for athletes to be part of a supported structure
- Instil discipline and professionalism
- Undertake regular monitoring to check training progression is moving at suitable rate to achieve goals. Goals and/or training can then be altered if necessary
- Offer specific conditioning to help avoid injury and reinforce control and strength of movements
- Provide analysis of movement patterns to maximise efficiency of movement and power delivery
- Progress athletes to the level that allows them access to extra funding and support of the British Triathlon Federation World Class Performance Programme

Selection process for Development squad

To be considered for selection to the development squad an athlete must fill out the application form, unless the athlete has been advised of his/her pre-selection, and show evidence via official results (print or online) of criteria 1, 2 or 3. Alternatively they could fulfil criteria 4 or 5.

1. Demonstrate a high standard of speed and aptitude in swimming and running. This will be measured by linking times achieved in monitored training sessions (delivered by TS coaches) or official athletic/swimming events, against a point's matrix (Appendix 2). To be considered for a place on the DS squad an athlete must have a minimum total of 340 points.
2. Finished on the podium at Scottish National Championships (YTH, JNR, SNR); finished top 10 at National Championships (YTH, JNR, SNR); finished top 3 in a National Junior/ Youth Series Event; or top 20 at

international event (e.g. French Grand Prix/ German Grand Prix) with a strong field (Decided by PWG).

3. An exceptional sporting talent in two of the three triathlon disciplines (180 points or Scottish Champion). Application via this route should be made direct to TS National Performance Development Coach. Suitable candidates will be assessed via a short trial period to determine if their attributes can be transferred to Standard Distance triathlon. If selected they must be prepared to commit fully to an intense period of transferring their talent towards triathlon.
4. Be a member of BTF Olympic Foundation or Talent Squad.
5. GB representation for triathlon at Youth or Junior. (does not include World University Championships)

Podium Squad (PS)

This is the top tier of the **triathlon**scotland Performance Programme. Athletes who are part of this squad have shown ability to be genuine medal contenders for Major Championships in the Senior Elite category.

It is likely, that athletes selected to this squad will be supported by British Triathlon World Class Programme and the Scottish Institute of Sport network.

PS athletes will be very close to achieving the objectives of the Scottish and most likely British programme and therefore should receive the required level of support to do so.

Aims of Podium Squad

- To turn very talented athletes into Olympic, Commonwealth and Major Championship Triathlon Medallists.
- To create a platform for these athletes to maximise potential.
- To offer a fully supportive structure that is individually tailored.
- Provide management of the various stakeholders who work and support the athlete.
- Monitor progression regularly to check training progression is moving at suitable rate to achieve goals. Goals and/or training can then be altered if necessary.

Selection process for Podium Squad

Athletes must have achieved one of the following:

- Finished top 15 at Senior Elite World or European Championships
- Medallist at U23 World Championship
- Winner of U23 European Championship
- Top 20 at World Championship Series event, Top 10 at a World Cup; top 5 at an ITU points race or at international event (e.g. French Grand Prix/ German Grand Prix) with a strong field (Decided by PWG);
- Win the GB National Elite Championships

- Be a member of BTF Podium/ Academy Squads. Representation of GB U23 or Senior team in triathlon (does not include World University Championships)

And also:-

- Show evidence of their ability to progress to a medallist by the time of the next major games.
- The ability to look beyond just qualifying for Olympics/ Commonwealths and demonstrate the desire and commitment to be a medal contender.

APPENDIX 1

ENERGY GIVERS	ENERGY SAPPERS
Remain positive and proactive when things go wrong. This assists those around them to help and support in the best possible way	Become negative and disillusioned when things go wrong. This makes working and supporting these individuals a chore and inefficient
Inject energy into an environment and others within it, creating a dynamic atmosphere in which to train/ work	Destroy and sap energy from an environment creating an unpleasant atmosphere in which to train/work
Are not afraid of failure; enjoy a challenge; rise to big moments	Are afraid of failure, do not like to take on challenges; crumble in times of pressure