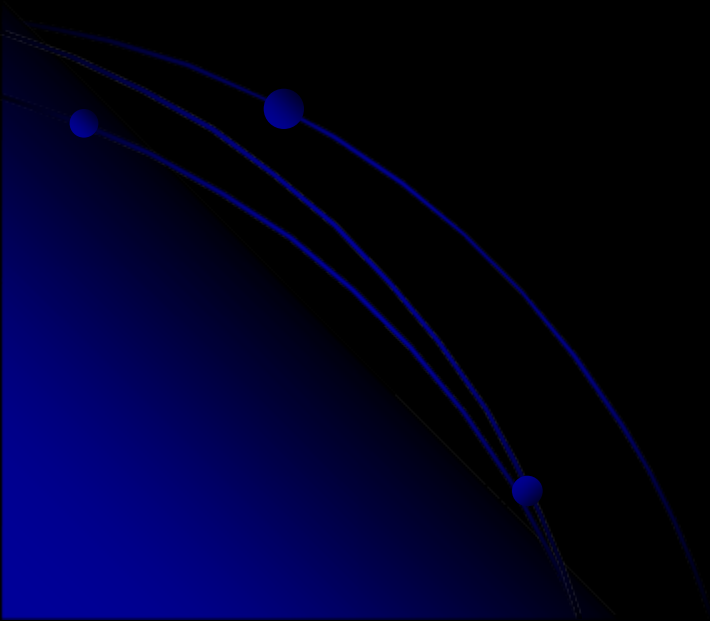


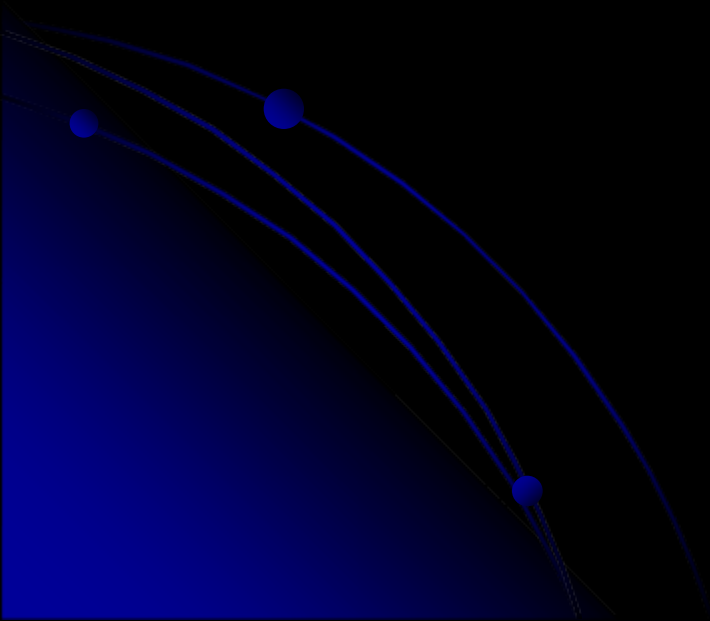
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APPITUDE

TALENT

GENIUS



APTITUDE

An athlete's suitability to a sport (or type of sport)

- Athlete's status vs existing performance norms/peers
- Athlete's capacities characteristic of given sport(s)
- Athlete's speed of performance improvement
- Athlete's performance quality consistency/stability

APTITUDE

- Aptitude and enjoyment and interest = regular participation

(opportunity?)

Motivation

- Athlete's desire to participate

TALENT

High performance at a sport:
competitive excellence

- Athlete's status vs national/international norms
- Athlete's capacities characteristic of national/international status of performer
- Athlete's performance excellence under competitive and opposition pressure

TALENT

Talent and work capacity and

- Will to win
- Belief that they can win
- Persistence to win and keep on winning

= High performance journey
(opportunity?)

Motivation

- Athlete's will to perform better – to win

GENIUS

Exceptional/unique qualities

- Athlete's performance is beyond existing international norms: performance is a class apart
- Athlete's capacities exceed characteristics of national/international norms (different!)
- Athlete can and will persistently raise game to out perform whatever opposition offers
- Athlete invents excellence/redefines performance

GENIUS

- Genius and work capacity and
 - will to go beyond winning
 - belief that they can overcome all
 - persistence to go beyond winning

= world best

(opportunity?)

Motivation

- Athlete's passion to be the best

APTITUDE

- Athletes in every seat in every classroom
- Coaches excellent at working with beginners/young athletes
- Appropriate Facilities/Equipment
- Access to occasion to participate/perform
- Attractive prospect for athlete
 - (time, energy, economics)
 - (motivational climate)

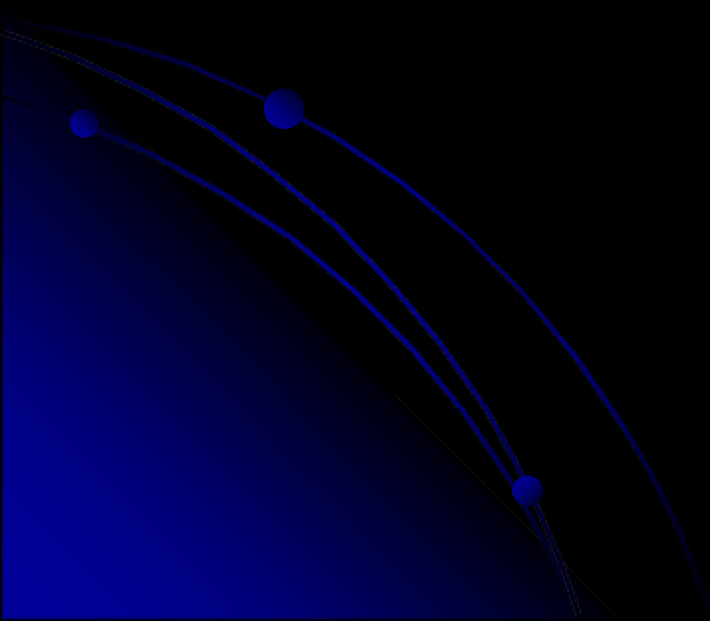
TALENT

- Top 5% - 10% in a given sport
- Coaches excellent in taking athletes through the development journey
- Appropriate facilities/equipment
- Appropriate competition relative to development level
- Motivation and support to go the distance

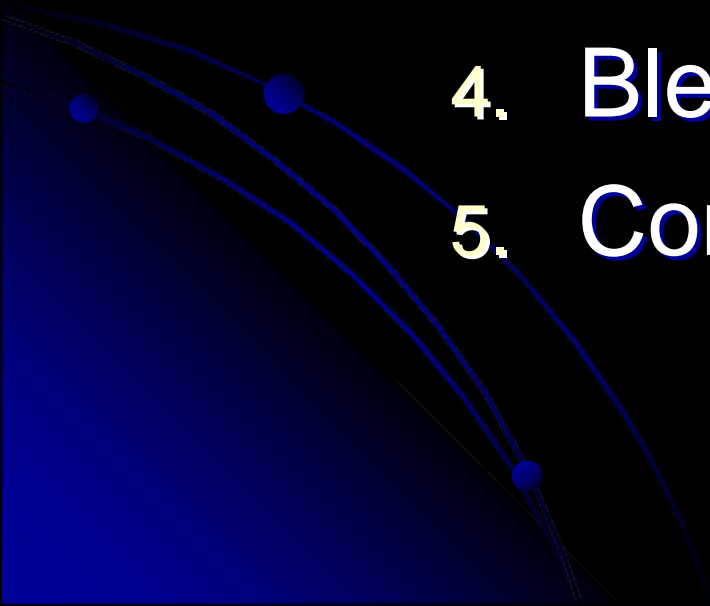
GENIUS

- Athletes are few in a generation (but maybe more in left field!)
- Coaches of experience/expertise prepared to individualise approach/program for a unique athlete
- Appropriate facilities/equipment
- Customised competition programs
- Passion for excellence


A Talent Action Plan



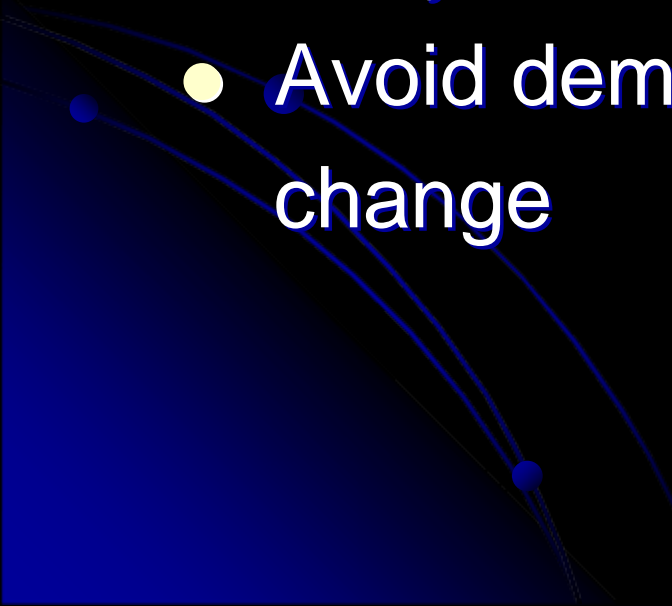
Talent

1. Spotting
 2. Recruiting
 3. Coaching
 4. Blending
 5. Conducting
- 


Talent Spotting

- What talent am I looking for and how can I spot it?
 - Keep criteria and measures simple
 - Identify the 'core' indicators of potential excellence
- 

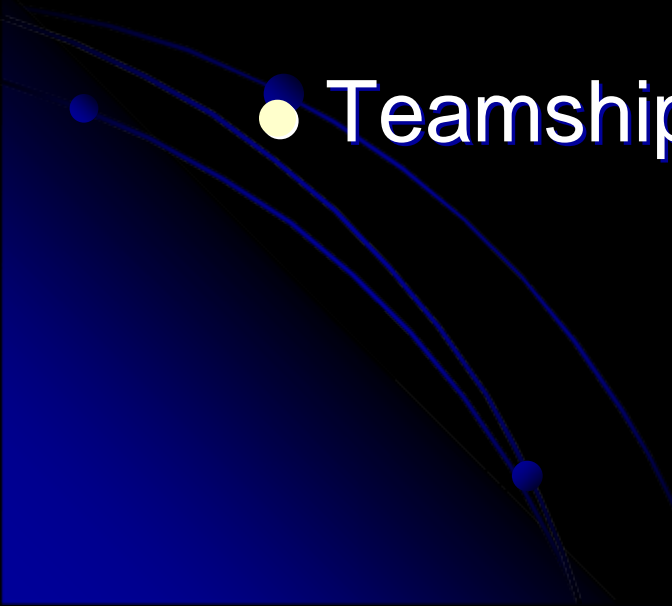
Talent Recruiting

- How can I attract talented people (and their genius!) and keep them longer?
 - They have a choice!
 - Avoid demotivation by maintaining change
- 


Talent Coaching

- How can I bring out the best in the talented performer when it matters?
 - Competition is the most specific training for using pressure to advantage
- 

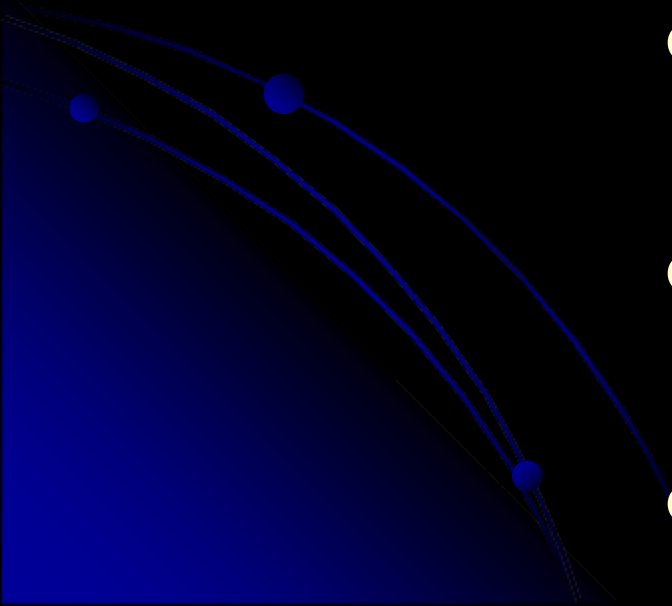
Talent Blending

- How can I blend the talents I have available to get maximum performance for the enterprise?
 - Teamship in and off arena
- 

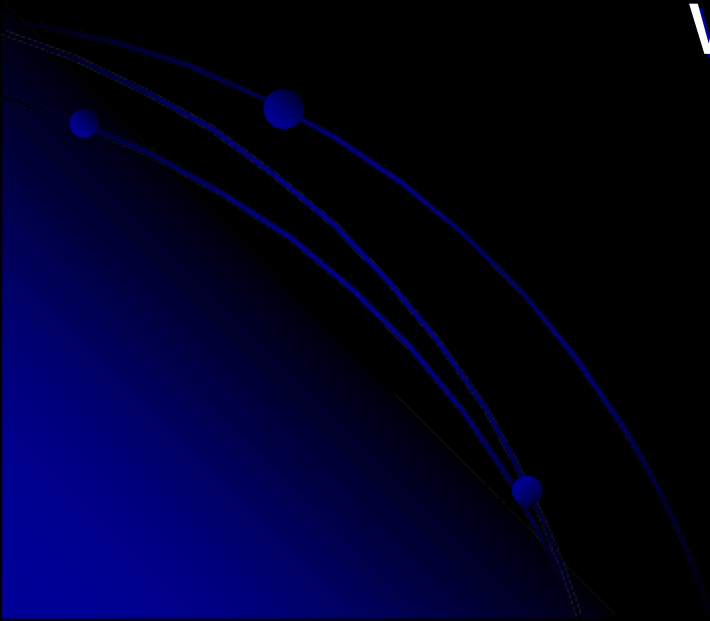
Talent Conducting

- How can I create a flow of talented people?
 - Journey from beginner to elite
 - Double vision
- 

Selection Criteria

- Talent
 - Coachability
 - Balance
 - Will to win
 - Chemistry
- 

Once you have
found it,
what will you
do with it?



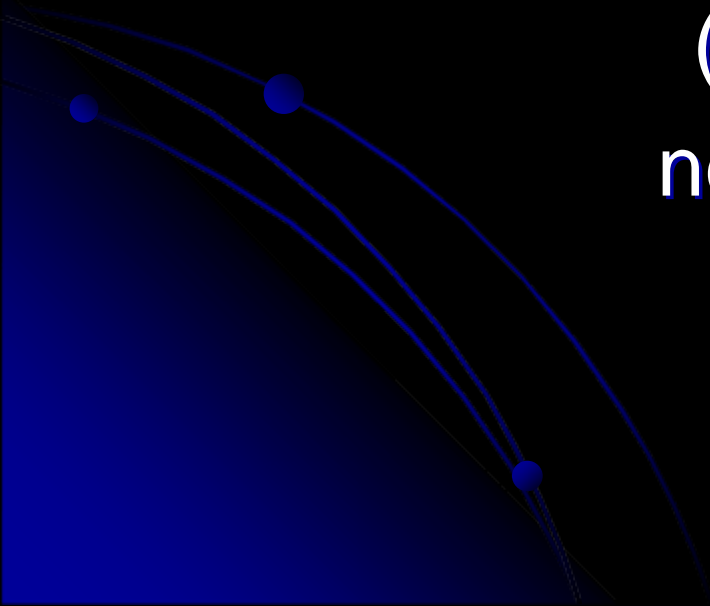
Rating Performance

Maintenance and Impact

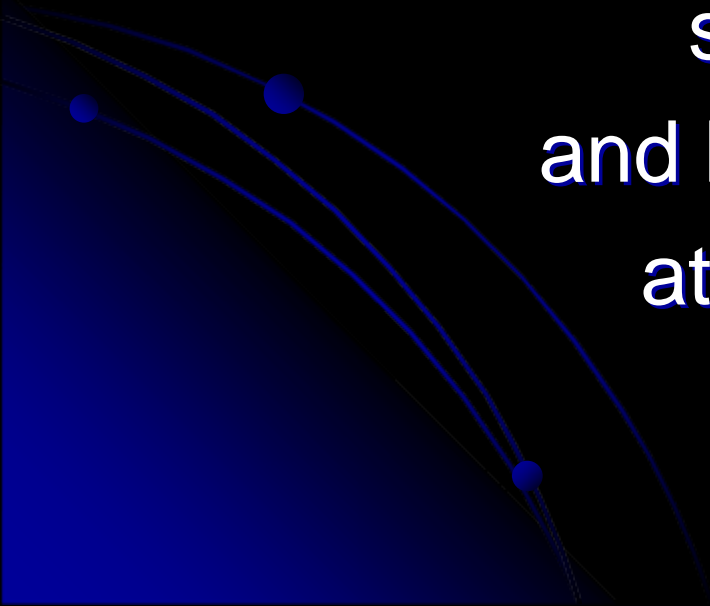
MAINTENANCE ↑ Low High	Back Bone (3) C Gets on with the job in hand. Unlikely to set the world alight or drive change	Real Deal (1) A Get results and drives positive change. Has a positive impact on others
	Mistake (4) D Is a drain on your time, your headcount and your customers	Prima Donna B The dilemma – exceptional performance at a cost to the overall team and you
	IMPACT Low → High	

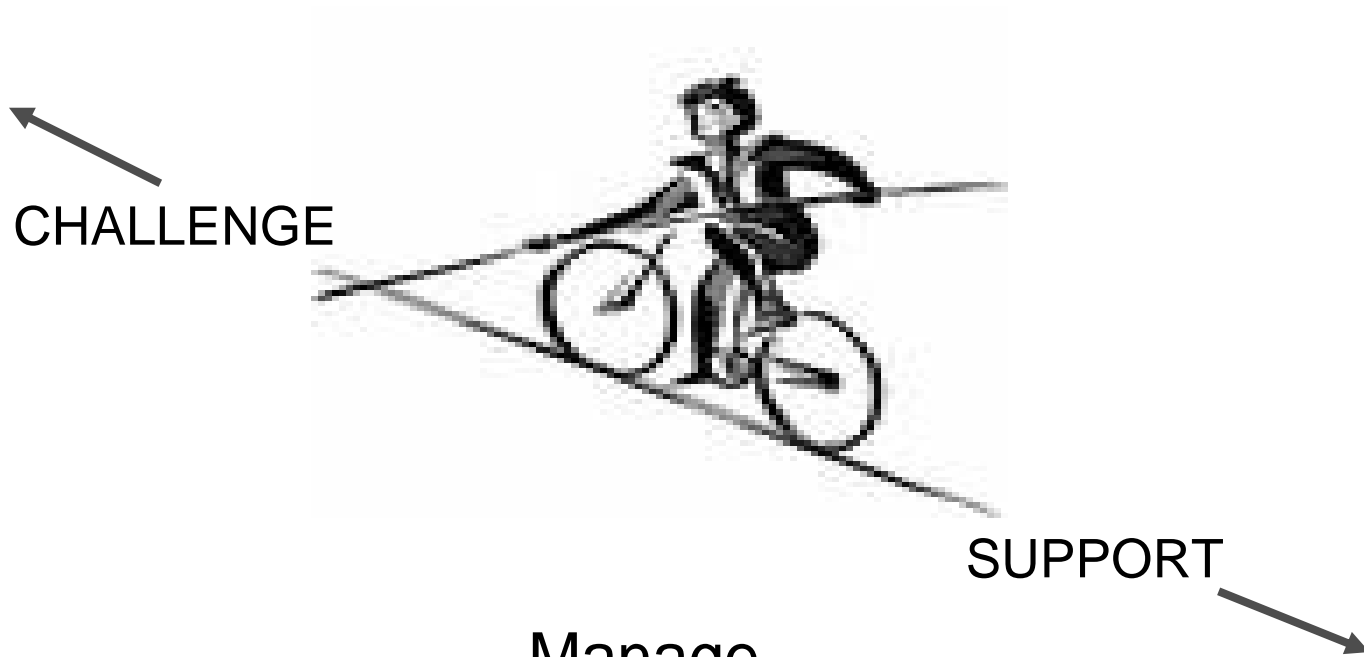
Performance	Tactic
Persistently below the line	Six-week management up to 3 times (18 weeks) maximum
Below the line	Encourage change and design and encourage controlled coaching programme
On the line	Raise the bar to lift inspiration and work level through a week partnership coaching programme 'get ready to fly'
Above the line	Set stretch challenges to go for the top and be there to coach if needed
Well above the line	Redefine excellence – design a competence expansion plan and prepare for promotion

Talented athletes
need talented coaches
(and geniuses
need geniuses!)



For the athlete coach partnership
to work and be effective
the relationship must be
sound for both
and both need to work
at making it work





CHALLENGE

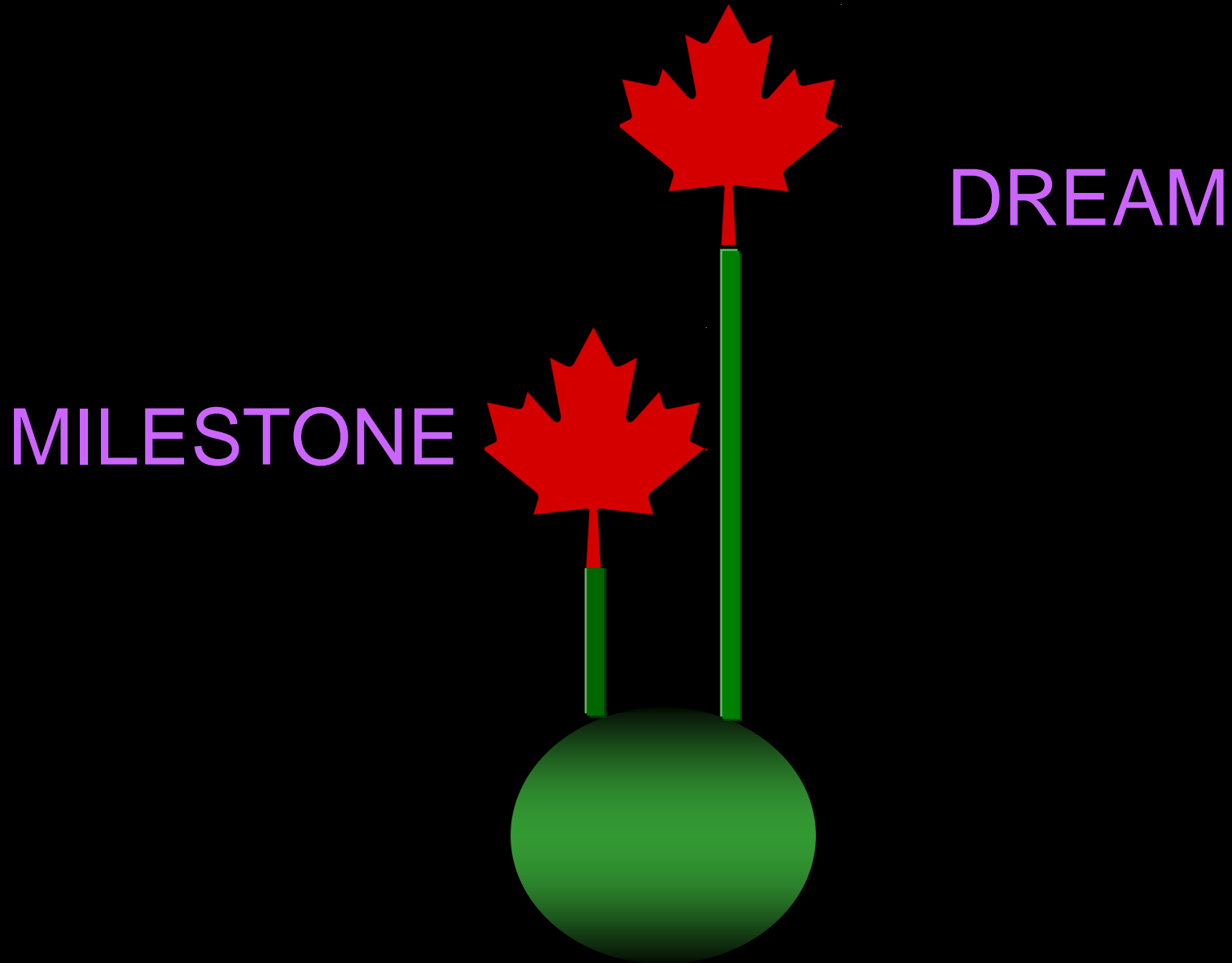
SUPPORT

Manage

The Dynamic Essential

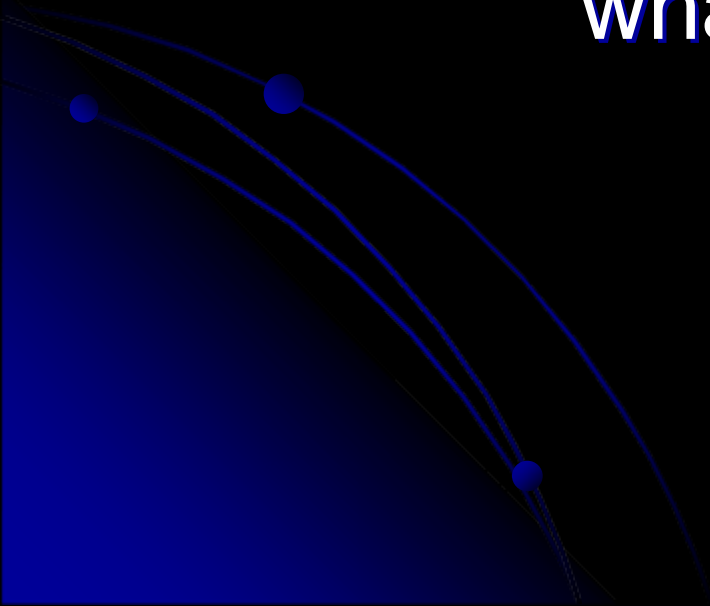
Tension

NATIONAL DOUBLE VISION



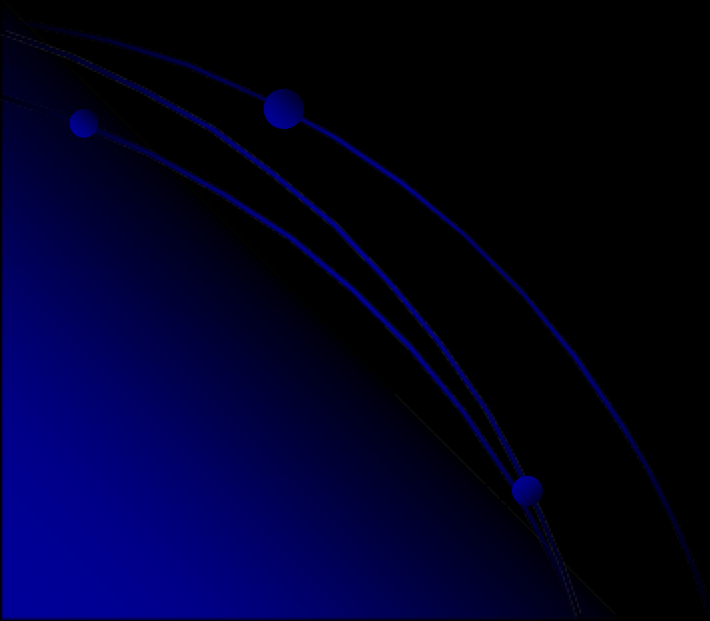
Milestone

Find best coaches
and best situation
whatever they are
and it is



Dream

Build a lasting
legacy of coaching
excellence

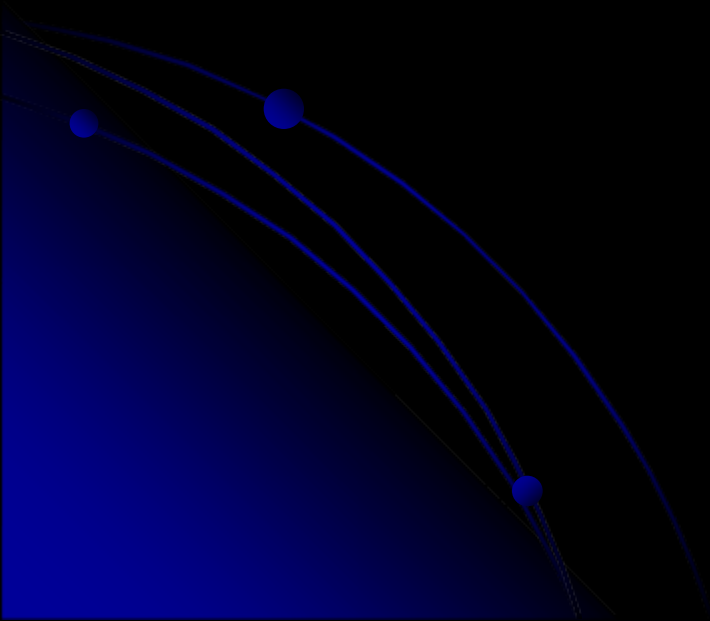


Milestone

- Urgency (2010-2014)
 - World Cups
 - World Championships
 - North American Competition
 - Olympics
- 

Dream

A dynasty
of
coaching
and
performance
excellence



Milestone

DATA COLLECTION OF EXPERIENCE

- Planning
- Event
- Review

COACH 2 COACH

- 6-8 weekly pit stop

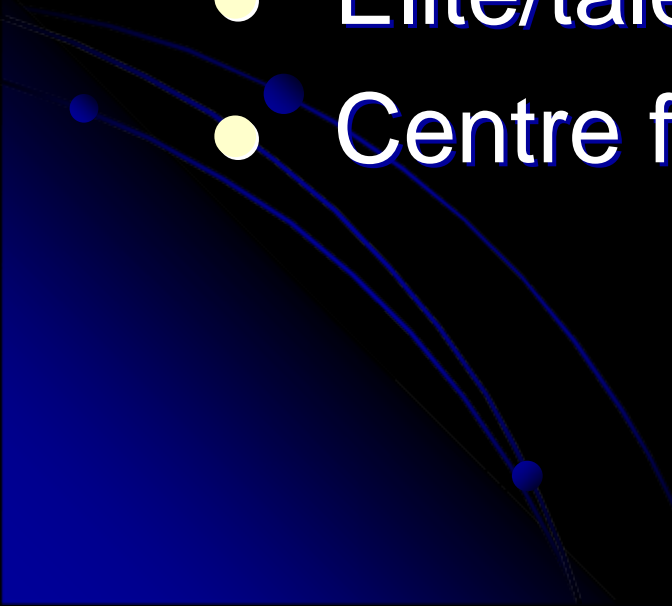
COACHES CLUB

- Major Championships
- Program
- Reciprocal

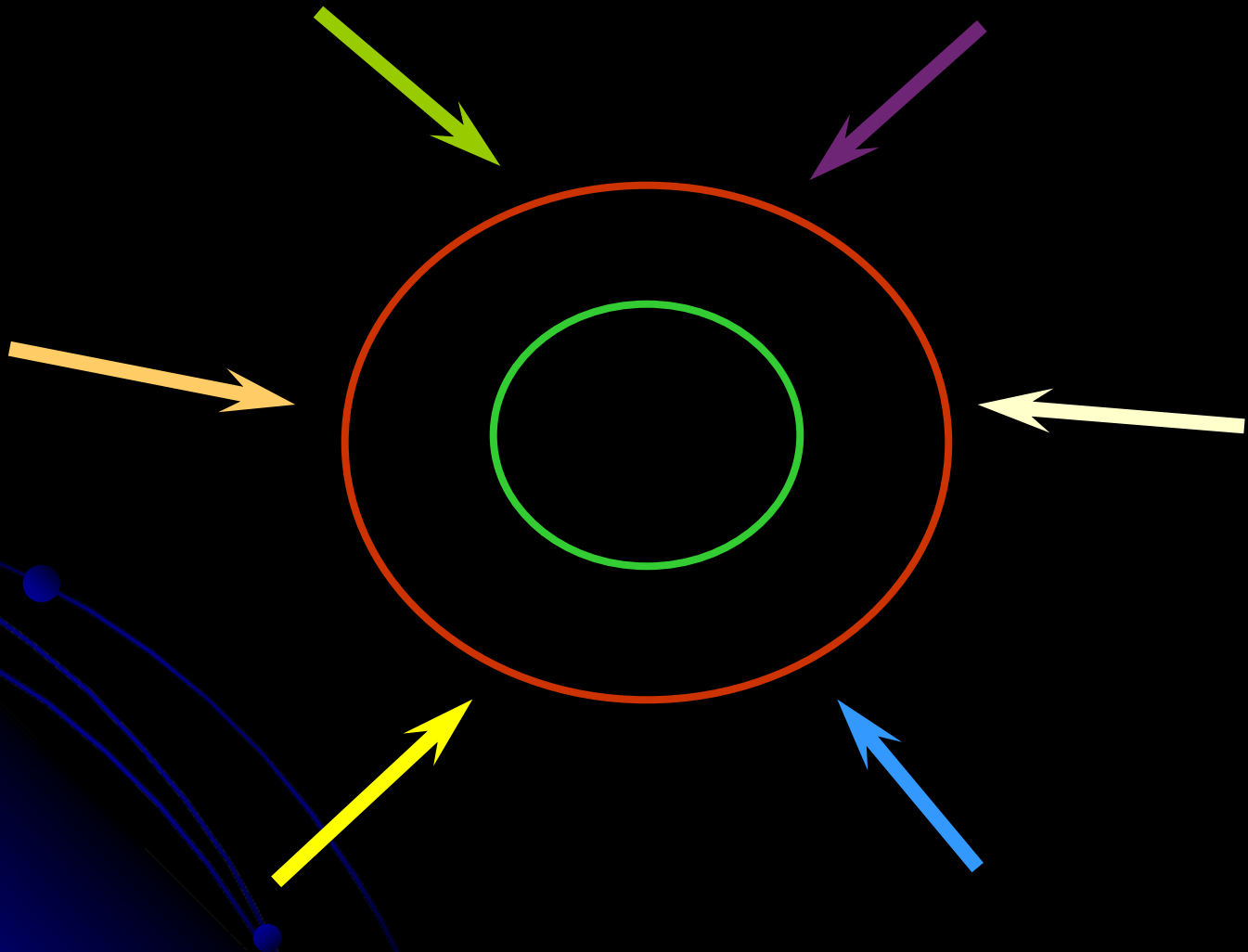
ELITE TRAINING BASE(S)

- Weather facilities
- Partnerships
- Learning
- Support

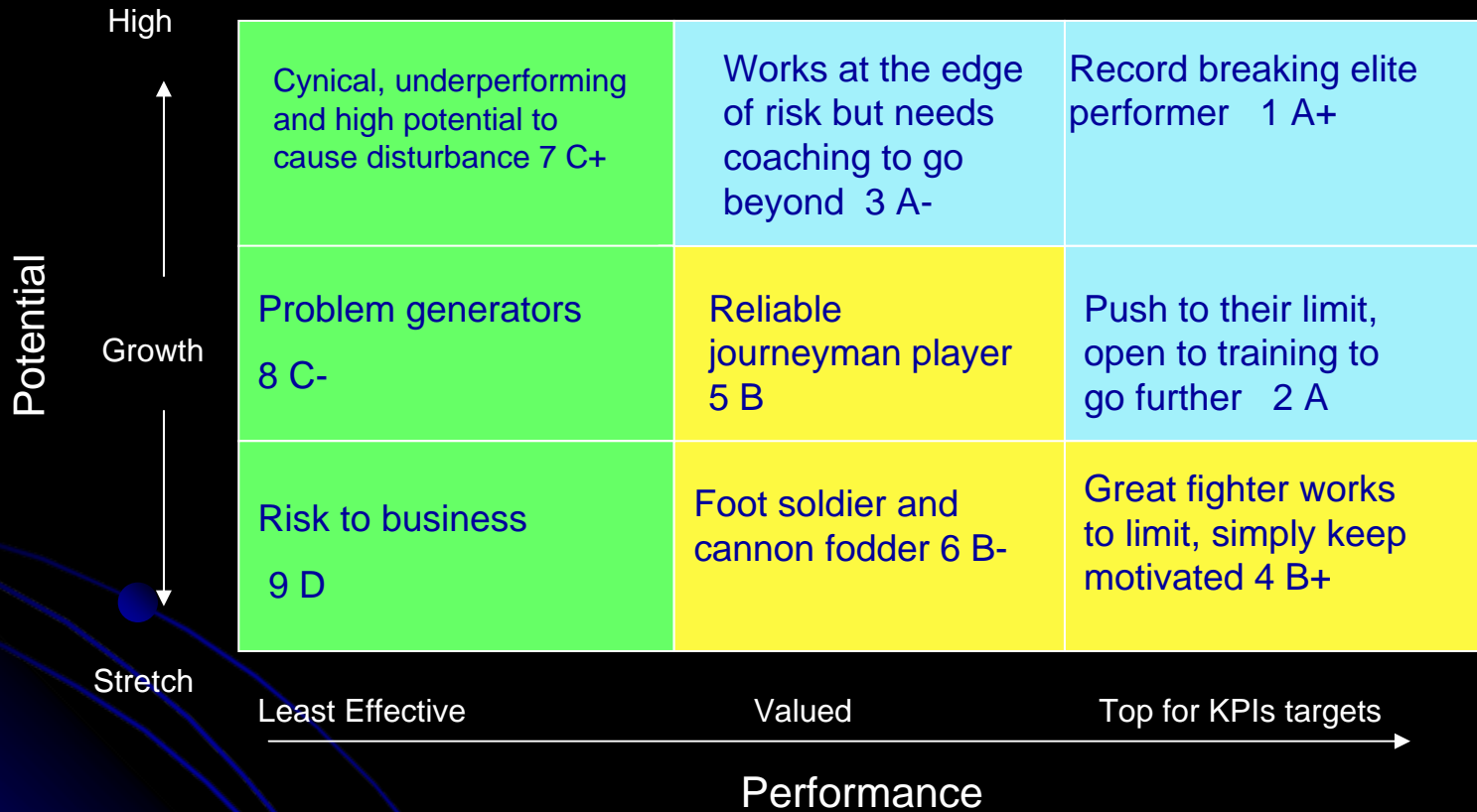
Dream

- Milestone legacy
 - Apprenticeships (master coaches)
 - Elite/talented coach recruitment
 - Centre for coaching excellence
- 

MODEL



Potential and Performance



- A = Retain at all costs, leaders to watch and stretch
- B = Keep if you can and develop
- C = Improve or lose

“Nothing in the world can take the place of persistence

Talent will not, nothing is more common than unsuccessful men with talent

Genius will not, unrewarded genius is almost a power

Education will not, the world is full of educated derelicts

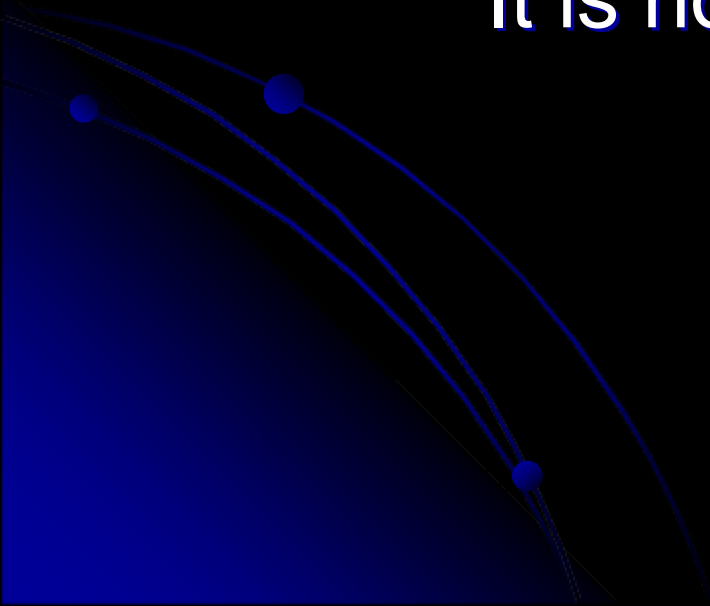
Persistence and determination alone are omnipotent”

Calvin Coolidge

“ To spot a winning athlete, I am convinced you must look first and foremost for athletes with passion to achieve the best in their chosen arena..... Talent always comes a poor second to this kind of passion.”

Winning '92

No one is a part time winner
Winning is a choice for life
It is how you live your life



Dr Frank Dick OBE

