

Youth Development Plan

In association with Tri Sport Taupo



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Signed: _____

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1. Executive Summary

Tri Sport Taupo is a well-established local community Triathlon Club that holds a variety of duathlons and triathlons throughout the summer months in Taupo. A well-supported club, Tri Sport Taupo caters for all ages and abilities including those completing their first triathlon through to regular competitors and the more elite athletes. The club also runs women's only triathlons and also the weekly inclusion of children's triathlons throughout the season.

One area of current growth is the development of the Tri Sport Taupo junior squad or 'youth development squad.' This squad covers intermediate to secondary school aged individuals that are dedicated to all aspects of triathlon. Training currently occurs on a regular basis under the guidance of parents, teachers, and local coaches.

The Youth Development Plan aims to highlight the areas of limitations currently being experienced. It aims to provide a platform from which future planning and development can occur, with key goals and initiatives targeting youth development. Systems are to be developed to ensure consistency and transparency of training, along with the nurturing of all young athletes.

We currently have an abundance of talent in Triathlon and Multisport in the Taupo community and it is important that we develop and follow a structured plan to manage this talent. 'The Tri Sport Taupo Youth Development Plan' will also provide transparency between education providers, clubs, and coaches and open communication lines for the greater good of Taupo Youth. This has already been successful with a great turnout at the meeting held Monday the 4th of May 2009.

Current Overview:

- Chris Todd is currently the 'Youth Co-Ordinator' within Tri Sport Taupo. To date, this has involved the planning and facilitation of weekly training sessions including all aspects of swim, bike, and run. Some sessions have also included transition practice, valedrome sessions and indoor training sessions to name a few. Chris also liaises with schools and clubs in the Taupo region to organise coaching sessions and aid in the development of youth. Chris is also a member of Tri NZ's Youth Advisory Group, a volunteer position.
- The cycling sessions have been managed by Mark Gibson over the last twelve months, whilst running was taken by Janet McKay and swimming provided by the AC Baths swim school program. However, these programs have not been integrated into any overall program. There have also been the usual winter sports distractions, and a general lack of group training opportunities. There has also been instances where through lack of communication athletes and parents have become disgruntled with the goals and direction of the particular training programme and have gone outside the district for a new coaching direction. Individual athletes who have personalised programmes need to integrate their training programs with those created as group sessions to prevent anti social behaviour; a junior development program should encourage the 'fun' group activities that are great in a club setting
- Having an individual programme creates anti-social behaviour, as the child can no longer take part in the 'fun' group activities that are great in a club setting. This has been recognised as one of the additional limitations to the current Youth Development Squad structure.

Objectives:

- It would be great for a child to still be able to get a programme and/or guidance from a coach but with a full weekly schedule on the website the coach can integrate these sessions into the overall plan. This could also be aided by the programme coach having open communication with the youths' individual coach and with the parents to keep information flowing. As athletes have matured, and their need for expert coaching increases, there will be a tendency for athletes to go outside of the district for coaching assistance, this has not been a bad thing, but it has tended to fracture the training groups we did have, as well, athletes have often changed their focus on discipline which has changed the dynamics of the group. This has meant athletes do less training together, which some athletes can handle ok, whilst other fall by the way side
- The website although new, requires constant attention to keep it up to date and the web page should integrate with any new youth development initiatives. It needs to be consistently updated with a clear outline as to what is on in any given week and all details surrounding the sessions. A strong 'team' focus would also be good on the website and also within the programme which would encourage social behaviour in what is otherwise a reasonably individual sport. We can also develop teams for competition with group trips and camps. The Tri Sport Taupo web page has only recently added a youth page\section to it; it is a flexible system though and can be readily changed to suit.
- Guidance for young athletes has been very good when at Taupo Intermediate but tends to decline once they head to college and athletes often struggle to adapt to the big college situation where they must locate the information necessary for training and entry to events, this is particularly very hard for year 9 students. The new program must over come these difficulties, and ensure there is good contact with athletes at school, the easiest being by way of regular meeting.
- The kids have had a lot of exposure and recognition through media coverage and sponsorship at a young age often without the support and advice needed to adapt to this attention. Some of the kids are receiving sponsorship so we have to integrate a plan to build a level of maturity to deal with the responsibilities that come with this. The athletes also need to be educated more about how to be independent rather than being thrown in the deep end when heading to high school. Resolving these issues will prevent them becoming injured, burnt out, or lost to the sport for other reasons.
- The 'Youth Development Programme' will be split into a 52 week Annual Training Plan (ATP) that will create a system from which future programming can be modelled and facilitated. The 'programme' will incorporate key dates within each term and be split into phases of training (skills, endurance etc) depending on the time of year and focus events. The plan will then be split into weekly 'mesocycles' (week-by-week goals and planning) and daily 'microcycles' (the specific makeup of any particular daily session).
- It is proposed that through Taupo intermediate, Tauhara College, TNT High Performance Centre, Taupo Swim Academy and various other clubs, youth will be under one coaching structure with input from all individual coaches. This will be managed by one or two 'primary' coaches who will consult with the various organisations to create one distinct, consistent, transparent and fun environment to develop a happy and well-rounded athlete.
- Some groups (clubs and schools) have been taking their own sessions, which is great, but it has resulted in a segregation of age groups and a decline in turnout to Tri Sport Taupo activities.
- This document or 'Youth Development Plan' will provide the basis and reference point for the 'Tri Sport Taupo Youth Development Programme' to operate from.

2. Management & Planning

Mission Statement:

'To provide a consistent, innovative and fun training environment for Taupo youth to excel in their chosen sport'.

Vision:

"A year round youth development programme incorporating all aspects of Triathlon and Multisport performance that when implemented will provide youth with opportunities to reach their goals."

Long-term goals:

- To provide an ATP template that can be split into daily sessions and be utilised year after year.
- To open communication lines between all coaches and provide minimum training standards aligned with Tri NZ.
- To increase youth participation, club membership and increase the satisfaction of existing clients.
- To have a 'Super Membership' where U19 can be members of a set amount of Taupo clubs so all sessions can be participated in.
- To provide clarity and simplicity for all parties via the following avenues:
 1. To implement an enrolment system to increase safety and provide opportunities for increased funding.
 2. To align our coaching processes with Tri NZ. This includes initiatives like the 'athlete centred approach.'
 3. To build a strong team environment creating a social scene with the club.
 4. Regular meetings for ease of input from all parents, coaches, and teachers.
 5. An email and phone database for communicating sessions and for the provision of a risk management enrolment system.

Values:

- Achieving excellence in service provision
- Striving for continual improvement in the delivery of club coaching
- The advancement of educational training in all areas of expertise through Tri NZ and other organisations
- Continually delivering a service that is professional and reliable
- Supporting all members to realistically achieving their goals
- Empowering all members by increasing their understanding of exceptional performance

Purpose of this Development Plan:

1. To provide the club and its Coaching Director with focus.
2. To provide the club with a youth coaching mission statement, goals, objectives and purpose.
3. To provide a measurement tool for improving performance.
4. To provide the Coaching Director with a reviewable and updateable document for future decision-making.

3. Business Specifics

The 'Youth Development Programme' will be strictly for under 19 Taupo youth and for Tri Sport Taupo members only. Some sessions will be open to all age groups.

a. Income:

The programme will receive income through the following avenues:

1. Membership fees (plan membership separate from club membership)
2. Club Grants
3. Corporate Grants
4. Current funding allocations for coaching

Additional funding will be added via:

5. Donations at specific training sessions
6. An annual or term membership
7. There is also the opportunity for Corporate Sponsorship with the support of this document.

b. Expenses:

Expenses are to be decided by the Club President and are anticipated to include the following:

1. Payment to coaches for the time taken to plan and implement specific training sessions.
2. Travel and accommodation costs
3. Race fees and associated costs

c. Services:

The current range of coaching services offered, allows Tri Sport Taupo to develop and implement programmes covering a wide range of athlete goals. The goals will generally be geared towards competition but will be dependant of the aspirations of each individual athlete.

Goals will be process driven rather than outcome driven. It will be about skill education and fun rather than pressuring the kids to perform.

The services will be outlined further in the ATP depending on the training phase; however the training phases will all follow the similar structure of Skills & Endurance / Power / Strength & Endurance / Race Simulation / Taper / Race / Recovery. This will be placed into a periodisation plan depending on target events and dates.

It is envisaged that the services offered will evolve over time however it is important that we develop a structure for each one and have an experienced and qualified coach to facilitate the training session.

- Transition practice, spin classes, bunch riding, pack running, swim squad and open water sessions.
- Bike maintenance, mental training, nutrition advice and mentoring programmes.
- A team environment for kids to have fun and enjoy their sport.
- Help with event planning including entry, travel, accommodation and the prospect of forming a 'Tri Sport Taupo Youth Team' for any given event.

4. SWOT Analysis

Strengths	<ul style="list-style-type: none"> - One clear coaching vision with input from ALL interested parties - Experienced & well-qualified coaches that are educated, motivated and innovative - Coaching sessions that are proven to be structured, effective, achievable and goal orientated - Open communication between coaches, education providers and parents - Affiliation and support from Tri NZ - Ability to gain funding from clubs and organisations for coaching - High regard for Tri Sport Taupo members - High regard for open communication, professionalism and reliability - Great variety in the services offered including on-going coaching, transition practice, velodrome sessions, sports psychology, technique sessions and nutrition advice. - Input from clubs and existing programmes. Participation in existing activities within these clubs. - Minimal clashing of sessions in any given week - A 52 week plan that can be used in future years as a template. - Structured sessions with the ability for any number of coaches to take the session - Scientific back up for any given training session and weekly schedule. - All areas of running, cycling, and swimming catered for, plus various discipline combinations - Parents can take a back seat and allow coaches to guide the youth
Weaknesses	<ul style="list-style-type: none"> - Limited finances - Time and member management
Opportunities	<ul style="list-style-type: none"> - Increasing the number of youth and members accessing the services offered and therefore increasing membership and participation - A strong sense of identity with the programme and club

	<ul style="list-style-type: none"> - Creating a fun environment and reducing the loss of local talent - All coaches involved becoming more educated through courses and the exchange of knowledge
Threats	<ul style="list-style-type: none"> - Current financial recession nationwide: may limit the number of people able to afford club and programme membership. May also affect the turnout for sessions if money is needed to participate - Non-participation from any club, education provider, or group - Parents wanting to 'do their own thing' with their child's training - Too many coaches wanting to be involved with any one individual athlete

5. Short Term Goals and Objectives: SMART Principles

(specific, measurable, achievable, realistic and time-bound)

Goals & Objectives	Action Plan	Time frame
1. To complete the 24 week 'pilot' periodisation plan	⇒ dates and events entered	⇒ 10 th May
2. Finalise the weekly training schedule	⇒ input from all clubs and parents to prevent clashing and cover all bases/disciplines/ ⇒ place up on website	⇒ 10 th May
3. Put together individual sessions – spin, velodrome etc.	⇒ Start with 2*10 week spin classes ⇒ Quote for the time to build these sessions ⇒ Quote accepted and signed off.	⇒ 10 th May
4. Meet with schools, clubs, and sponsors	⇒ Go through plan and vision for programme ⇒ Outline what they can and are willing to contribute ⇒ Build rapport with parties. ⇒ Super membership debate	⇒ Week ending 18 th May
5. Update the website	⇒ Put the 24 week pilot programme on ⇒ Put the weekly programme on ⇒ Outline key points of the plan on the site ⇒ Change key areas and establish website youth strategy.	⇒ 10 th May

6. Speak to parents about the plan and programme.	<ul style="list-style-type: none"> ⇒ Get them to buy into the plan and bring kids along to the sessions ⇒ Gather information about what parents want from a programme ⇒ Establish a set of question for parents 	⇒ 4 th May

6. Critical Success Factors

As mentioned, the Youth Development Squad is experiencing a decline in numbers due to a proportion of the squad accessing coaching from outside the Taupo region. This is occurring due to the 4 main reasons:

1. A lack of consistency and direction of training
2. A general lack of interest in training goals
3. Poor communication between all parties
4. The individualisation of training programmes resulting in limited club participation and fun group activities.

Critical Factors to success:	Solutions:
1. Retaining current youth within the Taupo area	1. The development of a Youth Development Squad that encompasses all areas of coaching
2. Attracting back those accessing services outside of the Taupo region	1. To develop a plan that utilises the experience and education of local coaches and shows consistency and transparency of systems. 2. Highlighting the goals and objectives of the plan and enabling the parents to 'buy into' the plan
3. Programming and training sessions that are fun and motivating	1. Designing innovative programmes that are age appropriate, challenging and inclusive
4. Process driven goals / athlete centred approach	

5. A team based approach

1. The integration of coaches, family and the athlete