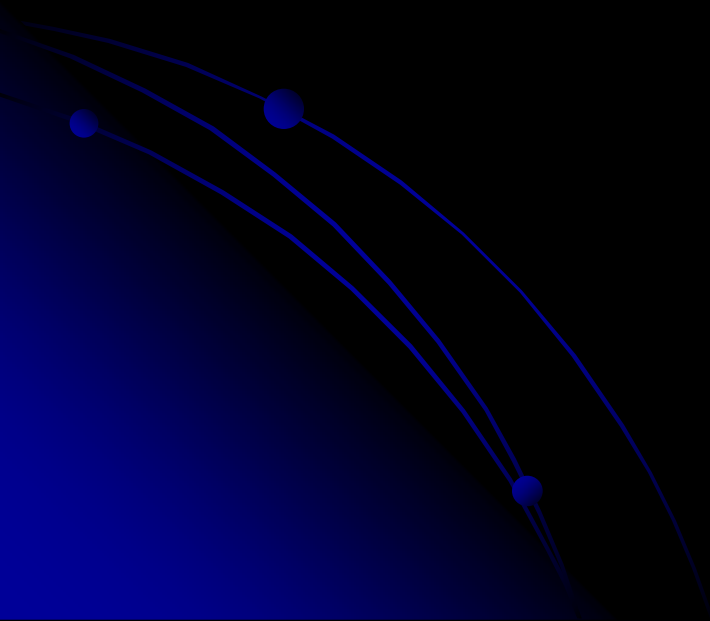


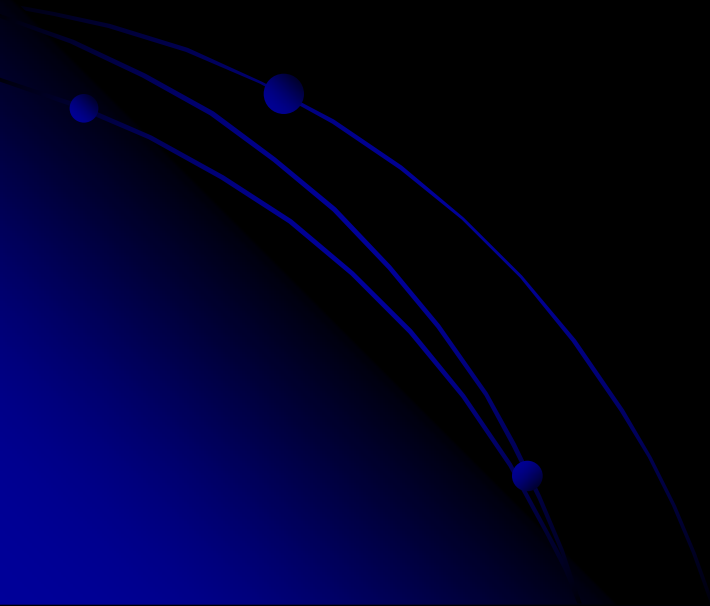
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APPITUDE

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 a given sport(s)
- Athlete's speed of performance improvement
- Athlete's performance quality consistency/stability

# APTITUDE

- Aptitude and enjoyment and interest = regular participation

(opportunity)

- 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)

- 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)
- 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)

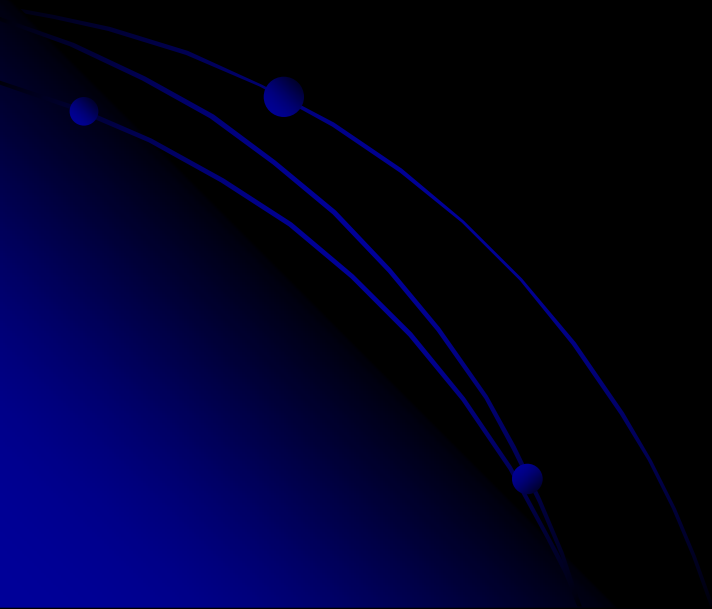
# TALENT

- 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

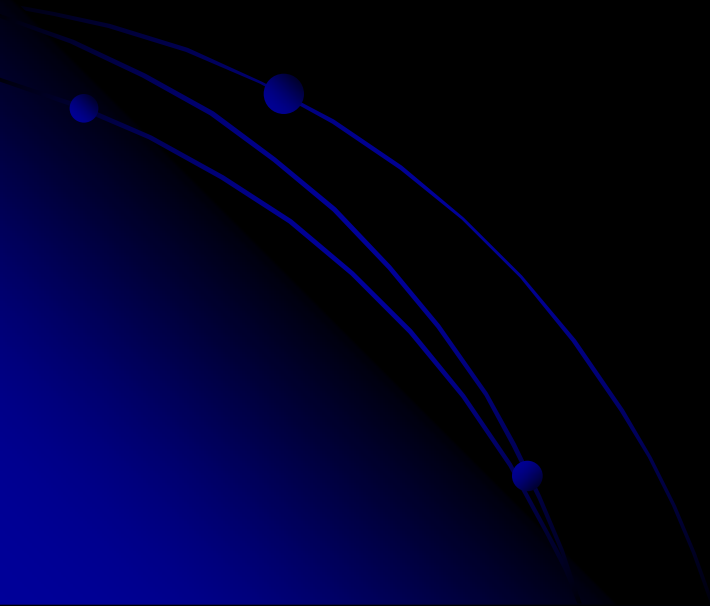


# Talent

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

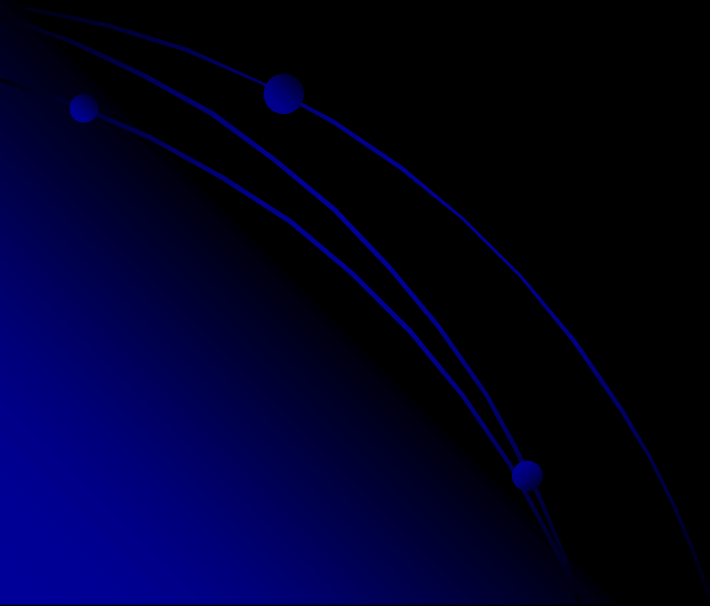
# Talent Spotting

- What talent am I looking for and how can I spot it?



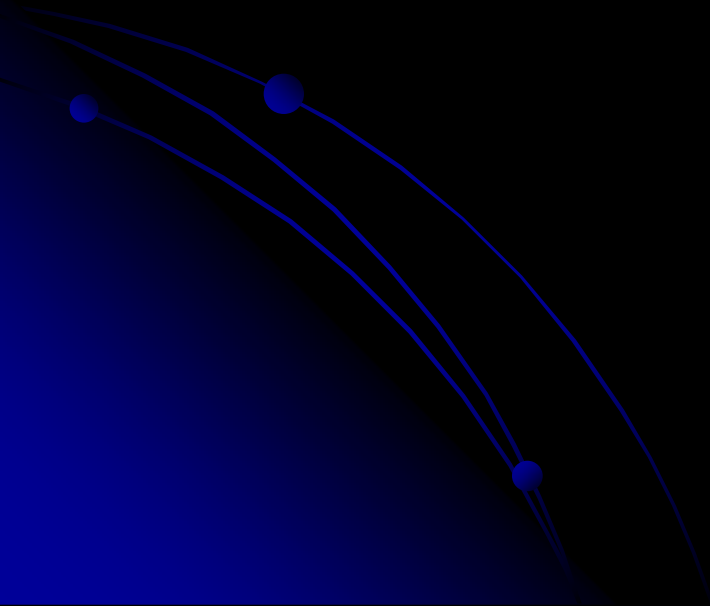
# Talent Recruiting

- How can I attract talented people (and their genius!) and keep them longer?



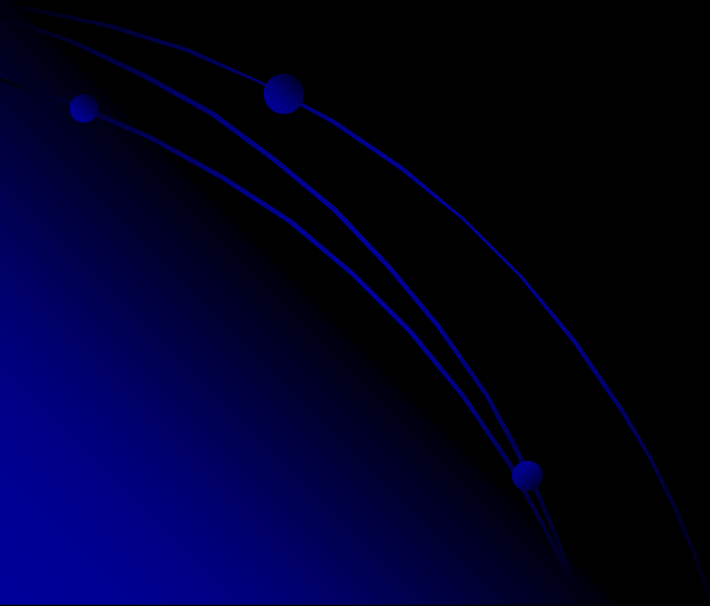
# Talent Coaching

- How can I bring out the best in the talented performer when it matters?



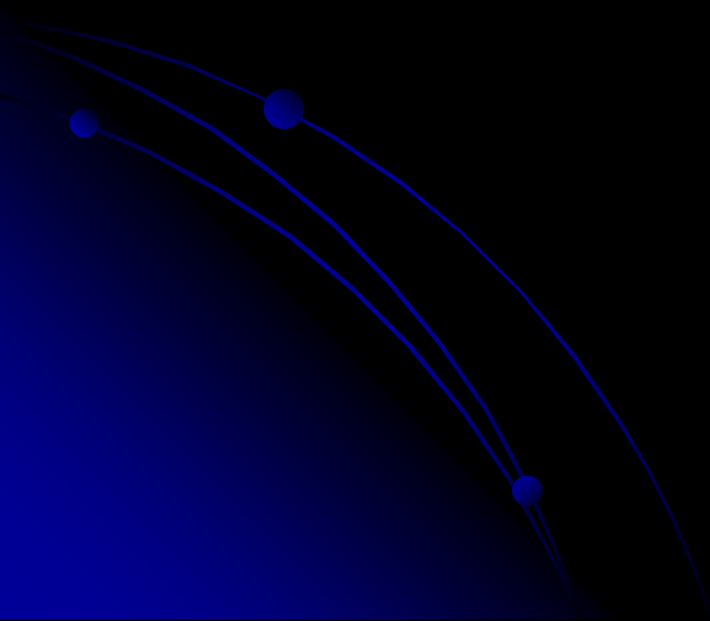
# Talent Blending

- How can I blend the talents I have available to get maximum performance for the enterprise?

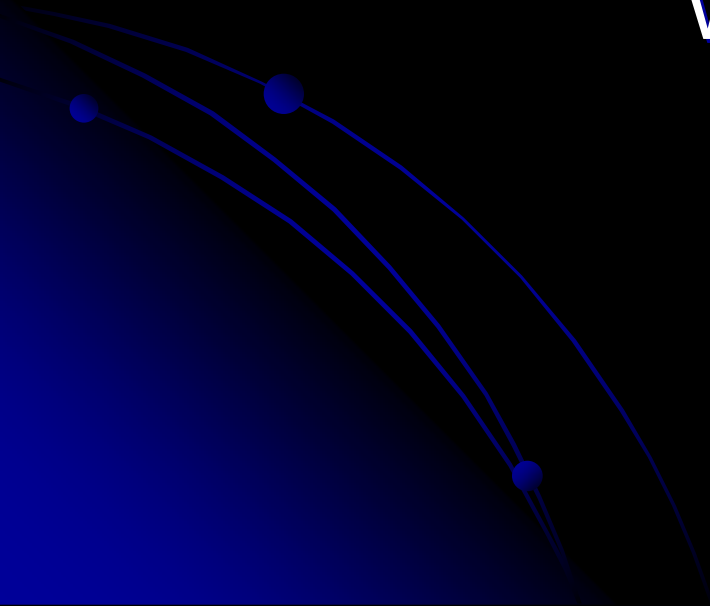


# Talent Conducting

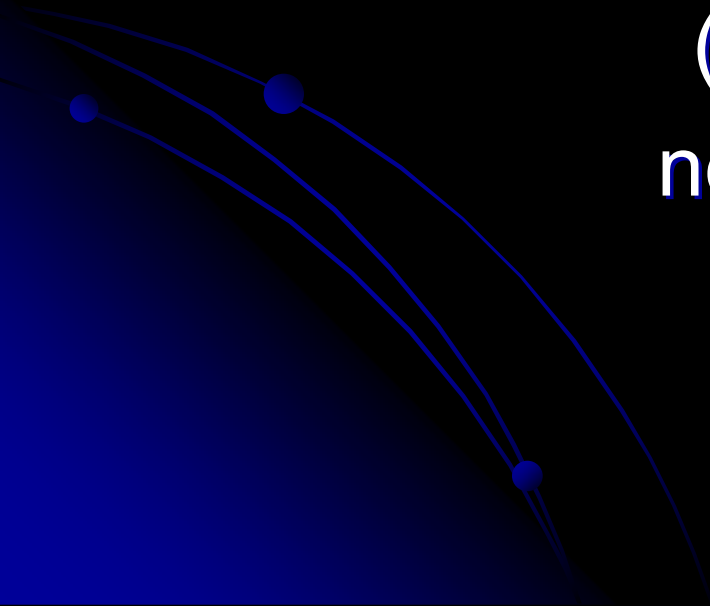
- How can I create a flow of talented people?



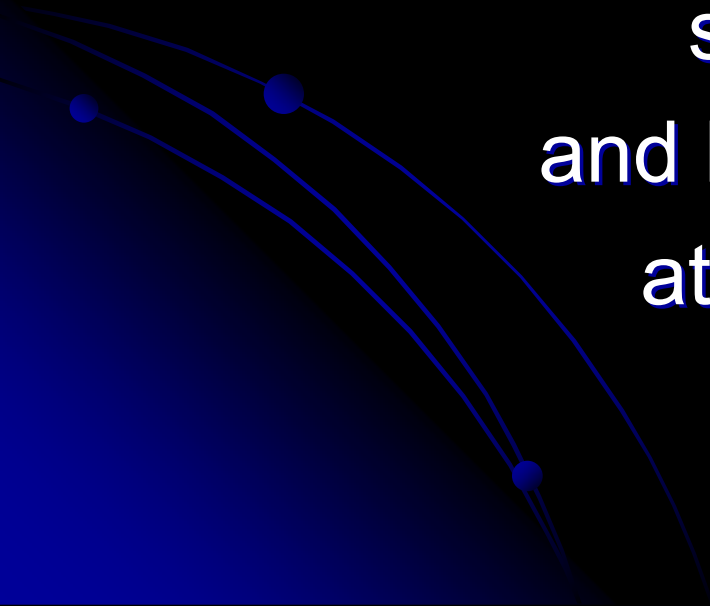
Once you have  
found it,  
what will you  
do with it?



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

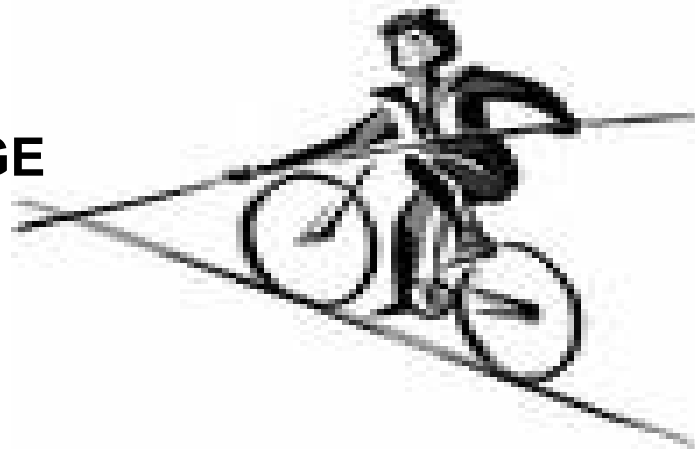


For the athlete coach partnership  
to work and be effective  
the relationship must be  
sound for both  
and both need to work  
at making it work





**CHALLENGE**

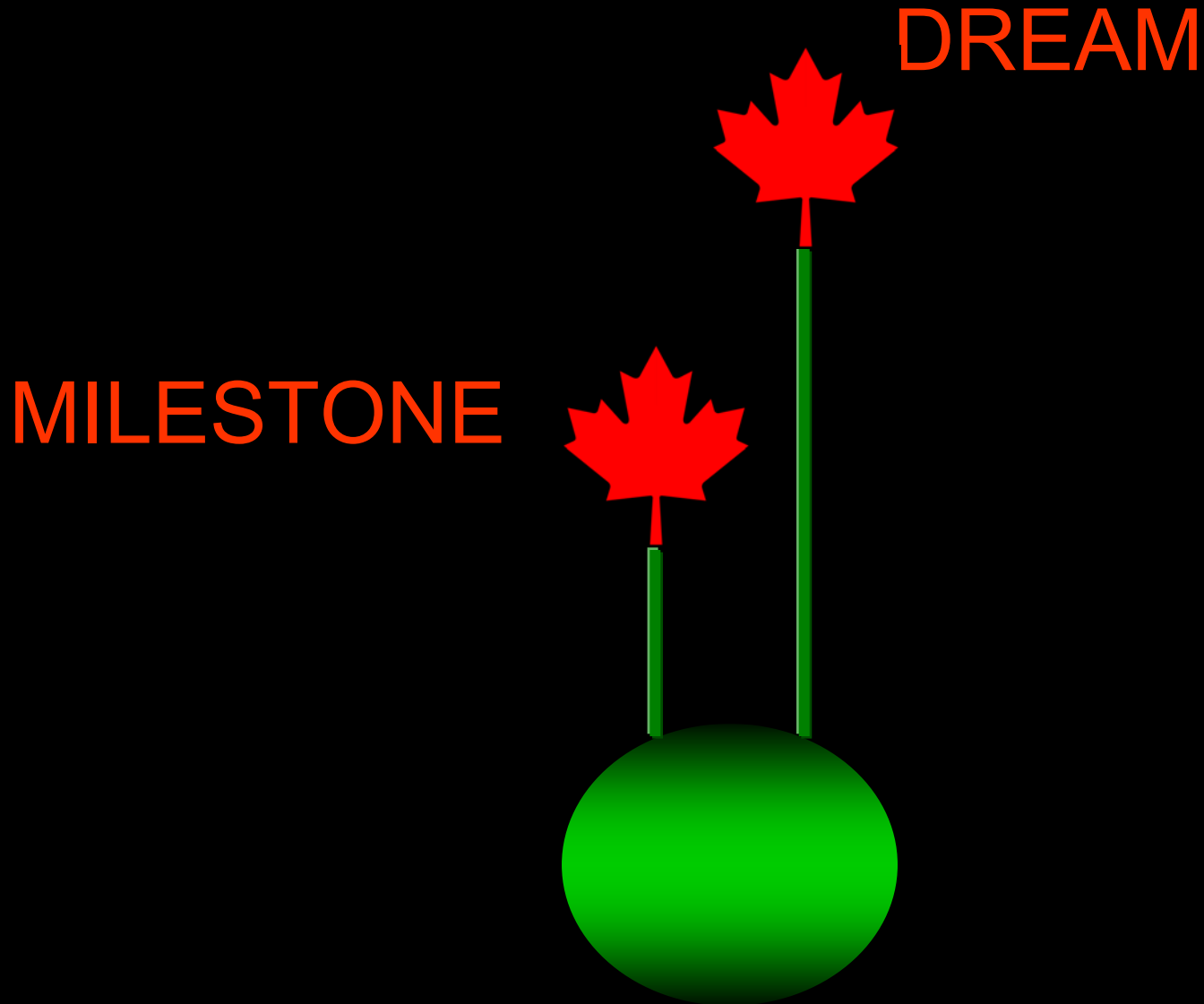


**SUPPORT**



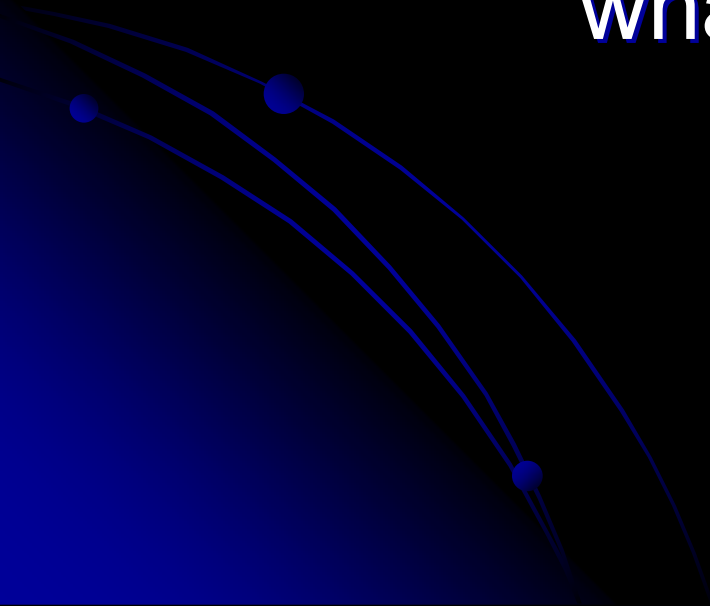
**Manage**  
**The Dynamic Essential**  
**Tensions**

# NATIONAL DOUBLE VISION



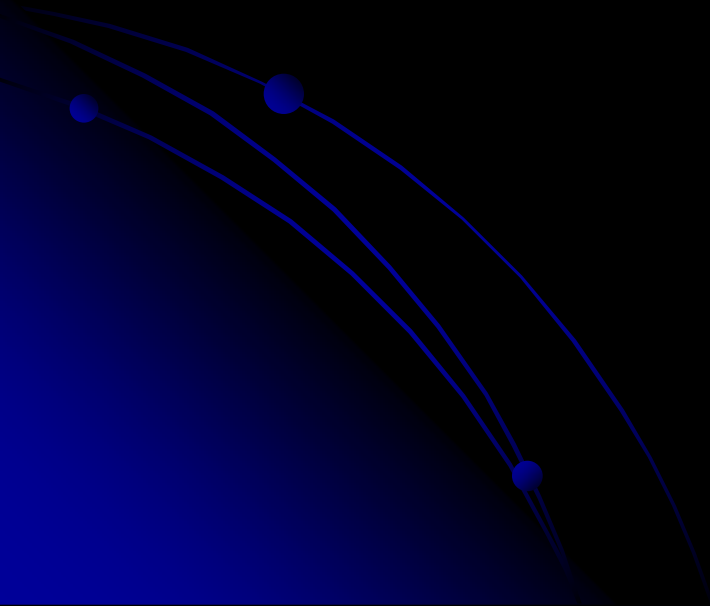
# Milestone

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



# Dream

Build a lasting  
legacy of coaching  
excellence



# Milestone

- Urgency (2008-2014)
- World Cups
- World Championships
- Commonwealth Games 2010
- European Cups
- European Championships
- Olympics 2012
- Commonwealth Games 2014

# Dream

A dynasty  
of  
coaching  
and  
performance  
excellence



# Milestone

## DATA COLLECTION OF EXPERIENCE

- Planning
- Event
- Review

## COACH 2 COACH

- 6-8 weekly pit stop

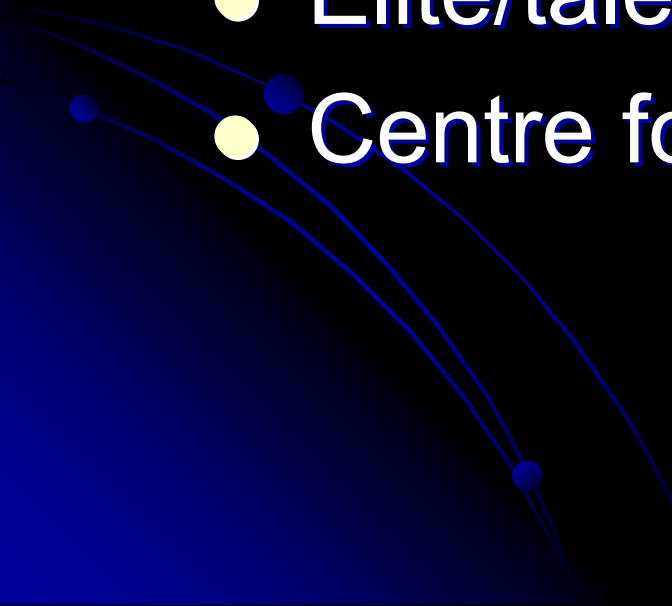
## COACHES CLUB

- Major Championships
- Program
- Reciprocal

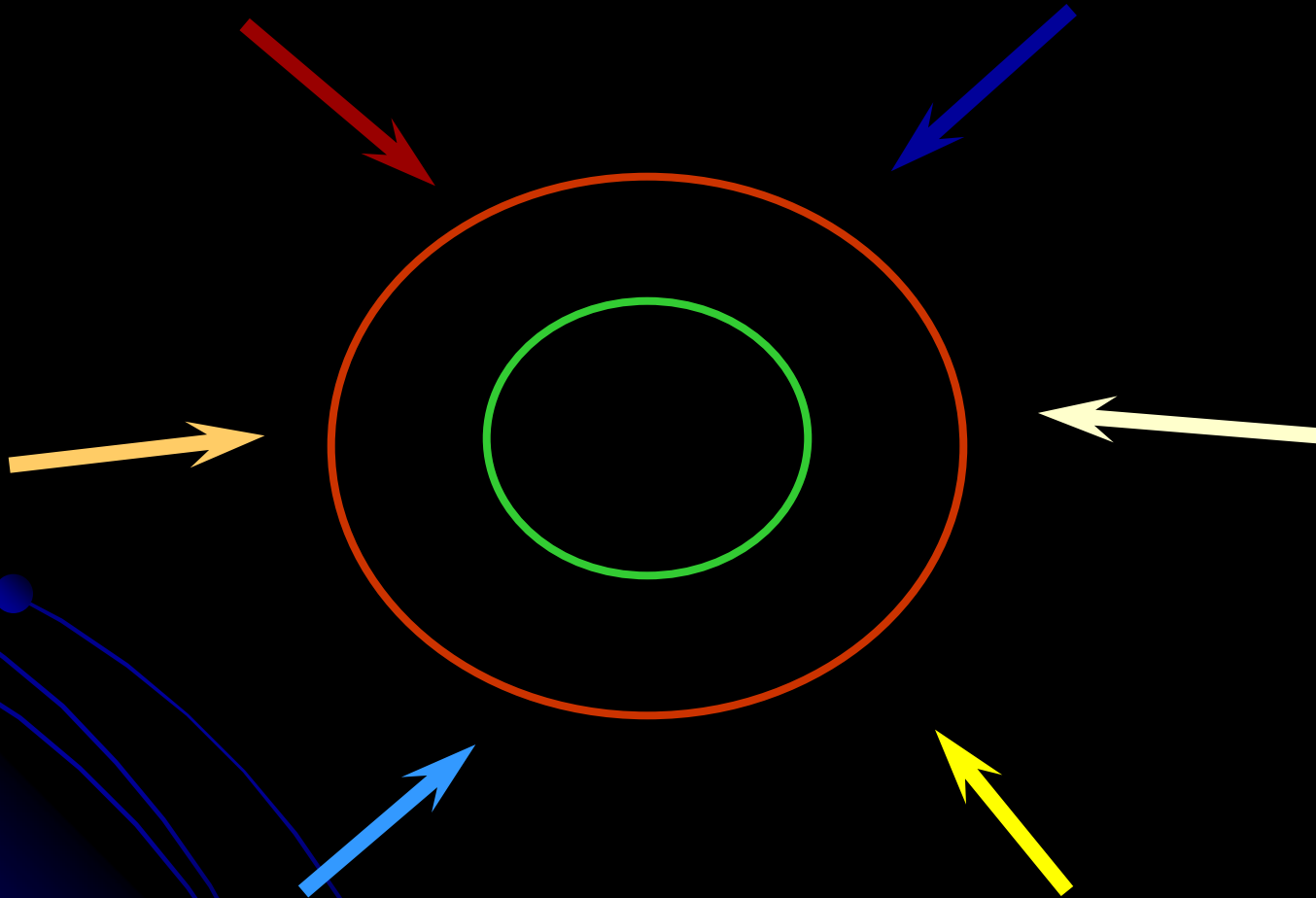
## ELITE TRAINING BASE(S)

- Weather facilities
- Partnerships
- Learning
- Support

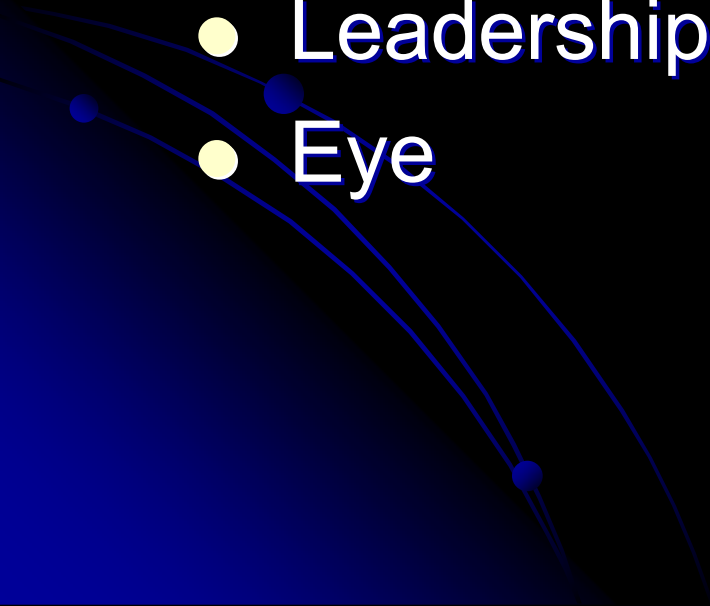
# Dream


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

# MODEL

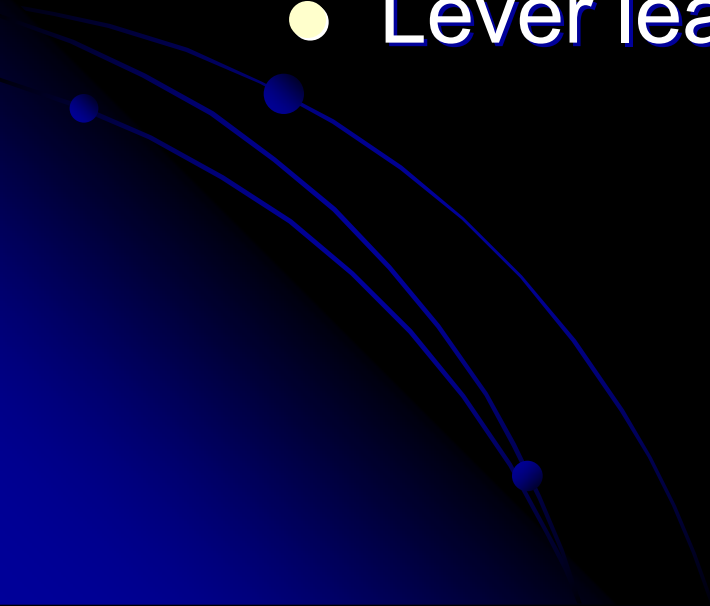


# Key Competencies

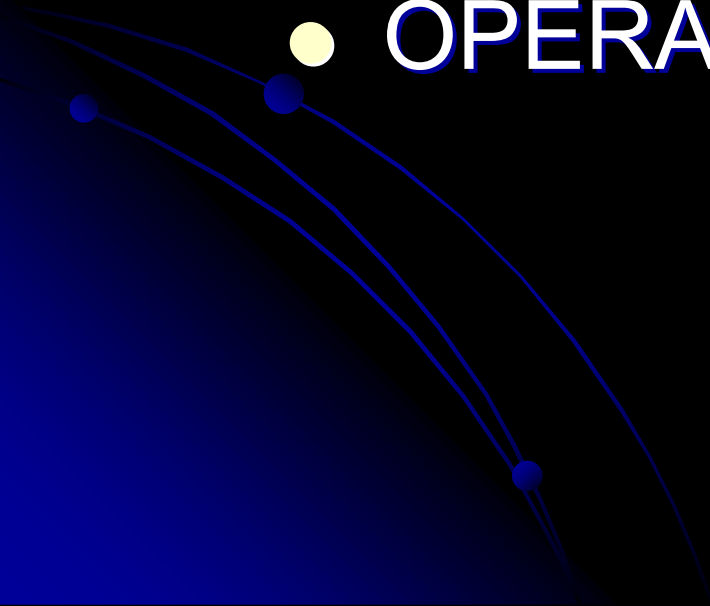
- Technical
  - Coaching method/learning
  - Synthesis
  - Leadership
  - Eye
- 

- Join up the dots
  - Alignment
  - Manage relationships
- 

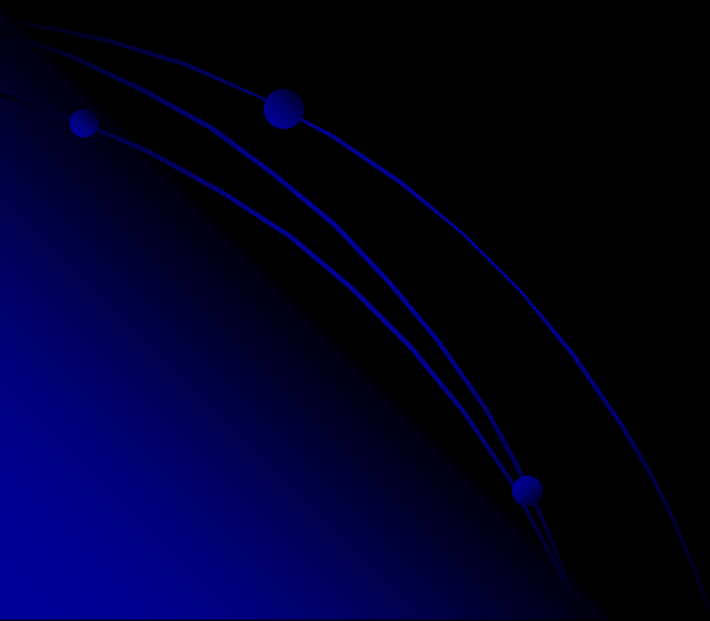
# Join up the dots

- What are the high performance dots?
  - Manage school – club – elite journey
  - Lever learning advantage
- 

# Align

- Be clear on your vision
  - Live your values
  - OPERA !
- 

# Manage Relationships from Macro to Micro



# Rating Performance

## Maintenance and Impact

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

“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

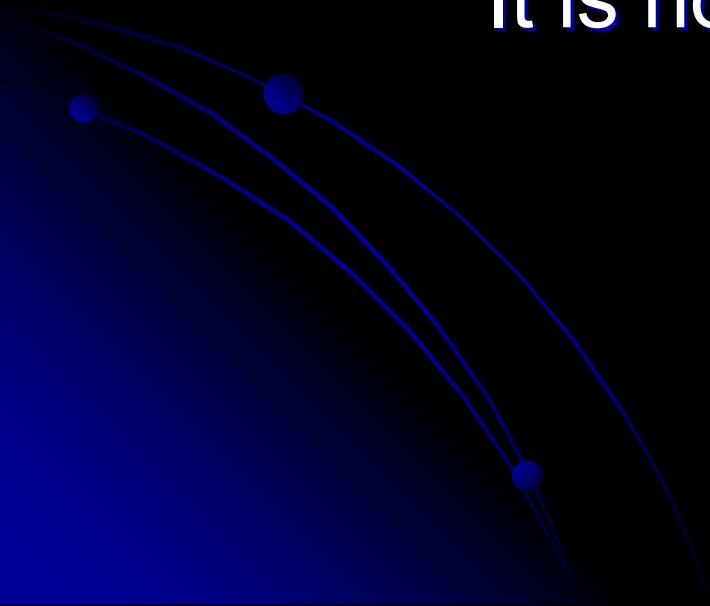
Persistence and determination alone are  
omnipotent”

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

