

Coaching and training at the toplevel



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Coaching and training at the toplevel

”Valmennustyö pitää sopeuttaa siihen ympäristöön, missä toimitaan”

(Kirsi Hämäläinen, TS 16.1.2019)

athletes / team

coaches / team



Coaching and training at the toplevel

Job description: Swiss Orienteering (womens coach)

Goals:

- Performance target (medal goals)
- Supporting the head coach (planning)

Duties:

- (Co)management/leader: camps, test races, international competitions
- Planning: camps, test races, international competitions
- “Coaching”/supporting the athletes:
 - > training planning (in cooperation with the personal coaches)
 - > preparing/support/coaching for and at international competitions

Coaching and training at the toplevel

Personal goals (and my fire):

- support the athletes to become medal winners (a challenge with a heterogenous team)
- being honest about the demands to become a medal winner
- find the balance between coaching a team and coaching individuals (when and how?)

... and what is my role?

“A **coach** is a person involved in the direction, instruction and training of sports-people.”

(Wikipedia)



Coaching and training at the toplevel

LEADER

strategic and cultural competence

concentration of the team
on the goal

developing a concepte



COACH

social
competence

realisation of the concept

EXPERT

technical
competence

development and optimizing
of an action plan

MANAGER

Buisness und manager skills

Coaching and training at the toplevel

4 working areas and focus

"Nationalteam"
Organisation



Nationalteam selections
Seasonplanning to achieve the goals
Testraces
Selections to international competitions

"Daily training/individual"



View from outside
Up-to-date with the athletes
Room for individual coaching
Challenge the athlete

"Camps"



Challenge the athletes
Feedbacks
Some room for individual coaching
Fun

"Competitions"



Confidence
Teampreparation
Individual coaching
Feedback
Fun

Challenge

Confidence

Coaching and training at the toplevel

"Nationalteam"
Organisation



Nationalteam selections
Seasonplanning to achieve the goals
Testraces
Selections to international competitions

3-days-coachmeeting (analysing and planning) / October

-> Natiointeam-selections: based on results and team application document
(we demand analyse of the season, goals and planning short AND longterm: OLMU)

-> Teamgoals (results, guidelines, goals for O_{technical}L_{physical}M_{mental}U_{environement})

-> Season planning based on the goals

- Official camps: how many, where, timing, special focus)
- Stützpunkt: "open" camps less supported (coaches/finances)
- Selection-races (what, when,...)

-> Developing projects to support the runners in achieving their (and our) goals
technical "home" trainings, support individual Scandinavian-O, Sprint, speed on hard ground AND terrain

Teammembers have
discussed the
program during the
autumn camp and
gave their feedback

Coaching and training at the toplevel

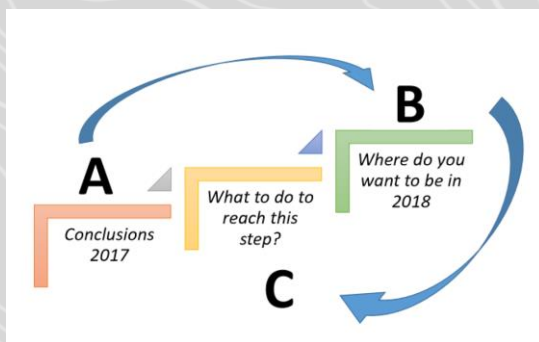
Infocamp / November - Presentation / Material for 3-talks

- > Analyse and goals (team based)
- > Teamprogram and –philosophy
- > Workflow:-> t-pak (trainings dairy and planning, seasonplan, "block"-planning
- > projects,...

"Nationalteam"
Organisation

Nationalteam selections
Seasonplanning to achieve the goals
- Testtraces
Selections to international competitions

	EOCSprint	EOCMiddle	EOCLong	FISUSprint	FISUMiddle	FISULong	WOCESprint	WOCMiddle	WOCLong	WCNORLong	WCNORProlong	WCNORChase	WCCZEKnockout_Qual	WCCZEMiddle	WCCZESprint	Median	Internationale Saison
Hauswirth Sabine		7	4					4	4	7	8	7	2	5	14	6	
Roos Elena	6		10														6
Gross Julia	9	pof	3						15		20	23	24	8	2	5	9
Aebersold Simona	5	3															11
Gross Paula	17			12		3				25	37	35	17	15	pof	17	
Bachmann Sofie		12		9	19					35		20	2	56	49	19	
Jenzer Sarina	7	44	20					27		32	16	19	9	44	30	23.5	
Aebischer Valerie	39			17	24												24
Ruch Martina				2						67	64	57	5	12	17	25	
Holer Lisa		17			5	6				37	39	38					27
Tommer Sina					10	4				34	35	55					34
Stadler Deborah													11	70	44	44	



Coaching and training at the toplevel

"Nationalteam"
Organisation



Nationalteam selections
Seasonplanning to achieve the goals
Testraces
Selections to international competitions

Selection-races

Timing / disciplines and organisation

-> best opportunity for the best to test, chances for the younger ones

Performance-tests

- Standardised core test since many years (was slightly changed during last years)
- Treadmill-test flat and up-hill (and medical check-up)
- Terrain-tests before Trondheim, Strömstad, Ticino
- 5000m (as a selection-race, limits as a guideline)

Selections to international competitions

- Results of selection-races
- International results
- Development and potential



Coaching and training at the toplevel

3-TALKS / Dec-Jan

"Daily training/individual"



View from outside
Up-to-date with the athletes
Room for individual coaching
Challenge the athlete

-> Meeting with the athlete and personal coach

- Analysing and setting goals on individual base (demands vs skills)
- Planning of the next season (individual camps, preparations etc additional to team programme)
- Private-life (studies etc)

Asking questions (goal focused) -> challenge the athlete & her coach!

-> Athlete analyse skills and demands -> develop own masterplan, own initiative & responsibility)

-> Planning the steps on the way (reaching small goals), based on resources

-> I support to work with "experts" and I work close together with our sport-psychologist

(+ strength, testing,..)

Men (forest)

O	3D understanding Compass Large database -> visualisation Right strategy Stability
L	5000m < 15' VO2max > 75 Strength Coordination
M	Motivation Focus on priorities Handle high stress situation Mindset
U	Pro Life balance

by Francois

Men (sprint)

O	Distance judgement Map reading timing Decision time
L	5000m < 14'30 VO2max > 75 Explosivity
M	Motivation Focus on priorities Handle high stress situation Mindset
U	Pro Life balance

by Francois



Coaching and training at the toplevel

Daily coaching: reading, analysing, asking, discussing,...

"Daily training/individual"

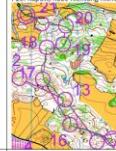




View from outside
Up-to-date with the athletes
Room for individual coaching
Challenge the athlete

Following the training dairy (1x/week) and runners comment (weekly status)

Online (dropbox)

- Training-plan
- Program
- O-trainings (technical analyses)
- Phone calls / Skype during periods without camps
- Athletes analyse the training-blocks -> giving feedback

		<p>P17: Probleme mit der Distanz, Richtung nicht kontrolliert und auf dem falschen Hügel gestanden. P19: Posten aus war nicht ganz klar, etwas schwierig, Richtung zu halten durch den Bach. P20: Kopf, habe Richtung nicht sauber genommen.</p> 	<p>-Wenn ich merke, dass ich irrtüme werde, umso genauer Karte lesen</p>
4	03.12	<p>Ich bliebe bei mir und nehme mir Zeit für einen Plan. Ulululu was für ein schreckliches Training, hatte sehr Mühe, das Relief zu verstehen. Auf dem Kompass schaute ich viel zu wenig. Von den Gegnern liess ich mich viel zu sehr ablenken. P2: Nicht auf die Karte geschaut. P5: Wegaufrichtung nicht kontrolliert, Hügel verwechselt, viel zu weit rechts. P6: Trotz Fehler nicht gut genug Karte gelesen. Relief nicht verstanden.</p>  <p>P4: Eigentlich wusste ich, dass ich noch weiter steigen muss, aber dann sah ich den anderen Posten und habe nichts mehr kapier. Versucht nicht am Bach aufzufangen, aber das war der falsche Bach. Hätte konsequenter rauslaufen sollen.</p>  <p>Letzte Schläufe lief besser. Hatte Mühe, die Richtung über die Gräben zu halten.</p>	<p>-Trotz Gegenkontakt mich auf mich konzentrieren -AUF DIE KARTE SCHAUEN UND NICHT EINFACH NUR RENNEN -Zeit nehmen, um Relief zu verstehen -konsequenter Auffangen gehen</p>
5	06.12 NEZ - Normal O	<p>Ich habe immer einen Checkpoint. P1: Vom Attackepoint nicht konsequent gelaufen, da ich das Grün falsch interpretiert habe und nicht mehr so auf die Kompassrichtung geachtet habe. P6: Schlechte Routenwahl, habe die direkte Route gar nicht gesehen. P7: Konnte die Richtung im Grün nicht halten. Ausserdem hatte es meiner Meinung nach viel mehr Grün als auf der Karte. Bin etwas zu früh hinausgelaufen, Richtung hatte immer noch gut gestimmt.</p>	<p>Konsequenter Kompasslaufen, wenn ich es so geplant habe.</p>

Block 3: 18.2.2019 – 24.3.2019, Zürich/Tessin

	<u>Ziel</u>	<u>Massnahmen</u>	<u>Auswertung</u>
O	•	•	•
L	•	•	•
M	•	•	•
U	•	•	→
Gesundheit	•	•	•
<u>Resultate</u>		•	•

Coaching and training at the toplevel

National Training Center (Bern & Zürich)

Nationalteam runners should train in the NLZ

We offer:

- 1-2 technical trainings / week
- 2 athletic/strength trainings / week
- 1 interval session /week

"Daily training/individual"



View from outside
Up-to-date with the athletes
Room for individual coaching
Challenge the athlete



HTHS: training to compete

6 x / year, 1 day, 2 "short" highspeed trainings



Coaching and training at the toplevel

Camps:

Preparing high standard environment for camps
(most important teamactivity -> "big" camps)

"Camps"



Challenge the athletes
Feedbacks
Some room for individual coaching
Fun



Coaching and training at the toplevel

Camps:

- > Challenging the athletes: technically, physically and also mentally
- > Place & program
- > Course setting (coaches and pool of course-setters), layout and print
- > Infos on the trainings detailed before the camp
- > In every camp: 1-2 Sprint, relay-type-training, fast MD, Long (not necessary fast)

"Camps"



Challenge the athletes
Feedbacks
Some room for individual coaching
Fun

Google Maps: <https://drive.google.com/open?id=1alBtp5BDkw5QCvyuXONj9xSzAuQ&usp=sharing>

Trainingsplan		Kraft	RLT	MT	ST	Kraft	RLT	MT	ST	Kraft	RLT	MT	ST	Kraft	RLT	MT	ST	Kraft	RLT	MT	ST	Kraft	RLT	MT	ST	Kraft	RLT	MT	ST
Woche		Montag 26.02.18				Dienstag 27.02.18				Mittwoch 28.02.18				Donnerstag 01.03.18				Freitag 02.03.18				Samstag 03.03.18				Sonntag 04.03.18			
Morgen	Dauer Inhalt	ind. training at home				1:00 Training #01 // JMa 60min + micro-sprint Normal O Breña West 1:10.000 (no paths)				0:30 0:40 Training #04 // VKo Forest-relay-IV, 4 x10min Breña 1:10.000 (no paths)				1:15 Training #06 // PSu 75min + extra-loop Longdistance with forking Breña East 1:15.000 (no paths)				0:40 drive to Huelva (3 hours) Training #09 // VKo Normal OL Puebla Norte 1:10.000 (no paths)				0:40 0:35 WRE Middle Start 9:30 -11:30 1:10.000, 2,5m Magagón (30min drive)				0:45 0:30 AOM - Long 1. start 10:30 Casa del Gato-EL Rincón (13 min drive)			
Mittag	Dauer Inhalt													drive to Huelva, 3 hours...															
Nami	Dauer Inhalt	13:30 - 16:10 ZH-SEV, drive to Barabate (1:50)				0:45 Training #02 // FGo 45min, mTk + micro-sprint Straight coridor / contours Breña South 1:10.000 (no paths)				0:45 Training #05 // BRo 45min, mTk + micro-sprint Corridor / contours Breña East 1:10.000 (no paths)				0:45 0:15 Adrian athletic training + Training #07 // FGo 2x micro-sprint Breña West 1:3.000 (no paths)				1:00 Training #10 // VKo 45'-60' MD-character Cartaya 1:10.000 (no paths)				0:40 0:15 WRE Sprint Start 17:00-18h00 Punta Umbria (city)				0:40 Training #11 // SNI Multicontrol Portil+Punta Umbria West 1:10.000 (no paths)			
Abend	Dauer Inhalt	Arriving around 19- 19:30 at the accommodation, info				0:40 Training #03 // FGo 40min night-diamonds Breña North 1:7.500 (no paths)				Learning from the experts				0:40 Training #08 // FGo 40min night-diamonds Breña West 1:7.500 (no paths)				Learning from the experts				Analyse of the day				0:00 0:45 Training #12 // FGo One-man-relay (mass-start) Punta Umbria 1:10.000 (no paths)			
Kraft-/Tempototal		0:00	0:00	0:00	0:00	0:00	2:25	0:00	0:00	0:00	1:15	0:00	0:40	0:45	1:55	0:15	0:00	0:00	1:40	0:00	0:00	0:00	1:20	0:00	0:50	0:00	2:10	0:30	0:00
Tagestotal		0:00	Ausdauer 0:00			2:25	Ausdauer 2:25			1:55	Ausdauer 1:55			2:55	Ausdauer 2:10			1:40	Ausdauer 1:40			2:10	Ausdauer 2:10			2:40	Ausdauer 2:40		
														Mitteltempo 6 %				Total Mitteltempo (MT) 0:45				Krafttotal 0:45							
														Schnelles Tempo 12 %				Total schnelles Tempo (ST) 1:30				Total Ausd. 13:00							
														Tempo 17 %				Tempototal 2:15				Wochentotal 13:45							

Coaching and training at the toplevel

"Camps"



Challenge the athletes
Feedbacks
Some room for individual coaching
Fun

Camps:

- > "Red" trainings: mandatory (competition style -> train to compete)
- > "Yellow" trainings: flexible



Coaching and training at the toplevel

"Camps"

Challenge the athletes
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Fun

Camps:

- Athletes send their personal goals and planning before the camp
 - 1x/camp coaches follow the runners (with camera) and discuss the training individually
 - Feedbacks: GPS and winsplits -> group-work for the analysis
- > this is the time to work with the athletes 😊



Coaching and training at the toplevel

Camps:

- Inputs from physios, athletic-trainings, athletes, ...



- Fun



"Camps"



Challenge the athletes
Feedbacks
Some room for individual coaching
Fun



Coaching and training at the toplevel

"Competitions"



Confidence
Teampreparation
Individual coaching
Feedback
Fun

Competitions:

Preparing high standard environment for competitions

Coaching the athletes: supporting them to achieve their goals

(Selection-races -> no coaching before the races, we are often organizers)

* Weeks before:

Team-preparation (we coordinate) of the WOC, EOC, WC, Euromeeeting, FISU:

- material on dropbox
- athletes share their "map-preparations"
- simulations on dropbox

Coaching and training at the toplevel

Competitions:

"Competitions"



Confidence
Teampreparation
Individual coaching
Feedback
Fun

* Week before:

- athletes send their preparation plans

* Days before:

- Discussion/talk with every athlete before the first race, feedback from last training or model
- -> you can influence your performance level until the last minute before the start
- Strategy/tactic based on the strength (visualize, inner talk)
- Strategy ready for "dangerous" situations (when-then, visualize)

* At the prestart:

- Very individual coaching -> I try to "read" the athlete -> what does she need?
- Find the athletes "key-words" in the preparation -> "confirm" the plan

Coaching and training at the toplevel

Competitions:

* After the race

- Listening, listening, listening and analysing... and emotions are allowed

"Competitions"



Confidence
Teampreparation
Individual coaching
Feedback
Fun



* After the race, days or weeks after the race

- Supporting the athletes in analysing the performance

Coaching and training at the toplevel

Coaching athletes AND coaching a team



View from a STAR....

MY COACHING TO WIN

DANIEL HUBMANN

- > Erfahrungsaustausch unter Athleten als zentraler Erfolgsfaktor im Schweizer OL-Team.
Sharing as a main factor for the success in the Swiss O Team
- > Coaching bei wichtigen Entscheidungen in der Planung.
Coaching for important decisions concerning the planning
- > Balance zwischen Hinterfragen und positivem Zureden.
Balance between critical questions and positive feedbacks
- > Wiederholen was gut geklappt hat.
Stick to what is working fine



DANIEL HUBMANN.