Coaching and training at the toplevel
Coaching and training at the toplevel

"Valmennustyylili pitää sopeuttaa siihen ympäristöön, missä toimitaan"

(Kirsi Hämäläinen, TS 16.1.2019)
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 competitons
- Planning: camps, test races, international competitons
- “Coaching”/supporting the athletes:
  - training planning (in cooperation with the personal coaches)
  - preparing/support/coaching for and at international competitions
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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)
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LEADER
- strategic and cultural competence

COACH
- social competence

EXPERT
- technical competence

MANAGER
- Business and manager skills

DEVELOPMENT AND OPTIMIZING OF AN ACTION PLAN
- Concentration of the team on the goal

COACHING AND TRAINING AT THE TOPLEVEL
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4 working areas and focus

- Nationalteam Organisation
  - Nationalteam selections
  - Season planning to achieve the goals
  - Test races
  - 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
  - Team preparation
  - Individual coaching
  - Feedback
  - Fun

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

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

-> Teamgoals (results, guidelines, goals for OtechnicalLphysicalMmentalUenvironment)

-> Season planning based on the goals
  • Offical 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
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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,...
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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)
- Tredmill-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
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3-TALKS / Dec-Jan

-> 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,..)

<table>
<thead>
<tr>
<th>Men (forest)</th>
<th>Men (sprint)</th>
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</table>
| **O** 3D understanding  
Compass  
Large database -> visualisation  
Right strategy  
Stability | **O** Distance judgement  
Map reading timing  
Decision time |
| **L** 5000m < 15'  
V02max > 75  
Strength  
Coordination | **L** 5000m < 14'30  
V02max > 75  
Explosivity |
| **M** Motivation  
Focus on priorities  
Handle high stress situation  
Mindset | **M** Motivation  
Focus on priorities  
Handle high stress situation  
Mindset |
| **U** Pro  
Life balance | **U** Pro  
Life balance |

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

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
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National Training Center (Bern & Zürich)
National team runners should train in the NLZ

We offer:
• 1-2 technical trainings / week
• 2 athletic/strength trainings / week
• 1 interval session / week

HTHS: training to compete
6 x / year, 1 day, 2 ”short” highspeed trainings
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Camps:
Preparing high standard environment for camps
(most important teamactivity -> ”big” camps)
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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)
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Camps:

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

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

• Fun
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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, Euromeeting, FISU:
  • material on dropbox
  • athletes share their "map-preparations"
  • simulations on dropbox
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Competitions:

* 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
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Competitions:

* After the race
  • Listening, listening, listening and analysing... and emotions are allowed

* After the race, days or weeks after the race
  • Supporting the athletes in analysing the performance
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Coaching athletes AND coaching a team
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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