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# 2022 High Performance Plan

## **Biathlon Canada's Vision**

*We see consistent medal contenders in international competitions who are led and supported by an effective and dynamic organization which also provides a domestic program of rewarding participation opportunities for all members.*

## **Biathlon Canada's Mission**

*Biathlon Canada will achieve consistent International podium performance by leading, promoting, developing and governing biathlon in Canada to the highest standard of excellence.*

## **Introduction**

The 2022 High Performance Plan has been built to ensure Biathlon Canada will have the proper environment, systems, and resources necessary to develop the top-performing biathletes.

We will:

- Relentlessly pursue Olympic and World Championship medals
- Lead the world in all aspects of High Performance programming (athletes, coaches, leadership, support, technology)
- Prevent injury/illness to maximize athlete performance
- Actively recruit and support athletes who demonstrate potential for medal winning performance

# Strategic Imperatives to Support Performance

**Culture of Excellence:** Relentless pursuit of excellence in all areas

- Podiums are Important – at International, Domestic, Regional, and Local events
- Centralized Program – train with the best possible community of athletes, coaches, support
- Celebrate our Success – market our success to foster more success
- Optimal Equipment - provide our athletes with the best tools to win races

**Optimized System:** Execute a coordinated approach to athlete and coach development

- Continuous Chain of Development - from Jackrabbits/Bears/Cadets to Club to Region to National Development Centre to National Squads
- Quadrennial Squads – identify and invest in long-term development cycles
- Analysis and Feedback – database of performance, training, and physiological measurements to provide precise guidance
- Directed Development – Long Term Athlete Development Model, Podium Pathway, and yearly updated Performance Standards & Targets

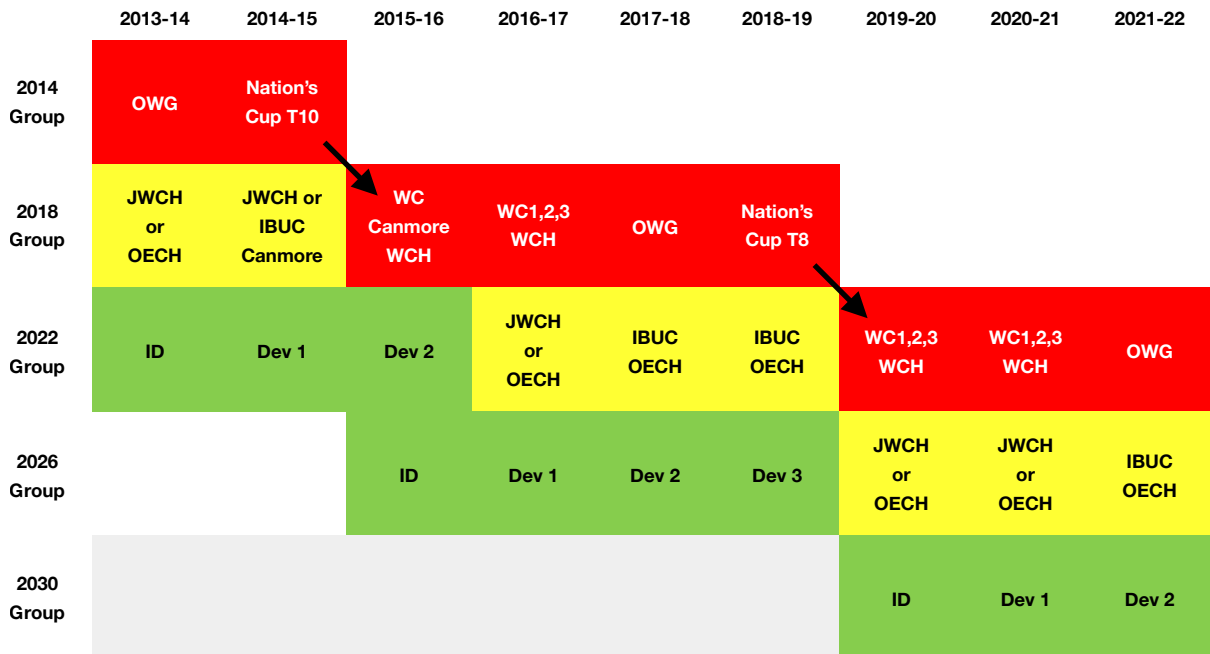
**Efficient Operations:** Make the most out of our limited resources

- Strategic Decision Making – all decisions must point to Olympic and WCH podiums
- Leverage our Resources – make use of existing clubs and programs before creating something new
- Build the Team – cultivate and recruit the skills required to have the best athlete, coaching, support, leadership, and technology team possible

# Focus Resources on Athlete Development Cycles

Resources will be targeted to match the developmental level of athletes

- Identify talented athletes 8 years before targeted Olympic Games through divisional and regional initiatives that leverage the national database of performance indicators
- National Development Centres complete the development of young athletes and prepare them for international competition
  - Youth and Junior World Championships, Junior Open European Championships, World University Games
- National B Squad trains to win medals at minor international events
  - Junior World Championships, Open European Championships, IBU Cups
- National A Squad trains to win medals at major international events
  - World Cups, World Championships, Olympic Winter Games



# Targeted Training Groups

## National A Squad:

- Train to Win Athletes: Centralized in Canmore with training in different locations as appropriate
- Top-Level Coaches: Focused on winning, dedicated to perfection, maximizing new technologies/methodologies, low ratio 1:5
- Performance Enhancement Team: Training and performance maximization, utilized in the daily training and competition environments

## National B Squad:

- Train To Compete Athletes: Centralized in Canmore with training in different locations as appropriate
- Excellent Coaches: Detail-oriented, aggressive programming, focused on athlete performance targets, 1:6 ratio
- Training-oriented Performance Enhancement Team: Supporting perfection in training, focused on athlete refinement

## National Development Centres:

- Learning to Compete Athletes: Centralized in regions that leverage regional talent
- Professional Coaches: Focused on LTADM, perfection of the basics, developing athletes, not just biathletes
- Performance Enhancement Team aligned with the National PET
- Two main groups of athletes:
  - o Quadrennial Groups (2018 group, 2022 group...):
    - Athletes identified as having potential for a particular (or multiple) OWG who are not already on A or B Squads
    - Specific activities to provide exposure to National A/B Squads and Staff
    - Per-athlete funding and support to augment programming
    - Extensive reporting and feedback on athlete progress
  - o Regional Talent:
    - Athletes from the NDC's geographic catchment area who are beyond the needs of the club system

## Crossover Squad:

- Athletes demonstrating multiple indicators of *World-Class* physical performance in Nordic Skiing but who have little-or-no biathlon background
- Support for training and equipment expenses for up to two years
- Specific activities to provide exposure to National A/B Squads and Staff
- Specific per-athlete funding and support

# Strategic Programs

## **Competition Performance Bonus Program**

- Reward athletes meeting defined performance levels but who are moving towards but not yet meeting IBU prize money
- Year-end credit provided to be used against upcoming training fees

## **Quadrennial Group Support Program**

- Provide funding to the programs supporting identified Quadrennial athletes

## **National Development Centre Support Program**

- Funding to support NDC programs that are successful at graduating L2C and T2C athletes

## **Crossover Athlete Support Program**

- Identify and support world-class cross country skiers who want to win medals in Biathlon
- Provide equipment, coaching, and general resource support
- Support for each athlete would end at the end of two years, or earlier if that athlete became a member of the National A, National B, or a Quadrennial Group

## **Nordic Performance Lab**

- Testing, training, and research
- Treadmill, lab, and field capabilities
- Partners: Canadian Sport Institute Calgary, WinSport, Own the Podium, Cross Country Canada, Para Nordic, Nordic Combined

## **Biathlon Ski Lab**

- Testing, selection, research, and education to ensure that Canadian Biathletes have skis that provide an advantage over their competition
- Partners: Canadian Sport Institute Calgary, South Alberta Institute of Technology, Own the Podium, Cross Country Canada, Para Nordic, Nordic Combined

## **Biathlon Rifle Lab**

- Testing, accuracy optimization, ammunition selection, and research to ensure that Canadian Biathletes can be confident in their ability to hit targets
- Ammunition Bank: tested and graded stockpile of bullets for NT athletes
- Technique/Position: Athlete performance and coach intervention optimization
- Partners: Canadian Sport Institute Calgary, South Alberta Institute of Technology, Own the Podium, Shooting Federation of Canada

# Annual Performance Goals

	WCH/OWG	WC	WC NC Rank	Canmore	OECH*	JWCH	YOG	YWCH**
2014-15	1xT8	3xT8 Relay 2xT6	T10	IBUC 2xT3	T3 Relay T4	T8		
2015-16	T6 Relay T6	2xT3 Relay T4	T10	WC 1xT3		T8	2xT8	2xT8
2016-17	T3 Relay T6	4xT3 Relay T3	T10		T3 Relay T4	T3 Relay T3		2xT8
2017-18 Olympics	T3 Relay T6	4xT3 Relay 2xT3	T10		T3 Relay T4	2xT8		2xT8
2018-19	2xT8	3xT8 Relay 2xT6	T8		T3 Relay T4	2xT8		
2019-20	2xT6 Relay T6	6xT8 Relay T6	T8			2xT8	2xT8	2xT8 Relay T3
2020-21	2xT3 Relay T3	4x T3 Relay 2xT6	T8		T3 Relay T4	T3 Relay T3		3xT8
2021-22 Olympics	2xT3 Relay T3	4x T3 Relay T3	T8		T3 Relay T4	2xT8		3xT8

\*Focus on OECH will depend on location and integration into the overall competition calendar. In years where OECH is not a viable targeted event an alternate target IBUC competition will be identified

\*\*Focus on YWCH is reduced in Canada Winter Games years