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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

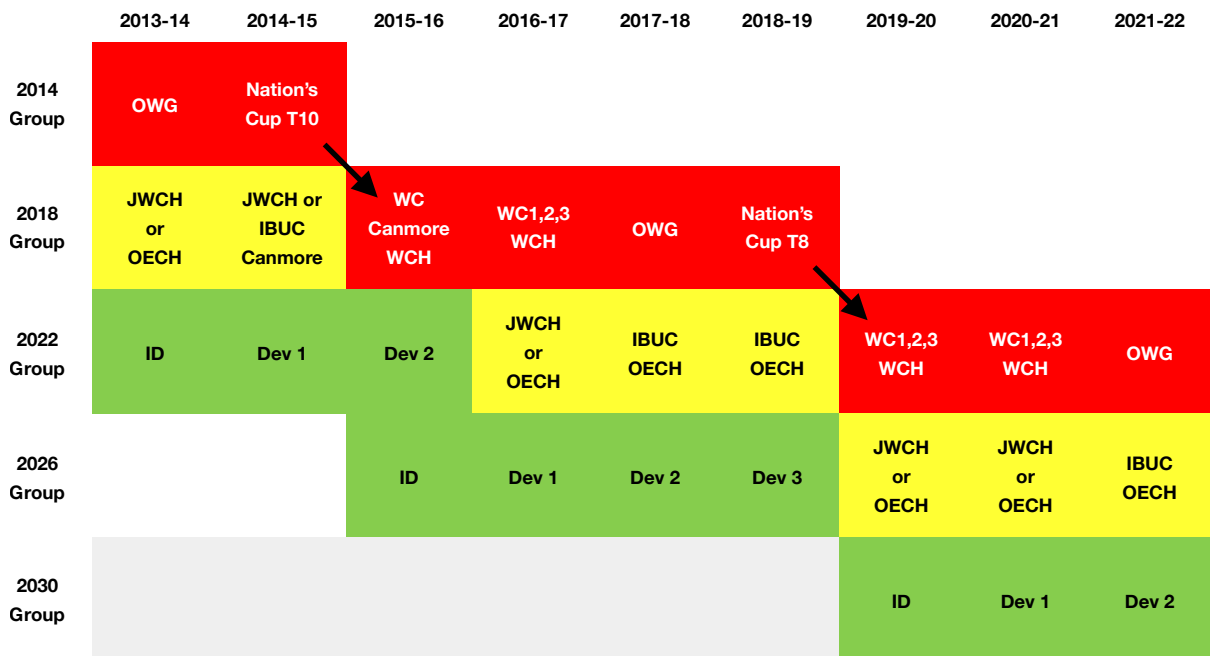
Efficient Operations: Make the most out of our limited resources

- 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