

## **Team Evolution 2017/18 Programme Proposal**

**The Team Evolution programme is designed for trainees looking to work within a professional structure that is dedicated to their development both on and off the slopes, as athletes and individuals. Team Evolution provides successful and progressive training programmes, as part of a focused and enjoyable set-up, for committed young trainees *“In Pursuit of Excellence.”***

### **Team Evolution**

For the past seven seasons, Team Evolution athletes have received high performing, flexible, focused and supportive programmes that fulfill individual needs and goals. This has attracted some of the best British Children & Junior athletes to the training facility in Radstadt, Austria. Athletes have won numerous British Children’s and Junior Titles, represented Team GB at events including the World Children’s Championships and Youth Olympic Games, and achieved consistently high educational grades across a range of subjects with the support of the Team Evolution educational programme.

This document describes the main features that distinguish the Team Evolution Programme from other set-ups currently available to British athletes. The 2017/18 Team Evolution Proposal explains the options available to athletes that will offer support in each of the areas seen as key to individual and personal development within, and outside of, the sport. As with previous seasons, there has been continued analysis and discussion between staff and key stake holders on how to develop the Team Evolution programme in order to help athletes achieve more of their short and long-term goals.

The following information explains the direction and initiatives designed to deliver the highest quality programme available to UK based athletes for the 2017/18 season and beyond.

All Team Evolution 2017/18 Programmes offer year round support and flexibility to suit athlete needs, tailoring programmes to allow a balance between athletic and academic goals, within each training schedule. We ask all parents and athletes to thoroughly read this Proposal document, along with studying the Draft Programmes for each age group, before discussing their individual short and long term goals with Team Evolution staff to help determine which programme option best suits, along with any individual requirements.

Please contact Team Evolution at your earliest convenience to discuss your athlete’s requirements –[\*\*paul.telling@teamevolution.eu\*\*](mailto:paul.telling@teamevolution.eu)

## Training

It is universally recognised that athletes have the best opportunity for learning and developing between the ages of 8 and 14 years, particularly within sporting parameters. Based on successful first hand experience, with proven developmental results over the past six seasons, the focus of both the Under 12's & Under 14's programmes is on establishing fundamentals and building experience across a broad variety of alpine and athletic environments. Training blocks are focused around development and learning, with any racing at the end of each period for experience. The main aim of the programme and syllabus is to produce high performance athletes that are not only successful at a young age, but throughout their Junior careers and beyond. Following the success of the 2016/17 programme schedule, next winter we will be strictly sticking to our single day travel policy, to allow younger athletes to continue to participate in the Austrian Regional Series as part of their development.

Our U16 & FIS Programmes focuses on developing skills specific to competitive racing, and while competition is used to grade progress and mark ability levels in this age group, the key aim remains to teach strong alpine fundamentals while supporting athletes in their education. During the winter, on slope training will continue to be delivered at a variety of slopes within close proximity of our base. Reiteralm, Zauchensee and Radstadt will continue to be the main training hills, whilst during preseason we will use the locally situated Kitzsteinhorn, Molltal and Hintertux glaciers, ideal locations for both technical work and fitness training. During the winter season athletes can ski in a variety of resorts accessible with their Salzburgerland lift passes. At these resorts we have the option to train with Austrian Regional teams or exclusively on our own. These resorts also play host to both FIS and local races throughout the season, which provides further possibilities for racing and training.

Throughout the year athletes have access to a variety of local sports facilities for dry-land training, both at our Austrian base and further afield. In Radstadt we have access to indoor sports halls, volleyball and football pitches and weights gyms, while several swimming pools are located within 15 minutes of our base.

Following the success of past seasons, we will continue to run training camps away from our Austrian base, with camps in UK, Switzerland, Italy, Landgraaf and summer camps in the Southern Hemisphere all scheduled to provide athletes with the best conditions to learn.

## Training Base

For 2017/18 the Team Evolution programme will continue to operate from Radstadt at the Team Evolution Training base, which is ideally placed due to its variety of training slopes, keen skiing community, great local facilities and easy access to Salzburg airport.

All 2017/18 Programmes will again operate a compulsory "Live-In" policy for all Under 14, Under 16 and FIS Team athletes throughout the season, to help develop a stronger team identity and to encourage independence and organisation in the younger athletes.

Due to the differences in maturity and the associated difficulties involved with Under 12's staying away from home for the first time, options will be available for Under 12 athletes to Live-Out with parents, or Live-In on certain camps. As with previous seasons, we will assist with local accommodation should parents wish to visit during the winter months, but there are no options available for parents to be accommodated at the training base.

## Outside of Alpine Training

Throughout the winter, the timetable of each Team Evolution training group can vary on a week to week basis. Training groups usually work to a 5-day training schedule, with 1 day off and 1 day allocated for activities outside of training each week, be that free skiing, competing or other opportunities. In order to increase the whole experience for athletes, non-training days also provide opportunities for a range of other activities, including traveling to local events, taking on personal projects or watching International competitions such as World Cup races.

There is also the opportunity, where necessary, for 1:1 tutoring in key subjects for those athletes requiring extra school time on non training days. These decisions are made on an individual athlete basis, with the consultation of the schools Liaison and based on feedback from the UK schools and the input of parents and coaches.

A key aspect of the programme is to provide the opportunity for trainees to head out onto the slopes for free ski days, ensuring they have the time to explore the other parts to this wonderful sport, under a coach's supervision. Depending on conditions, non-training days can be used to free ski powder, hit the park or just cruise the piste with teammates, ensuring that the fun behind the sport is not lost. We strongly feel that by encouraging this enjoyable interaction outside of a competitive environment, athletes can continue to build a strong team dynamic, avoid burn out and maintain an appreciation for the unique opportunities this sport gives them.

## Races

Our coaches are very clear that racing and associated results should not be seen as the cornerstone of any educational and developmental programme. From the ages of 10 – 18 athlete development should be the key factor in planning a programme, and this development cannot be achieved in a race-focused environment. By pre planning training and any appropriate race blocks, coaches can establish a sensible balance beneficial to each peer group and individual athlete. Younger, developing athletes require more training than race blocks, and by listing specific transfer days throughout the 2017/18 season we have created the opportunity for athletes to take part in an increased number of local Austrian Regional races, in order to maximize training time and minimize costs, while still providing the opportunity to gain competitive experience.

As part of the FIS Programme we have removed, as much as possible, the chances of athletes struggling for race starts due to a lack of quota slots. During 2016/17 our Junior athletes competed in a wide range of FIS races in a variety of locations, and for the 2017/18 season we will continue to base individual programmes around the number of races and disciplines that our coaching staff see as beneficial for each Junior athlete – this is only possible through careful pre planning and support from parents and athletes in following the direction of the programme.

In the unusual event of limited quota slots in certain races we have the flexibility with a small group to change plans easily. If there is no option to change plans, the coaches will decide the race entry based on their own judgment, which may include using Time Trial or recent training time results. Parents and athletes should be clear that the final decision on which athletes race will lay with the training group coach.



## Team Dynamic

The athletes who create the Team Evolution training groups for the 2017/18 season are those that show a commitment to working in a competitive environment **“In Pursuit of Excellence.”** These athletes should be personally focused and prepared to commit to the necessary requirements involved in following an elite training programme to succeed within the sport, on and off the slopes. By working in the same environment alongside some of the best Children and Junior athletes in the country, Team Evolution athletes have the opportunity to compete within a strong but focused peer group without distractions, and with continuity from their coaching team.

For 2017/18, the Team Evolution set-up will offer yearly programmes for athletes born between 1996 and 2005, along with support programmes for those athletes born between 2006 and 2009. These programmes will combine the successful aspects of previous seasons with new or improved elements that we have identified over the past 12 months.

All FIS athletes will work under the guidance of Paul Telling, who for 2017 will be the Head coach of the FIS programmes. This group will contain a maximum of 8 athletes, working alongside other FIS groups where beneficial. The training and race groups of the FIS athletes will vary during the season based on availability for on snow blocks, educational commitments and suitability of races.

The Children programme will contain a maximum of 16 athletes, with training sessions and groupings dictated by athlete needs, allowing more movement between peer groups based on ability. U14s & U16s will not train as two separate age groups, instead working up or down from their peers depending on their needs, while 2017 will also see the greater opportunities for U16s to train alongside the FIS groups. Alex Reidy will take the lead coaching role in the Childrens programme, alongside one additional Childrens coach.

The Under 12's Programme will this year welcome a new lead coach, although where possible the U12's will have the option to train alongside the U14s. Under 12's will not be required to sign up to either a **“Full Time”** or **“Part Time”** programmes, and this offers more flexible options, which can be discussed individually with each athlete.

Individual group ratios will remain at a maximum of 1:8, and by reshuffling our coaching roles and adding additional “Part Time” coaches we aim to add consistency for the athletes along with more fluidity to increase options to move within training groups to train against stronger peers where appropriate. We saw great success with the inclusion of James Webb to certain training weeks last season, and will be continuing to use James and other specialist coaches in 2017/18.

As part of this aim to create more challenging peer groups, we will this year be housing both the BSS Male and Female World Cup teams throughout the winter months, providing Team Evolution trainees with the unique opportunity of living and training alongside Great Britain's best alpine athletes.

The athletes joining Team Evolution programmes for the 2017/18 season are those who are looking for long-term development above short-term results, and those who are prepared to commit to programmes which reflect this. All Team Evolution athletes are expected to share a passion for sport and hard work which will create a strong peer environment.



## Education

During the winter season, the Team Evolution educational programme takes place in our classrooms at the local school in Radstadt, providing students with a safe and productive environment in which to learn. The educational programme offers 3 hours of compulsory schooling per day, for 5 days each week, for athletes on the Full and Part Time Programmes. We are pleased to announce Adam Lewis and two additional core subject teachers will be leading the in class tutoring. This tutoring team will oversee work set by athletes' schools back in the UK. As in previous seasons, extra private tuition sessions are available if and when required, including all-day on a weekend or for full weekdays if athletes have been away at races and need to change their timetables.

Due to the low tutor athlete ratio, tutors are able to work with numbers close to private tuition in many lessons during the season. These ratios have proven successful in allowing us to offer the close attention needed to ensure that athletes return to school ahead of their UK based classmates. The educational programme is delivered during training weeks in Austria, while the small team size allows us the option to take tutors on the road during specific camps away from base or at FIS races, should it be deemed necessary for individual athletes.

After the completion of all of an athlete's UK set schoolwork, extra complementary work can be set by our tutors, where appropriate. Alternatively, there is the option for extra training at the discretion of the coaching staff. It is part of the Team Evolution philosophy that each athlete returns to school ahead in the subjects they have studied whilst at the training base.

For 2017/18 Lesley Dawson will be taking over the role of 'Schools Liaison', a role that has been crucial in maintaining good communication levels with parents and schools, and has helped produce some exceptional school results from athletes so far. The Schools Liaison is responsible for the transfer of information between UK schools, the Educational Team in Austria, and the parents of our athletes. Team Evolution staff meet with UK schools prior to the start of the winter season to discuss each athlete's programme, ensuring that individual requirements are understood.

The Team Evolution tutoring team are employed not just based on their educational qualifications and experience from past seasons, but on input from parents regarding their strong personal attributes that make them a supportive part of the team environment. We are proud of the results gained by the tutoring team since the initiation of the Team Evolution programme, and are confident that our new tutoring team will help take the educational programme to the next level.

## Pastoral Care

For 2017/18 we are delighted to confirm that Lesley Dawson will be continuing in the role of House Parent, along with assisting with organization and logistics. All Team Evolution Live-In staff are registered with Snowsport England, have completed Child Protection and First Aid training, and are at all times responsible for looking after each athlete's welfare and directly communicating with athletes' parents in areas of concern.

It is the duty of our house parents to put the needs of the athletes first in all cases, and act *'in loco parentis'* should any situation require. The nearest medical centre is an eight-minute drive away from the training base.

A copy of our Child Protection policy is available on request.

## Flexibility

As athletes move into and throughout secondary school there are certain periods where school requirements overlap with those of training blocks. By working with small, fixed groups of athletes we are able to adapt training programmes to suit specific peer groups with individual flexibility. This added flexibility to the programme means that we can adapt additional weeks around our core training programme, asking only that athletes commit to a minimum amount of time on snow. By communicating with parents, athletes and schools in advance of each season we are able to pre-plan and organise the training blocks to suit each athlete's needs.

This flexibility allows us to manage training camps, race entries, programme costs and rest periods to best suit each individual. Coaches are on hand to discuss requirements for each and every athlete, to help produce a structured programme that works for them in achieving their short and long term goals.

The Team Evolution philosophy, "***In Pursuit of Excellence***", means that our Team environment is based around a small number of athletes and staff committed to the core programme, enabling us to provide this unique level of flexibility.





## Programme Options

With the formation and success of the BSS EC Men's programme, and the planned introduction of an equivalent Ladies EC/WC programme in the coming season, the Team Evolution pathway aims continue to be to educate and develop athletes ready for intake into these British Team squads, upon completion of their educational commitments.

For 2017/18 the Team Evolution programme has continued to develop and will offer two levels of programmes for different age groups of athletes, with all programmes following the same central theme and ethos. All programmes start with pre season training options running from May – October 2017. Throughout this period, different programmes offer a variety of options to suit individual athlete needs, ranging from UK training and sports weekends to technical training, glacier camps and Southern Hemisphere training. The main winter blocks, which include full educational support, follow from November 2017 and run through until the end of April 2018.

Following the success of our “central themes philosophy,” all age groups will again follow a pre determined syllabus through the years training blocks, aimed at developing athletes towards longer term success. The philosophy of the programme, to produce well balanced, technically strong skiers who are all round athletes remains the core focus of this syllabus, and provides a constant theme, regardless of age.

Reflecting this, the two options of programme on offer for 2017/18 are **“Full Time”** & **“Part Time”** reflecting the volume of time that an athlete can commit towards their programme. The **“Full Time”** programme is for athletes who, while may still be in education, are committed to spending as much time training as possible, and is designed to allow these athletes to reduce costs through commitment to a year round programme. For athletes who have finished education but not yet bridged the gap to the BSS squads, this programme will feature additional training opportunities in place of academic education at a slightly increased cost. The **“Part Time”** programme is for Under 12's & Under 14's athletes who spend less weeks training due to commitments to their education and other sports, and thus require more flexibility. These athletes will be doing less than 14 weeks of skiing throughout a 12-month period, but who still wish to be part of a professional programme.

The cost of both **“Full Time”** and **“Part Time”** Programmes for all athletes include;

A 12 Month personalised training and racing programme, running May 2017 – April 2018  
Supervised shared Full Board accommodation & Pastoral Care  
A minimum 5-day per week Educational Programme, with communication with UK schools  
Year round support throughout all areas of personal development  
All vehicle and fuel costs as part of an agreed Core Programme at base  
Airport Transfers on days and at times specified by Team Evolution Staff in advance  
Access to Team Evolution equipment, sponsors and support staff, throughout the duration of the programme.



## Costs

As with any elite programme that offers low athlete ratios and high quality training, programme overheads are variable. The costs of race weeks differ from those of training weeks in Austria, although Team Evolution make every attempt to minimise costs without impacting on quality. To provide clarity, transparent costing is available throughout the season. As mentioned earlier in the Proposal, for 2017/18 we will be offering two options of programmes based on different athlete's requirements and covering different price points, dependent on the amount of on-snow time offered. Both of these programmes will provide access to Full Time Coaching staff and part time Educational & Pastoral staff.

For any athletes who will be training for more than 14 weeks across the 12-month period, and falling into the **"Full Time"** programme category, the programme operates a monthly payment scheme consisting of 11 monthly Direct Debit payments of £1,500 between 1st June 2017 and 1st April 2018. This total season cost of £16,500 covers attendance and costs on any training and race blocks throughout the season, *excluding* Southern Hemisphere training. It includes all UK Training Camps, Glacier Camps, European training camps, Sport Camps and time spent at the training base in Austria. The **"Full Time"** programme payment *does not* include flights, lift passes, costs for camps outside of Europe, or excess costs accrued at race camps away from base that are above our regular budgeted costs – e.g. accommodation subsidies at entries at races. It also does not include any costs for British Team trips, including, but not limited to, Children's Team, World Junior Championships or Youth Olympic events.

For Under 12 and Under 14 athletes wishing to have increased flexibility in terms of their minimal commitment, the costs for the 2017/18 **"Part Time"** programme will remain at £1,200 per training week, based on a minimum commitment of 8 weeks between May 2017 & April 2018. This is budgeted on training camps at base, and costs of race camps may be higher. Under 12's athletes can join the programme as **"Live Out"** trainees, skiing on a day to day basis at £85 per day or *living in* at the same cost as **"Part Time"** Programme athletes, but without the need for a minimum commitment of 8 weeks

At present all budgets and costs are provisional, and will be confirmed at the Team Sign On weekend based on the numbers of athletes accepted onto the programme.

Athlete goals and budgets should be discussed with coaching staff in advance of agreeing which programme is best suited to each individual. Programme costs can be paid through Winter Sports Foundation to reduce costs to athletes. We do not accept payments from The Skiers Trust after problems in previous seasons.

Payment schedules can be discussed to suit individual requirements.



The cost for either the **Full Time & Part Time** Programmes do not include;

- Season Passes; In 2016 we used the Ski Amade Regional Ski Team pass, which includes a huge variety of ski areas across the region at a lower cost. Depending on the number of British athletes training in the region, we receive a limited number of free staff passes. Any additional costs for staff passes are divisible between all athletes signed to the programme. Athletes training for more than 3 weeks pre season in Hintertux will also benefit from a Tirol Season Pass.
- Race Costs; Extra costs such as lift tickets or individual room subsidies plus any race entries will be discussed in advance of each event and then billed separately. FIS race charges are usually made by the British Snow Sport's governing body and then passed directly to us. All FIS athletes are expected to have their own cash or European bank card to pay these costs in advance.
- Flights; The costs of flights from different UK airports, or travel expenses outside of the core programme, are variable and therefore not budgeted within the cost of the programme.
- Excess Costs related to Southern Hemisphere training, which is budgeted dependent on the number of athletes committed to the camp. Any athletes on the **Full Time** programme attending the Southern Hemisphere camps will receive a subsidy against their season fees.
- Transfers: Any transfers on non specified travel days are charged at €50 per person and can not be guaranteed.



## Minimum Commitment

Team Evolution offers a unique, enjoyable and highly professional training and developmental set-up that requires commitment from our staff, the athletes and the parents throughout a minimum 12-month period. For staff, commitment is not just about athletes attending certain weeks of training, but about the continuous support of these athletes, throughout the whole season and beyond. This is only possible with open communication and with the full support of parents, and is one of the key deciding factors for acceptance onto the programme.

We believe that committing to the programme allows trainees who are serious about their development the greatest chance of success, as proven by the high standard of results achieved by our existing athletes. By asking each athlete to commit to a minimum number of training weeks throughout the winter season we can ensure that we have the right coaches, support staff, tutors and accommodation in place to deliver what is best for each peer group. Athletes and parents are expected to complete and return all Commitment Paperwork before an athlete's place on the programme is secured.

New athletes will only be accepted onto the programme following their attendance on a Test Camp between March 2017 and October 2017. This will ensure that athletes, parents and coaches are happy that the programme offered is right for these athletes, at this time in their development.

## Long Term Development

Team Evolution not only commits to its athletes for the duration of their training blocks, but for the longer term - The concept behind the Team Evolution set-up is to provide continuous coach/athlete communication outside of the "winter season" parameters. With athletes aspiring to be part of National Teams at a variety of levels, Team Evolution will look to work alongside National Team programmes at all levels to ensure athletes are able to take advantage of the opportunities provided by both set-ups.

Most athletes continue to build their coach/athlete relationship throughout their developmental stages, with the development of their personal goals continuing as they improve and mature. For this reason we actively try to ensure a bond is built between all our coaching staff and athletes throughout a variety of camps through each year. With the support of the parents, we find that the relationships between coaches and athletes grow stronger from season to season. Following the conclusion of the programme in April 2018, we will welcome the chance to review the previous season and discuss athlete options for the forthcoming seasons and their long-term development within the sport.

Team Evolution is a set-up for athletes ***"In Pursuit of Excellence"***, looking for long term success and willing to commit to the hard work required to achieve their goals.



***For the opportunity to discuss how the Team Evolution Programme can be designed to match the individual needs of specific athletes, please contact a member of staff:***

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***Further information can be found at [www.teamevolution.eu](http://www.teamevolution.eu)***



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