

## **2018/19 Team 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 progressive and successful training programmes, as part of a focused and enjoyable set-up, for committed trainees working “In Pursuit of Excellence.”**

### **Team Evolution**

For the past eight 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 & FIS trainees, and in recent seasons a selection of high level International athletes, to the training facility in Radstadt, Austria. The success of the programme has been proven at all levels, with our athletes having won numerous National and International Titles, represented their respective nations 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 developing athletes. The 2018/19 Team Evolution Programme Proposal explains the options available 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 discussion between staff and key stake holders, and analysis of our existing programmes, in order to develop the programmes that Team Evolution offer, to help athletes continue to 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 2018/19 season and beyond.

All Team Evolution 2018/19 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 athletes and parents 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)



## Team Dynamic

For 2018/19, the Team Evolution set-up will offer yearly programmes for athletes born between 1996 and 2006, along with support programmes for those athletes born between 2007 and 2010. These programmes will combine the successful aspects of previous seasons with new or improved elements that we have identified over the past 12 months.

The athletes who create the Team Evolution training groups for the 2018/19 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 as some of the best children and FIS athletes, all Team Evolution athletes have the opportunity to compete within a strong but focused peer group without distractions, and with continuity from their coaching team.

As part of our goal to create more challenging peer groups, we will again 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.

All FIS athletes on the Full Time and Educational Programmes will work under the guidance of Paul Telling, who will continue as Programme Director and as Head Coach of the FIS programmes. These groups will contain a maximum of 12 athletes working with two coaches and, where budget allows, one additional member of support staff. The dynamic of 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.

Alex Reidy will continue in the Head Coaching role in the Children’s programme, working alongside one additional Children’s coach. The U14 and U16 programmes will also contain a combined maximum of 14 athletes, with training sessions and groupings dictated by athlete needs, allowing for 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, and on occasion, training alongside FIS groups.

The Under 12’s Programme will continue to be coached by Will Manns, under the direction of Paul Telling. Under 12 trainees will not be required to sign up to specific programmes, offering more options and flexibility. Camps and dates for each athlete can be confirmed with the Programme Director or Coach in advance, ensuring a maximum ratio of 1:6 within the U12 group.

Individual coach: athlete ratios will remain at a maximum of 1:8 throughout the programme, and by continuing to add additional “Part Time” coaches or support staff during certain periods of the season we aim to add coach consistency for the athletes along with more fluidity and a greater level of support than ever before. Coaches from previous seasons, including James Webb, Marcus Zechner and Ollie Davies will continue to be involved with the programme on a part time, camp by camp basis.

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.

## Training Programmes

It is universally recognised that athletes have the best opportunity for learning and developing between the ages of 6 and 14 years, particularly within sporting parameters. Based on successful first-hand experience, with proven developmental results over the past seven seasons, the focus of both the Under 12 & Under 14 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. These programmes should not be viewed as race performance specific, but instead an opportunity for younger athletes and their parents to absorb as much information on the sport as possible. The main aim of the U12 and U14 programmes and associated syllabus is to produce high performance athletes that are not only successful at a young age, but throughout their FIS careers and beyond, as all round athletes.

Our U16 & FIS Educational Programmes focus on developing skills specific to competitive racing, and while competition is used to grade progress and mark ability levels in these age groups, 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, allowing for an appropriate balance between training and school. Reiteralm, Zauchensee and Radstadt will continue to act as the main training venues, whilst during preseason we will use the locally situated Kitzsteinhorn, Moeltall 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.

With the continued success and development of our older athletes, for 2018/19 we will offer a FIS Full Time Programme to best support the athletes who have finished full time education. This programme will offer the opportunity to train and race further afield, including scheduling for Europa, Nor-Am and Far East Cup events and additional speed training. The FIS Full Time Programme is based around the proven successful framework of the FIS Educational Programme that most of our trainees will have progressed through, but with additional race orientated elements added at a slightly increased cost.

As is key to the Team Evolution ethos, it continues to be the case that in 2018/19 athletes from different age groups and programmes will be provided with the opportunity to train together, where beneficial to all trainees.

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 the UK, Switzerland, Italy, in European indoor slopes and in the Southern Hemisphere, all scheduled to provide athletes with the best conditions to develop.

## **Educational Programme**

During the winter season, the Team Evolution Educational Programme takes place in our classrooms at our local school in Radstadt, providing students with a safe and productive environment in which to learn. The educational programme offers three hours of compulsory schooling per day, for five days each week, for athletes on the U14, U16 and FIS Educational Programmes. We are pleased to announce that the hugely successful team of Head Tutor Adam Lewis and core subject teachers Emily Wells and Tamara Cmiljic will be returning to deliver the educational programme, whilst part time tutoring staff for specific subjects remain available, where required. This high quality and proven tutoring team will oversee work set by athletes' schools back in the UK, under the guidance of Lesley Dawson, who will continue in her Schools Liaison role. 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 adapt their educational 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 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 whilst at FIS races, should it be deemed necessary for individual athletes.

After the completion of all of an athletes' pre-set schoolwork, extra complementary work is set by Team Evolution 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 2018/19 Lesley Dawson will be continuing the role of 'Schools Liaison', a role that has been crucial in maintaining strong communication levels with parents and schools, and has helped produce some exceptional school results our student athletes within the past seasons. 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 by all parties.

The Team Evolution tutoring team are employed not just based on their educational qualifications and experience from past seasons, but on input from students and 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 over the coming seasons this team will be instrumental in further developing the Educational Programme improving the high levels of educational support we can offer our student athletes.



## 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 extra-curricular activities. In order to increase the experience for athletes, non-training days provide opportunities for a range of other activities, including taking part in other sports, 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 Head Tutor, and based on feedback from the UK schools and the input of parents and coaches.

A key aspect of all Team Evolution programmes is to provide the opportunity for trainees to head out onto the slopes for free ski days, under a coach's supervision, ensuring they have the time to explore other parts to this wonderful sport. Depending on conditions, non-training days can be used to free ski powder, hit the park or cruise the pistes 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. It is therefore crucial that all trainees and parents are open to these experiences and understand that the Team Evolution Programmes are based around developing a love of skiing, and not solely racing.

## Training Base

For 2018/19, 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.

The 2018/19 Programmes for all Under 14, Under 16 and FIS Educational athletes will again operate a compulsory "Live-In" policy for all training and races throughout the season, to help develop a stronger team identity and to encourage independence and organisation in the younger athletes. We strongly believe that a key differential factor of the Team Evolution Programmes is the off-slope work done by staff at the training base, including athletic education and the teaching of life skills including responsibility, cleanliness and time keeping.

The FIS Full Time Programme for athletes who have completed their education will continue to offer options for trainees to "Live-In" or base themselves off site, providing they have their own methods of transport.

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 pre-arranged 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.

## Races

All of our coaches are very clear that racing and the 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 solely 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 clearly require more training days than race blocks, and by listing specific transfer days throughout the 2018/19 season we have created the opportunity for younger athletes to take part in a number of local Austrian Regional races, in order to maximize training time and minimize costs, while still providing the opportunity to gain important competitive experience.

As part of our FIS Educational and Full Time Programmes we have removed, as much as possible, the chances of athletes struggling for race starts due to a lack of quota slots. During 2017/18, our FIS athletes competed in a wide range of FIS races in a variety of locations, and for the 2018/19 season we will continue to base individual programmes around the number of races and disciplines that our coaching staff see as beneficial for each FIS 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 and experience to change plans easily. If there is no option to change plans, the FIS Programme coaches will decide the race entry based on their own judgment, which may include using Time Trials or recent training results. Parents and athletes should be clear that the final decision on which athletes' race in certain events will lay with the training group coach.

## Pastoral Care

For 2018/19, we are delighted to confirm that Lesley Dawson will be continuing in the role of Lead House Parent, along with assisting with organisation and logistics for the wider programme. 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.

We believe that a strong team ethos and work ethic begins at home, and as such take the pastoral role of our staff incredibly seriously. The Team Evolution Programme promotes hard work, responsibility and respect to create an environment in which young student athletes can develop, and we believe that these values act as a cornerstone for the rest of the programme.

It is the duty of all Team Evolution staff 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 the dates 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 flexibility when designing individual programmes 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 when joining the team. By communicating with parents, athletes and schools in advance of the beginning 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 developing a small, fixed number of athletes, with staff committed to building training around the core programme, enabling us to provide this unique level of flexibility.

## 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 their 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 Team Evolution 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 student-athletes, season after season. By asking each athlete to financially commit to a programme including a minimum number of training weeks 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 attend the Team Evolution Signing On weekend and complete and return all Commitment Paperwork before an athletes' place on the programme is secured.

New athletes will only be accepted onto the programme following their attendance on a Test Camp between February 2018 and October 2018. 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. It is crucial for the ongoing development and success of the programme that we select the right athletes and that they are fully committed to the programme planned for them, and it is for this reason that we will only accept athletes after agreeing programmes at the Team Evolution Signing-On Weekend.



## Programme Options

With the formation and success of the BSS Ladies World Cup and Men's Europa-Cup programmes, and the planned introduction of an equivalent Ladies EC programme in the near future, one of the key Team Evolution Programme goals continues to be to educate and develop athletes ready for intake into these British Team squads, upon completion of their educational commitments. This same approach goes for those athletes of other Nationalities who join the Team Evolution Programme.

For 2018/19 Team Evolution has continued to develop a variety 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 – September 2018. Throughout this period, different programmes offer a variety of options to suit individual athlete ages and needs, ranging from UK training and sports weekends to technical training, glacier camps and Southern Hemisphere training. The main winter blocks, which will this year be extended to include full educational support, follow from October 2018 and run through until the end of April 2019.

Following the success of our “central themes philosophy,” all athletes in our U12 to FIS Educational Programmes 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. For this reason, it is key that athletes programmes are discussed with the age group coaches and Programme Director, to provide a balanced overview of the syllabus and ensure no key components are missed.

Reflecting this, the two options of commitment on offer for 2018/19 are **“Full Time”** & **“Part Time”** reflecting the volume of time that an athlete can commit towards their programme. The **“Full Time”** programmes are for U14, U16 and FIS Educational Programme student-athletes who, whilst maybe still 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 FIS Full Time Programme athletes who have finished education but not yet bridged the gap to their respective National Teams, this programme will feature additional training opportunities in place of academic education at a slightly increased cost.

The **“Part Time”** programmes are for Under 12's & Under 14's athletes only, designed to offer more flexibility to those who spend less weeks training due to commitments to their education and other sports. 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. These athletes are required to commit to a minimum of 10 weeks throughout a 12-month period.





## 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 we make every attempt to minimise costs without impacting on quality. To provide clarity, transparent costing is available throughout the season and is based on the budgets of previous seasons. As mentioned earlier in the Proposal, for 2018/19 we will be accepting two levels of commitment – Full & Part Time - based on an athlete's requirements and different programmes will cover different price points, dependent on the amount of on-snow time and traveling offered.

Due to the forecast of increased costs related to the FIS Full Time Programme, this programme option will operate with a total season cost of £18,500.

For any U14, U16 or FIS Educational Programme athletes who will be training for more than 14 weeks across the 12-month period, and therefore fall into the **"Full Time"** programme category, the programme will continue to operate on a total cost of £17,050, consisting of 11 monthly Direct Debit payments of £1,550 between 1st June 2018 and 1st April 2019.

For any trainees committing to a Full Time programme option, this covers attendance and costs on any pre-programmed 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. It also covers an accommodation contribution for camps away from base. 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. extra accommodation costs, race entries or excess travel. It also does not include any costs for National Team trips, including, but not limited to, Children's Team, World Junior Championships or Europa-Cup 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 2018/19 **"Part Time"** programme will remain at £1,200 per training week, based on a minimum commitment of 10 weeks between May 2018 & April 2019. 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 £90 per day or "Live-In" at the same cost as **"Part Time"** Programme athletes, but without the need for a minimum commitment of 10 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.

Payment schedules can be discussed to suit individual requirements.



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

A 12 Month personalised training and racing programme, running May 2018 – April 2019  
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.

The costs for both **Full Time** and **Part Time** Programmes do not include;

- Season Passes; In 2017, we used the Ski Amade Super Salzburgerland 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 three weeks' pre-season in Hintertux will also benefit from a Tirol Season Pass.
- FIS Race Costs; Extra costs such as race entries, lift tickets or individual room costs over €25 will be discussed in advance of each event and then billed separately. 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 from within Europe, or travel expenses outside of the core programme, are variable and therefore not budgeted within the cost of the programme. This includes flights to races and extra travel costs for races outside of the pre-arranged 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 to and from Salzburg on non-specified travel days are charged at €50 per person and cannot be guaranteed. Transfers to and from Munich are unlikely to be possible, but if arranged cost €150.
- Start Waxes and shared servicing equipment; The programme costs include a certain amount of budget to purchase shared servicing equipment and start waxes for races, to be shared between all athletes. Any additional purchases required outside of this pre-arranged order will be split between all athletes involved.



## **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 2019, 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)***