

# Talent development in Austria

Ski Gymnasium Stams as an example for long term  
development of athletes

# What is talent?

	Narrow	Wide
s t a t i c	Person with over average performance in a certain period of development	Person with an anthropometric, motoric and psychological disposition, which (under certain circumstances) lead to top performance later on
	Criteria: competition results as a kid	Criteria: Results in complex talent tests

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	Criteria: Performance development during childhood and youth	Criteria: Results on dynamic tests considering personal and non-personal circumstances

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# Talent is hard to seek

- The biggest talent is the AMBITION of an average talented athlete
- Coaches help develop skills
- Mastery is reaching a personal best performance
- Club or World Champion, what's the difference?

# Deliberate practice



K. Anders Ericsson, Florida State University

# Developing a talent



# Long term athlete development (LTAD)



Physical and Ethical Literacy				Active for Life		
<b>Stage 1: Active Start</b> Girls 0-6 Boys 0-6	<b>Stage 2: FUNDamentals</b> Girls 6-8 Boys 6-9 <i>Fundamental Movement Skills</i>	<b>Stage 3: Learning to Train</b> Girls 8-11 Boys 9-12 <i>Fundamental Sport Skills</i>	<b>Stage 4: Training to Train</b> Females 11-15 Males 12-16 <i>Building Physical &amp; Mental Capability</i>	<b>Stage 5: Training to Compete</b> Females 16-23 +/- Males 15-21 +/- <i>High Performance Sport</i>	<b>Stage 6: Training to Win</b> Females 18 +/- Males 19 +/- <i>High Performance Sport</i>	<b>Active for Life</b> <i>A positive experience in sport is the key to retaining athletes after they leave the competition stream. We call that experience... True Sport.</i>
At this stage, children should participate in stimulating activities and games that develop basic movement skills in a FUN atmosphere.	At this stage, players should participate in stimulating practices and games that develop basic technical skills in a FUN atmosphere.	This stage introduces players to disciplined training and begins to develop their understanding of principles of play alongside their skills practice. Repetitions are important to develop technical proficiency, but creating a fun and challenging environment is still paramount to stimulate learning and promote a love of the game.	At this stage, skill training demands and training loads are increased to develop and refine skills and tactics. Tactical awareness becomes an increasingly important facet of training, alongside mental toughness, concentration, and diligence.	Players who are proficient in their skills now train to refine their maturity in game play. They must be exposed to quality playing and training environments which extend their mental, physical, tactical and technical capabilities to the limit.	Players are training and competing at the highest level of national and international competition, from professional league play to international tournaments. The focus of training shifts to optimization of performance.	At any stage in the LTAD model, regardless of their level of ability, players may decide to play a sport as a purely recreational sport so they can continue to enjoy the game and maintain lifelong wellness.

### Ethical Standards for all ages and stages

- When children are introduced to activity and sport appropriately, they will have the necessary motor skills and confidence ([physical literacy](#)) to remain Active for Life in virtually any sport they choose
- Share the [True Sport Principles](#) and have all members of your group (participants, coaches, parents) sign the True Sport [Declaration](#). Use these principles to help guide your programming decisions
- By using the [LTAD](#) stages, participants can ensure that they have the physical, mental, technical and tactical knowledge they need to stay involved in sport and be active for life
- Remember you are not only building athletes, you are shaping people

<p><b>Go For It</b> <i>Always strive for excellence and rise to the challenge, but never at the expense of others. Discover how good you can be.</i></p>	<ul style="list-style-type: none"> <li>Encourage lots of different unstructured activities to promote <a href="#">physical literacy</a>.</li> <li>Teach <a href="#">fundamental movements</a> through play and unstructured games.</li> <li>Create an enthusiasm for attempting new physical experiences by keeping it fun.</li> <li>Recognize active parental involvement and support as key.</li> <li>Reward and recognize effort.</li> <li>Use the <a href="#">Active for Life</a> website for age appropriate activities that will develop physical literacy.</li> </ul>	<ul style="list-style-type: none"> <li>Teach the various <a href="#">fundamental movement skills</a> and build overall motor skills.</li> <li>Encourage enrolment in multi-sport programs that offer a wide variety of different activities.</li> <li>Offer a variety of well-structured activities that develop basic skills.</li> <li>Continue to encourage all-round <a href="#">physical literacy</a>.</li> <li>Become a trained or certified leader or coach for each stage of development.</li> <li>Continue to focus on effort, learning and skill development rather than outcome focused games.</li> <li>Use process driven activities, directing efforts towards goals.</li> <li>Introduce more complex games that increase problem-solving abilities.</li> </ul>	<ul style="list-style-type: none"> <li>Teach overall sport skills &amp; avoid excessive single sport training while refining all <a href="#">fundamental movement skills</a>.</li> <li>Focus on shaping positive attitudes towards winning &amp; losing.</li> <li>Develop the ability to focus through skill-based drills.</li> <li>Begin to understand the pursuit of personal excellence.</li> <li>Foster an appreciation for work ethic &amp; its contribution to outcomes. Highlight examples, reward effort over outcome, and model good behaviours.</li> <li>Cultivate a sense of responsibility by encouraging athletes to lead warm-ups &amp; maintaining their personal equipment, or by assigning tasks such as picking up cones &amp; setting up/taking down equipment.</li> </ul>	<ul style="list-style-type: none"> <li>Consolidate basic sport-specific skills &amp; tactics.</li> <li>Teach coping mechanisms for the physical and mental challenges of competition.</li> <li>Recognize the value of winning and losing.</li> <li>Teach athletes to honour the game by giving their best.</li> <li>Use motivational techniques to achieve success, especially in the face of adversity.</li> <li>Begin to identify athletes that are showing a drive to win &amp; could pursue a high-performance stream.</li> <li>Continue to foster personal motivation &amp; encourage athletes to document personal and/or team goals.</li> </ul>	<ul style="list-style-type: none"> <li>Athletes can begin to specialize in one sport &amp; pursue an elite competitive stream.</li> <li>Provide year-round, high intensity, individual event &amp; position-specific training.</li> <li>Train athletes to peak for major competitions.</li> <li>Increase the emphasis on personal commitment to achieve individual and collective outcomes.</li> <li>Work with the athletes to help them master the emotional elements of sport.</li> <li>Define excellence <u>with</u> the athletes so they contribute to the shared objective.</li> <li>Provide training opportunities that maximize athletes mental readiness (e.g., preparation, positive attitude, perception, concentration, control).</li> <li>Encourage athletes to pursue the most intense training suitable for winning performances.</li> <li>Encourage athletes to participate in a variety of goal-setting exercises to help them stay focused.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that all children are given a solid foundation and knowledge base — technical, tactical, physical &amp; mental — upon which to build their lifelong athletic abilities.</li> <li>Encourage participants to try new sports, stay involved and stay active, &amp; always try to do their personal best.</li> </ul>
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# Long term athlete development (LTAD)

0 - 6 - 9 - 12 - 15 - 19 - 21

## LTAD

Training To Win

Athletes train and compete at the highest national and international level. The focus of training shifts to optimization of performance.

Training To Compete

Begin to specialize in one sport. The amount of competitions and comeption like trainings increases steadily to extend mental, physical, technical and tactical capabilities to the limit. Periodisation

Training To Train

Skill training demands and training loads are increasing. Technical awareness becomes an important facet of training, alongside mental toughness, concentration and diligence.

Learning To Train

Introduction to disciplined training, understand principles of the sport alongside skill practice and repetition in a challenging environment. Stimulate learning and love to the sport.

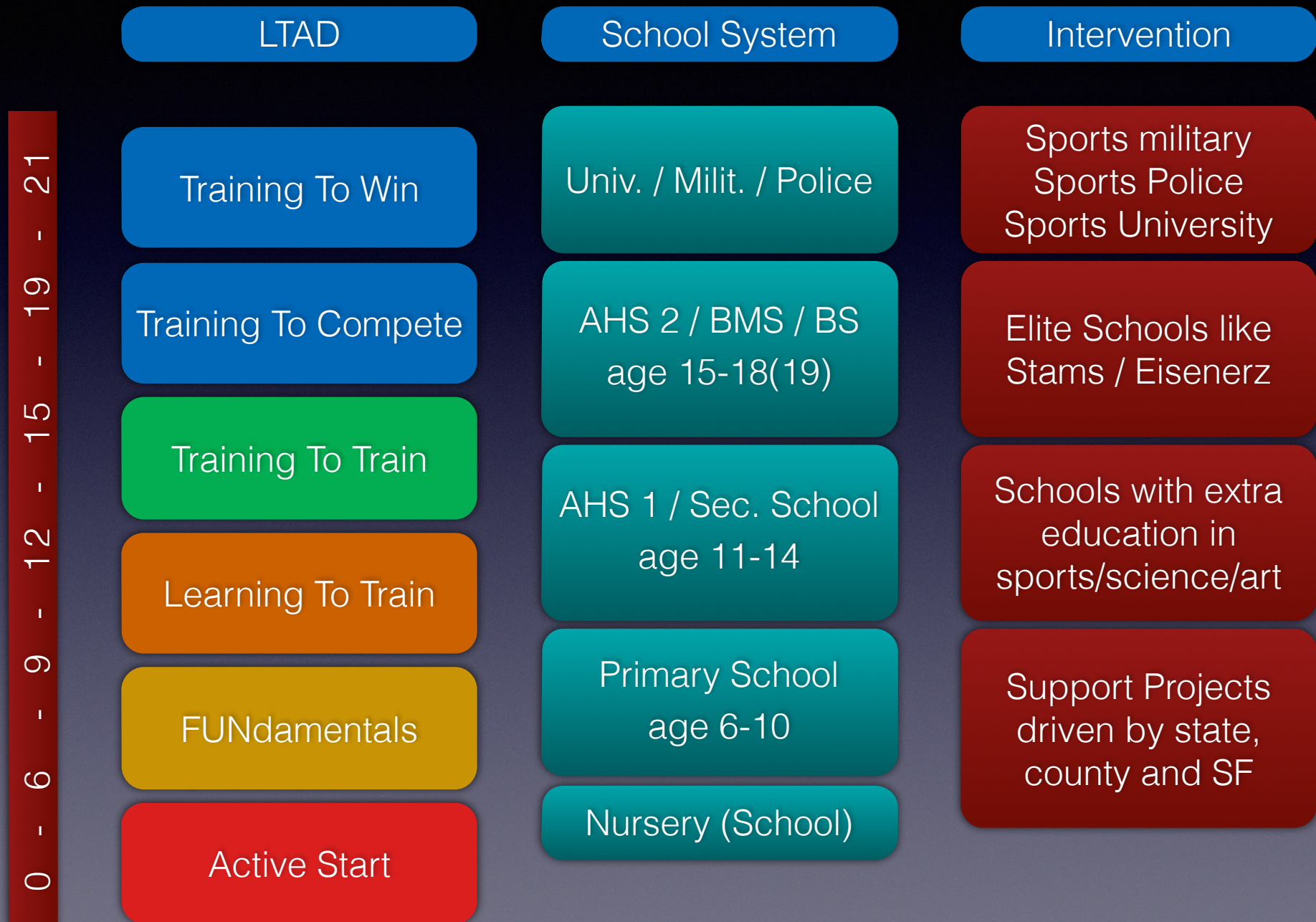
FUNdamentals

Participate in stimulating activities that develop basic technical skills in a fun atmosphere.

Active Start

Participate in stimulating activities that develop basic movement skills in a FUN atmosphere

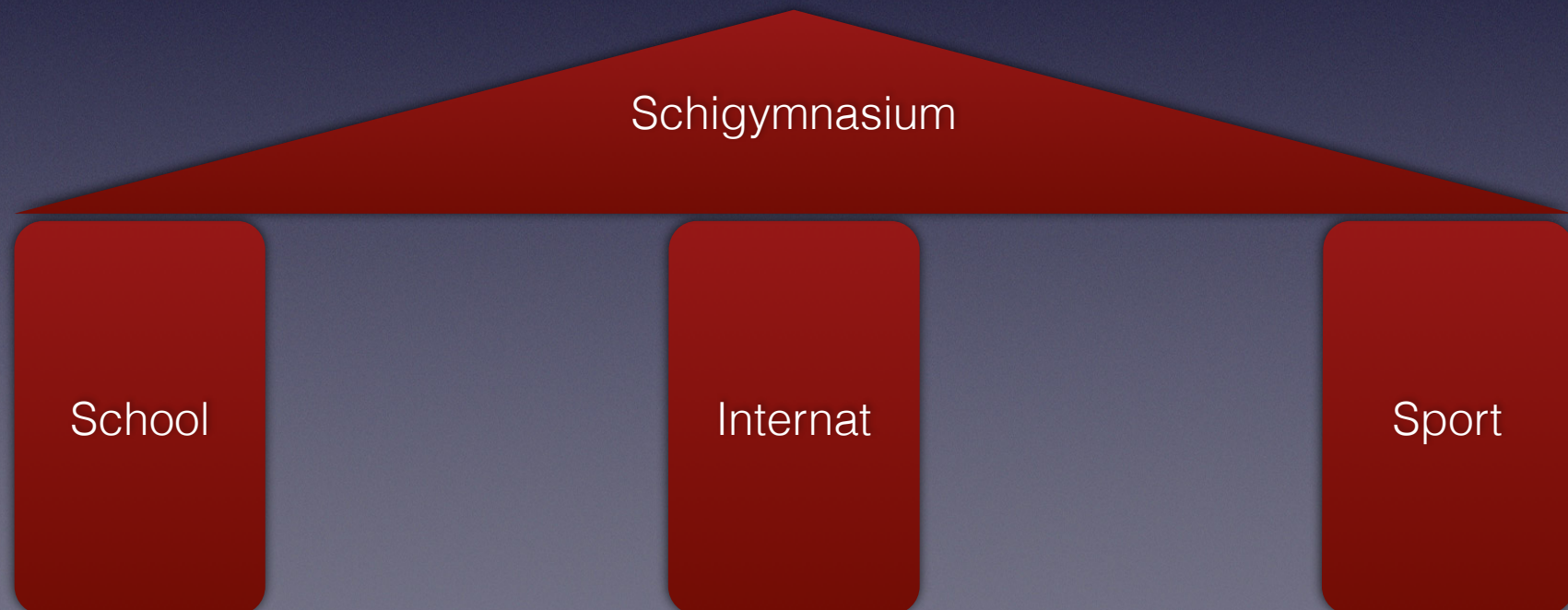
# Long term athlete development (LTAD) AUT



# Schigymnasium Stams

## Mission Statement:

We are over decades an elite school for talented and young people between 14 and 20 years and guide them to top results in both school and sport. We guarantee the unity of school and sports education on highest level. The boarding school is an important support in reaching the combined education targets and forms the social competence of our students.



# School

- Private school with public rights
- Numbers: approx. 80 boys and 60 girls
- Types: AHS 5 Years, BMS 4 Years
- Requirement: Good previous Grades or Entry Test
- Schedule: 5 days per week in winter, 6 days in summer
- First 2 years are trial years
- Costs: Every student pays approx € 450,- per month

# Internat

- Full board with 3 meals and afternoon snack
- Rooms with up to 4 students
- 4 Educators present 24 hours per day
- Organized study times with assistance by educators
- Possibilities for leisure activity
- Strict rules concerning social behavior, alcohol and nicotine

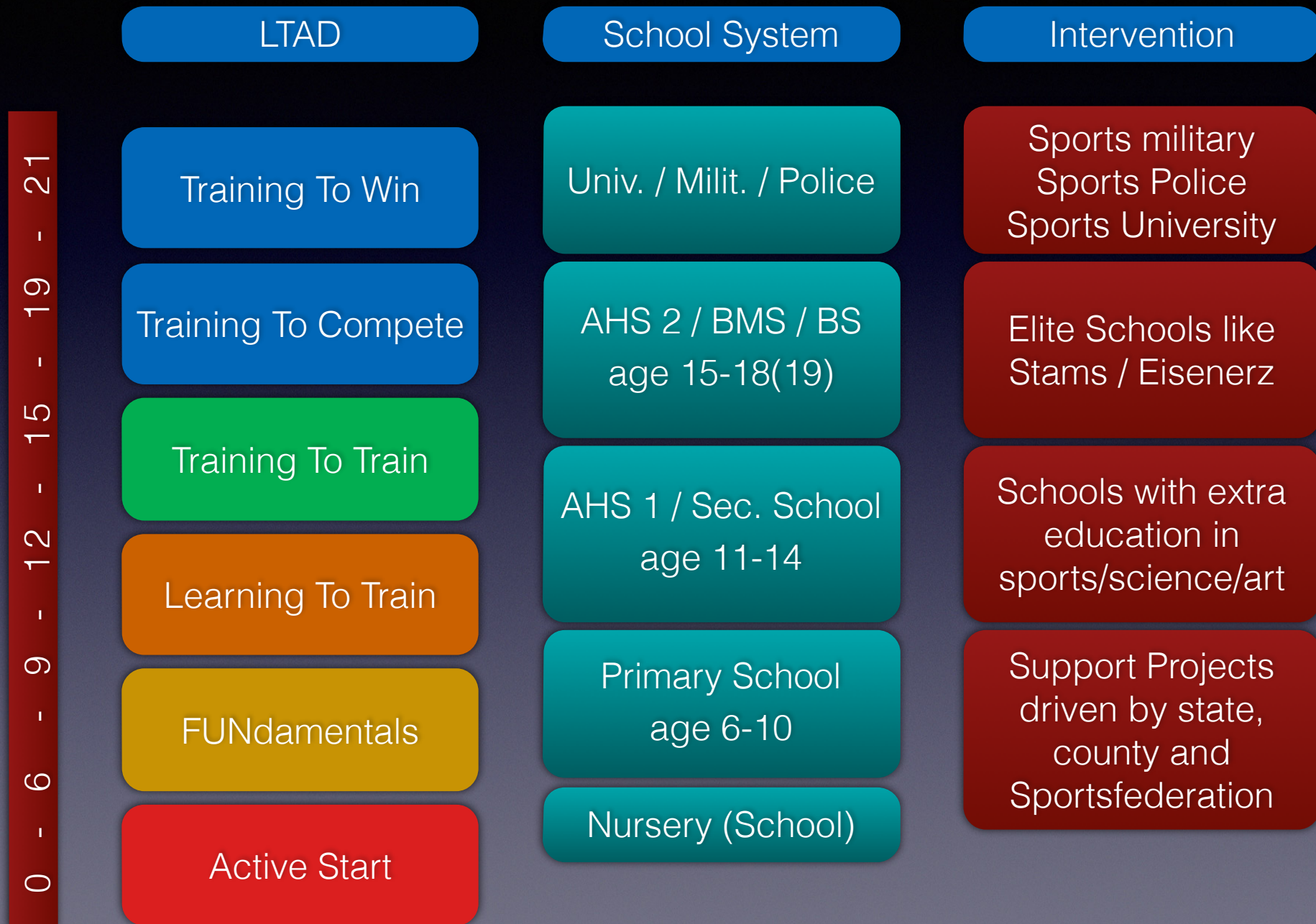
# Sport

- Entry test and 2 trial years (development)
- In- and outdoor training facilities
- Training groups with max. 8 athletes
- Camps during autumn and start of winter
- Free from school for competitions (e-learning)
- Physiotherapist, psychologist, Doctor in house

# Success factors

- High competence in one place
- Good social surroundings in a difficult age
- Good cooperation between school and sport
- Working on the personality, not only sports
- Athletes are well prepared when they start

# Long term athlete development (LTAD) AUT





# Assumption

- Long term development is supported by most institutions
- Right things are done at the right time
- Programs are adjusted to school system
- High subsidies by state and county (health aspect)
- Elite schools develop personalities
- System creates next generation of coaches

# Recommendations

0 - 6 - 9 - 12 - 15 - 19 - 21

LTAD

Training To Win

Training To Compete

Training To Train

Learning To Train

FUNdamentals

Active Start

Project Trondheim: Internat as a positiv social surrounding for development

Broad education for coaches  
(multi sport, competence for the age group)

Selected training groups to fit requirement

Merge clubs for development of basic skills

Cooperation between elementary schools  
and sports institutions (clubs, federations)