



Adapting to Change

”

Adaptability is about the powerful difference between adapting to cope and adapting to win.

~Max McKeown

”

The greatest danger in times of turbulence is not the turbulence – it is to act with yesterday’s logic.

~Peter Drucker



Adapting to Change

”

Adaptability is being able to adjust to any situation at any given time.

~John Wooden



Purpose

- Identify common nomination challenges amongst PSOs
- Explore opportunities to improve existing targeting and selection processes when change is mandatory
- Discuss advantages and disadvantages of both event-based targeting criteria and performance-based targeting criteria
- Suggest possible modifications to problems
- Highlight PSOs who have made adaptations



Common Challenges Presenting During COVID

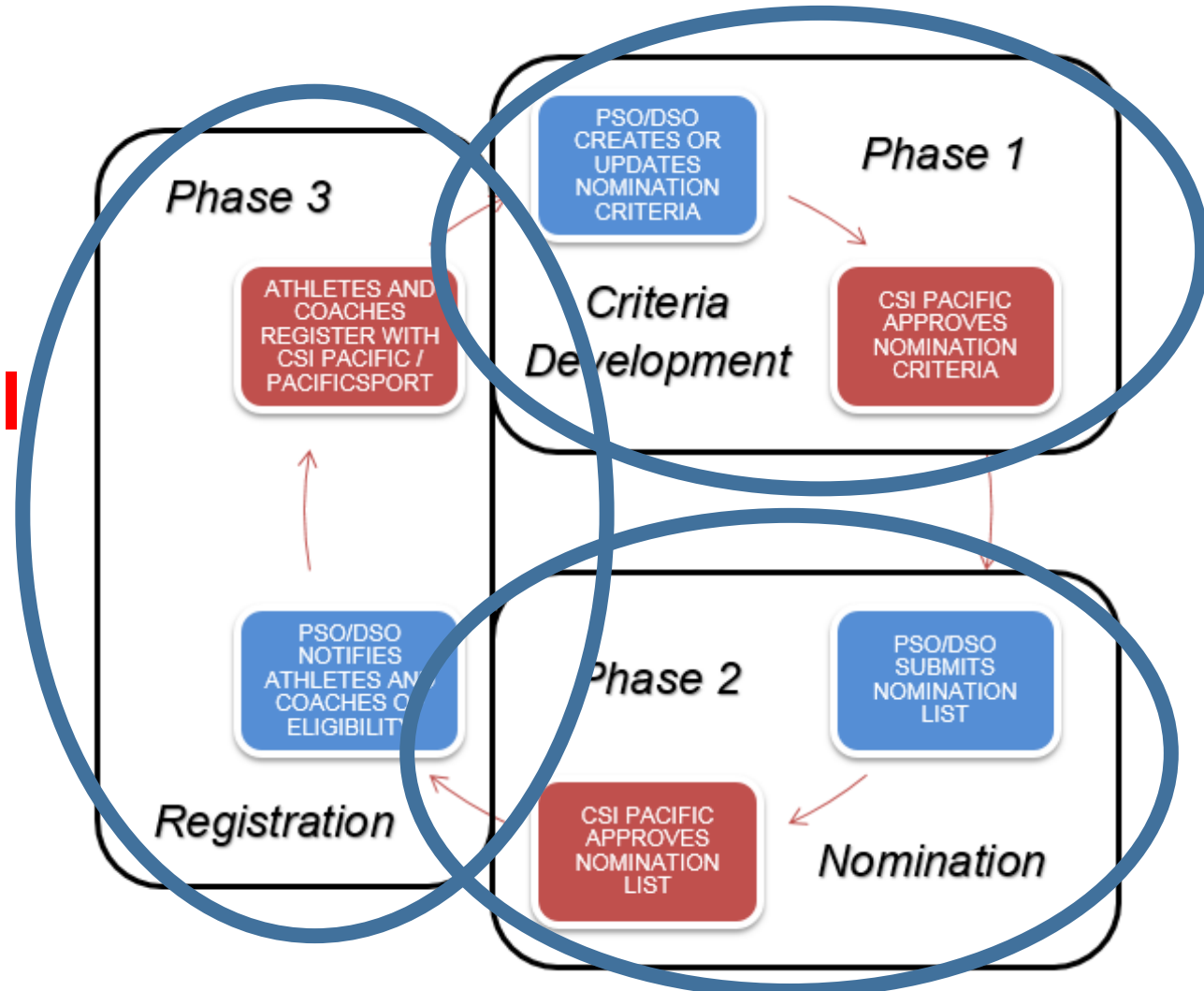
Disclaimer: Every sport is unique, and there is no one answer to universally solve issues

- Cancellation of key events (e.g. World / National / Provincial Championships, Tour / Circuit competitions)
- Cancellation of training camps (e.g. Team BC selection camp, annual fitness testing)
- Inability to adhere to prescribed training plan (e.g. S&C program, quarterly testing results)



Nomination Process

**Chronological
Perspective**





Different Perspective – Reverse Engineering

End Goal: Identify the athletes currently targeted in your sport's podium pathway

1. In order to identify athletes, must settle on a method to 'justify' targeting
2. Justification implies showing 'evidence' of past performance; thus, events/commitments must have already occurred over the previous 12 months
3. Nomination criteria serves as a document summarizing said evidence
 - *"Is John Doe currently in the Podium Pathway?"*
 - *"Yes, he is targeted at the Provincial Development Level 1 stage because I have data showing he finished top 3 at Junior Nationals, hit the required fitness standard at last month's testing camp, and completed his wellness profile each of the last 12 months."*



Athlete Targeting Criteria

- Outside of competition, what are you doing to identify high potential athletes?
- Without the resources (budget, capacity, etc.) to monitor every athlete in the province, can data analysis help to identify those “diamonds in the rough”?



Athlete Targeting Criteria

Event Based

- Medalled at Nationals
- Competed at Worlds
- Selected to Team Canada



Performance Based

- Achieved 90% of Senior International standard
- Submitted PSO-directed testing results 4x / year
- Hit minimum standard in 75% of T2C GMP benchmarks



Pros / Cons

Event-Based

Pros

- Reflects performance on-demand
- Aligns to ultimate goal in sport

Cons

- Doesn't adjust for relative age and various growth spurts
- Doesn't account for alternative pathways (e.g. talent transfer)

Performance-Based

Pros

- Captures a broader scope of athlete development
- Supports the long-term over immediate results (“The Process”)

Cons

- “Kenny Powers principle”
- Challenging to implement



Event-Based Modifications

Criterion: Athlete finishes top-3 at the most recent Senior National Championships.

Issue: Cancellation of Senior National Championships

- Solution 1: Replace Nationals with similar competition that occurred over previous year.
- Solution 2: Create a ranking system using results of 3-5 high level competitions that occurred over previous year.



PROUD MEMBER OF THE | FIER MEMBRE DU
SPORT INSTITUTE NETWORK
RÉSEAU DES INSTITUTS DU SPORT



Event-Based Modifications

WRESTLING BC

British Columbia Wrestling Association

Criterion: Athlete must have placed in the top 2 of their weight class at the most recent National U17 Championships.

Issue: Cancellation of event.

Athlete must have won at least two of the following three competitions in the previous 12 months: War on the floor, BC Age Class Championships, and/or BCSSWA Championships.



PROUD MEMBER OF THE | FIER MEMBRE DU
SPORT INSTITUTE NETWORK
RÉSEAU DES INSTITUTS DU SPORT

Event-Based Modifications



Criterion: Athletes selected to National U23 Male or National U25 Female team in the past 12 months.

Issue: Did not select teams due to COVID.

Athletes ranked in the top 12 of the National U23 Male or National U25 Female team depth chart as verified by the NSO.



Performance-Based Modifications

Criterion: Athlete achieves 75% of physical benchmarks in Train-to-Compete stage of GMP

Issue: Cancellation of annual provincial fitness test camp

- Solution 1: Adapt tests for home and self-report results
- Solution 2: Apply previous testing results, and if enough data, pro-rate to expected achievement



PROUD MEMBER OF THE | FIER MEMBRE DU
SPORT INSTITUTE NETWORK
RÉSEAU DES INSTITUTS DU SPORT



Questions?