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# Powering Podiums Maximizing the High-Performance Pathway

Thursday January 29, 2026



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## Land Acknowledgement

I would like to take a moment to recognize that this afternoon we are here in the City of Burnaby on the ancestral homelands of the hən̓q̓'əmin'əm' and Skwxwú7mesh (Squamish) speaking peoples, and to extend appreciation for the opportunity to hold a meeting on this territory.”



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# Welcome to Powering Podiums

- Partnership between CSI Pacific and ViaSport
- Our focus today is:
- What comes next for the BC High-Performance System
- Shotgun Presentations
- Presenter panel Q&A
- Discussion groups
- Shareback
- Action Items



# Today's Schedule

- Introduction
- David Hill Setting the Scene - Context
- Kevin Bowie viasport update
- 5 slides 5 minutes
- Kevin Black-Sailing BC
- Colleen Miller- Rowing Canada
- Lindsay Dubue and Kayla MacMillan-Curl BC
- Nicole Jenicek-CSI Pacific
- Laura Strenger-CSI Pacific
- Panel Q&A
- Break



## Today's Schedule

- David Hill Enhanced Excellence Process
- Discussion groups
- Athlete Programming
- High Performance Coaching
- Pathway Progression
- Sport Science Deployment
- 3.30- Share back
- 3.50- Action Items

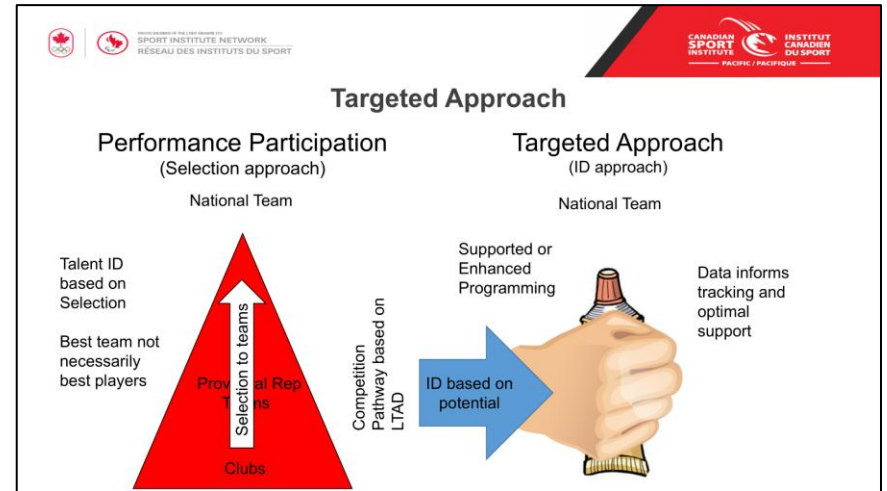
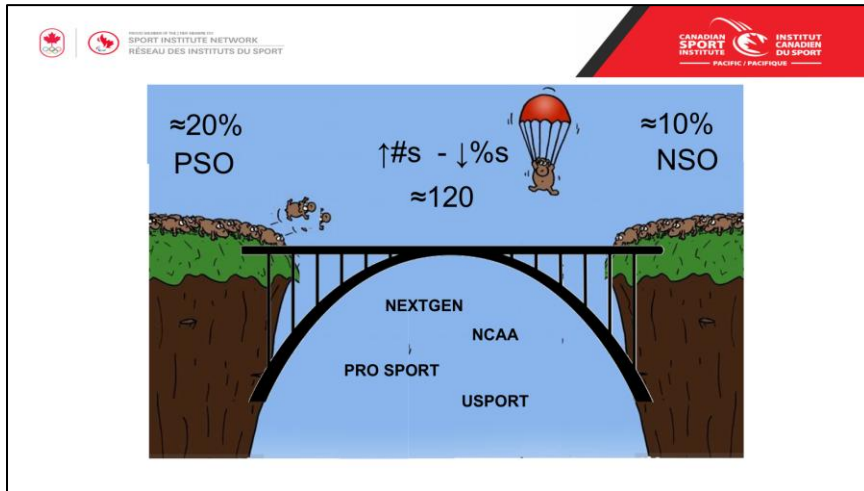
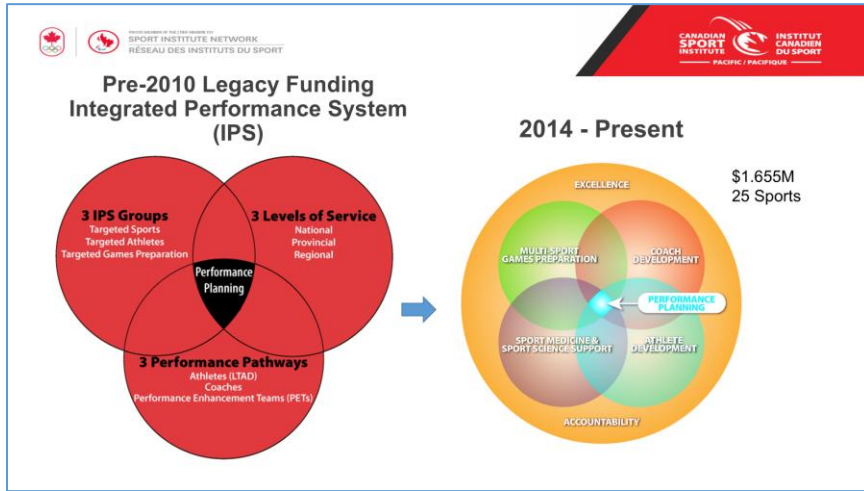


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# Setting the Scene



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# Powering Podiums – 25 topics since 2017

- 10/25 – [Maximizing the High-Performance Pathway](#)
- 09/25 – [The Cost of High Performance Sport](#)
- 07/25 – [2025 Team BC Games Overview & Updates](#)
- 06/25 – [2025 Team BC Guide to the Games](#)
- 05/29 – [2025 Team BC Arriving Ready to Compete](#)
- 05/01 – [2025 Canada Games Preparation – Athlete Panel](#)
- 09/24 – [Work-Life Rhythm](#)
- 03/24 – [Using Movement Screens to Support Athlete Development](#)
- 11/23 – [Succession Planning](#)
- 06/23 – [Data Management](#)
- 11/22 – [Coaching in a Safe Sport Environment](#)
- 06/22 – [Developing and Retaining Officials](#)
- 11/21 – [Enhanced Excellence](#)
- 06/21 – [Exploring the Art and Science Behind Practice Innovation](#)
- 01/21 – [Conversations Around Youth Mental Health](#)
- 05/20 – [Adapting Athlete Targeting During Unforeseen Crises](#)
- 05/20 – [Supporting Athletes Holistically During COVID-19](#)
- 04/20 – [Strength and Conditioning in a COVID-19 World](#)
- 04/20 – [Coach Mentoring](#)
- 12/19 – [Pathway Alignment: Targeting & Identifying Athletes Through Performance Profiling](#)
- 06/19 – [Crisis: Managing Our HP Programs When Things Go Wrong](#)
- 03/19 – [Powering Progression Through Data Solutions](#)
- 10/18 – [Keep Our Coaches Happy & Healthy](#)
- 06/18 – [An International Perspective on High Performance Athlete Development](#)
- 03/18 – [High Performance Coach Pathway](#)
- 11/17 – [Para-Sport Synergies](#)



# Does Pathway Development Really Exist?

**Science** Current Issue First release papers Archive About Submit manuscript

HOME > SCIENCE > VOL. 390, NO. 6779 > RECENT DISCOVERIES ON THE ACQUISITION OF THE HIGHEST LEVELS OF HUMAN PERFORMANCE

ANALYTICAL REVIEW | SCIENCE OF SCIENCE

## Recent discoveries on the acquisition of the highest levels of human performance

ARNE GÜLLICH · MICHAEL BARTH · DAVID Z. HAMBRICK · AND BROOKE N. MACNAMARA [Authors Info & Affiliations](#)

SCIENCE · 18 Dec 2025 · Vol 390, Issue 6779 · DOI: 10.1126/science.adt7790

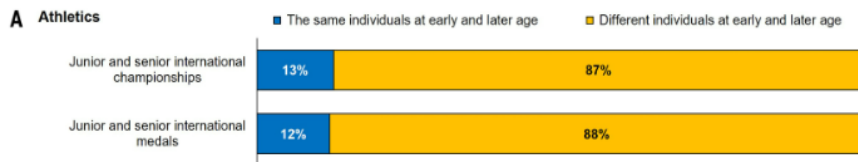
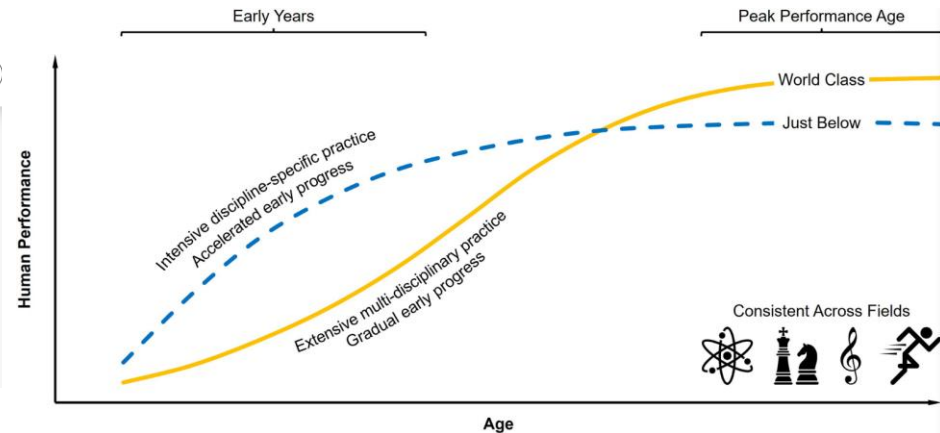
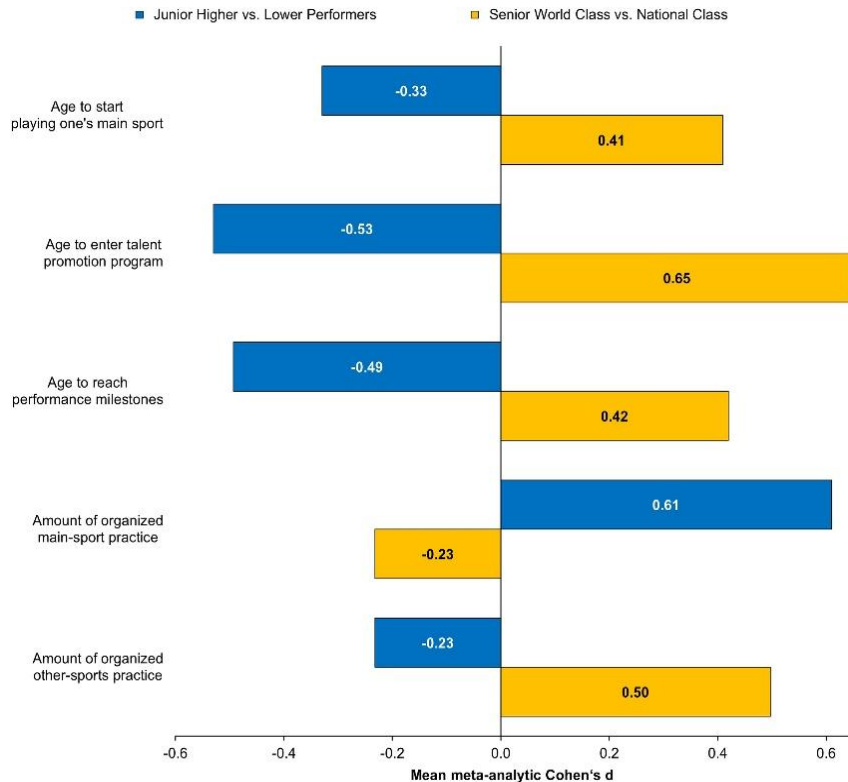


Fig. 1. The extent to which early and later exceptional performers are one identical population or two discrete populations across time.

“Most successful junior athletes do not achieve an equivalent championship level later as a senior athlete. In addition, most successful senior athletes did not previously achieve an equivalent championship level as juniors. For example, 82% of international-level junior athletes do not later reach the international stage as a senior athlete, and 72% of international-level senior athletes did not previously achieve the international junior level”



# Pathway yes, slow and varied development is an asset for truly world class success (Talent takes time)



“The identification of the young performers with the greatest long-term potential requires early indicators beyond early top performance. The evidence suggests that above-average, but not top, early performance together with considerable, but not excessive, discipline-specific practice, and considerable multidisciplinary practice are indicators of long-term exceptional potential.”

Fig. 3. Meta-analytic evidence of predictors of athletic performance.

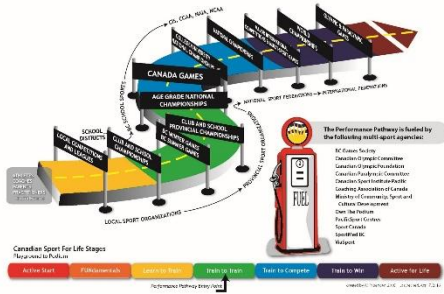


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# Enhanced Excellence

## Pathway Progression

Performance Pathway



## HP Athlete Program



## HP Coaching



## Sport Science Support





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# Panel Presentations



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# Kevin Black BC Sailing





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# Traditional Olympic Sailing Classes





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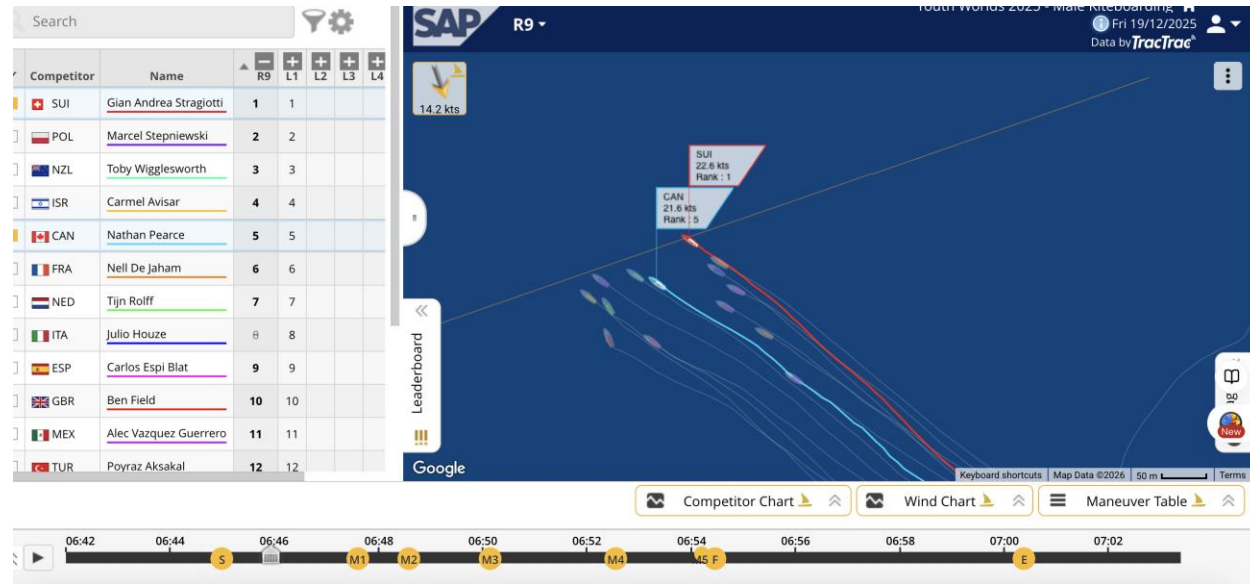
# The shift in Olympic Sailing to include foiling





# Learnings

- focus on equipment set up, technique, brought in outside coaching,
- Data Tracking when direct comparables to worlds best available
- Targeted athlete services





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## Successes 2025



- Nathan Pearce,  
North Vancouver – 8<sup>th</sup>  
place World Sailing  
U19 Youth Worlds
- Valentino Blewett,  
Whistler BC – 4<sup>th</sup>  
place Iq foil Youth U  
19 Europeans





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# Colleen Miller



**ROWING  
CANADA  
AVIRON**





# Maximizing the High-Performance Pathway through Structured Mentorship

- Made in Canada Program
- RCA Next Gen Mentoring Program
- Diversify Coaching Initiative-Mentoring across Canada and all levels of Athlete/Coach Pathways



# Value of Structured Mentoring

- ❑ Previous Local, Provincial, National mentoring that was unstructured had mixed feedback and results
- ❑ Create mentor and mentee relationship matching needs with mentor knowledge/experience
- ❑ Identify gaps and goals with Individual Development Plan (use NCCP action plan, athlete/peer/organization feedback, self reflection)
- ❑ Structured with built in flexibility (times, zoom/in person, competition)
- ❑ Final reports and feedback
- ❑ Utilize [Coaching Association of Canada Mentor Resources](#)



# Made in Canada Program

- Two annual programs delivered in 2024 and 2025.
- Coach application and state goals to improve and long-term goal to coach for Canada in Next Gen or HP role.
- Identify Mentor and RCA determine if Mentor suitable to reach coach goals.
- Monthly RCA / Made in Canada Coach check in for progress, share challenges and successes.
- Coach opportunities to continue NCCP education, other PD, visit RCA National Training Centre, HP camp integration, Lead Next Gen Team (Junior or U23 World Championships)



# RCA NextGen Coach Mentoring

- ❑ Coaches selected to coach RCA Next Gen team receives mentoring support.
- ❑ Similar process to Made in Canada process
- ❑ Short term contract - 4 weeks to 3 months in duration
- ❑ Experienced Mentors (former National Team coaches, RCA Sport science experts) who can enact change in a short time frame
- ❑ Long term network established



# RCA Diversify Coaching Initiative

- ❑ Expand coach support across Canada and all Athlete/Coach Pathways
- ❑ Goal: Build club capacity, coach development and athlete experience.
- ❑ Collaborate with and elevate provincial mentorship programs.
- ❑ Individual Development Plans, support for competition, mentorship, coach networking, national conference attendance.
- ❑ Create future mentors and provincial or Next Gen Coaches



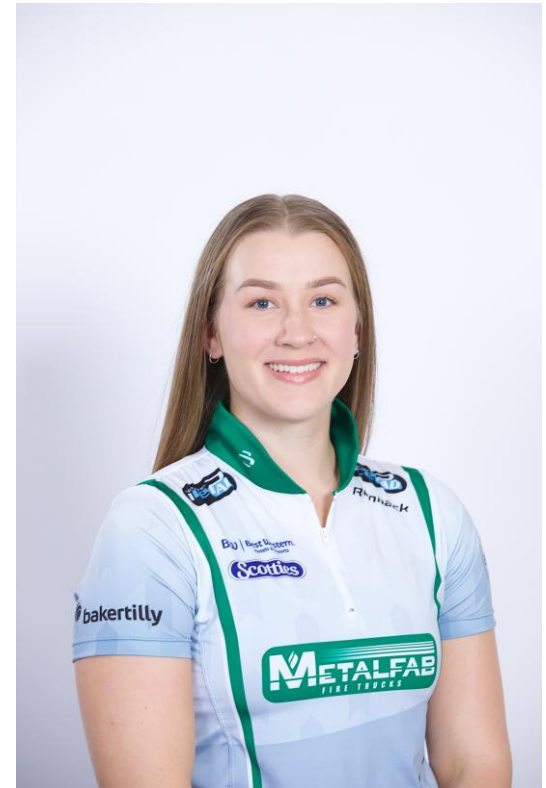
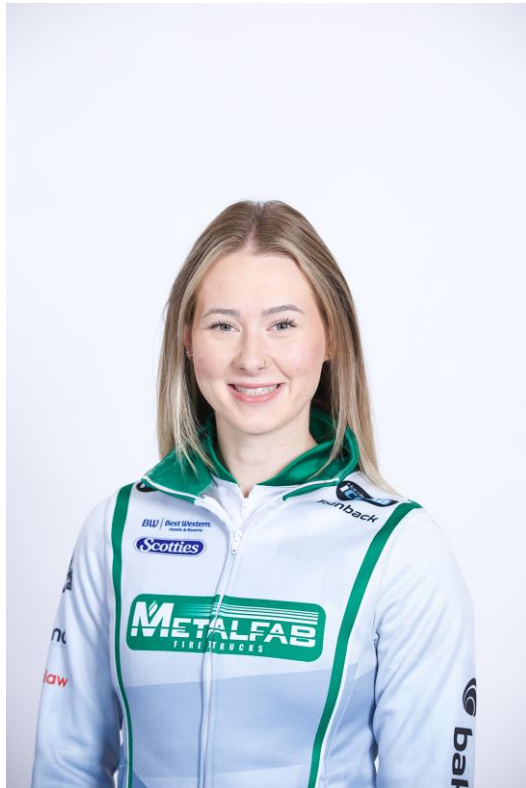
# Individual Development Plan

<b>WHAT</b> One behavior or area from <u>your peer</u> and athlete feedback do you want to strengthen
<b>WHY</b> How will this improve your leadership influence and impact and/or relationships with self and others (up, out and around)
<b>LEARN</b> What will I be <u>reading</u> ; who will I learn from or how I plan to practice and learn more about this skill area I want to grow
<b>IDENTIFY</b> What are my “cues” that trigger me to react as I do today What practices will I put in place as “cues” to slow myself down and practice this new skill
<b>TAKING ACTION</b> One or two specific practices I will take – daily, weekly - to make this new skill more part of how I respond and how I lead.
<b>PRACTICE TO PERFORM</b> I will intentionally practice to build a new routine with trusted individuals to start <ul style="list-style-type: none"><li>• Indicate where/when/how often</li></ul>
<b>REFLECT</b> What Am I Learning? How often and with whom will I reflect on my progress and learning?



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# Kayla MacMillan and Lindsay Dubue





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# Elevating the Standards of Curler Development in BC

- Gaps identified
  - Technical deficiencies
  - Lack of understanding of the High-Performance landscape





## What to do about it?

- Established a Curling Canada recognized Regional Performance Centre (RPC)
  - Equipment
  - Coaching
  - Athlete Testing





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# Athlete Testing: Technical Analysis





# Athlete Testing: Technical Analysis

- Grading system for data driven feedback
  - Quantify improvement
  - Provide direction to coaches
  - Compare to performance benchmarks

Totals (Draw:Hit)	28	28.5	28	26.5	27.75	25.35
Totals (L8:CL:R8)	56.5		54.5		53.1	
Total Draw	83.75					
Total Hit	80.35					
Draw %	87.24%					
Hit %	83.70%					
Assessment Total %	85.47%					

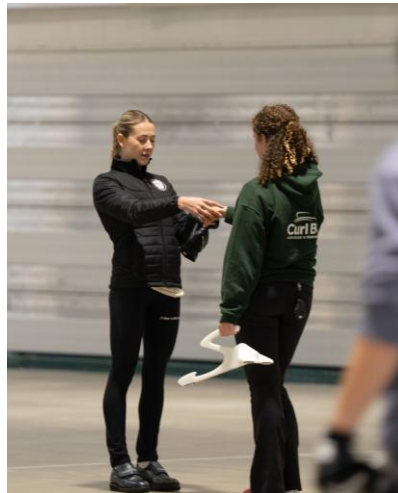
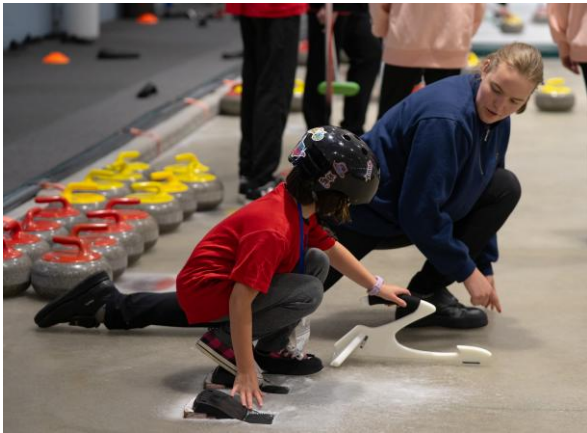
Excellent	7	8	>=90
Good	5	6	70-89
Average	3	4	50-69
Inadequate	1	2	<50
<b>Assessment Score</b>	85.47%		



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## Next Steps

- Development of LTAD benchmarks
- Data driven gap analysis
- Talent Identification - youth development





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# Nicole Jenicek

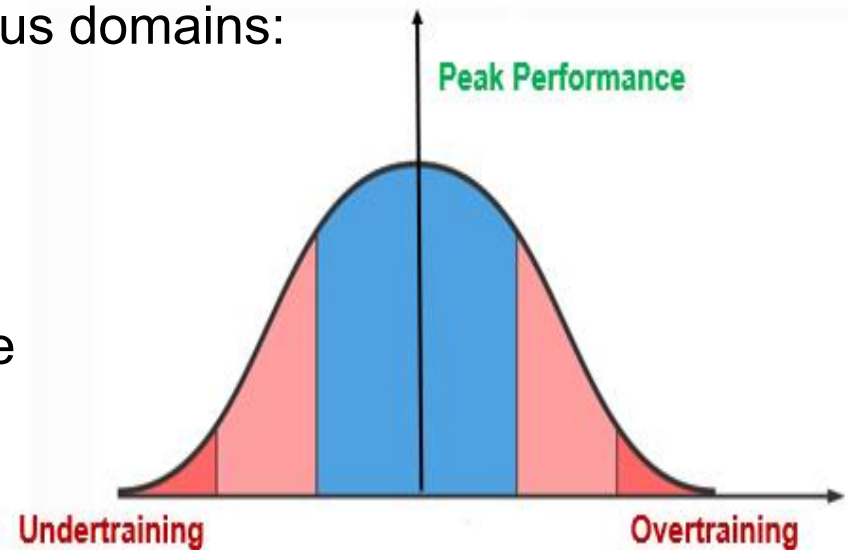




# Athlete Readiness

## What is athlete readiness?

- State of being fully prepared to train and compete
- Reflects optimal preparation in various domains:
  - Technical/Tactical
  - Psychological
  - **Physical**
- Aims to maximize performance while minimizing risk of injury, illness, and overtraining



**How do you know if your athlete is in a state of optimal readiness?**



# Monitoring

Captures the athlete's real-time state of readiness (to perform or compete) which informs daily practices and prevents overtraining



## **Subjective metrics:**

How the athlete feels: perceived sleep quality, muscle soreness, mood and stress levels

**Objective Metrics:** Measures physiological and biomechanical responses to training using tools such as jump performance, load-volume monitoring, and movement velocity





# Testing

Provides a standardized snapshot of an athlete's physical capacity at a single point in time

- Uses common protocols such as strength, power, speed, conditioning, and mobility assessments
- Requires strict standardization (environment, rest, and protocols) to ensure reliable and repeatable data
- Intermittently re-establishes maximal performance to guide training recommendations
- Identifies specific areas for physiological and biomechanical development over time





# Understanding the Sport

- Identify what drives performance
- Testing should reflect the physical qualities most critical for success in that sport.
- Energy system demands
- Determine physiological demands. Ex. long duration vs. short with explosive efforts
- Biomechanical demands
- Key movement patterns and muscle groups
- Injury and load considerations
- Understand common injury sites and mechanisms to assess resilience and load tolerance in high-risk areas.





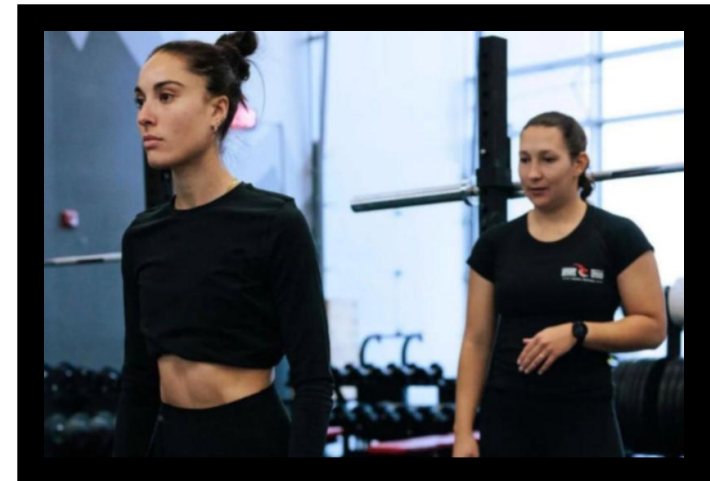
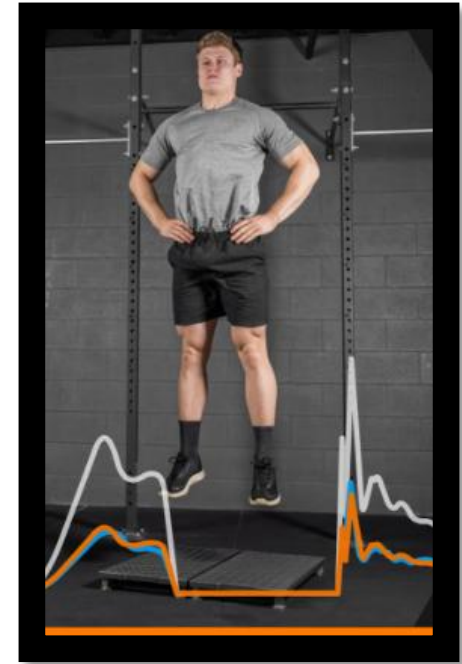
# Applications

## Integrated approach

- Inform daily training decisions
- Support long-term athlete development
- Track progress and readiness over time

## Tools:

- **VALD:** Portable systems that allow for objective diagnostics and performance testing
- **TeamBuildr:** App for program delivery and monitoring
- **Training Diaries / Wellness Logs:** Athlete-reported readiness, recovery, stress, and nutrition





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# Laura Strenger





## A Step-By-Step Approach to Testing

1. Determine relevant sport KPI's
2. Select physical tests (field tests and S&C tests) to include in a testing battery
3. Figure out testing/scheduling logistics
4. Carry out testing battery (at key times across training periods)
5. Interpret and present results to technical coach(es) and athletes
6. Communicate relevance of findings and determine SMART goals for subsequent testing period with athletes/coach

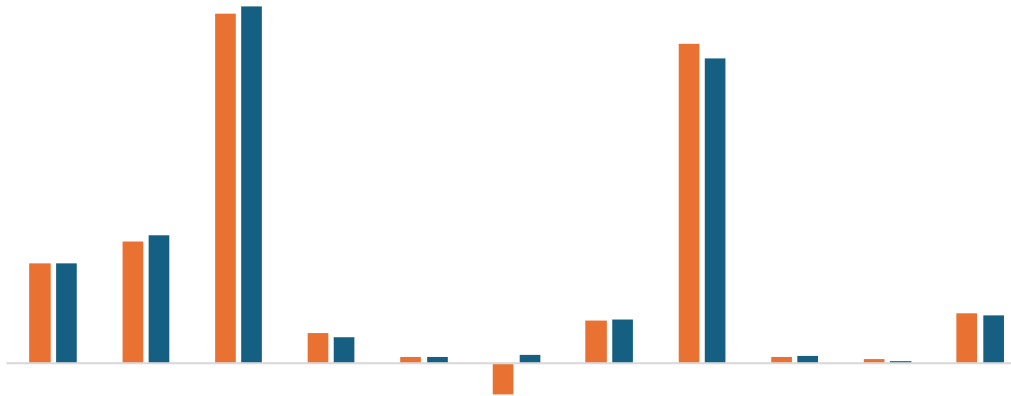


Source: <https://in.pinterest.com/pin/703054191824590110/>



# Example: BC Freestyle Testing Battery

Athlete A: Comparison of Test Results



1. Countermovement Jump
2. 30-cm Drop Jump
3. Drop and Stick
4. Isometric Mid-Thigh Pull
5. 80s Squat Jump Test
6. 20 Box Jump Test
7. Beep Test

	Beep Test	20 Box Jump Test (s.)	CMJ Height (TOV) (cm)	DNS Peak Force(N/N)	DNS TTS (s)	DnS Asymmetry % (+ve = Left side bias, -ve = Right side bias)	IMTP Relative Peak Force (N/N)	30cm Drop Jump Height (TOV) (cm)	Drop Jump RSI	80s SJ Mean Power/KG Drop Off	80s SJ Landing Asymmetry % (+ve = Left side bias, -ve = Right side bias)
6/14/2025	12.01	14.65	42.11	3.60	0.71	-3.82	5.1	38.44	0.69	52%	5.99
9/16/2025	12.03	15.41	43.02	3.15	0.77	1.04	5.28	36.7	0.91	26%	5.77



# Sport-Specific Force Plate Test

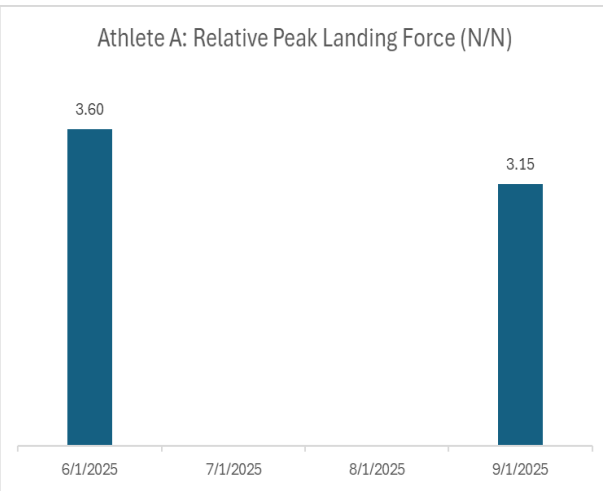
- ***Drop and Stick Test***
- Athlete performs a drop landing attaining a stable position as quickly as possible, while minimizing peak landing force.
- The Drop and Stick test is used to assess the time required to attain a stable position after a jump landing task. The main variable of interest is time-to-stabilization (TTS) which measures the ability to attenuate landing force and regain postural control rapidly, which gives an indication of dynamic postural stability.
- Metrics: Peak Landing Force, Time-to-stabilization and Landing Asymmetry





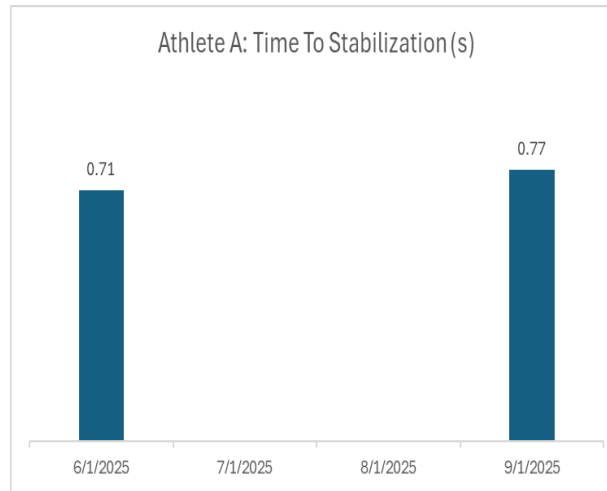
# Drop And Stick Metrics

Athlete A: Relative Peak Landing Force (N/N)



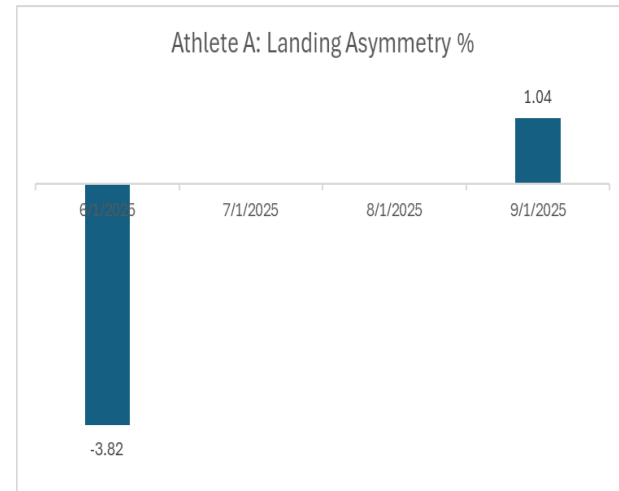
Optimal: Less than 3.5 N/N

Athlete A: Time To Stabilization (s)



Optimal: Less than 0.600 s

Athlete A: Landing Asymmetry %

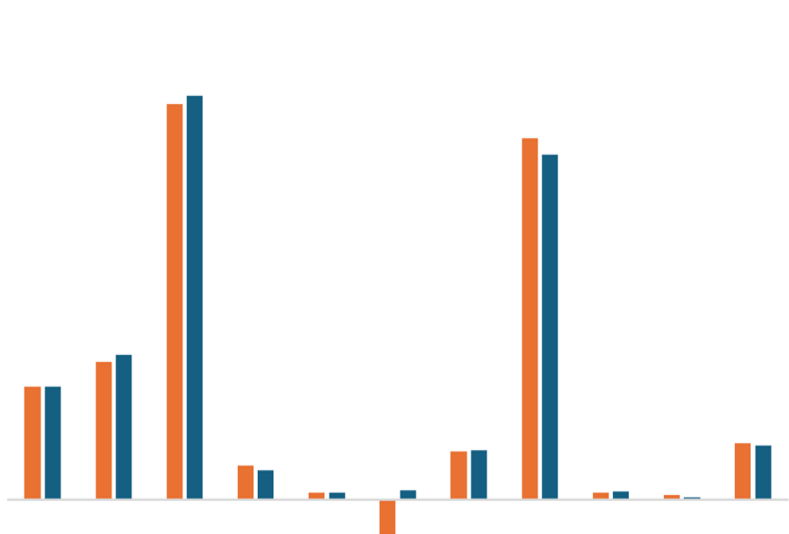


Optimal: Less than 10%  
At Risk: 15% or higher



# RTP (Return To Play)

Athlete A: Comparison of Test Results



Benchmark testing data helps inform every step of the RTP process

Athletes/coaches gain a better understanding of how to approach a return to training/competition in a sustainable manner

	Beep Test	20 Box Jump Test (s.)	CMJ Height (TOV) (cm)	DNS Peak Force(N/N)	DNS TTS (s)	DnS Asymmetry % (+ve = Left side bias, -ve = Right side bias)	IMTP Relative Peak Force (N/N)	30cm Drop Jump Height (TOV) (cm)	Drop Jump RSI	80s SJ Mean Power/KG Drop Off	80s SJ Landing Asymmetry % (+ve = Left side bias, -ve = Right side bias)
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## Panel Q&A

- Kevin Black-Sailing BC
- Colleen Miller- Rowing Canada
- Lindsay Dubue and Kayla MacMillan-Curl BC
- Nicole Jenicek-CSI Pacific
- Laura Strenger-CSI Pacific




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# Enhanced Excellence Process




# EE Annual Assessment



**2025 Enhanced Excellence Report**  
Alpine Ski

Submitted by Canadian Sport Institute Pacific





## Briefing Note



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# EE Reporting - Demographics

	Total Count	% Registered	Minimum Count	Maximum Count
Athletes	1155	66%	10	111
Coaches	449	60%	4	53

Cost Type	EE Average PD2 Athlete Cost	EE Average PD1 Athlete Cost
Fees and Dues	\$3,775	\$5,456
Daily Training Associated fees	\$4,221	\$5,610
Competition Associated fees	\$9,319	\$12,895
Camp based fees	\$3,198	\$4,862
Other Fees	\$2,368	\$2,109
<b>TOTAL</b>	<b>\$22,881</b>	<b>\$30,932</b>

Figure 1: Percentage of ethnicity across EE sport (PD1 and PD2)

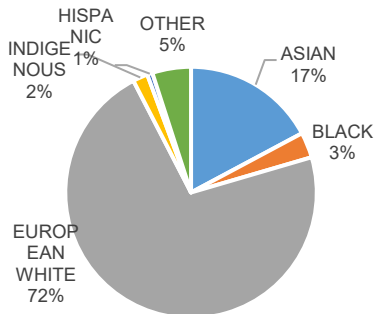


Figure 2: Percent of Targeted Athletes Attending School n=713

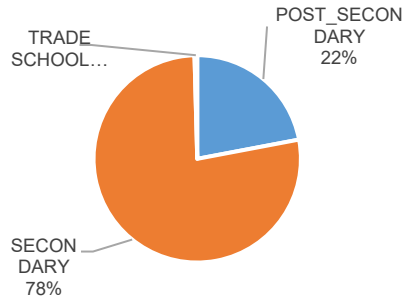
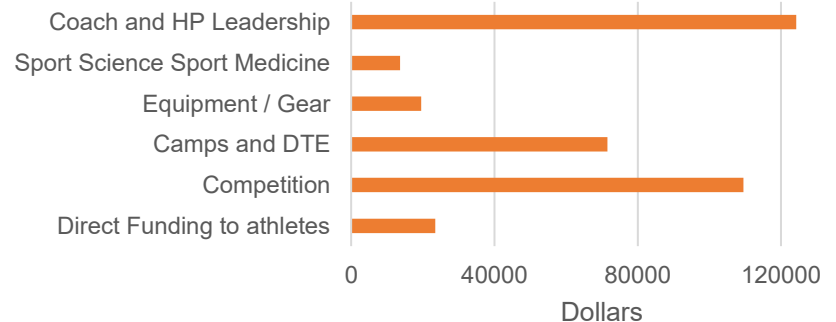


Figure 3. Average HP Program Annual Spend



BC Pop: 60% Euro/white, 34% Visible Minorities, 6% Indigenous

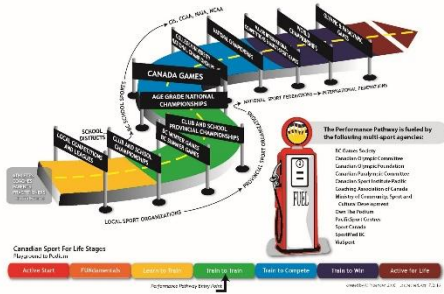


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# Enhanced Excellence

## Pathway Progression

Performance Pathway



## Sport Science Support



## HP Athlete Program



## HP Coaching





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## Pathway Progression

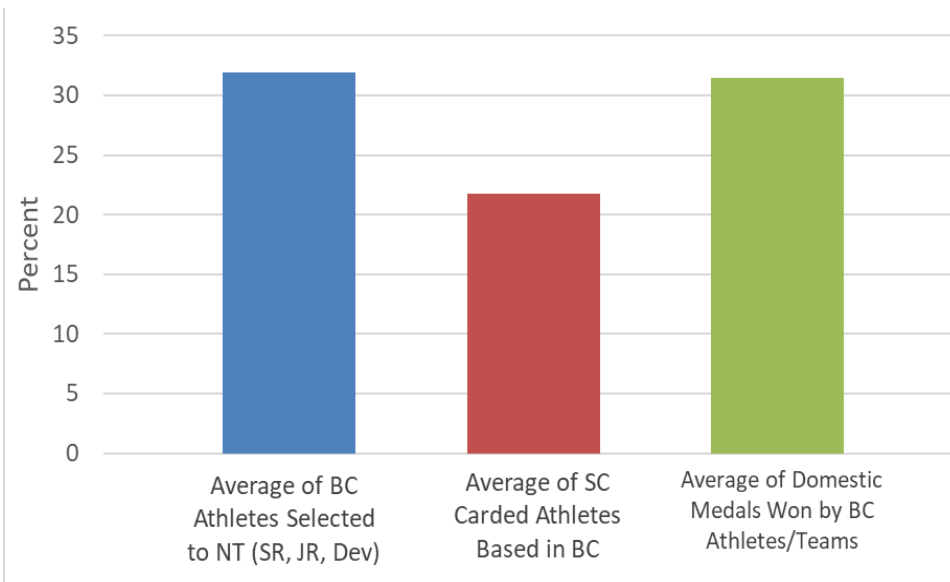
- CSI Pacific Athlete Registration Rate
- Percent of Sport Canada Carded Athletes in BC
- Percent Average Conversion (Provincial To National) last 4 years
- Percent Average conversions to any level last 4 years
- Average Number of Years Targeted for current athlete list
- Percent Athletes on National Teams (Junior, Development and Senior)
- Percent of Domestic Medals Won By BC Athletes



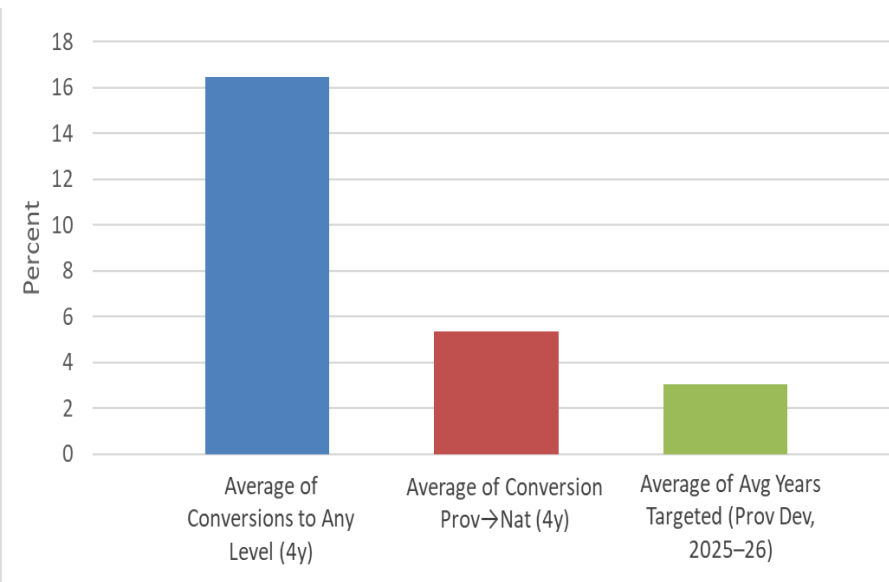


# Pathway Progression

## National and Domestic Progress

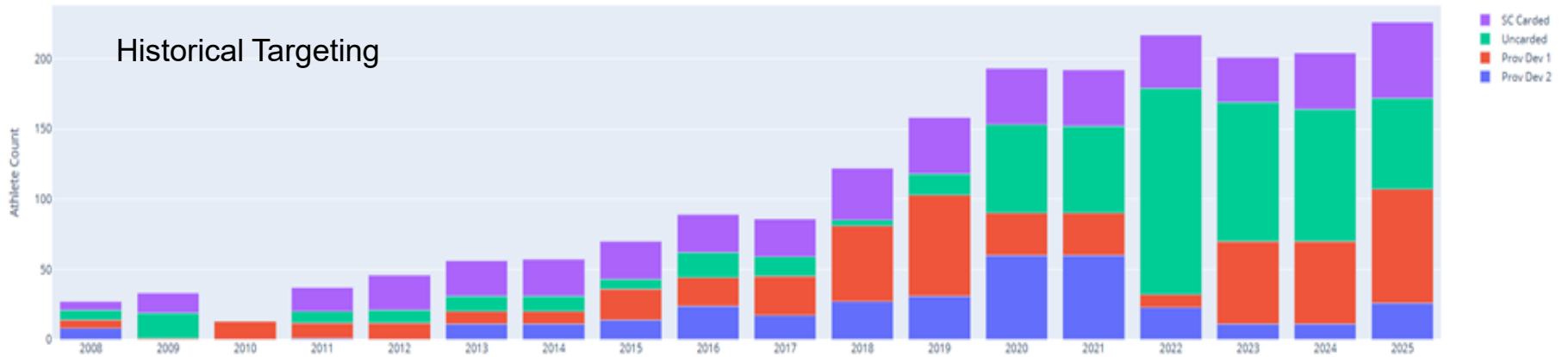


## Conversion and Targeting

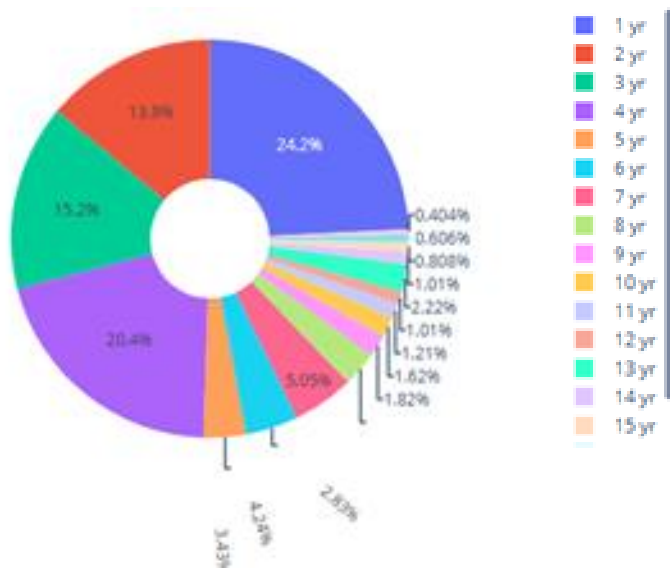




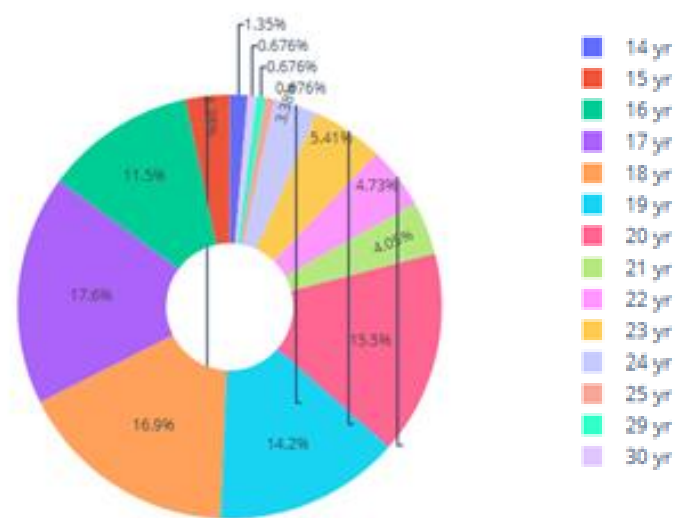
Program Composition by Year — Field Hockey



Years Targeted



Age Converted



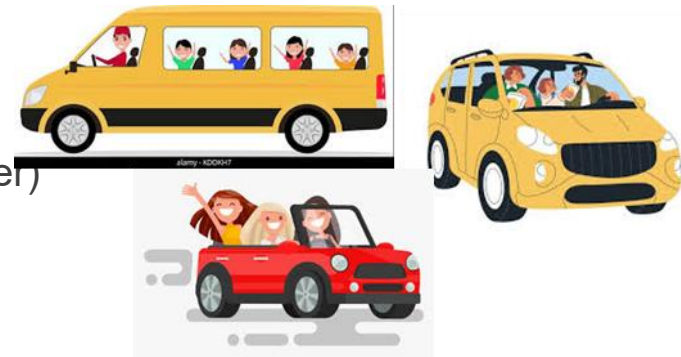


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PACIFIC / PACIFIQUE

# HP Athlete Programming

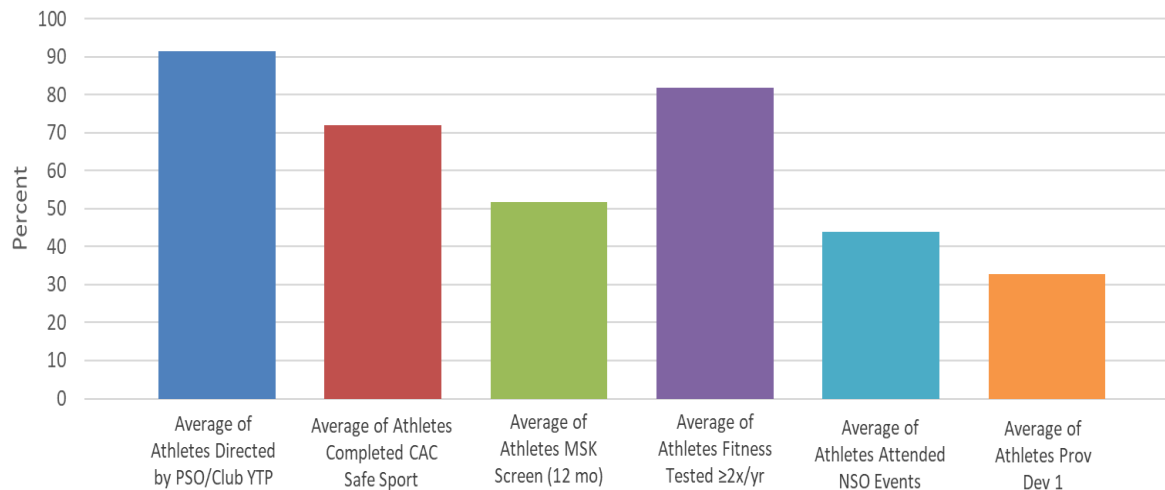
- Percent of PD 1 athletes
- Average Number of Athlete Training days (absolute number)
- Average Number of Competition days (absolute number)
- Percent Athletes Directed by Individual or Club YTP
- Percent Athlete completing NCCP Safe Sport
- Percent Athletes completing Muscular Skeletal Screen in last 12 months
- Percent Athlete Fitness Testing Two Times in Annual Cycle
- Percent Athletes Selected to NSO Events (Camps or Competitions)



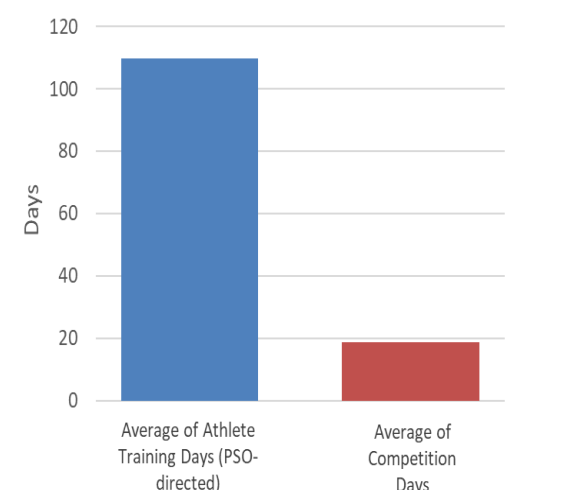


# HP Athlete Programming

## Programming System Metrics



## Training and Competition Days





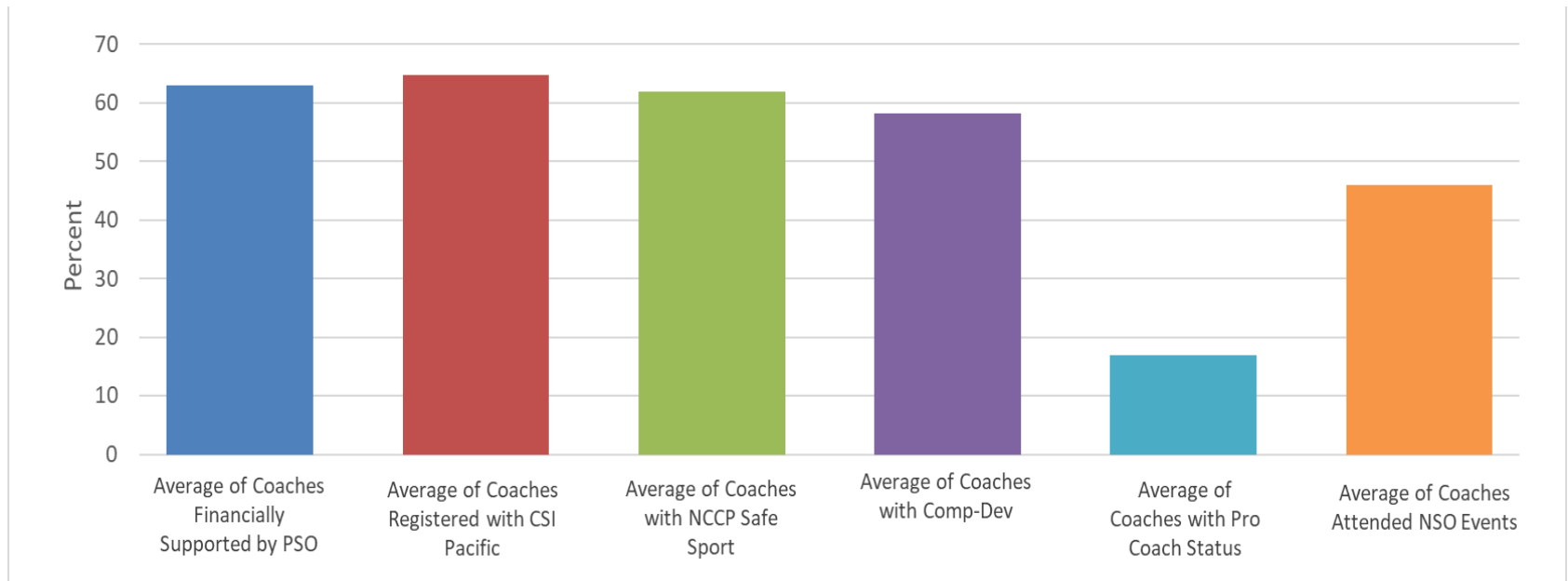
# HP Coaching

- Athlete to Coach Ratio (Total athletes / Total coaches)
- Percent CSI Pacific Coach Registration Rate
- Percent Coaches with NCCP Qualification (Comp-Dev trained or certified)
- Percent Coaches with CAC pro coach status - Locker report
- Percent funded or financially supported coaches
- Percent coaches with NCCP SafeSport Training
- Percent Coaches Identified and Attended NSO Events (Camps or Competitions)



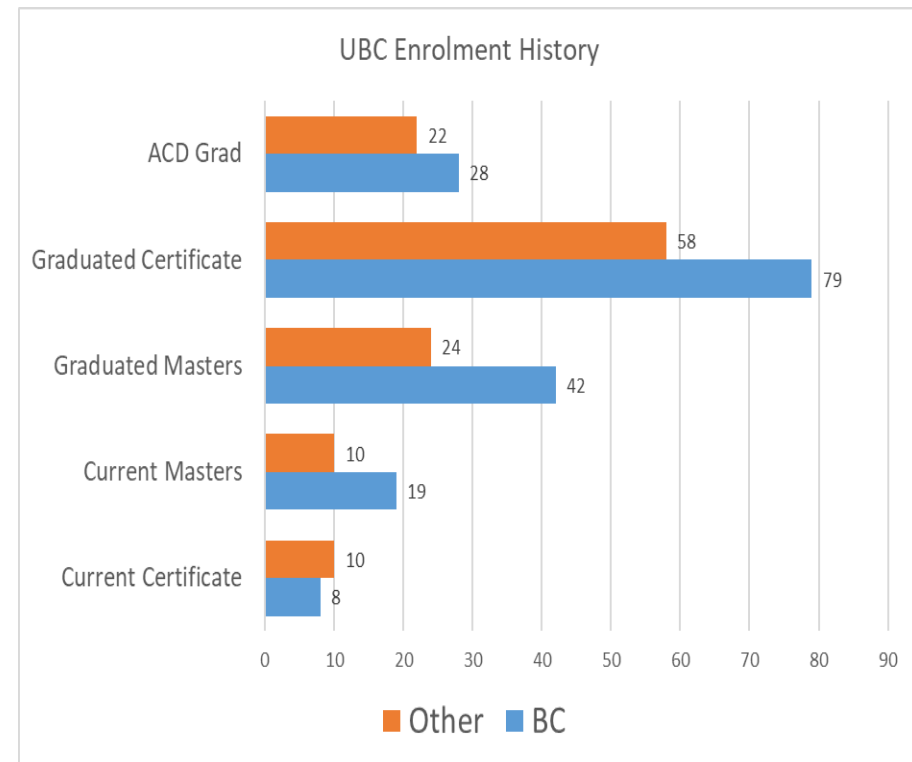


# HP Coaching





# HP Pathway in BC



12 Graduates in leadership or coaching position among EE Sports



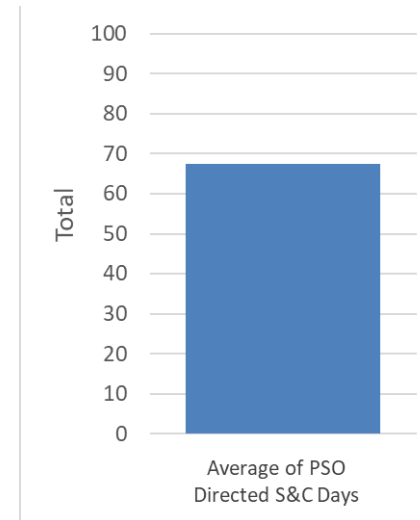
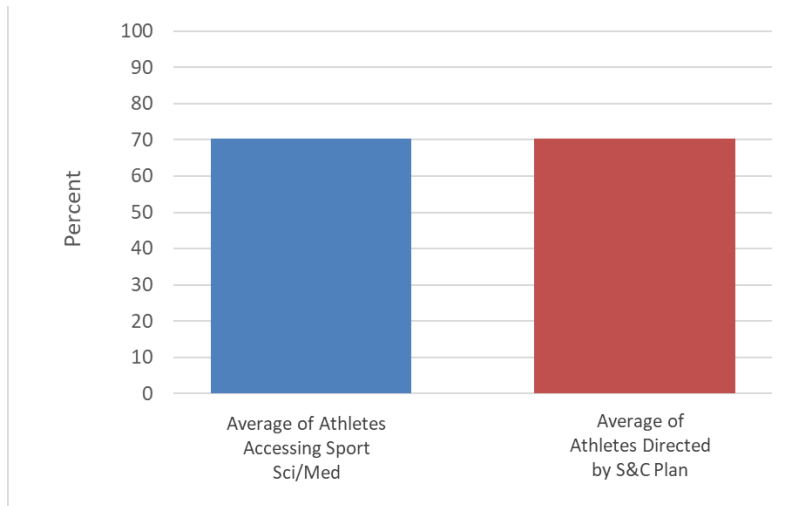
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# Sport Science Support

- Athlete to Practitioner Ratio (Total Athletes / Total Practitioners)
- Percent athletes Accessing Sport Science, Sport Medicine Support
- Number of S&C Training Days (Absolute Number)
- Percent Athlete directed by S&C Plan

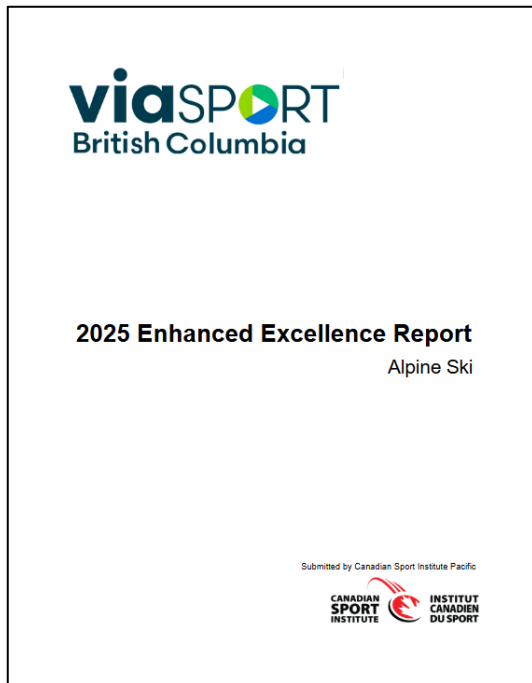


# Sport Science Support





# EE Annual Assessment



=

## Briefing Note



**viaSPORT**  
British Columbia





# Report Card Scoring

## SOURCES



PSO REPORTED



Key Performance Indicator	Sport Score	EE Avg	Rank
Athlete to Coach Ratio (Total athletes / Total coaches)	2.44	2.84	14
Percent CSI Pacific Coach Registration Rate	94%	65%	5
Percent Coaches with NCCP Qualification (Comp-Dev trained or certified)	56%	58%	14
Percent Coaches with CAC pro coach status - Locker report	25%	17%	6
Percent funded or financially supported coaches	56%	63%	15
Percent coaches with NCCP SafeSport Training	100%	62%	1
Percent Coaches Identified and Attended NSO Events (Camps or Competitions)	75%	46%	5

4

Above  
70<sup>th</sup>  
Percentile



# Overall Scoring

## REPORT

- HP Athlete Programming **2**
  - HP Coaching **4**
  - Program Progression **3**
  - Sport Science Support **1**
- = **10**

## MEETING

- Clearly Defines KPIs and how it is measured
  - **Gap Analysis** /5
  - **Fitness & Tracking** /5
  - **Coaching** /5
  - **HP Program** /5
- = **?**
- Total Score**



# Groupings

- A. Group 1 Athlete Programming-objective is to discuss planning and communication to athletes and stakeholders to prioritize annual planning.
- What are current gaps in programming (besides \$) that could be made more efficient?
  - How can earlier communication of plans assist in more effective programming?
- B. Group 2 High-Performance Coaching- objective is how do we identify, develop and retain home grown HP coaches
- What are the current gaps (internal / external) that are weaknesses or threats to high quality coaching?
  - What are the opportunities or strengths that could be leveraged to maximize high quality coaching?
- C. Group 3 Pathway Progression objective is discussing athlete ID strategies, targeting the right athletes at the right time and providing opportunities to progress through the pathway and building a bridge to the NSO
- Where are there gaps between PSO and NSO programming that could help progress athletes in the pathway?
  - What opportunities exist to keep athletes in the pathway (identified) longer (older) and what can be learned from other sports? What happens to athlete who are no longer targeted?
- D. Group 4 Sport Science- objective is to explore efficiencies in systematic delivery of testing and diagnostics
- Where are there gaps that could benefit from a more systemic approach to sport science delivery?
  - How can data be better utilized to inform decision making and what can be done to ensure better data stewardship across the sector?



## Group 1 (A)

Group 1 Athlete Programming-objective is to discuss planning and communication to athletes and stakeholders to prioritize annual planning.

- What are current gaps in programming (besides \$) that could be made more efficient?
- How can earlier communication of plans assist in more effective programming?



## Group 2 (B)

Group 2 High-Performance Coaching- objective is how do we identify, develop and retain home grown HP coaches

- What are the current gaps (internal / external) that are weaknesses or threats to high quality coaching?
- What are the opportunities or strengths that could be leveraged to maximize high quality coaching?



## Group 3 (C)

Group 3 Pathway Progression objective is discussing athlete ID strategies, targeting the right athletes at the right time and providing opportunities to progress through the pathway and building a bridge to the NSO

- Where are there gaps between PSO and NSO programming that could help progress athletes in the pathway?
- What opportunities exist to keep athletes in the pathway (identified) longer (older) and what can be learned from other sports? What happens to athlete who are no longer targeted?



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## Group 4 (D)

Group 4 Sport Science-objective is to explore efficiencies in systematic delivery of testing and diagnostics

- Where are there gaps that could benefit from a more systemic approach to sport science delivery?
- How can data be better utilized to inform decision making and what can be done to ensure better data stewardship across the sector?



# Discussion Groups

## Athlete Programming

Planning and communication to athletes and stakeholders to maximize calendar

## HP Coaching

Identifying, developing and retaining home grown coaches

## Pathway Progression

Athlete ID, targeting the right athletes at the right time and providing conversion opportunities

## Sport Science

Explore efficiencies in testing procedures to deliver systematic testing AND diagnostics



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## Share Back

- To be collected and shared.....
- BIG IDEA?



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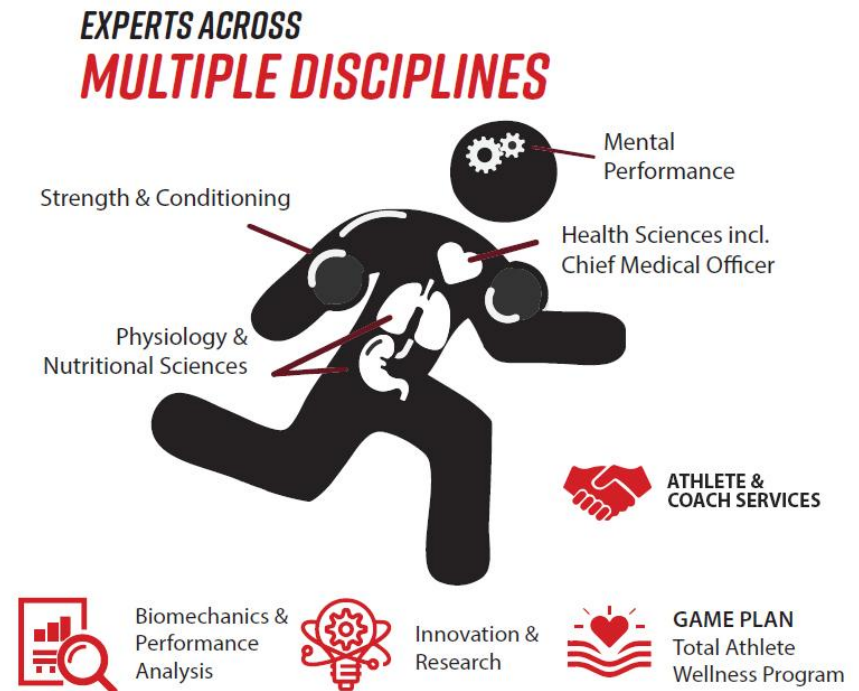
# FINAL WORDS



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# CSI Pacific – What can we do?

- Technical Leadership
  - What are other sports doing
- Data Stewardship & Security
  - Informing athlete and sport performance
- Coach & TL Enhancement
  - Post Secondary and mentoring
- Community Champions
  - Maximizing Benefits
- Performance Solutions
  - Enhancing Sport Science Support

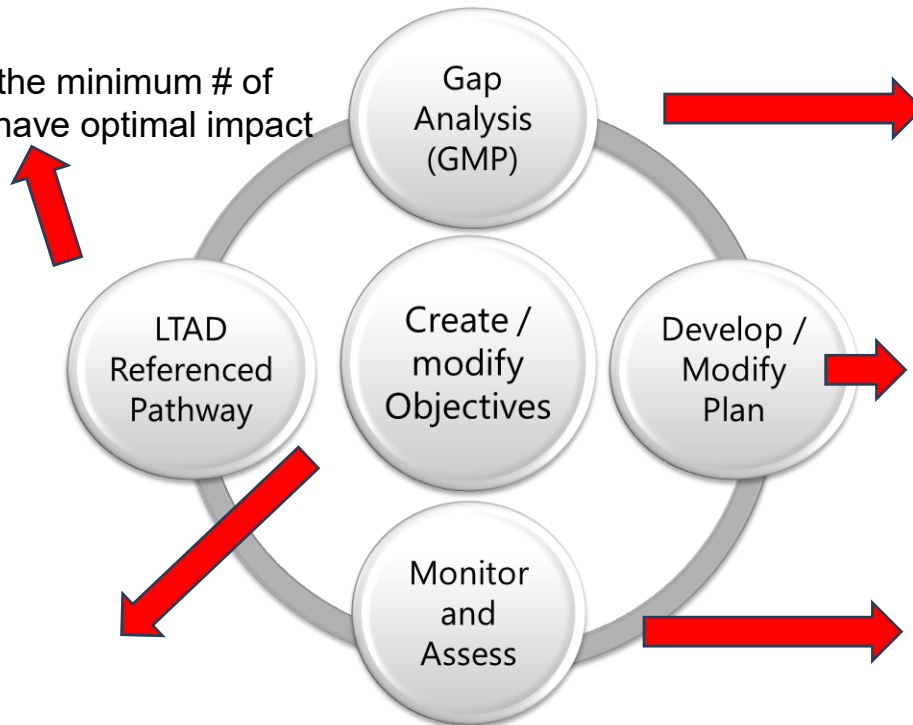




# Performance Solutions

## Identify LOU

- Cost
- Days
- What is the minimum # of days to have optimal impact



## Informing athlete profile through data

- Physiology Testing
- Strength Diagnostics
- Screening (MPC / Nutrition)

## Coach Interaction

- Practitioner consultation
- Group summary of data
- Early IST meeting

## Report / Re-engage

- Data Capture
- Dash boarding



# Enhance Excellence Evolution

## Targeted Approach

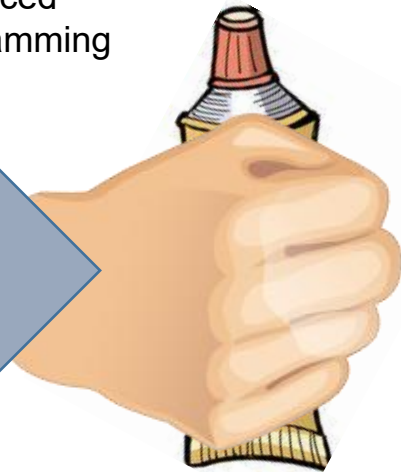
(ID approach)

National Team

Supported or  
Enhanced  
Programming

Data informs  
tracking and  
optimal  
support

ID based  
on  
potential



- Enhanced Targeted Support – Annual Review – autonomous decision making
- Directed Targeted Support – Project based approaches to enhance sport needs.
- System Based Support – Scalable initiatives that would enhance all sport (i.e. HP Data Management)



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Thank you!

Go Canada Go



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## Next Steps and Action Items

- To be collected and shared.....



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# Thanks for your attendance and contribution today