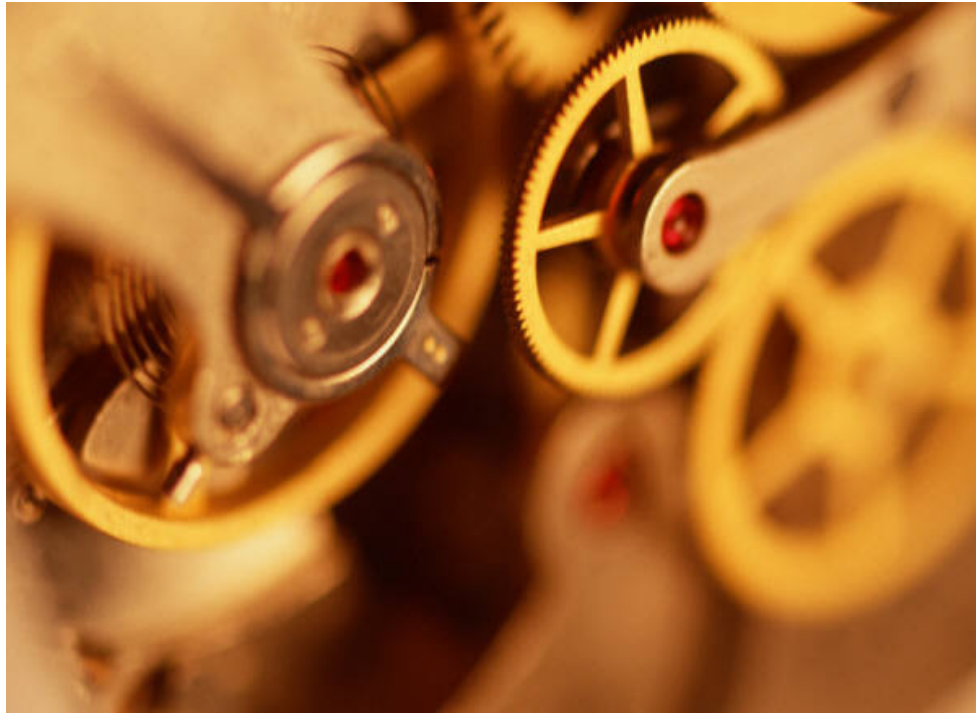


Age-Group Development



A Whole-istic Approach...

Don Heidary

Orinda Aquatics, USA Swimming
The American Swimming Coaches Association

Swim Ireland Coaches Clinic 2013

*...To a
Puzzling Concept*



A Humble Thank You

**Thank you again for the invitation and
the opportunity to be with you.**

It is truly an honor.



**A very special thank you to
John Leonard and
The American Swimming Coaches
Association**

**And to Finis, whose equipment is
invaluable to our teams' development**



It's All There

(almost all)

Internet Search:

- “Swimming technique” –
- “Best swimming technique” –
- “Swimming training” –
- “Best swimming training” -



It's All There

(almost all)

Internet Search:

- Swimming technique – **21M**
- Best swimming technique – **11M**
- Swimming training – **162M**
- Best swimming training – **103M**



What now?

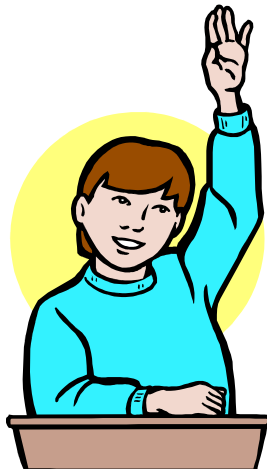
If the information is there...

What do we do with it?

And what else is there to
coaching and developing
young athletes?



Soooooooo...
What is the answer?



Train more?
Drill more?
Play more?
Yell more?

What makes a great...

Swimmer?

Athlete?

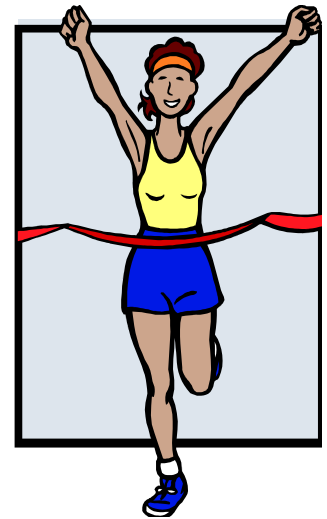
Group?

Team?

Leader?

Career?

Experience?



Do you know?
Do the kids?
Do the parents?

is there a clear picture of success?



Developing Swimmers

Building Careers



Developing Programs

Building Teams



The Pieces and, the Assembly



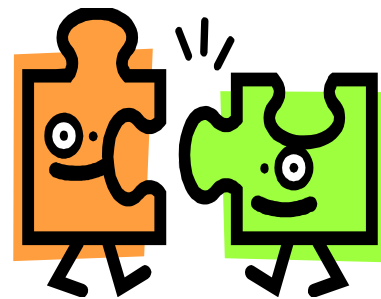
It's about what lies beyond the millions of websites, drills, and sets, and the more common pieces of the age-group puzzle (the heavy lifting).

Don/Ron Heidary, Orinda Aquatics

- **25 Years – large, successful, summer league programs (200-250)**
 - Coached all ages everyday
 - Technique drive (aggressive, daily in-water lessons)
 - Highly disciplined/integrity-driven backdrop
- **30 years – large, successful high school programs (100+)**
 - Teenage mentality/social challenges
 - Short season to develop culture and success
- **20 Years - Orinda Aquatics (averaged 125 swimmers)**
 - Aggressive character-driven culture
 - Relationship driven
 - Highly productive at regional/national levels
 - One of the top “smaller clubs” in USA (number one in 2009)
 - Coached top two breaststrokers in USA in high school
 - Men finished 3rd at USA Junior Nationals (long course 2012)
 - Steven Stumph breaks Junior National record – 200 Breast at 1:55.88

Overview

- Introduction
- The Puzzle
- The Process/Assembly
- **Corner(stones)**
 - Break
- **Borders/Framework**
- The (other) Pieces?
- Vision – the “glue”
- Puzzle Review
- Conclusion

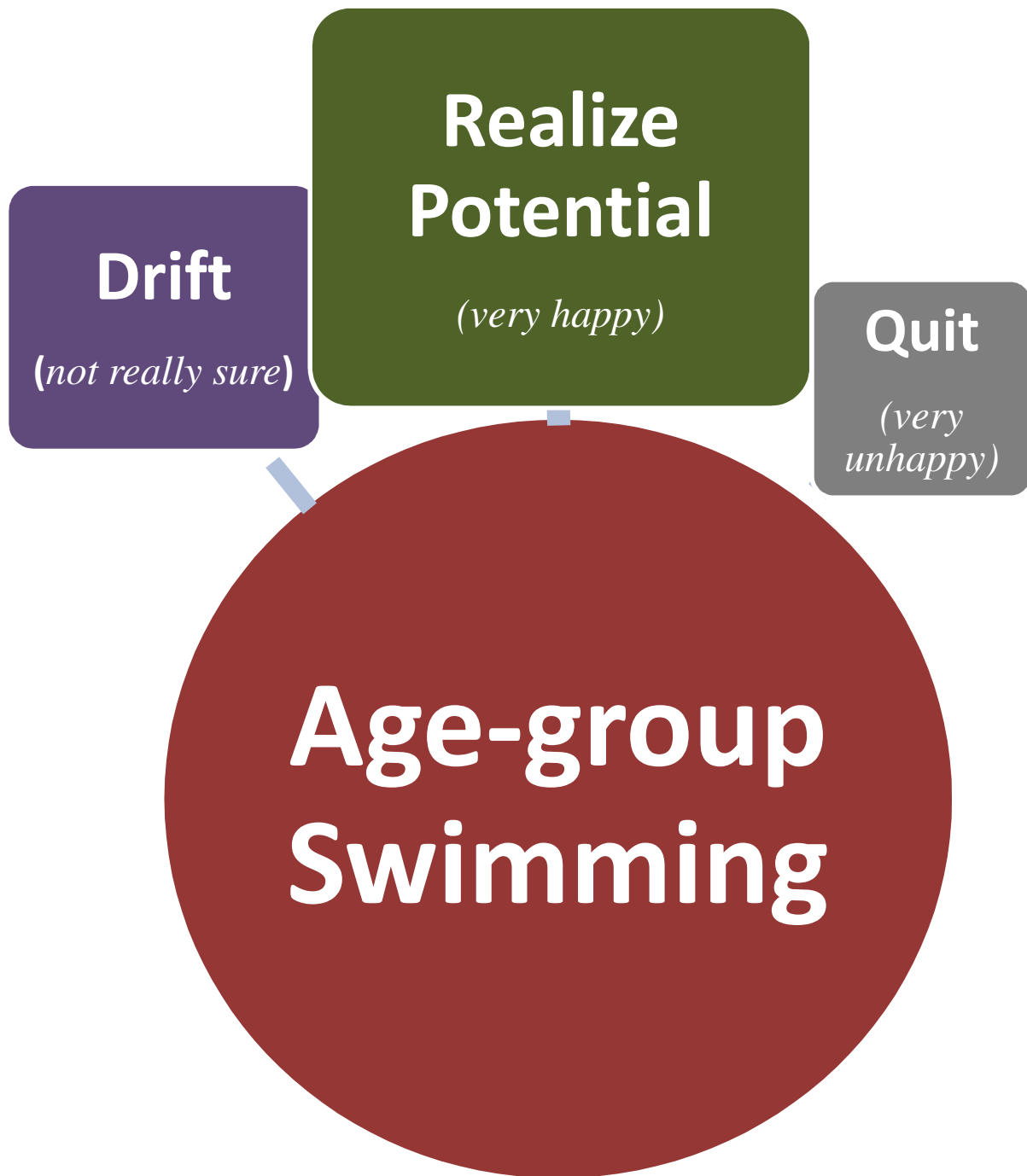


Introduction



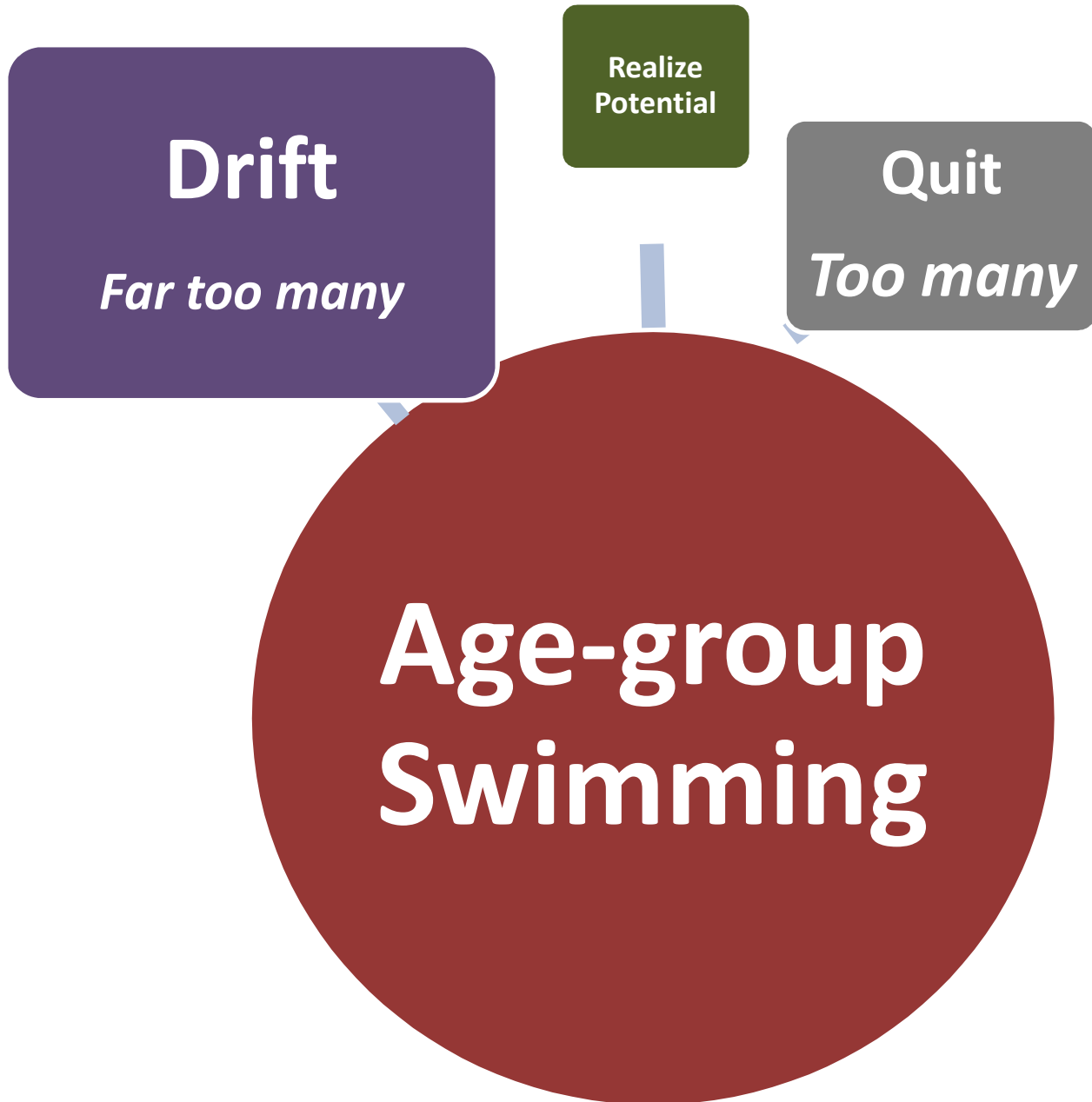
Age-group Swimming

conceptually



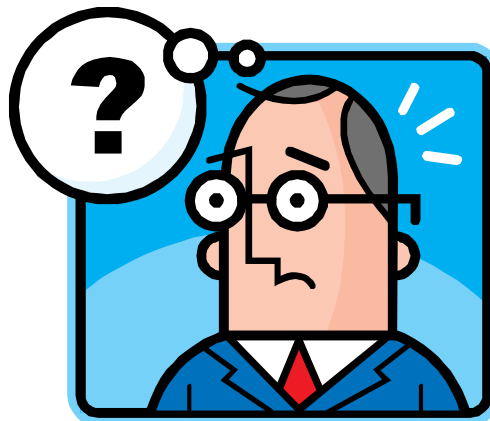
Age-group Swimming

reality?



A question for you...

- If the same workout (and drills) was given to ten coaches...
- Would there be ten different experiences?
- How would the workouts differ in effectiveness?
- How would the swimmers respond? Why?
- What if you did that for a month? A season? A career?
- Is it possible that with the same information, some will achieve greatness and other will languish or quit?
- What lies behind the “numbers”, the set?



Another Question?

If you had the best drills/technique and the best training plan (of all 200 million) from Olympic coaches, would you produce the best swimmers, or elite athletes?



(another)

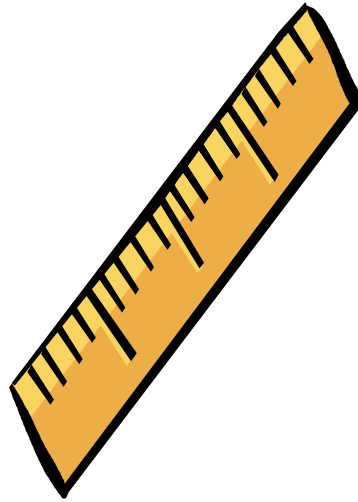
Cute kid!



What next?

- What does he want to get out of sports? fun, friends, success, life skills, scholarship, self-esteem, glory...
- What do his parents want out of sports for him?
- Who will he become as an athlete and as a person through sports?
 - A leader and role model?
 - Burned out, disconnected, or socially adrift
- Will he reach his true potential? When? How? How will you know?
- Will he make your team better? Inspire others?
- Will swimming make him a better person?
- Will he be competing five years from now?
- What will he reflect on twenty years from now?

Is the answer talent, luck, yardage, or process?



The Puzzle



What are the Pieces of the Puzzle?



Training? Technique?

Focusing on one piece (or two) of the puzzle is analogous to focusing on a nice piece of furniture in a house with cracks in the foundation and a roof that leaks.

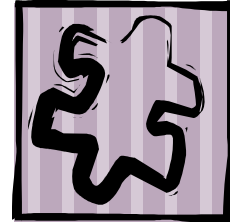


What if there are many pieces of this puzzle, and they must fit together, and the “foundation” **MUST BE** strong to create and maintain lasting success?
And that the roof (culture) does not leak.

What are the Other Pieces?



We can start here...



- Skill Development
- Race development
- Athletic maturity
- Perseverance
- Leadership orientation
- Team Commitment
- Parent-swimmer relationships
- Dry land (fitness/strength)
- Injury prevention
- Coaching philosophy
- Coaching continuity/fluidity
- Knowledge/competence
- Coaches (prior) experience
- Equipment
- Facility
- Group progression policy/criteria
- Academic focus
- Efficient training
- Fun/activities
- Ego management
- Board
- Time frame (horizon)
- Compassion
- Local Landscape (of competition)
- Parent Education
- Culture
- Integrity
- Discipline philosophy
- Workout presentation
- Planning
- Goals setting process
- Coach relationship with Board
- Conflict awareness/resolution
- Connection to kids
- Daily monitoring of activity (all)
- Swimmer interaction
- Value creation
- Passion and perspective
- Flexibility
- Elite group success
- Vision
- Financial position of team

Wet: 5



Dry: 37



But That's Not Swimming

While you may not see these as relevant, if your goal is to develop healthy, positive, and highly productive careers, teams, and cultures, they are critical.

- A great kid begins to hang out with a bad influence
- Parental pressure breaks a kid emotionally
- Ego erodes swimmer's team commitment and sense of self
- Major stroke inefficiencies are not corrected ("telling" is not correcting)
- Local team recruits your kids. They see better value.
- Swimmer get injured (poor technique/not ready)
- Discord with the BOD forces a passionate coach off the staff
- Staff members at odds, delays swimmer advancement
- Outburst at swimmer damages relationship
- Coach doesn't feel "ownership" – doesn't care
- Talented swimmer does not connect with coach
- Top two star swimmers don't get along – causes division in locker room/group
- Low numbers equals low pay – coach leaves
- No role models
- Swimmer injured from unregulated dry land
- A bullied swimmer quits
- National group does not perform well
- Over trained kid burns out
- Undertrained kid doesn't reach potential
- BOD wants kids to have "fun", you want to win
- BOD wants to win, you want to have fun

What is the Picture?



**Steven Stumph: 1:55.88 (2:15.2 Long Course) 200 Breast;
first one to help, most humble one on the team, leader,
inspiration, relentless work ethic**

What is your (picture) vision?

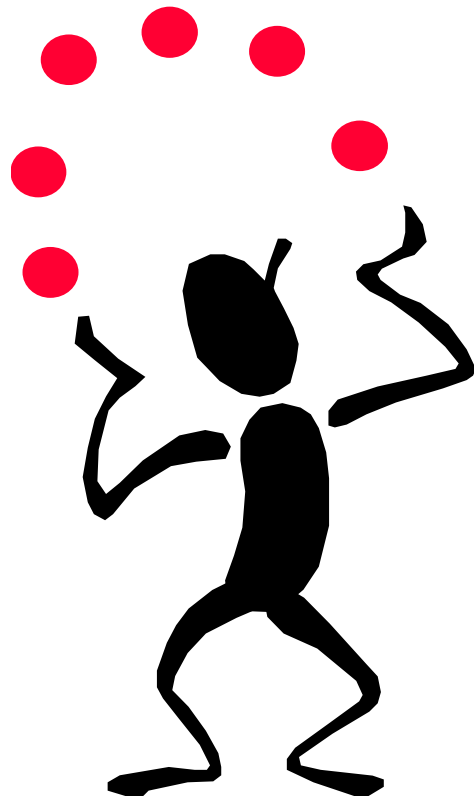
- A: They enjoy the sport (**happy**)
- B: They continue to improve (**look good**)
- C: They are consummate team players (**nice**)
- D: A large program (**big**)
- E: A profitable program (**rich**)
- F: The program is successful (**fast**)
- G: The program is really successful (**really fast**)
- H: The sport becomes a life anchor (**virtues**)
- I: They are inspirational athletes/role models (**leaders**)
- J: There is a great team environment (**culture**)
- K: A culture that perpetuates success and fulfillment*



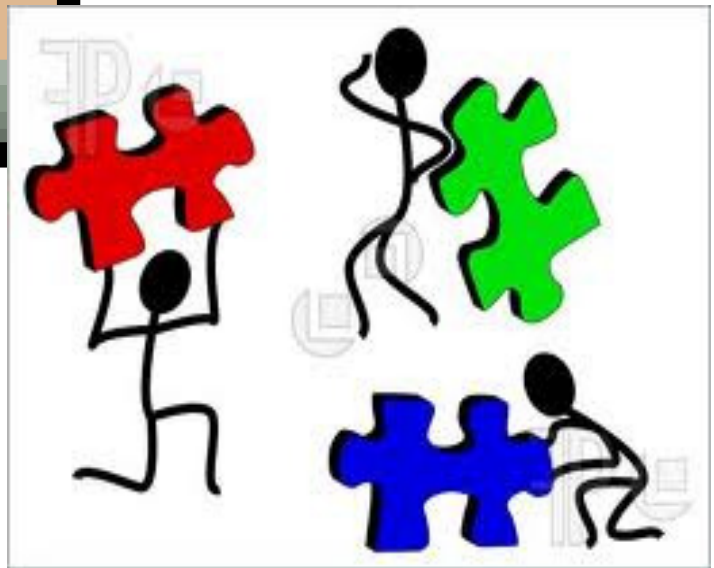
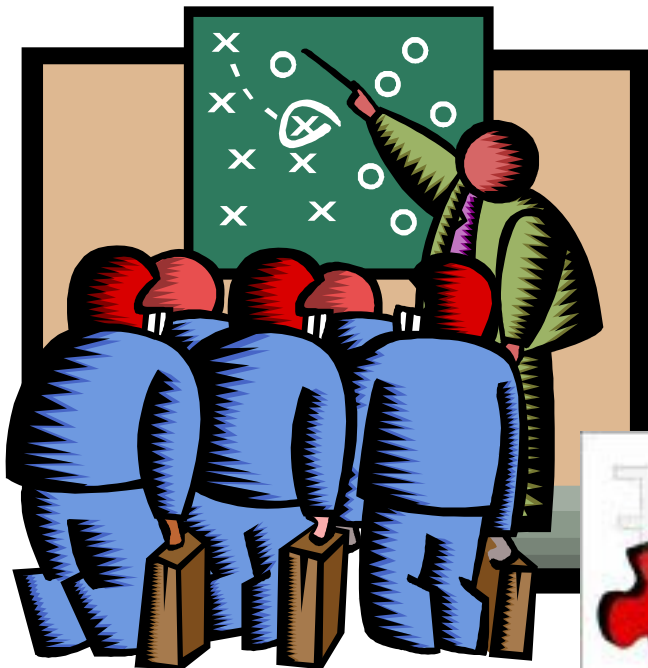
Correct answer?

All (or most) **of the**
above.

(if you don't care about money)



The Assembly (process)

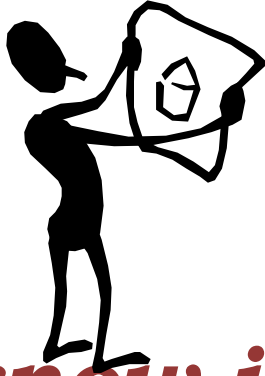


Assembly Instructions...

**Do NOT
come with
the kid!**



***Do you have an assembly
plan/strategy?***



***Do you know in which
direction you are headed?***

With the kids?

With the program?



- **Do you have all of the pieces?**
- **Can you secure the “corner”(stones)?**
- **Do you have the borders/framework?**
- **Do you know how they fit together?**
- **Do you have the “glue” (vision) that will hold this puzzle together?**

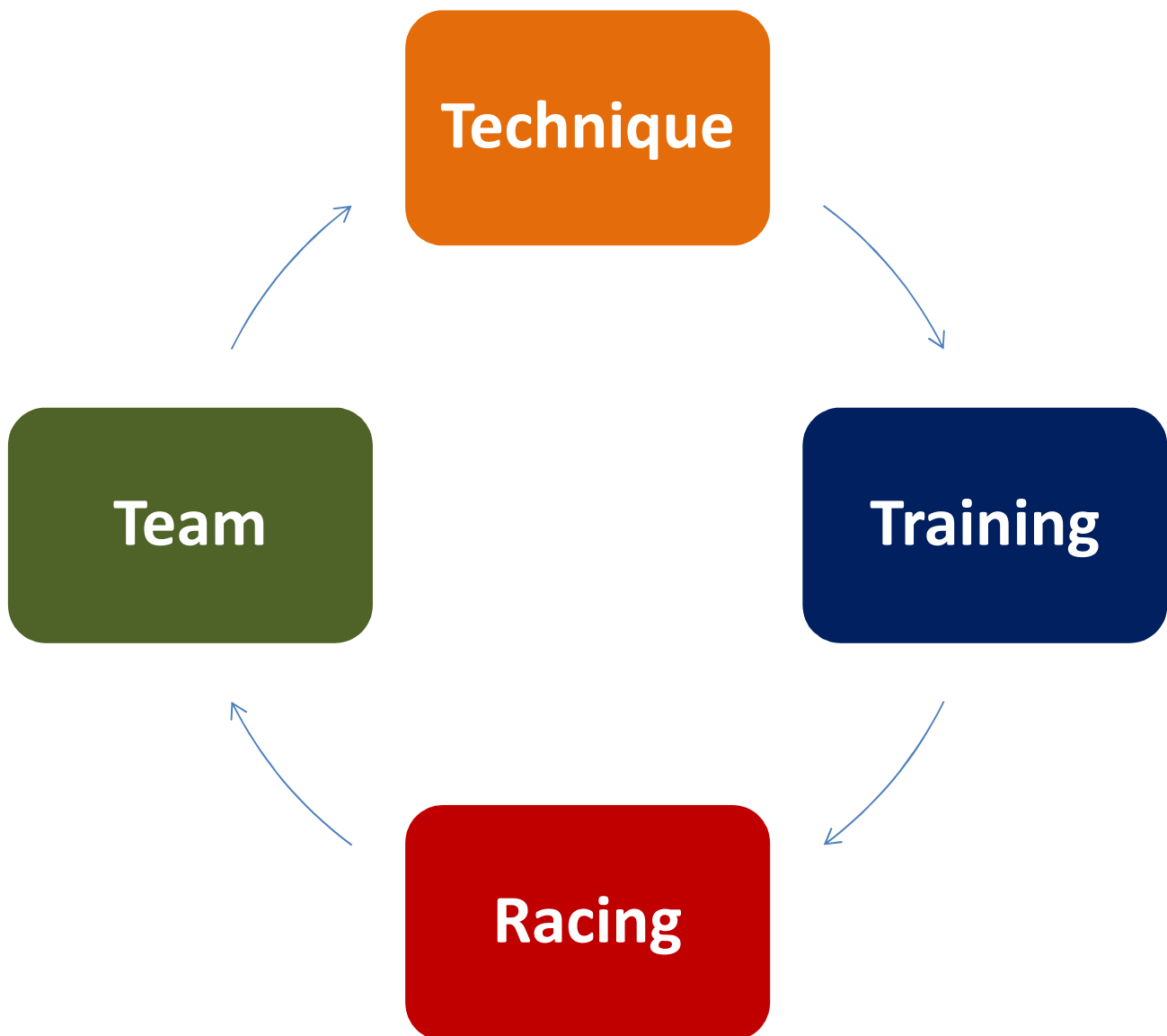


Macro Perspectives



- The athletic process - implied respect and maturity; the path of most resistance
- The leadership process – leaders care, give, and help – they are the gateway
- The team process – team first, teammates first
- The life process – person of integrity

Everything Should Flow (fit)



Priorities

Rank/weight the following in their importance to a young swimmer achieving maximum success and fulfillment?

- **Talent**
- **Technique**
- **Training**
- **Integrity/Maturity**
- **Perseverance/Work ethic**
- **Leadership/Team Commitment**
- **Parent relationships**
- **Dry land (fitness, strength, injury prevention)**
- **Coaches knowledge/competence**
- **Coaching philosophy/vision**



My List - ?

1. Coaching philosophy/vision
2. Coaches knowledge/competence
3. Talent
4. Integrity/Maturity
5. Technique
6. Perseverance/Work ethic
7. Training
8. Leadership/Team Commitment
9. Parent Relationships
10. Dry land (fitness, strength, injury prevention)

(the real) Purpose

- **Don't be a resume builder**
- **Be a(n)...**
 - **Athlete builder**
 - **Career builder**
 - **Leader builder**
 - **Team builder**
 - **Experience builder**



Seek to create value in:

- Success
- Fulfillment
- Growth
- Relationships
- Team



Ultimate Goal

to achieve, or be, something significant



- Reach potential
- A Personal goal
- Team leader
- Inspirational athlete
- Olympics

Run Parallel Paths of...

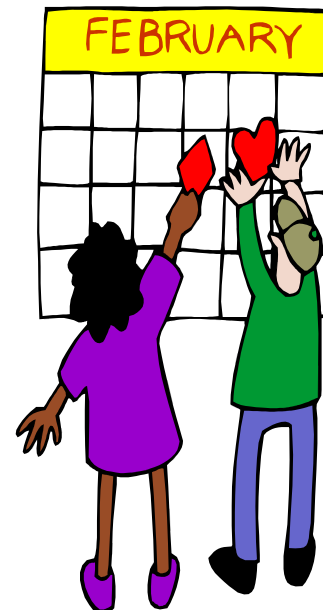
- Developing talent (a success anchor)
- Developing relationships (personal connection)
- Developing team (a rising tide)
- Developing culture (a way of life)



Everyday

Time Horizon

The coach must pursue each path with an eye, and an awareness, on three time frames:



- Short-term – every day
- Medium-term – growth in your program
- Long-term - growth beyond your program (or to potential)

Don't make it simply ability driven or numbers driven.

There is no shortage of information (as you have seen). There is a shortage of process.

Make it process driven.

"We have a really fast kid."

What about the rest of the team?

"We really grew this year."

How did you grow?



Impact Coaching



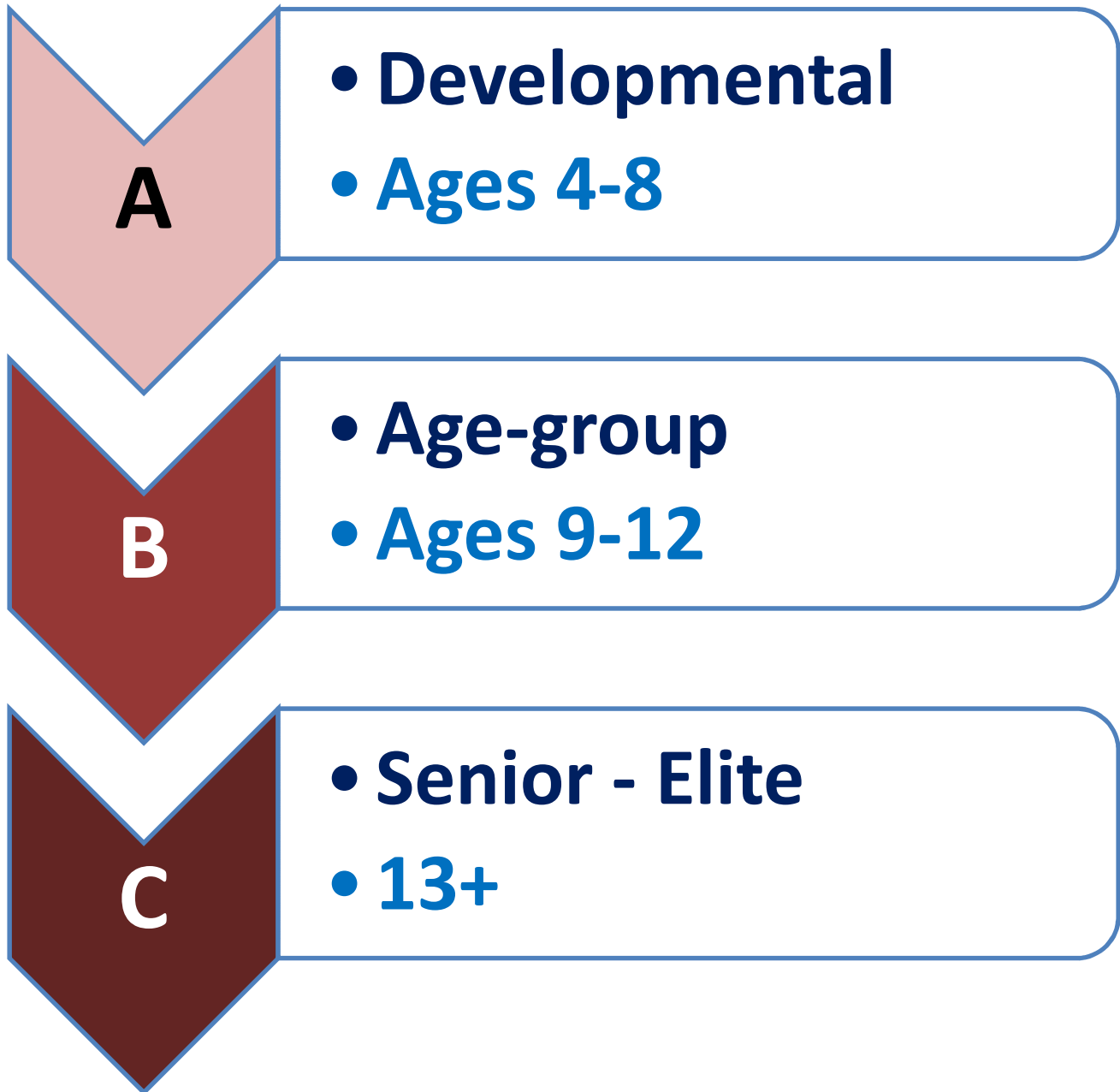
- **Doing drills or building strokes *better than anyone***
- **Giving workouts or preparing kids to race *better than anyone***
- **Knowing *a lot/teaching a little*, or *knowing enough and teaching A LOT***
- **Having a schedule, or planning each day for an extraordinary career**
- **Knowing kids or connecting with them**

There must be a fluid transfer of:

- Drills
- Skills
- Methodology
- Training
- Testing
- Language
- Dry land
- Expectations
- Goals
- Development perspective
- Leadership
- Character expectations
- Staff skill/expectation



Fluidity/Flow Through:



Orinda Aquatics - Group Quadrennial Plan

"Prepare the child for the path, not the path for the child."



2012	Junior Cub	Junior Plus	Senior 1/2	Senior 3	National
Skill 	Streamline, feel, balance, body line, distance per stroke - technique in all strokes	Advanced drills, "build" stroke, better awareness and discipline, refine turn technique, introduce stroke rates	Know drill sheet, drill discipline, know stroke keys, train stroke rates, develop under water speed, improve pacing	Detailed stroke breakdown, pace, back half swimming, aggressive stroke rates, recovery, disciplined walls, turns as an asset	Stroke accountability, precise pacing, back half swimming, aggressive stroke rate training, disciplined recovery
Training 	Light aerobic swimming, 50% skill/drill (all strokes), turn technique, dry land stretching, injury prevention, introduce test sets, develop 200 IM	Introduce/develop all energy systems, increase test sets, increase aerobic base/threshold in free and main stroke, maintain stroke and turn technique while training, increase pulling, train for 400 IM, introduce dry land, core, strength training	Know energy systems/test sets, train with purpose/ focus, more pulling/resistance, increase kicking, increase IM training, add aggressive strength/core work, film (Dr. G), attendance - optional	Increase threshold/Vo2Max for free and stroke, increase stroke training, pulling/resistance training, aggressive IM training, increase core/strength training, film (Dr. G). Attendance at 90%	Increase threshold/Vo2Max and anaerobic training, aggressive IM training, increase pulling and strength training - VASA, med ball. Film (Dr. G). Attendance at 100%
Develop 	Training principles (general - why, how), introduce team culture, character, HAVE FUN!	Training efficiency/maturity, introduce leadership, humility, team commitment, begin long-term planning	Zero tolerance for adverse behavior, look for leadership, humility, team commitment. Elevate focus on training and competing. Strong academics.	Leadership , humility, perseverance, appreciation, vision, reach out to team, strong academics. Attendance is 90%. Begin college focus.	Leadership, humility, perseverance, vision, strong academics. Take responsibility for all aspects of team. College plan. Attendance is 100%.
Competition 	CBA+, JO, FW	CBA+, JO, FW, All-Star Meets, Sectionals	CBA+, Senior Meets, Sr T/F, Clovis shaven, HS, LC - FW, Sectionals	Senior Meets, Sr T/F, Clovis shaven, HS, LC - Santa Clara, Sectionals, Junior Nationals	SC - Clovis (unshaven), HS, LC - Santa Clara, Sectionals, Nationals, Jr Nationals, FALL -LC Grand Prix - MN, SC Jr Nationals, Dec LC
Goal	Far Westerns	Sectionals	Sectionals/High School	Santa Clara, Junior Nationals	Nationals, Olympic Trial Cuts
Become a high-character person and athlete					

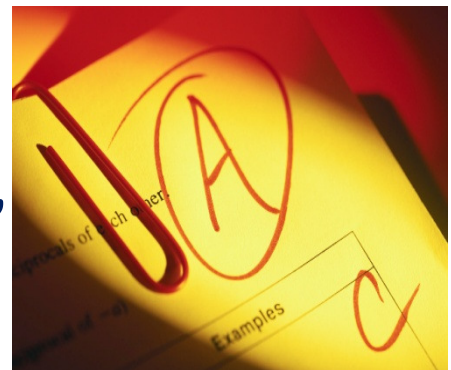
Common Mistakes in Age-Group Coaching

- Coaches don't connect with kids (no partnership/shared vision)
- Talent is not aggressively developed
- Swimmers do not become "athletes"/embrace the process
- Mid-level or weaker swimmers are left to languish
- Lack of discipline (or poorly administered)
- Poor technique (or drills are done but not grounded)
- Training is not tied to efficiency
- Technique errors are not corrected early and aggressively
- Behavior issues
- Kids are not tied to team/leadership
- Poor (or no) role models (athlete and coach)
- No long-term perspective
- Over train early (neglect emotional toll)
- Racing/competition is not kept in context to career and life
- Both success and "failure" are over-played
- Coaching turnover or lack of continuity
- Overzealous parents not educated, sold, or tempered



Before we get started, how would you rate your...

- Technical development (of kids)?
- Training plan/effectiveness
- Coaching competence?
- Program structure (day to season)?
- Program integrity?
- Program discipline?
- Swimmer “connection”
- Team culture?
- Vision (articulated)?
- Your ability to help someone reach their potential?



The Corner (stones)



Of a strong age-group program.



The Corner (stones)



1) Technical Development



Kim Vandenberg: Beijing Bronze Medal, Melbourne World Championships Silver Medal

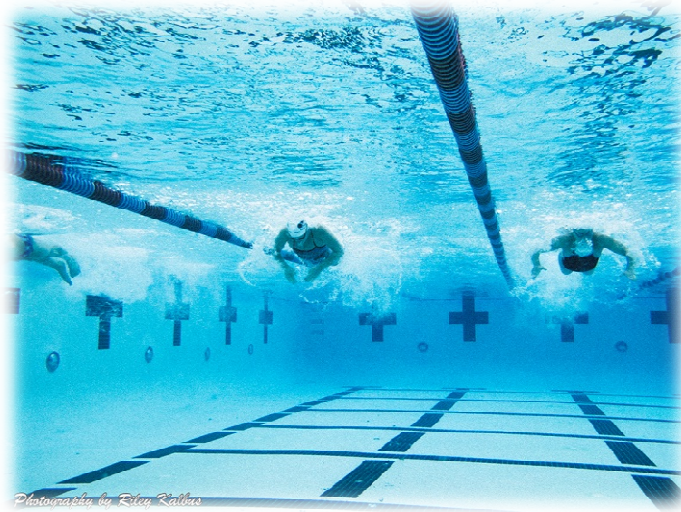
Thoughts

- **“A person who aims at nothing is sure to hit it.”** unknown

- **“Act the part and you will become the part.”**

William James

Have a technique vision



***“Excellence is never an accident.
It is always the result of high
intention, sincere effort, and
intelligent execution; it represents
the wise choice of many
alternatives. It is choice, not chance,
determines your destiny.” Aristotle***

Technically Speaking

- What is your technique vision?
- What is your technique philosophy?
- What is your technique methodology?
- What is your technique implementation plan?
- How does technique fit into training?
- How does technique fit into racing?
- How do the kids respond?



Technique Stages

(you must be adept at all three)

- **Educate/instruction**
 - Explain, teach, demonstrate
 - Structure, discipline, expectation
- **Repeat/repetition**
 - Controlled execution
 - Structure, discipline, expectation
- **Enforce—the difference maker**
 - Execution under duress/fatigue



Technique Concepts

- Must become a platform to train from
- Perfect practice makes perfect
- Every stroke is an opportunity to improve
- Penny in the piggy bank
- Take pride in technique
- Take ownership of your technique
- Efficiency is the quickest path to improvement
- Like ironing the wrinkles out of shirt
- 200 streamlines/2,500 strokes per workout
- No set, lap, or stroke should be wasted



Drill Series/Progressions

- Four kick
- Four scull
- Four drill, stroke isolation

Use at various speeds:

- ✓ *Recovery*
- ✓ *Moderate*
- ✓ *Endurance*
- ✓ *Speed*

- Use in combination
- Use in progression



Use as an anchor to build stroke from.

Drills – Enhanced (equipment)

- Paddles – resistance/strength
- Snorkel – balance/body line
- Parachute – resistance (elbow)
- Fins – speed/support
- Anti-paddles – forearm/feel
- Long belt – resistance/speed
- Tempo trainer – stroke rate/tempo



Technique Education

- Drill series (to build stroke)
 - Four stroke keys (fundamental)
 - Four personal stroke keys
 - Triggers
 - Cues
 - Video
 - Film
-
- Daily accountability by swimmer
 - Daily commitment by coach



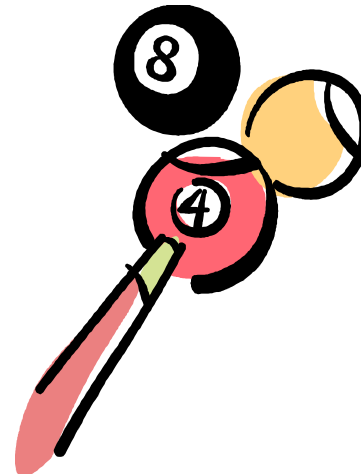
Technique Instruction

- Verbal
- In water demonstration
- Video (example)
- On deck physical demonstration
- Video swimmer (above and below)
- Have kids watch each other





Cues



Fly

- Hold **kickboard** in front to avoid narrow entry
- Feather/brick hands (no splash)
- Reach for ends of lane line
- Show **diamond** on pull
- Hold tennis ball under chin
- Angel wings

Back

- Set head/balance glass
- Show shoulder
- **Thumb lead/wave** to team
- **Slice cake**
- Arm wrestle

Breast

- **Elevator door**
- Tennis ball
- **Tube**
- Pull down – light bulb

Free

- Kickboard
- Train track
- Black line below
- **Pocket**
- **Fin (shake)**
- **Barrel**

Throw a ball – connect!

Drill Sheet - Breast

Orinda Aquatics Breaststroke Drill Progression/Stroke Development

Drill the Drill - Build the Stroke

"Kick" Progression (also vert. & wall Kicking)	Scull/"Feel" Progression (can use pads)
1 Egg BTR or Cycle - into alt. Rt/Lt. Foot	1 Front Scull (figure 8's/feel outswEEP)
2 UW Knee Down to Whip Kick (PB opt)	2 Shoulder Scull (wipers/insweep) face down
3 On Back (1/2 in SL, 1/2 hands-hips)	3 Sitting Scull (work "catch") knees up
4 On Stomach (") - Brth/Kick/Glide	4 Hip Scull (on back-feet first, work catch)
5 SL Kick UW (can go HU SL part of lap)	5 Pull Downs (UW - fast free kick)

"Body Rotation" Progression-Short Axis	"Pull" Progression
1 Pulse - Arms at side (breath 3rd-blend)	1 Pull Head Up (fast, compact - fly kick on rec)
2 Pulse - Arms in Front (")	2 Pull w/ Flutter Kick
3 2 Pulse-"Slide" to Corners (as you press)	3 Pull with Dolphin Kick
4 2 Pulse/Slide/Pull (start small and build)	4 Alt. rt/lt/2 FULL with FR, FL, or BT kick
5 2 Pulse/Slide/Pull - with Kick	5 Pull - alt BT/Fly to hold rhythm

"Full Stroke" Progression	"Build Stroke" Progression
1 Pulse/Pulse-slide/Pulse-side-Pull/pspk	1 UW Kick into Pulses
2 2 Pulls HU/1 Kick and Glide	2 HU Pull
3 2 Kicks UW/1 Pull and Glide	3 Pull Dolphin Kick
4 1 stroke per black line	4 1 Pull/2 Kicks
5 100 SR Swim - good rhythm	5 Race Pace Breaststroke

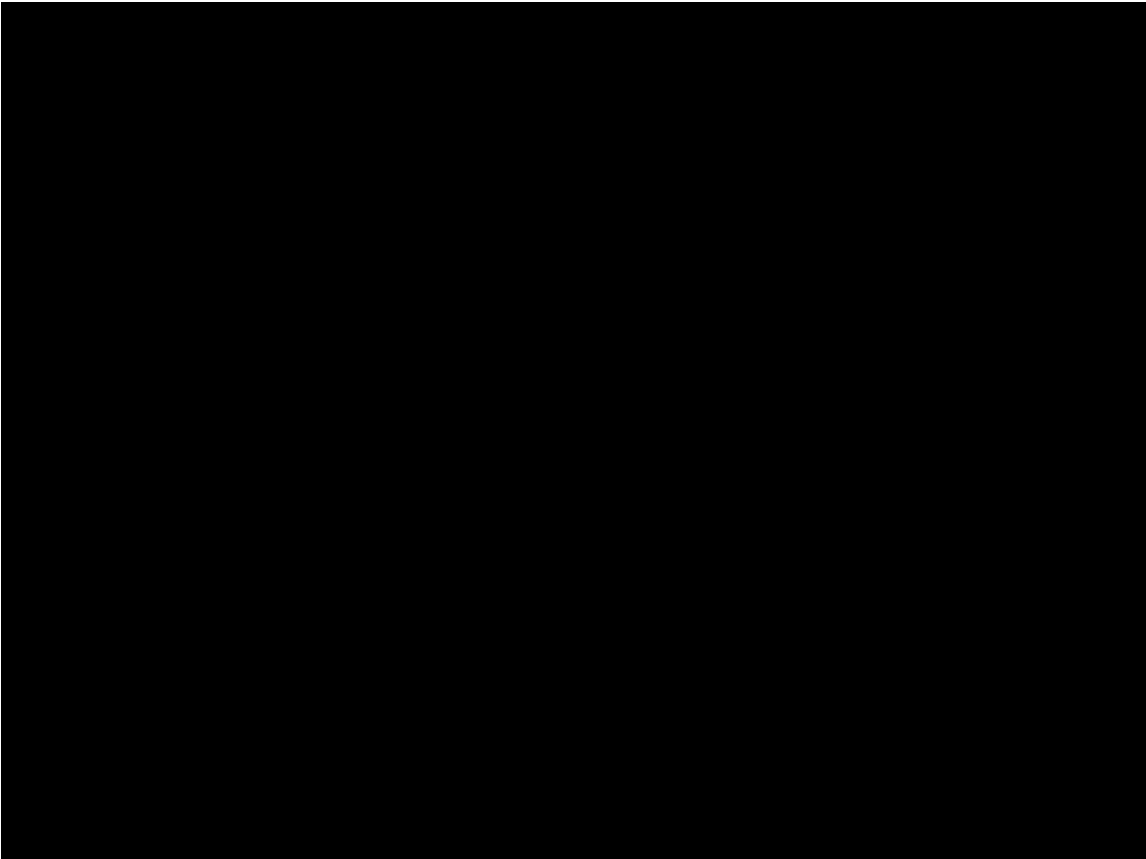
Variations (combo's)	Sample Sets
Fist (can alt. hands) Fins Paddles (1 or 2) sculling Vary Speeds Alt Bt/Fly combo's Partner Pull 2 Pull downs PD half way Drill at race SR's	20x25 "KICK" Progression by lap 10x50 1-5 "Scull/Pull", 6-10 "Kick/Full" 8x125 odd "FULL STROKE", even "BUILD STROKE" 1x750 ALL Drills 5x5x125 "FULL" at 2:15 lose 5 sec./round reg, fins, pad/fin, pad fast 30x50 ALL drills - roll by lap 30x25 OA Scramble 40x25 Drill/Pace/UW Speed (lap)

Philosophy, Language, Stroke Keys	
Philosophy	Progressive Learning - Drill the Drill, Build the Stroke PERFECT practice makes perfect, Take PRIDE in technique, Swim for Judges <i>Temporary acceptance of mediocre performance leads to permanent acceptance of poor performance</i>

Language	Effortless Swimming, Ride the Glide/Work from the Core out, SHORT AXIS, swim the LINE
-----------------	---

Body	Good line, stay LOW to the water, slide hips forward (on pull) - lunge body FORWARD on recov. Channel energy forward throughout stroke - not up/down, Lean on chest/Hips high
Stroke	Slide (sweep out) to corners (eyes down), "Anchor" elbows (KEEP HIGH), Forearms plane surface Pull compact, fast, strong - squeeze and "shrug", Thumbs <u>graze</u> surface on recovery, <u>Palms down</u> SL Head in Biceps on Streamline glide - AT/NEAR the surface (not deep), eyes down, min. resistance
Breath	Head IN LINE with spine (tennis ball) - eyes on water, STAY LOW, Breathe with body line!
Kick	Narrow, Fast, "Sneak" heels up, "Grab" water and "squeeze" out, "CLAP" feet (Hands ext. prior to kick)
P.D.	Light bulb, high elbows, hand speed, finish, sneak up, "stair-step", Measure PD for dist.

8 & Under Free Drill



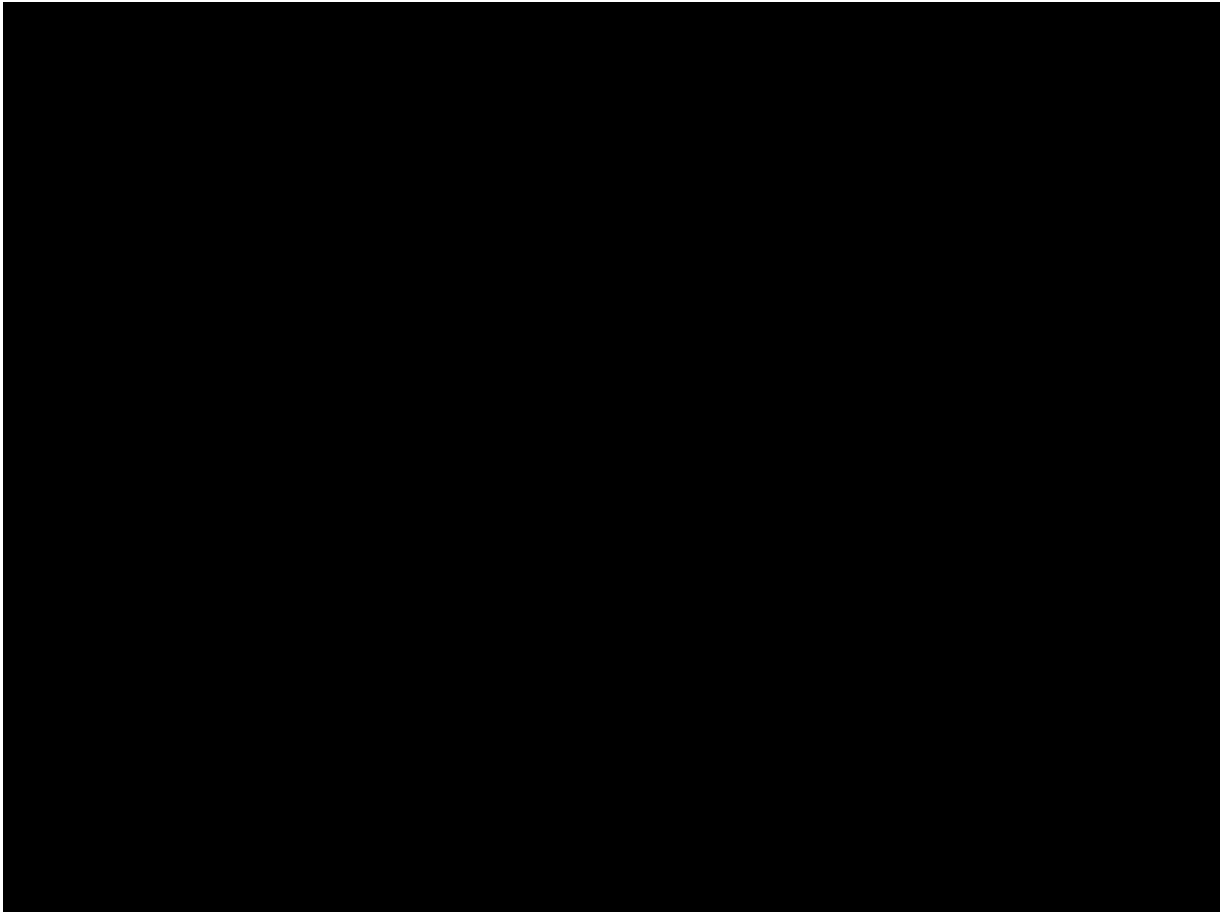
It is not the drill...

It is the presentation, explanation, teaching method, and connection to kids (be a pirate!)

Components:

Extension of lead arm, head position, quick/low breath, leg drive through breath, relaxed low recovery (ALL critical to senior swimming)

Back Drill Series



Keys: 5-8 kicks, show shoulder, show stomach, set head, thumb lead/wave to team, slice/arm wrestle

Training Technique

- Drill execution
 - Repeat drill if done incorrectly
 - Watch each swimmer each lap
 - Take snapshot in 2 strokes
 - One comment each lap, each kid
 - Be as aggressive as training or dry land
- Variables
 - Stroke counts
 - Stroke rates
 - Intervals
 - Breathing patterns
 - Distance under water (kicks, etc.)
 - Equipment
 - Leg drive
 - Black lines
 - Stroke count (crossed)
 - Stroke pull (long)



Stroke Error Analysis

- Find the problem NOT the symptom (follow the trail)
- Make sure swimmer knows the problem and the cause
- Give drills, queues, triggers to solve
- Video swimmer
- Have a sense of urgency to fix



Error Example - Free

Problem: arm crosses under body

- Weak pull – dropped elbow
- Late/high breath
- Hips push out
- Feet cross
- Early exit - hand leads (low elbow)
- Risk of injury



Poor coach response:

“try not to let your feet cross.”

Help

- **Drills**
 - Catch up/stroke isolation
 - 10 count
 - Transfer tennis ball – hold/transfer
- **Snorkel**
- **Paddles**
- **Fins to carry speed**
- **Alternate breath**
 - Look for hand
- **Cues**
 - Black line
 - Barrel
 - Stroke count
- **Video**
- **Partner watch**



Other - Fly

- **Problem: Head dips in fly with “double hips”**
- **Coach: “Don’t bounce so much”**
- **Evaluation:**
 - Hands are slipping through ahead of down-kick, causing the kick to push the head down and the hips up (a second time)
- **Correction:**
 - Set hand in front (don’t hurry entry)
 - Hold one count
 - Wear paddles for more water/resistance
 - Push head forward



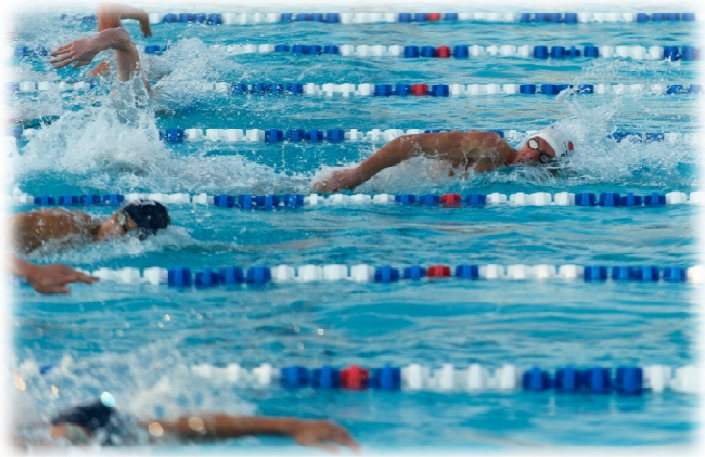
Other - Back

- **Problem:** Head sets/tips slightly to right
- **Coach:** “you are going crooked”
- **Evaluation:**
 - Keeps left shoulder high and catch shallow with straight arm pull and slow turn over. Body pushes to left side because of overreach on right.
- **Correction:**
 - Side kick, one arm 3-left/1 right, balance cup on forehead. Video.



Technique Transition

- **Fundamental (aggressive)**
(younger/developing – more teaching)
 - Drills
 - Progressions
 - Keys
 - Cues
 - Triggers
- **Meticulous detail (advanced/elite – more accountability)**
 - All aspects of stroke
 - Every inch



Steven Stumph: Develop specific areas to continue improvement in Breast and IM

Ratings 1-10 Notes: 1) 10 is "achievable" perfection, 2) Scale is in the context of a "World Class" swimmer

Note: IM is the development all strokes individually both technically and in training (develop the parts and the whole will improve)

	Freestyle		Backstroke		Butterfly		Breaststroke	
Body Position	Head Position-too high-relax it	5	Head/Body Position		Timing of stroke & breath	4	Keep head down on glide	4
	- Keep head in line w body	5	- chin moves to left	4	- pulse ahead of entry	4	- lean on chest	6
	- Hips need to ride higher	6	- left should sit low	4	- head uw at entry	5	- keep hips high on glide	6
	- breath too high (angled)	5	- rotate sooner ahead of pull	4	- stay extend thru hips	4	Maintain tight streamline	5
	- Rotate more to left off br	5						
Stroke	Stay extended on breath	6	Right hand catch too shallow	4	Catch under shoulders	4	Head down on out sweep	5
	- Catch w higher elbow	5	catch sooner both arms	4	Lean/pulse into catch	5	Wider out sweep	6
	- Finish stroke farther back	5	develop stronger, deeper pull	5	Breathe later at finish of stroke	3	Higher elbows on catch	4
	Relaxed hand recovery	3	Train at 40 SR w max pull	5	2nd kick meets hands at exit	2	Lead in sweep with thumbs	4
	Kick through breath	7	Train at 44 stroke rate	6	More power w 2nd kick	3	Keep pull in front	4
	Kick higher and stronger	7					No dip of hands on recovery	3
Training	Train at 12-13 SPL to lengthen	6	Must train w three objectives		Must train w three objectives		Hold streamline when tired	4
	Work on technique when tired	5	1) better stroke balance	5	1) better timing on breath	4	Focus on power pull when tired	5
	Swim moderate at 10-11 SPL	6	2) build SR w/o losing DPS	5	2) develop power 2 bt kick	3	Train at 5 spl w 40 SR	6
	Consistent breathing pattern	6	3) develop uw speed	5	3) develop uw conditioning	5		
	Improve UW & breakouts	8						
Turns	Technique	8	Leave approach arm in front	5	Technique is good	7	Technique general	7
	Approach	6	Cross arm hold more water	5	Speed of turn	5	Speed of turn	5
	Spin fast	8	Don't roll head up-roll too slow	5	Work SL off wall	7	Pull down	5
	Tighter streamline off wall	8	Bigger dolphin kicks-push hips	4	Work SL kicks UW	5	- hold to 2 1/2 bl	5
	Work kicks to maintain speed	8	Improve speed UW	6			- power pull & dolphin kick	4
							- hands recover ahead of kick	4
							- speed thru breakout	5
Challenges	Must improve recovery to improve catch and pull		Must slow SR to improve rotation & catch		Feel timing of and develop power 2-bt kick		Train hard but be perfectly efficient	
General	Work ethic	10						
	Maturity/Focus	10						
	Receptive to changes	10						
	Ability to make changes	10						

Sven Campbell Assessment

Backstroke

- Turn
 - Approach stroke speed – maintain speed on cross stroke, especially to the left
 - Balanced on both pulls into the wall – holding maximum water to maintain speed
 - Submerging into turn – not rolling head up
 - Learning how to be long into the turn and maintain speed and legality
 - Balanced roll to create maximum power off wall – don't throw feet ahead of hips
- Underwater speed
 - Power off wall – from balanced turn
 - Power & speed on dolphin kicks
 - Build kick speed from bigger to tighter and faster
 - Transition to flutter kicks
 - Time breakout strokes to maintain speed through the surface
 - Condition ALL of the above when tired – very important
- Stroke Balance
 - Head position higher
 - Head still – slides to right
 - Right should sit low on recovery
 - Right hand slows at side on recovery
 - Working on riding higher in the water to create less resistance
- Pull
 - Finding the proper depth of the catch
 - Too deep loses leverage and slows stroke rate
 - Too shallow doesn't create enough power
 - **Right now he is his good.** In the summer he was too shallow.
- Stroke Rate
 - **Stroke technique is balanced and very good right now.**
 - His stroke rate had to be a little slower to work on everything
 - I would like to gradually increase his stroke rate without losing technique or power

Freestyle

- How can we get faster in the 100 meter Free?
 - Dive - Improve dive reaction, entry and underwater speed
 - Turn - Improve turn technique, power off wall and underwater speed
 - Stroke – improve right arm catch when fatigued on 2nd lap
 - Train more breathing every 4th
- Stroke balance
 - Head position lower – in line with body
 - Hips ride higher – somewhat depended on head position
 - Rotate more with left shoulder – sits too low after breath
- Arm Stroke
 - Recover with more forward, relaxed hand
 - Work on high elbow catch with both arms
 - Right arm
 - Enters short and across his face when tired
 - Causes hand to slide out and up and elbow to drop
 - Elbow is below hand
 - Loses water on pull and breaks down even more
 - Enter slightly wider and farther over the water to get a better catch
 - Breathe every 4th stroke to help stay longer and more balanced

Let's Start Here

Never false start

- **Technique is critical but discipline is key**
- **False starts occur for one of two reasons:**
 - **Reaction from tense muscles**
 - **Loss of balance from weight shifting forward**



Methodology: relax, balance, react

2) Training



"If a man has any greatness in him, it comes to light, not in one flamboyant hour, but in the ledger of his daily work."

Beryl Markham, English author (1902-1986)

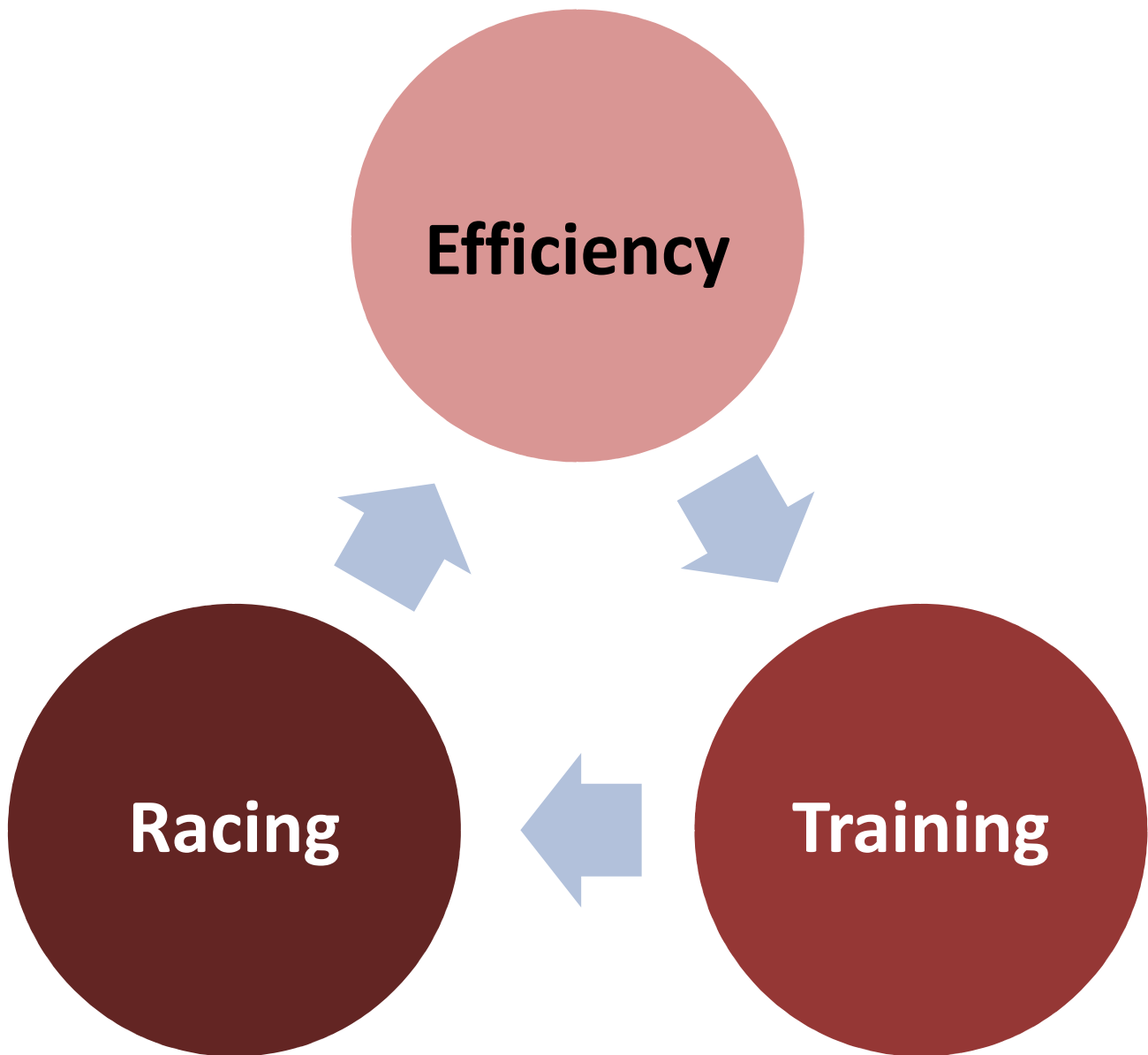
“Many of the greatest achievements of the world were accomplished by tired and discouraged people who kept on working.” unknown

“Don’t ask for a light load, but rather a strong back.” unknown



Educate Kids

Development Cycle



Have a training vision.

Training Aspects

- Train the stroke (back to technique) – (efficiency)
- Train the body (physically)
- Train the race (ultimate objective)
- Train the walls (race within the race)
- Train the mind (intellectual/understanding)
- Train the psyche (emotional balance – long-term perspective)



Is this the best workout for...

- Today?
- This week?
- This season?
- Your career?
- Your stroke?
- Your race?
- Your well-being?



You **are** making that decision
every day and creating the
above list – every day!

Training vs. Technique

part 1

- Parent: How was workout?
- Swimmer: Easy. We just did 25's
- P: Are you even tired?
- S : No?
- P: How are you going to improve if you don't swim more? All of the other teams train.
- **Reality:** coach ran a structured workout of 25's/50's with an efficiency focus. The "easy" swimming was to reinforce the drills and skills. **Stroke improved.**

Training vs. Technique

part 2

- Parent: How was workout?
- Swimmer: Hard. We swam a lot!
- P: Are you tired?
- S: Yes. Very.
- P: Good.

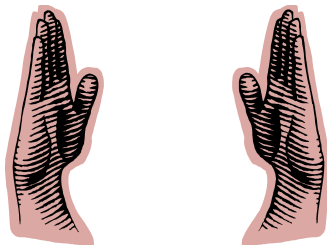


- **Reality:** stroke is breaking down. Poor streamlines and wall technique. While there is bravado now, there may be fallout emotionally, later on.

Stroke Rate vs Stroke Length



- Swimmer swims a race with a longer stroke working on DPS.
- Gets second to a swimmer with a fast stroke rate.
- Parent says: if you just moved your arms faster you would have won!



- Swimmer swims a race with a fast stroke working on turnover.
- Gets second to a swimmer with a slower, longer stroke.
- Parent says: if you just lengthened your stroke you would have won!

Educate Parents



- Philosophy
- Process
- Long-term development
- Goals in perspective
- Importance of technique/efficiency early
- Tired vs. better
- Training pan:
 - By age/development
 - By group
 - Throughout career

Educate Kids

Awareness Cycle



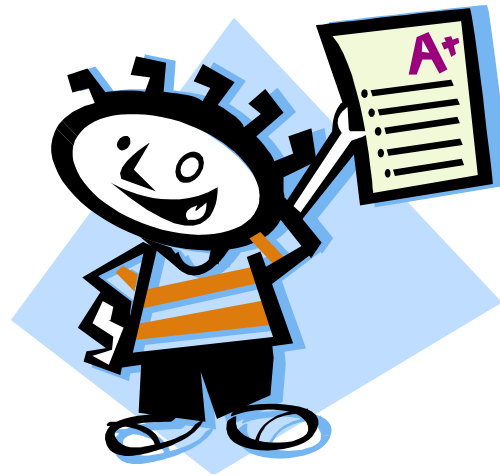
Training Areas/Focus

- **Light Aerobic**
 - Warm-up/recovery
 - Drills
 - Kick/scull, body position
 - **Perfect technique swimming**
- **Endurance**
 - Moderate
 - Threshold
 - Higher-intensity
 - **Maintain technique**
- **Speed**
 - **Commit to efficiency**
- **Wall oriented**
 - Turn speed
 - Turn speed in training
 - Legality
 - Breakout distance/timing
 - Speed/endurance under water
- **Train all strokes/IM**
 - Will help IM
 - May not know best stroke/event until later years



Test/Monitor

- **Threshold/Endurance**
 - Interval
 - Stroke count
 - Heart rate
- **Vo2 Max (higher intensity)**
- **Speed**
- **Kick - various**
- **Under water**
- **Turn time**
 - Flip & open
 - Turn Master
- **Pull-down distance**
- **Dive to 15m**



Some we use

Orinda Aquatic Test Set Overview

TRACK SETS	Junior Group	Junior+	Senior (1-2)	Senior/National (3-4)
Threshold Free	10 x 100 – fins opt. 1,000 Swim with fins (1 set every 4 weeks)	15x100 1,500 Swim with fins (1 set every 4 weeks)	15-25x100 2,000 Swim with fins (1 set every 3 weeks)	15-25x100 2,000 Swim with fins 5x300 @ 5:00 Desc
notes	Focus more on holding stroke count and maintaining technique.		Record average AND stroke count.	
Threshold Stroke	15x50 Stroke 500 Stroke with fins (1 set every 4 weeks)	12x75 Stroke 1,000 Stroke with fins (1 set every 3 weeks)	15-20x100 Stroke 1,000 Stroke (1 set every 3 weeks)	15-25x100 Stroke 1,000 Stroke (1 set every 4 weeks)
notes	Fly should be 1 swim lap per repeat. Breast combine pull & swim.		Adjust Fly-some Kick & 1A and Breast-some pull.	
VO2 Max Free or Stroke	3x200 @ 6:00 6x100 @ 3:00	4x200 @ 5:00 8x100 @ 3:00	4x200 @ 4:00 8x100 @ 2:30	4x200 @ 4:00 8x100 @ 2:00
notes	One set every two to four weeks		From a dive. Maintain good pacing and hold stroke count.	
Sprint/Lactate Free or Stroke	5x50 @ 2:00 3x100 @ 4:00 (1 set every 3 weeks)	6x50 @ 2:00 4x100 @ 4:00 (1 set every 3 weeks)	8x50 @ 2:00 5x100 @ 4:00 (1 set every 3 weeks)	8x50 @ 2:00 6x100 @ 4:00 (1 set every 3 weeks)
notes	From a dive. Record times, stroke count for Free & Breast, last lap split optional.			
100 Pace	4x75 Stroke with 50 ez (every 3 weeks)	6x75 Stroke with 50 ez (every 3 weeks)	8x75 Stroke with 50 ez (every 2 weeks)	10x75 Stroke with 50 ez (every 2 weeks)
notes	From a push. Focus on pace, technique, turns and uw.		From a push. Last 2 25s at 100p splits and 4 th 25 faster than 3 rd	
Mid-Distance Free/IM/Stroke	3x300 Free with fins 3x300 IM with fins (1 set every 3 weeks)	3x400 Free desc to 100% 3x400 IM desc to 100% 3x400 Str desc to 100% (1 set every 3 weeks)	3x500 Free desc to 100% 3x400 IM desc to 100% 3x400 Str desc to 100% (1 set every 3 weeks)	4x500 Free desc to 100% 4x400 IM desc to 100% 4x400 Stroke desc to 100% (1 set every 3 weeks)
notes	Comfortable pace. Good	Maintain technique. Record	Pace – control and build. Hold technique. Work walls. Record	
Fastest Possible Send Off (FPSO)	Free 50s @ fast interval Stroke 50s @ fast interval (1 set every 3 weeks)	Free 100s @ 1:10 or 1:15 Stroke 50s @ fast interval (1 set every 3 weeks)	Free 100s @ 1:05b, 1:10g Back 100s @ 1:10b, 1:15g Breast 100s @ 1:15b, 1:30g Fly 50s @ :40 (1 set every 3 weeks)	Free 100s @ 1:00b, 1:05g Back 100s @ 1:05b, 1:10g Breast 100s @ 1:10b, 1:20g Fly 50s @ :35 (1 set every 2 weeks)
notes	Record Stroke, # of repeats made, interval, average, and stroke count.			
Kicking	100 Free w/ board 100 Stroke 50 Kick Fly no board 25 underwater w/ fins 25 underwater w/o fins	3x100 Free @ 3:00 3x100 Free @ 1:35 3x100 Stroke @ 3:00 6x50 Stroke @ 1:30 25 underwater from push (1 set every week)	3x100 Free @ 3:00 3x100 Free @ 1:25 3x100 Stroke @ 3:00 6x50 Stroke @ 1:30 25 underwater from push (1 set every week)	3x100 Free @ 3:00 3x100 Free @ 1:20 3x100 Stroke @ 3:00 1x200 Fr or Str 25 underwater from push (1-2 sets every week)
notes	Swimmers should know their main stroke kick times	100 main stroke kick times 50 Fly Kick with no board should	100 main stroke kick times 50 Fly Kick with no board should	100 main stroke kick time needs 50 Fly Kick with no board should
Other				
Hypoxic	1x100 Free NB open turns - timed 1x100 15M UW - breast is 2-3 PD			
Turn Master	5x200 (8) @ 1:30 1x500 (20)			
Breast Turns	Breast PD for distance push and dive Timed turns - flip Timed turns - open			

Adjust sets for long course

Swimmers should know results

Set schedule

Controlled Training

- **Train Drills (or integrated)**
- **Stroke counts**
- **Stroke rates (slower or faster)**
- **Breathing patterns**
 - Alternating or controlled
- **Kicks/distance underwater**
- **Heart rate**
- **Black line (in bottom)**
 - For stroke distance
 - UW kick distance
- **Short sets**
- **Leg drive**



Train-ique?



Breaststroke Training

simple

- 12x50 Breaststroke on 50 - go
- 7x 100 Breaststroke on 1:30 - go
- 400 Breast
— “work hard”



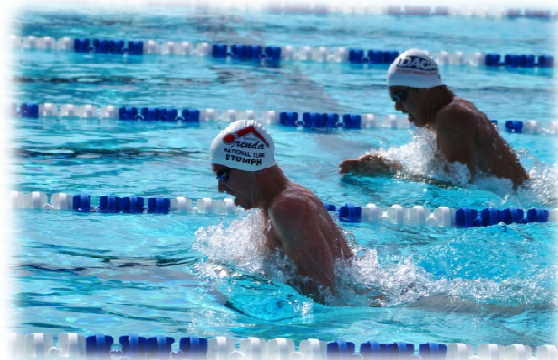
- What are you working on?
- What is controlled?
- What is enforced?
- What is the net result?
- How does it help race?
- How does the stroke evolve?

Breaststroke Training

controlled

Three Rounds (*same yardage*)

- 4x25 Breast pull (fins) – flutter kick (works horizontal/streamlined position), fins to carry speed, 4 SPL, power pull, fast hands on recovery Cues: open elevator doors, anchor elbows, later breath, tennis ball, shoot threw the tube. (can use snorkel or paddles)
- 1x50 Vertical SL breast kick (abs/core, legs, body line) FAST
- 4x25 Breast pull (fins) – dolphin kick (works short axis/hips), fins to carry speed, 10 SPL, set SR to 44 (100 pace), CUES: quick elevator, tube.
- 1x50 Vertical SL breast kick (abs/core, legs, body line) FAST
- 4x25 Breast swim – 6 SPL, hold focus on above, PD half way, SR 38
- 2x50 Breast swim – same
- 1x100 Breast swim – same
- Intervals (desc. by round)
 - 25's: 35, 30, 25
 - 50's: 55, 50, 45
 - 100: desc. 1-3
- Pull downs: carry speed (to trigger point). 3/2/1, light bulb, stair step
- Turns: all legal, fast – elbow, hand, hot wall, spin fast, etc
- Accountability: do it right.
- Understanding: stroke keys/cues, personal keys
 - Elevator doors, anchor elbow, hips, tub, hot wall, etc....



Butterfly Training

simple

- 12x50 Fly on 50 - go
- 7x 100 Fly on 1:30 - go

- 400 Fly – drill/swim
– “Work hard”



- What are you working on?
- What is controlled?
- What is enforced?
- What is the net result?
- How does it help race?
- How does the stroke evolve?

Butterfly Training

controlled

Three Rounds (*same yardage*)

What is importance? technique, efficiency, endurance, UW, race orientation

Two rounds

- **12x25 @ 30**
 - Five kicks off each wall
 - Breathe 1/1 – hold on B.O. every 4th lap is 15m UW max
 - Exaggerate – Set/press, catch, kick (by lap)
 - Hold 8 SPL (depending on size/age)
 - 50 vert SL dolphin kick
 - Anything wrong and it doesn't count
 - Have swimmers watch trailing swimmer
- **8x25 @ 25 with fins**
 - Eight kicks off wall (at kick rate .40)
 - Hold 5 SPL (depending on size/age)
 - 100 vert SL dolphin kick
- **4x25 @ 20 with fins**
 - Hold shaven race pace, breathing pattern
 - 8 kicks/15m last wall
 - 50 UW fly kick max
- **1x100 Fly timed (1/2 UW each wall) (fins or not)**
 - every line you don't make adds a second to time
 - Hold race breathing
 - Desc 25's
- **100 EZ**
- **CUES:** can use tempo, set outside of kickboard, no splash, show diamond, tennis ball under chin



500 Free's or ?

- **20x25 @ 25 to feet**
 - Catch-up
 - All out leg drive (with breath)
 - Breathe right, 3rd, left, 0
 - 8-10 SPL
- **20x25 @ 20 - fins**
 - ½ catch-up
 - All out leg drive
 - Breathe 3rd
 - 4th lap UW
- **Goal: 10x100 Free @ 1:10**
 - Hold 1:00
 - 10 strokes per lap



Sample Workout

Orinda Aquatics – Daily Workout Planner

Group: Sr	Date: Mar 19	T-PM	Yards: ~6,000
Announcements	Workout Notes		Swimmer Notes
Mutual of Omaha Clinic	Stroke Speed/UW		Be <u>very</u> nice
The mind once enlightened cannot again become dark. Thomas Paine			
Warm-up: 3x300 Free, Drill, Choice (by 300)			Warm-up 900
Post WU: 1x600 (by lap) Drill EZ, Drill fast, Swim EZ Free no brth, Stroke Build to 90%			Post warm-up 600, 1,500
16x50 Kick @ 1:00 – By 50; Moderate Str, Fast fly, FAST Stroke, EZ free swim-1 brth/lap			Kick set 800, 2,300
3 X Speed Ladder Main Stroke(s) - (Fast-EZ) 1-1, 2-1, 3-1, 4-1, 5-1, 4-1, 3-1, 2-1, 1-1 100 EZ after each round			Main Set: UW, Pace, Speed 3000, 5,300
- All fast (first number) are on 30 - EZ (second number) are choice @ 30, 35, 40, 45, 50, 45, 40, 35, 30. See each round below.			Intervals for main set
1- Under water 15m – two breakout strokes (breast go two pull downs – carry speed to 15m). Use tempo trainer at .40 kick rate 2- 100 <u>pace</u> on “fast” 25’s (first number) – hold stroke rate, race breathing pattern, check stroke count, etc. (free and back flip to feet). 3- Fins – max speed (going 15m UW off all walls)			By round
600 EZ choice			600, 5900

Sample Workout Overview

(goal – creative, challenging, work weakness, work season)

Yards: 7,000

Focus: Stroke pace to walls/UW

Three stations (3 stations within a station)

1-Speed kick, moderate paddle swim

2-Build to walls/work UW/pace

3-Aggressive UW/turn work, stroke/video review, goal sheet, Vasa Trainer

- Group comingled
- Partner evaluation (interaction)
- Goal sheets/team commitment
- Video glasses
- Vasa Trainer
- Turn Master
- Fins
- Paddles
- Snorkel

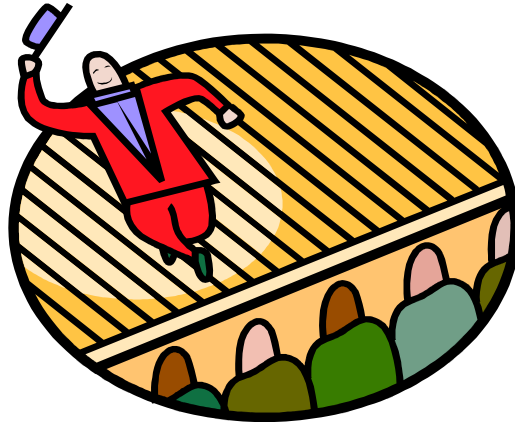


Presenting the Workout



Take a deep breath, and ... you're on

Delivering... *A Great Workout*



**“Plan your progress carefully;
hour-by hour, day-by-day,
month-by-month. Organized
activity and maintained
enthusiasm are the
wellsprings of your power.”**

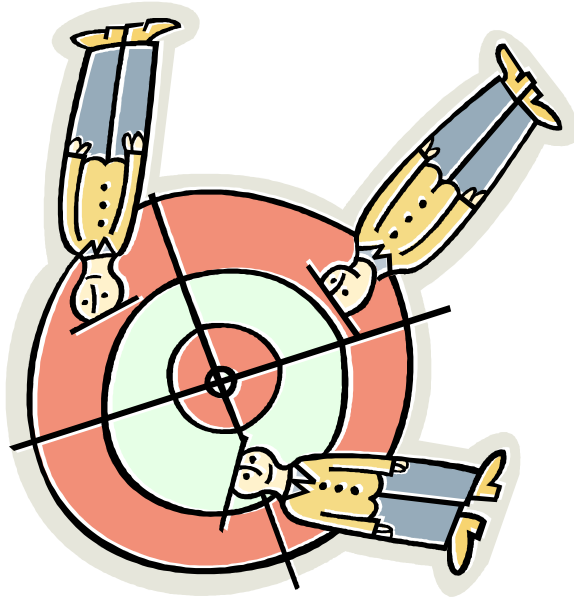
Paul J. Meyer

Preparation



- Evaluate prior days/weeks workouts to prepare the next practice.
- Fit the workout into the week, the month, the cycle, the season, and your swimmers' careers! Know the team flow/process.
- Commit to create the most motivating, inspiring, challenging workout possible – everyday! Make them think. Make them work.
- Inspire them to come back tomorrow even more motivated. Make the workout an experience and not just a practice.
- Make sure the workout is written, planned, rehearsed, and ready to be presented.
- Think about any issues, announcements, events, highlights, introductions, articles, challenges, etc.

Goal Setting



**“Happy people plan actions,
they don’t plan results.”** D. Wholey



***If you want to be
happy, set a goal that
commands your
thoughts, liberates
your energy, and
inspires your hopes.***

Carnegie

Broad Goals

1. Good person
2. Good athlete
3. Good teammate
4. Good swimmer

Most only care about #4



Age-Group Goal Setting

“If you don’t know where you are going, any path will do.”

Goals are critical to maintaining focus and direction, but goal setting should only be a *positive* aspect to sports and not introduce negative or self-defeating implications.

1) Always begin with Big Picture Goals. They are the most significant part of goal setting and should include:

Attending practice and being on time

Putting in extra time

Training hard

Training smart

Being positive (even in challenging times)

Being enthusiastic

Supporting your teammates in achieving their goals

Acting with integrity



2) Once you feel you have accomplished these goals, move on to more specific goals:

Work on starts

Work on streamlines

Work on turns (always legal)

Speed under water

Work on breathing patterns

Know race strategies

3) After you feel you have been successful with the broader goals, and are willing to commit to specific goals, you should then:

Assess your realistic potential

Talk to your coach

Set goal times (use time standards as guidance)

Goal Sheet - Simple

Orinda Aquatics - 2009 Goal Sheet - Swimmer Comments

Swimmer:

Group: Senior 4

What are MY goals (events or meets)?

Event (short course or long course)	Time	Comments

What will my attendance be?

How can I improve personally as an athlete?

What can I do to be a better teammate and leader?

What do I need to do to improve my training?

What do I need to do to improve my strokes, dives & turns?

Free	
Back	
Fly	
Breast	
Turns	
Dives	

Goal Sheet - Detailed

Orinda Aquatics - 2009 Goal Sheet – Senior 4

Swimmer: **SHANNON HERMAN**

Coach's Comments – Personal	Workout/Training Objectives – General
You are impressive for a person of your age. You are mature, dedicated and committed. As I have said, you have the personal skills to be a very good swimmer.	Your best asset, besides your personality, is your Breaststroke kick. Other than that, everything needs work. You have to work harder to improve all your strokes, turns and underwater speed.

Coach's Comments – Training Specific	
Breast: Breathe later; pull wider and more in front; kick sooner, narrower and faster; work on all your pull downs	
Fly: train more at 52 stroke rate	Free: breathe every 3 rd more
Back: wider, deeper entry; faster stroke rate	IM: work Back in all IM sets

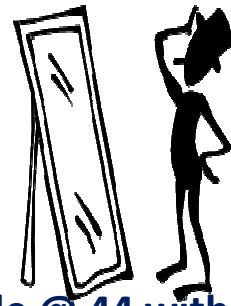
Attendance - Coach Expectations: all workouts, 9 per week – stay healthy: eat (a lot), sleepy, don't worry

Main Strokes/Events: 200 Breast (sc & lc), 400 IM, 200 IM, 200 Back

Peak Meets	Date	Meet	Comments
	December	Pacific Sr Champ	Rest/no shave – best unshaven times
	February	Sr Travel Meet	Not sure what we will do
	March	Sectional Meet	Shave and be competitive
	May	North Coast	Shave and achieve goal times
2009 Goals	Event	Time	Comments
	200 Breast	2:25+ sc; 2:44+ lc	Train at 34 stroke rate w/ 7 spl; FASTER TURNS, better pull downs
	400 IM	4:41+ sc, 5:20+ lc	Splits–1:05; 18.5x4=1:14=2:19; 19x4=1:16; 16.5x4=1:06
	200 IM	2:12+ sc, 2:30+ lc	More aggressive Fly & Back; turn speed & UW speed
	100 Back	1:04+ sc	
	100 Fly	1:02+ sc	

Technique Development	
Free	Low, tight recovery – don't swing, keep head down, alternate breathe
Breast	Sweep out wider, keep our head down on the sweep out and breathe later, keep your pull in front and keep your wrists firm on the insweep, kick sooner and faster
Back	Keep chin to right shoulder, left hand wider entry, rotate more, deeper catch, higher stroke rate
Fly	Keep face flat when holding breath, breathe later and lower, stronger 2-beat kick, faster stroke rate
IM	Must improve turn speed and underwater speed in Fly and Back
Turns	Breast: head back sooner, knees up faster, bring hand back behind head, push off on side w more power
Goal Sets	
Free	15x100 @ 1:15, ave 1:05, 15 strokes per lap
Breast	4x100 @ 2:00 ave 1:15; 25x50 @ :45 ave 38, 34 stroke rate w 7 strokes per lap; 6x50 @ :40 ave 38.5
Back	50s or 100s maintaining 36 stroke rate with fast turns and aggressive uw kicking 3+ black lines
Fly	10x100 @ 1:30 (1A, K, 1A, Sw) ave 1:23
IM	400 IM in workout 4:50; 10x100 IM @ 1:15;
Kicking	Breast 100 @ 1:17; improve Fly and Back 50's w no b to the mid 35's
Next Year: possibly a Junior National time => 200 meter Breast 2:41??	

Evaluations



1. Integrity

If you asked your swimmers to swim 21x50 Freestyle @ 44 with 12 SPL (strokes per lap), alt. breathing, 2 lines out in a SL, and you told them that you would be in the office, what would they do? Why? Do you trust them implicitly? Do they trust you implicitly?

2. Work Ethic

How would you evaluate the work ethic of your group? Do they like to work hard? Do they embrace it and see the benefit? How do you sell it? Command it? Demand it?

3. Attitude

Monitor the attitude as you would the pool chemicals or temperature. As the chemicals will dictate the quality of the water, so too will the swimmers' attitude dictate the quality of the workout!

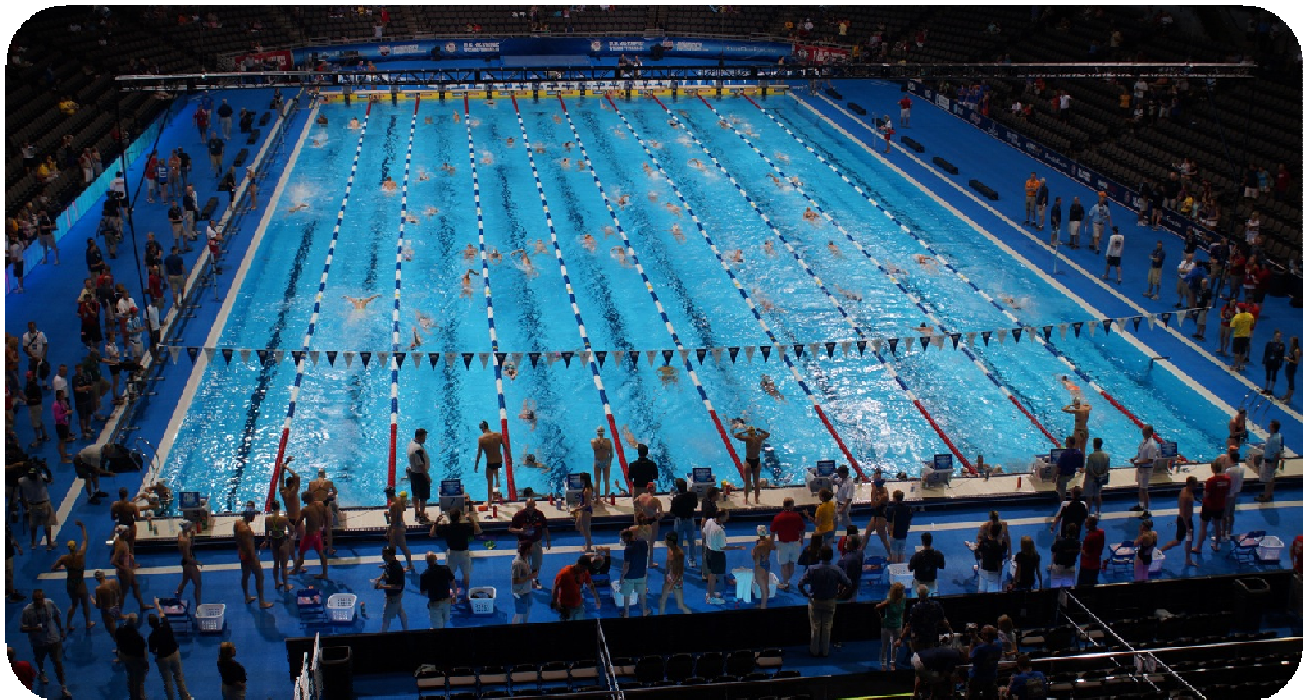
4. Motivation/Energy level

Monitor energy level/motivation from the time they walk in the gate/door, as they walk out of the locker room, get in, warm-up, etc. If the group lacks motivation/energy, is it you? Them? The WO? The team?

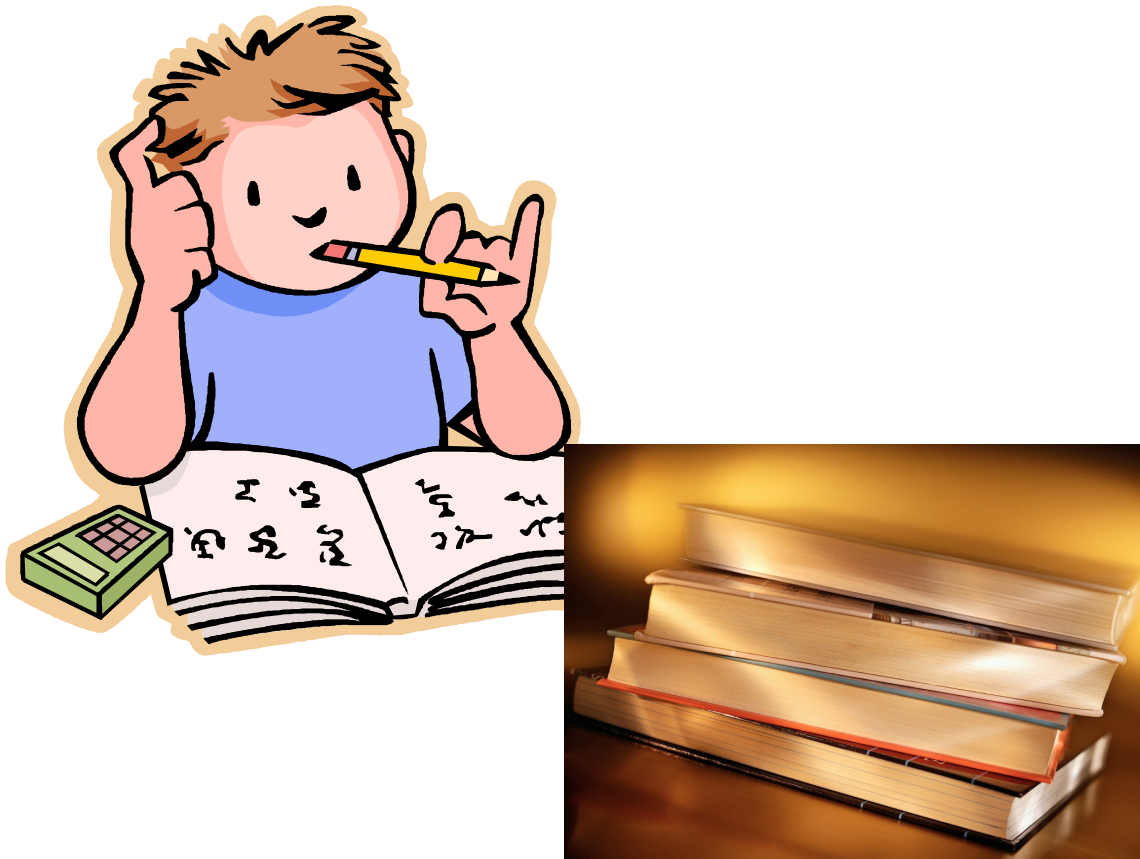
5. Yourself

Every time you leave the workout, evaluate yourself, your workout, and how the kids responded to you and your workout. Be honest with yourself. Commit to be better tomorrow. Ask kids, parents, etc.

Know what you are training for.



3) Coach Competence



The greatest coaches have been the greatest students.

**Ten years of experience
or one year of
experience repeated
ten times?**



**Get better every day in
every area!**

Thoughts on Learning/Growing

- What do you know?
- What don't you know?
- How will you know either?
- What is your coaching philosophy based on?
- Be an information sponge
 - ASCA
 - Information/articles/audio
 - Schools
 - Certification
 - Periodicals
 - Videos
 - Websites (all 200 million of them)
 - Research
- Filter information
- Meet with head coach regularly
- Have a mentor
- *Be open-minded – do not stay narrow in view or perspective*
- *Visit clubs*
- *Lose ego*
- *Ask for feedback*



Meets – another classroom

- **Watch (the best) kids**
 - In all areas
- **Team attire**
- **Team area**
- **Warm-up (drills/methodology, discipline)**
- **Warm down/recovery**
- **Watch races at higher level meets**
- **Starts**
- **Turns**
- **Pacing/race strategy**
- **Breathing pattern**
- **Underwater discipline**
- **Finishes**
- **Dialogue with the coach**
- **Rapport with team**
- **Coach race analysis**



Look in the Mirror

- Evaluate yourself – who is grading you?

- Deck presence

- Kids response

- To training
- To teaching
- To you

- Preparation

- Athletic evolution of kids

- Don't be naive – know why kids develop

- Skill development

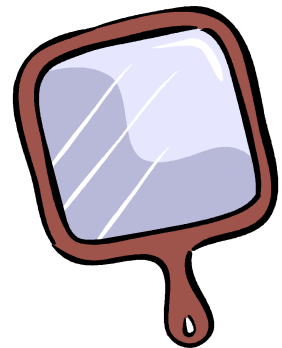
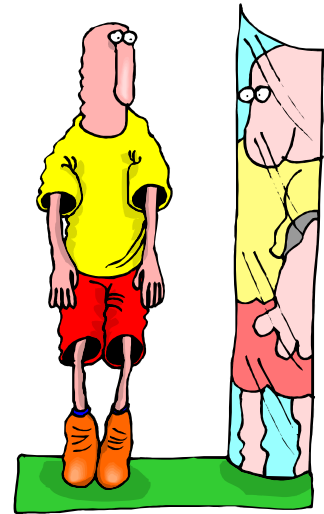
- Starts
- Turns
- Legality

- Fundamental development

- Race development

- Relationships with coaches

- What parents think about you



There is no excuse.

- They don't get it.
- They don't listen.
- They are immature.
- They do not understand.



4) Planning, Organization, & Structure



**“Planning is bringing the future
into the present..”** Alan Lakein

It is said the most people spend more time planning a vacation than they do their life. What about your coaching life, or your team's life, not day-to-day tasks, but a road map to an incredible environment or culture that breeds character, success, and fulfillment. DH

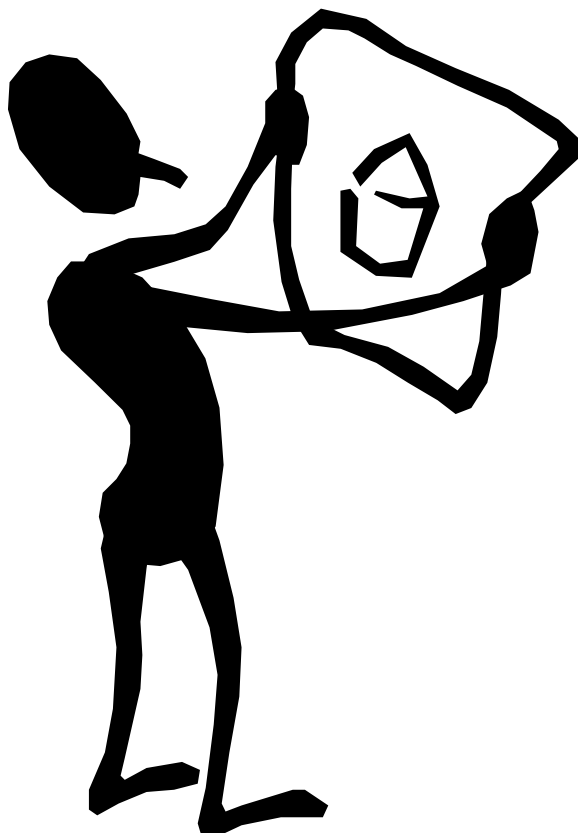
What to Plan?



Everything!

Some things...

- **Sets**
- **Tests**
- **Workout**
- **Day**
- **Week**
- **Cycle**
- **Season**
- **Year**
- **Career**
- **Competition plan**
- **Dry land**
- **Activities/social**
- **Swimmer meetings**
- **Parent meetings**
- **Groups**
- **Expectations**



Workout Organization

- Have a workout/group meeting prior to every workout to review;
 - The workout or main set
 - The objectives and purpose
 - Organization and equipment needed
 - Administrative issues
 - Reiterate why we are here; swimming, season, sports, life
- Get in as a group/team (*no individuals*)
- Always have each swimmer in the proper lane for the right reason
- Rotate swimmers based on set objective (get them out on the deck)
 - Heats (drills/technique/speed)
 - Stroke Groups (match up)
 - Random (count off – team building)
 - Mix ages, gender, group (forced separation)
 - Interval (threshold/endurance)
 - Game
 - Challenge



Continued

- **Constantly monitor the swimmers':**
 - Focus
 - Integrity
 - Work ethic
 - Body language
 - Response to coaches
 - Response to the workout
 - Response to teammates.
 - Stopping
 - Talking
 - Watching clock
 - Focus, eye contact, support of teammates
 - SL, SD, SR, HR,
- **Be willing and ready to alter or change the workout to improve quality.**



Workout Rotation

Sample Senior *(high school)* Workout

Set	Organization	Coach	Motivation
WU			
3x300	General Group	In front – watch	Stretch/technique
Post WU			
3x3x50 Fr/Str. build round	Same	Corner	Build up/perfect turns, DPS
Climb out - count off, random org			
Technique			
30x25 Free drill series	Random – mix	Lane to Lane, opposite end	Perfect technique
Climb out – Interval org			
Threshold Fr.			
5x5x100 Free at desc. int.	Ability/Interval	Lane to Lane	Hold tech/SPL, challenge
Climb out – set up in Free heats			
Speed Free			
20x25 Free burst	Heats/Race	Side	Win UW/breakout
Climb out Stroke group – match up			
Hyp/UW- Str.			
16x25 UW Stroke	Stroke/match	Opposite corner	Bullet UW
Random count (for lane)			
Kick/Chat			
Give topics	Random	Move/check-in	Interaction
Warm Down			
	Same lane	Move/check-in	Recover/Technique

OBJECTIVE: Preparation, presentation, organization, interaction (coach-swimmer and swimmer-swimmer), knowledge, focus, etc.

Swimmer Notes

Orinda Aquatics Senior Group Roster & Notes

missed the entire week
noteworthy
injury, pain, illness

		rating =>	1 low 5 high		personal swim				Summer 2012		
		Swimmer	Grp	captain	grade	HS			Group, Status	Level	rate 1-5
		Peterson, Chris	6	--	14	n/a		OT			
		Kastes, Katie	5	--	13	n/a		OT			
1	1	Bicomong, Meghan	4	--	12	Camp	Sr 4 ok	Santa Clara	n/a	n/a	left team in spring, due to conflict w Ronnie & poor grades, mother doesn't think swimming can help her get into a good college
2	2	Campbell, Sven	4	--	12	Camp	Sr 4 ok	OT	0	5	drinking issue, wrote powerful letter, talked to team, great Jr Nat meet
3	3	Fuqua, Megan	4	G captain	12	Caro	Sr 4 ok	Sectional	5	4	did not swim well, coached rec, tired
4	4	Grubbs, Hannah	4	G captain ??	11	Camp	Sr 4 ok	Jr National	5	3	missed some workouts, did not swim well
5	5	Howard, Megan	4		12	Mira	Sr 4 ok	Santa Clara	5	4	missed workouts due to academy trips
6	6	Jacobs, Talbot	4	B captain ??	11	CP	Sr 4 ok	Santa Clara	3	4	training was poor, swam ok, will commit to be better in the fall
7	7	Larsen, Annie	4	G captain ??	11	Mira	Sr 4 ok	Santa Clara	5	5	worked hard and swam well, Most Inspirational
8	8	Miao, Albert	4	--	12	Mira	Sr 4 ok	Jr National	4	3	missed workouts due to summer school, swam well mid summer, poor at end
9	9	Ostler, Gabe	4	--	11	Mira	Sr 4 ???	Sectional	3	3	did a good job, swam well at Clovis. Part of an immature group in boys locker room
10	10	Ratchford, JD	4	--	12	Camp	Sr 4 ???	Jr National	3	2	missed a lot b/c water polo, didn't swim in Clovis or Jr Nat - cost team \$500 flight & \$700 reimb
11	11	Stevens, Allison	4	--	11	Camp	Sr 4 ok	Jr National	5	3	missed workout b/c water polo, swam ok
12	12	Stumph, Steven	4	B captain	12	Camp	Sr 4 ok	OT	5	5	worked hard, swam great at Jr Nat - 200 Bt 2:15, 200 IM 2:03.9, 400 IM 4:24, should made National Jr Team
13	13	Ashby, Mary	3	--	10	Camp	Sr 3 ok	Jr National	4	4	still not training hard, did not swim well at Clovis
14	14	Baldwin, Dominic	3	--	12	Camp	Sr 3 - consider Sr 4	near Sectional	n/a	n/a	
15	15	English, Collin	3	B captain ??	10	BC	Sr 3 ok		5	4	worked hard, did not swim well
16	16	Erickson, Katie	3	--	10	Camp	Sr 3 ok	Sectional	4	4	new to team from North Carolina, did well. 100 Bt 1:17
17	17	Faust, Lucy	3	--	10	Pied	Sr 2 ok		n/a	n/a	missed workouts, did not go to Clovis
18	18	Giambastini, Emily	3	--	12	Aca	Sr 3 ok	Sectional	5	4	rehab, swam in JO's and Clovis
19	19	Giambastini, Megan	3	--	12	Aca	Sr 3 ok	Sectional	4	4	worked hard, swam ok
20	20	Hoyh, Cameron	3	--	12	Mira	Sr 3 - attendance?	Sectional	3	4	worked hard, swam well at Clovis

Weekly Training Plan

OA Sr Group Weekly Training Plan for 2013: Notes, Emphasis & Test Sets							
JANUARY	Mon	Tues	Wed	Thur	Fri	Sat	Sun
28-Jan	28-Jan	29-Jan	30-Jan	31-Jan	1-Feb	2-Feb	3-Feb
Meets/Activities:					Sr Meeting: move 1 AM	no meet	
Macro Training Plan	build base, increase kicking yardage and intensit - 4 weeks to Clovis						
Micro Training Plan							
Weekly Notes	announce dryland Thurs for Sr 1-2 (w John)						
AM Org		Donnie 3/4, Ronnie 1/2		Ronnie all	Donnie All		
AM Emphasis		all strokes swim & Kick			speed, uw		
AM Test Set				6x50 Kick @ 1:30	TurnMaster - record set		
PM Sr 3-4 Group Org	Ronnie	Donnie 4:00 Sprint	PM Ron & Katie	Ronnie, Donnie 3:34 Sprint			
PM Sr 3-4 Notes			Station workout		movie 1 AM, meet set up		
PM Sr 3-4 Emphasis	uw speed and distance - had a meeting w group	Stroke Kicking & 75s @ 100 pace	50s Stroke Fast, Pacer Fly & Back, UW w dive	50s at 100 pace			
PM Sr 3-4 Test Set		75s at 100 pace					
PM Sr 1-2 Group Org	Donnie & Katie	Donnie, Katie		Donnie, Katie, Ronnie			
PM Sr 1-2 Notes		Ronnie Breast Group?		Ronnie Breast Group?			
PM Sr 1-2 Emphasis	Free mid distance						
PM Sr 1-2 Test Set							
Dryland	bands	dryland (Jon B)	bands	Sr 1-2 John, Sr 3-4 Ron Push Ups, Dips, Abs			
Jr Group	Donnie TurnMaster, Stroke Drill Review, UW		Ron Stroke technique, Stroke Set			w Sr Group?	

Swimmer Training Plan

ORINDA AQUATICS - SENIOR 4 - 2013 TRAINING REVIEW

"We must either find a way or make one." Hannibal

Sven Campbell	Free Threshold	Stroke Threshold	2nd Stroke Threshold	Stroke Distance	Free FPSO	Stroke FPSO	Off Stroke Set
	20x100 at 1:10 ave 1:00 or make 15+ @ 1:05 (14spl)	20x100 Back at 1:15 ave 1:05 or 10 @ 1:10	20x100 Fly @ 1:25; Breast 20x50 @ :45 ave 38, 7 spl	10 x 400 descend (1-5 Back, 6-10 Free)	5 X 100 Free @ 1:00, 14 spl	? X 100 Back @ 1:05	? X 50 Breast @ :40; ? X 50 Fly @ :35
		Oct : 20x100 Bk @ 1:15 ave 8-9; 3x100 @ 1:10 ave 6	Breast: 20x50 @ 45 ave 40	Oct: Free 4:07; Back 4:31	Oct: 5x100 @ 1:05 ave 3	3x100 Bk @ 1:05 ave sub 1:00	
	Free	Back	Fly	Breast	IM	Kicking	Turns
	HEAD DOWN, drag fingertips, accelerate recovery, stay long on breath, breathe 3rd or 4th, kick through breath	CHIN UP, deeper catch, wider entry, quicker recovery, rt arm above eye, KICK HARDER	work on 2-beat power kick, pulse sooner-enter wider, breathing pattern 2 up 1 down, don't bend wrists on entry	MORE PULLING, breathe later, keep head down on glide, narrower kick, work on pull downs	more training for 400 IM, more UW speed for 200 IM, condition to sprint the 200 IM esp uw	kick harder in ALL strokes, white water kick in Free & Back during training	better technique in Fly/Breast- legs come around to the side, Back turn is better
	Attitude / Work Ethic	General Training	working on (1)	working on (2)	Goal 1	Goal 2	Goal 3
	generally great but you MUST work harder UW and you MUST make the stroke changes I ask	train harder for 500 Free, 400 IM, 200 Back	UW SPEED inc breakout in back	Free stroke balance - don't cross under body, Back head position, catch & kick	Dec Sr Champs, Spring Peak Meet?, DFAL/NCS	200 Back - 1:56	400 IM - 4:20; 200 IM - 1:57
	Meet Plan:						
	Coach Comments:						

Meet Management

- **Structure**

- Entries
- Arrival
- Stretch
- Meeting
- Warm-up
- Meeting



- **Racing**

- Check in with coach
- Race
- Warm-down
- Meet with coach
- ALWAYS positive
- Find value in every swim – to learn and move forward
- Finals – better/faster
- Relays even faster

- **Support team**

- Team area
- Positive
- Cheer
- Clean up



Staff

General:

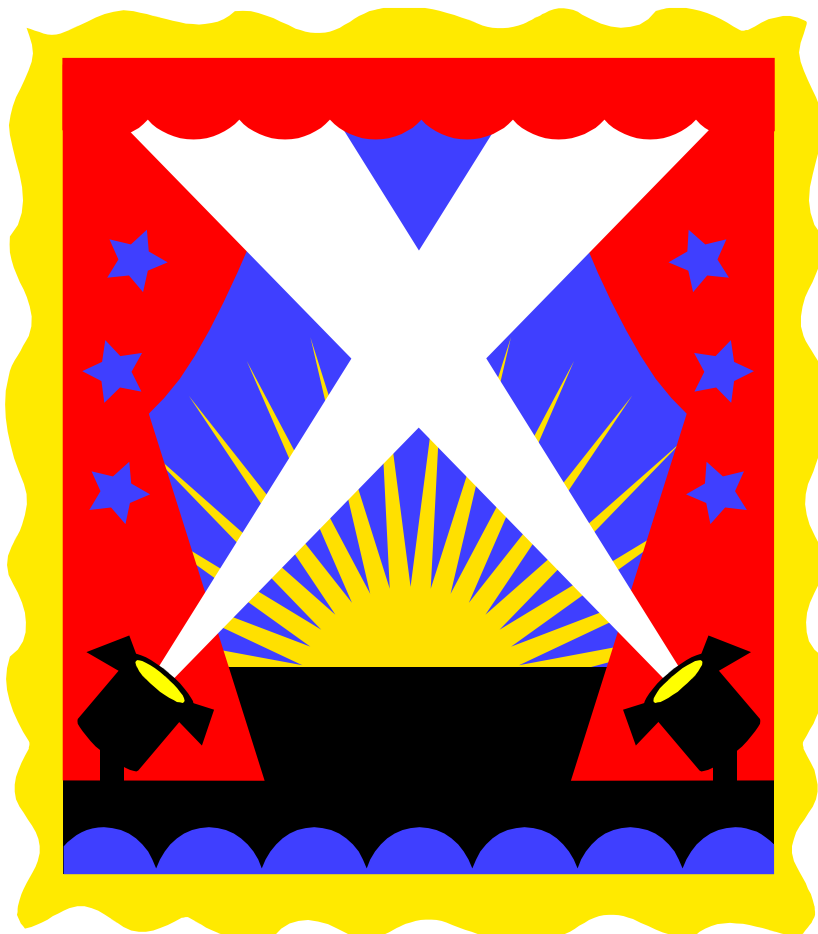
- Like minded
- Pursue same vision/mission/values
- Same development philosophy
- Meetings
- Conference calls
- Ongoing dialogue about kids

Workout

- Fifteen minutes early
- Engage kids
- No sitting/professional
- High energy/high caring
- Connect
 - Personal
 - Technique
 - Training



Break?



The Borders (Framework)



1) Integrity

**Maintains respect/trust on all fronts
(better in all areas)**

2) Discipline

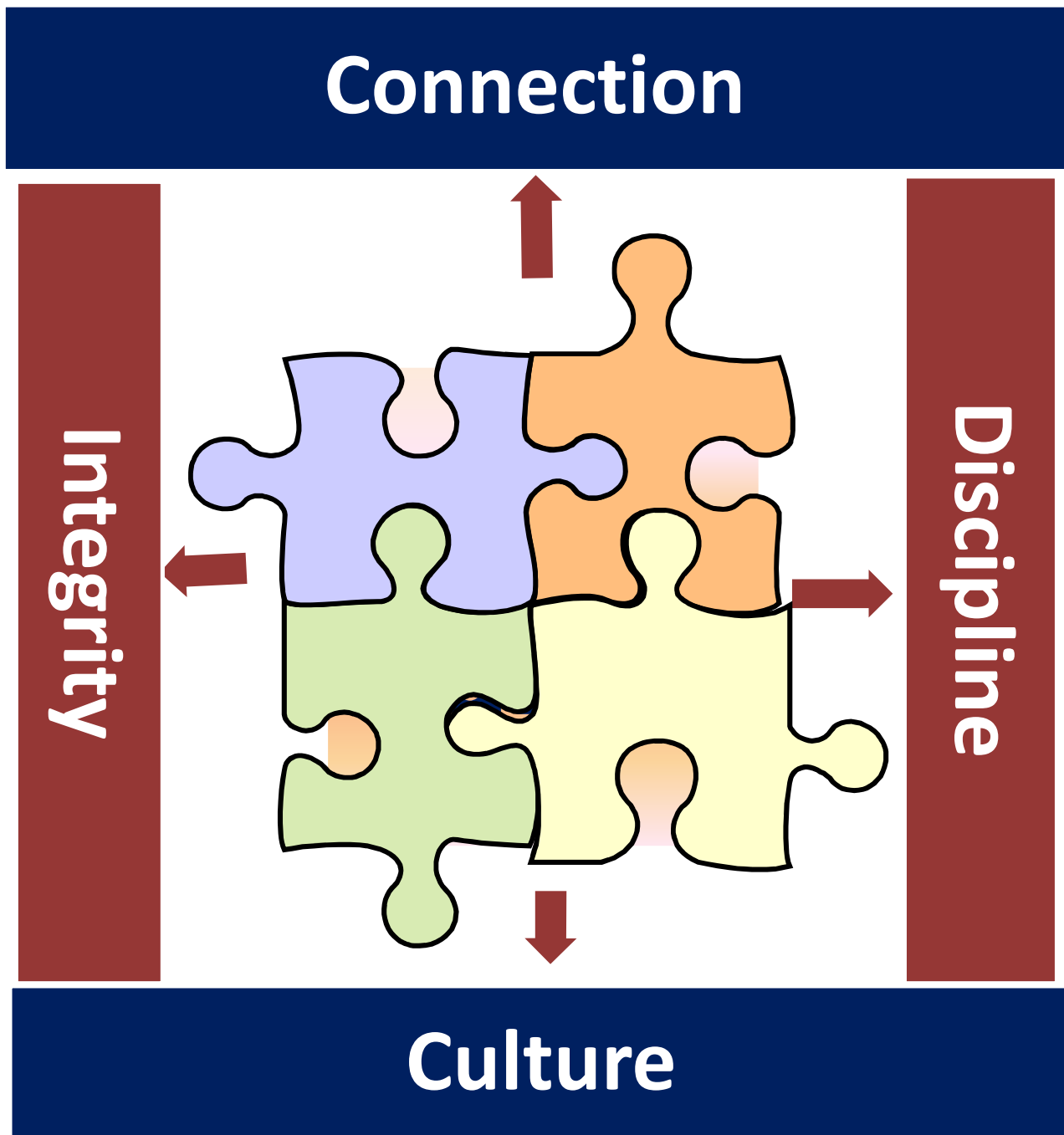
**Maintains structure, focus, effort, *and*
safety**

3) Connection

**Links coach to swimmer and swimmer
to process**

4) Culture

**Provides a blanket that wraps your
team in its vision-wind at your back.**



"Integrity..."

**Has no need
of rules."**

Albert Camus



**“One of the truest tests of integrity
is the blunt refusal to be
compromised.” Chinua Achebe**

**“Character is that which reveals
moral purpose, exposing the
class of things a man chooses
and avoids.” Aristotle**

Integrity

- **Respect for the athletic process**
- **Respect for team process**
- **Respect for the support process**
- **Respect for the workout/training**
- **Respect for the meet process**
- **Appreciation for everyone and everything**



Respect for the athletic process:

- Schedules
- Training
- Effort
- Perseverance
- Challenge/adversity
- Sacrifice



Respect for team process

- A greater good
- Team goals
- Team environment
- Team activities
- Celebrate the success of others
- Team championship meet



Respect for the support process

- Coaches (all levels)
- Staff
- Facility
- Parents



Respect for the training process

- On time
- Positive
- Prepared
- Set objectives
- Stroke focus
- Purposeful
- Supportive

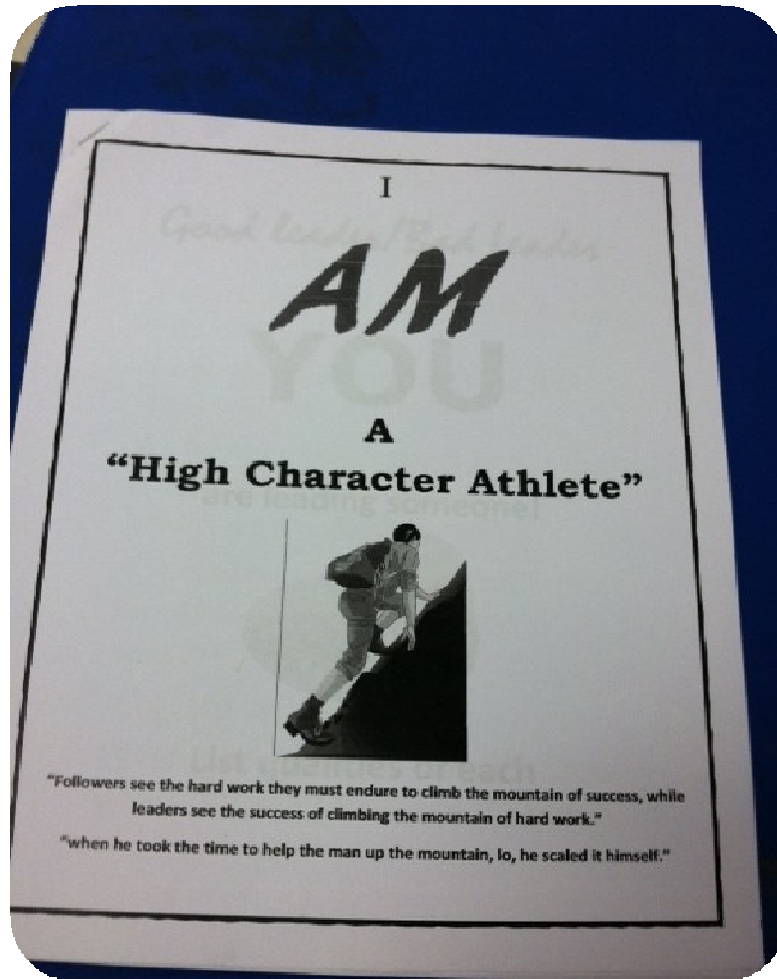


Respect for the meet process

- Arrival
- Attire
- Team area (stay, keep clean)
- Events, finals, relays
- Team support, cheering
- Dealing with “poor” swims
- Dealing with “good” swims



Ultimate Goal



A leader and a role model

Again,

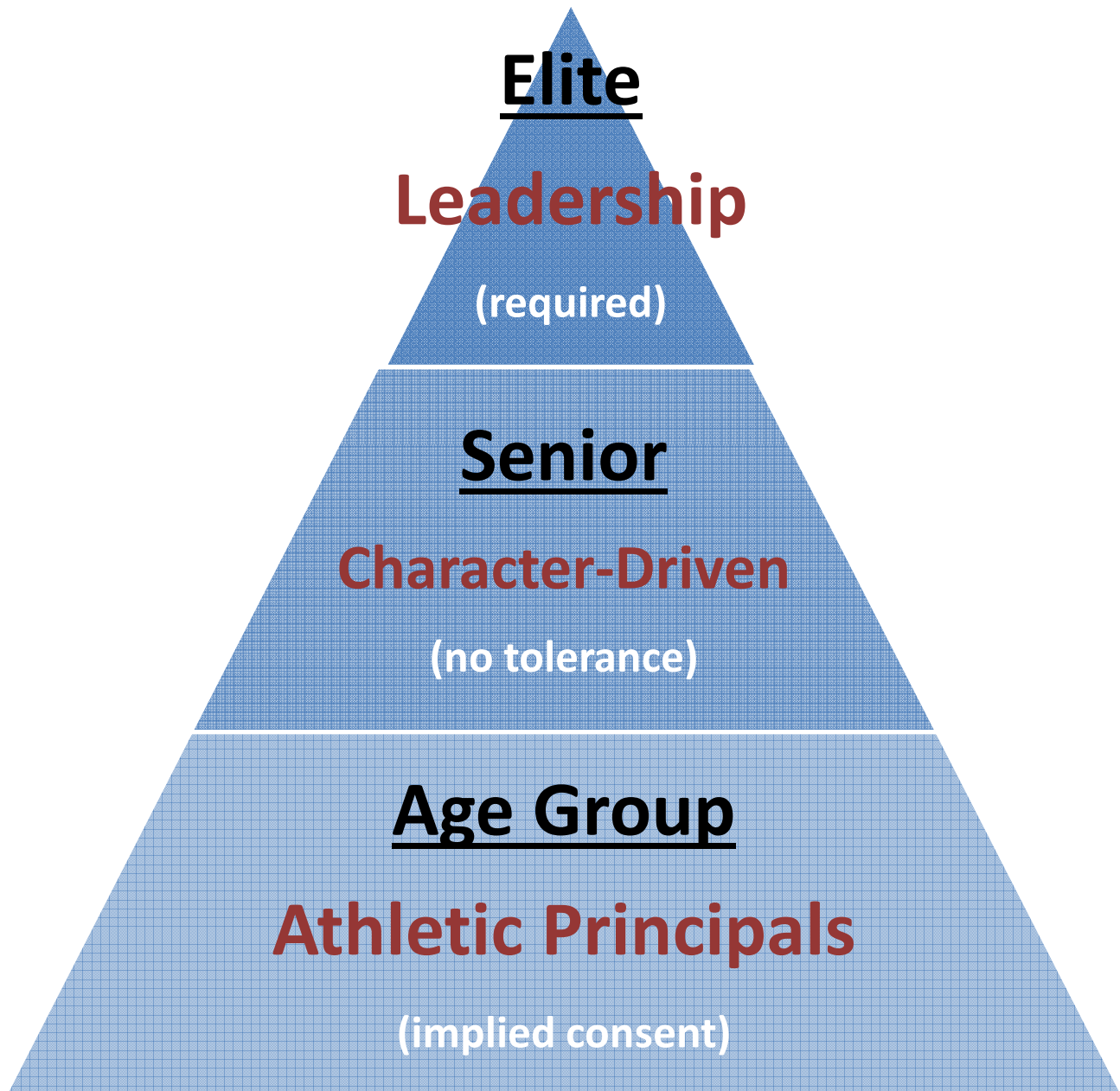
We don't demand integrity because we want nice kids. What we want is:

- Leaders and role models
- Elite athletes
- People who put the team first
- Kids who care
- People who we trust implicitly
- Athletes who will do what ask
- **And swimmers who will maximize their potential and their career**

Integrity can be a platform from which all things are drawn.

- *Technique*
- *Training*
- *Relationships*
- *Careers*
- *Organization*

A Perpetual Leadership Model



How?

- **Expectations**
- **Accountability**
- **Constant dialogue**
- **Meetings**
- **Articles**
- **Quotes**



**How does
integrity frame
your program?**

Discipline



**“If we do not discipline ourselves,
the world will do it for us.”** William Feather

**“Many of life’s circumstances are
created by three basic choices:
the disciplines you choose to
keep, the people you choose to
be with, and the laws you choose
to obey.”** Charles Millhuff

Everything is disciplined:

- **Safety**
- **Behavior**
- **Warm-up**
- **Stroke**
- **Training**
- **Work**
- **Dry land**
- **Meets**
- **Racing**



**“We are what we
repeatedly do,
*excellence then is not
an act, but a habit.*”**

Aristotle



**“Discipline is the bridge between goals
and accomplishments.” --JIM ROHN**

**How does
discipline
frame your
program?**

Connection



Connection

***“Build for your team a
feeling of oneness,
of dependence on one
another
and of strength to be
derived by unity.”***

Vince Lombardi

Too often we focus on the wrong thing...

- **Try to fix a stroke in someone who doesn't work hard**
- **Condemn a parent without trying to bring them into the process**
- **Try to win a meet with a team that has no identity**
- **Criticize a team for not being caring when they don't know what to care about.**

Coaching five disconnected kids is less productive than coaching fifty connected ones.

Coaching (connection) ?'s

- Do you view coaching as a job or a privilege?...a little extra money or the opportunity to touch and impact the lives of children?
- Are you making a difference in the quality of the swimmer, the group, the team, the culture? Are YOU a role model? Is your job more about you or them?
- How do you think kids interpret what you say? Do you connect?
- If a parent observed your coaching style, how would they define your “presence” on the deck?
- If a parent observed all of the clubs in your area, how would they rate you and your effectiveness on the deck?
- Do you watch every swimmer? Does every swimmer know that they are being watched?



Command of Workout

- **Voice/Communication** (*it's not how loud, but how effective*)
 - Explain sets from various locations (**ONLY with full attention**)
 - Communicate with everyone from anywhere on the deck
 - Communicate during turns, breaths, and between repeats
 - Pull swimmers out of the water (individual, lane, group, or WO)
- **Position on Deck** (be visible, change position, don't be predictable)
 - Middle, Corner
 - Lane by lane
 - Across the pool
 - In office or in conversation
- **Read EVERYTHING**
 - Eye contact, response, body language, etc



- **Catch phrase (example)**



- “Let’s be great today”
- “Let’s make this the best workout of your life!”
- “Be the athlete you envisioned”
- What if this had to be the best workout of your life – in every way?

- **Shock the system (good or bad – no complacency – anything is possible!)**

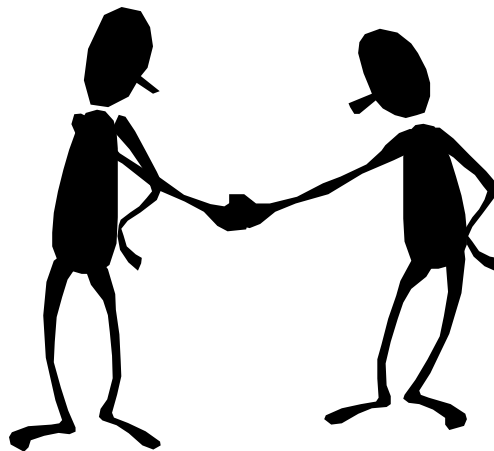
- Pizza/Bowling
- “Start over”
- End workout (for visionary reasons)
- Be creative (memorable) – 1,000 yd vertical SL dolphin kick (para)

- **Safety (1-safety, 2-integrity, 3-productivity)**

- No one leaves the pool without talking to the coach
- The coach is made aware of any problem, issue, etc., immediately
- Three point entry/miscellaneous activity

- **Challenge swimmers every day as athletes, as people, and as a team.**

**Implicit trust
between coach
and swimmer in
all things.**



**“The best way to lead
people into the future is
to connect with them
deeply in the present.”**

James Kouzes and Barry Posner

**“There are teachers with a rare
ability to enter a child’s mind;
it’s as if their ability to get
there at all gives them the right
to stay forever.”**

Michael Lewis, Coach

Levels of Development

- Coach runs **workout**/swimmer shows up
- Talk to about **stroke** (may or may not connect)
- Talk to **aggressively** about stroke
 - Pull out of water
 - Watch constantly
- Connect **personally** (care)
- Talk about attendance and **commitment** (link)
- Watch **demeanor** in all aspects
 - Encourage areas of improvement
 - Arrive earlier, focus, help more, talk to others
- Talk about **leadership** attributes
- Demand leadership skills
 - Begin giving leadership responsibilities (set up, tasks, lead stretching, etc.)
- Explore **life**/social choices (easy transition) – the “concepts”
 - From an athletic perspective
 - From a personal perspective
 - Give articles, shares a story, talk about past successes
- Talk about life skills that are critical to be a “**good person**”
 - Relationship with parents
 - Academics
 - Mentoring/**inspiring** others
- **Demand them (fully connected)**



Stages - Macro



- Take from name on roster to someone who connects
- Take from someone who connects to someone who is committed
- Take from someone who is committed to a high-character athlete
- Take from a high-character athlete to a high-character person
- **Take from a high-character person to a leader** (and someone *you* trust implicitly and will do anything for)



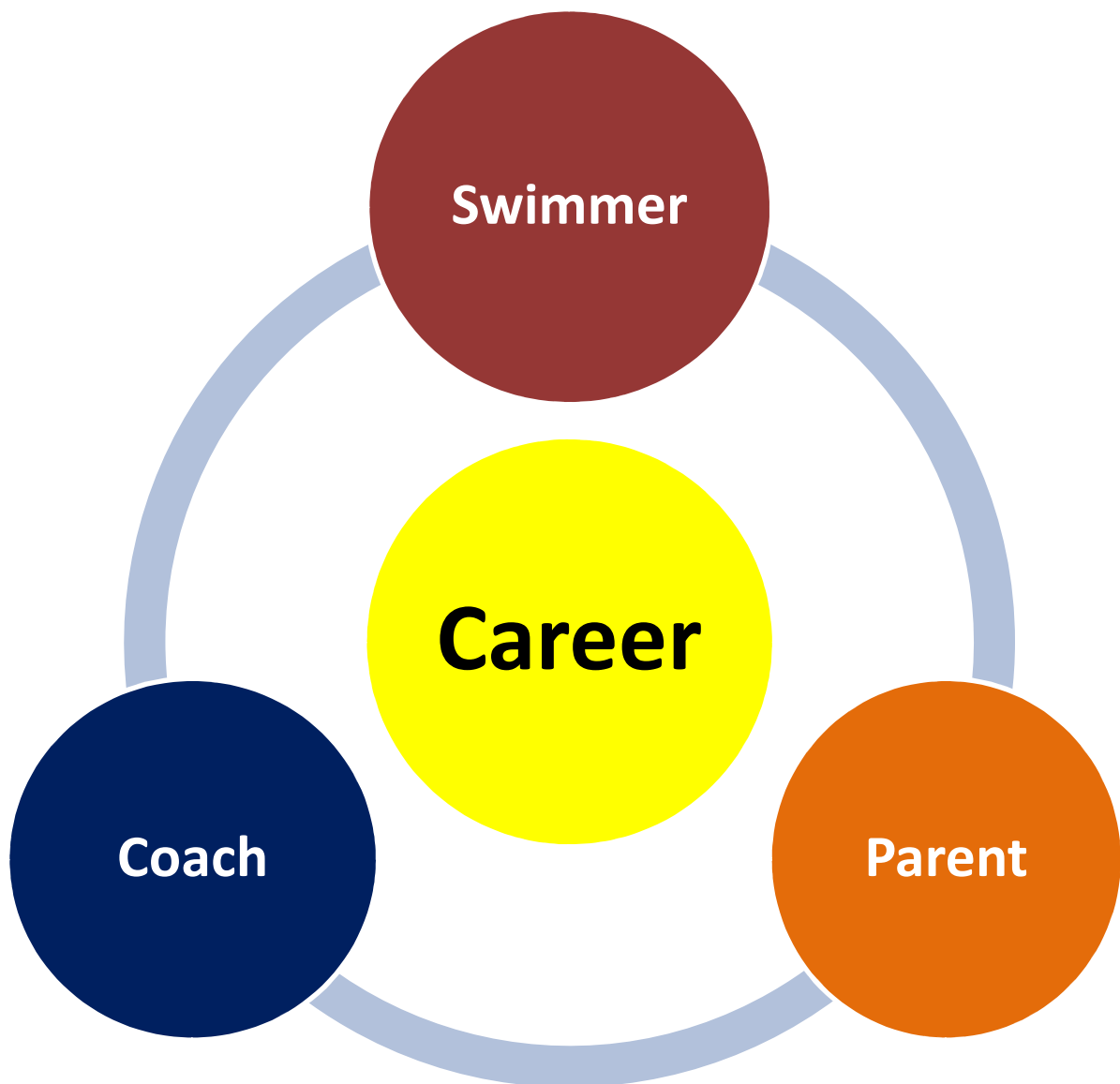
Connection to Parents

- Partnership with parents/family
- Educate, explain, listen, sell
- Bring them into the process
- Understand their role



- Why are they here?
- What are they looking for?
- What are they expecting?
- What do they think about you?
- What do they think about the program?

Must be on the same page.
Must be connected.



The mediocre leader tells.
The good leader explains.
The superior leader
demonstrates.
The great leader inspires.

William Arthur Ward



Connection Quiz

- Pick three athletes – stronger, intermediate, novice,
- How “connected” are you?
- Attendance percentage
- Attendance conflicts
- Effort – why
- Focus – why
- Maturity
- General dedication
- Leadership potential
- Family support
- Academic aptitude
- Social positioning/skills
- Training strengths/weaknesses
- Main stroke strengths/weaknesses
- Race (main event) strengths/weaknesses
- How do they feel about you? (like, respect, etc.)
- How do they feel about the team?
- Do they help?
- Potential as a swimmer
- Are they happy?
 - as a swimmer
 - as a person

Culture



“That is **true culture which helps
us to work for the social
betterment of all.”** Henry Beecher



Culture Questions

- What is your culture?
 - How has it evolved?
 - By whose vision?
 - What dictates it now?
-
- Does it foster technical development?
 - Does it foster work ethic?
 - Does it foster team pride and spirit?
 - Does it foster success – at the individual level or the team level?
 - Does it create a coach-swimmer connection?



**You are either flowing
down a river or having to
paddle - *every day.***



Over coach

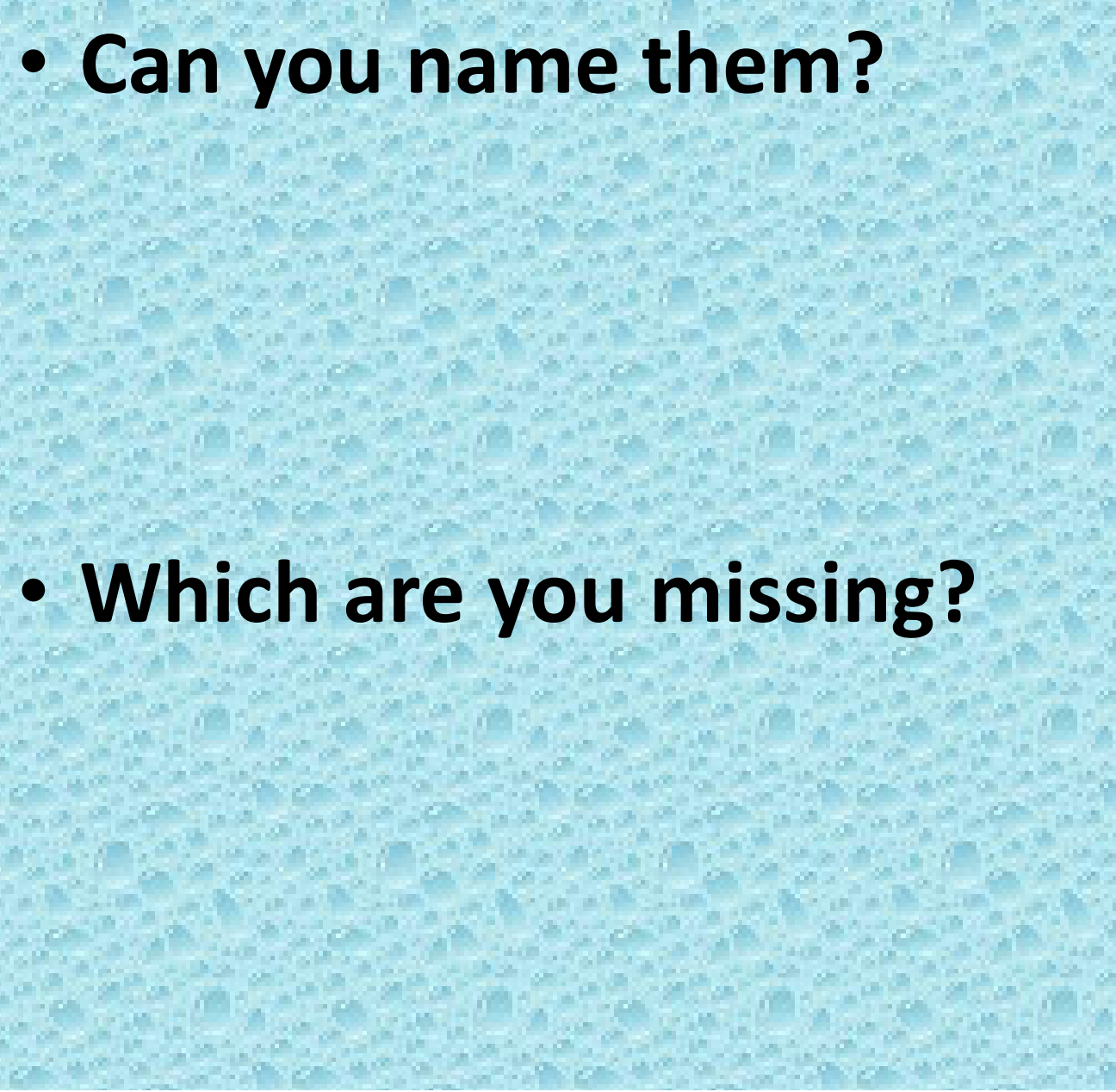
Over care

Create a cultural advantage

Other Pieces of the Puzzle



**What are the other pieces
of your puzzle?**



- **Can you name them?**

- **Which are you missing?**

Vision



“Leadership is all about painting the Vision, giving people something worthwhile to follow.” unknown

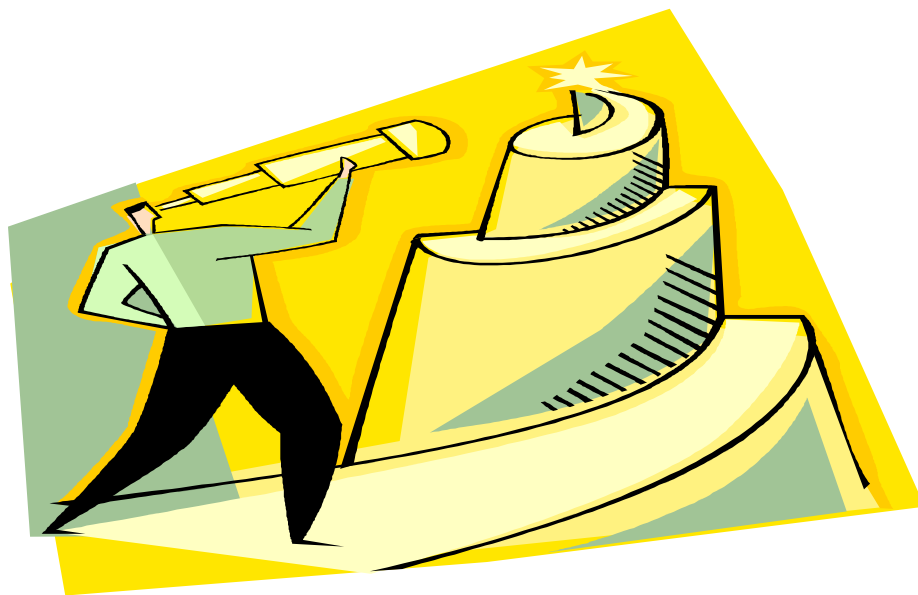
The Glue That Holds Everything Together



Sell Your Vision

- Pools don't change
- Buildings don't change
- Institutions don't change
- Organizations don't change
- And for the most part, people don't either (they will go where they are led).
- It is Vision that is the critical variable. But as most of you are visionary, selling it is as important as seeing it.

I don't have the answers on training or technique. The questions and the answers continue to change, but I do know that this is a profession about service, and about changing lives, and that success will always be driven by an articulated vision.



Be Visionary

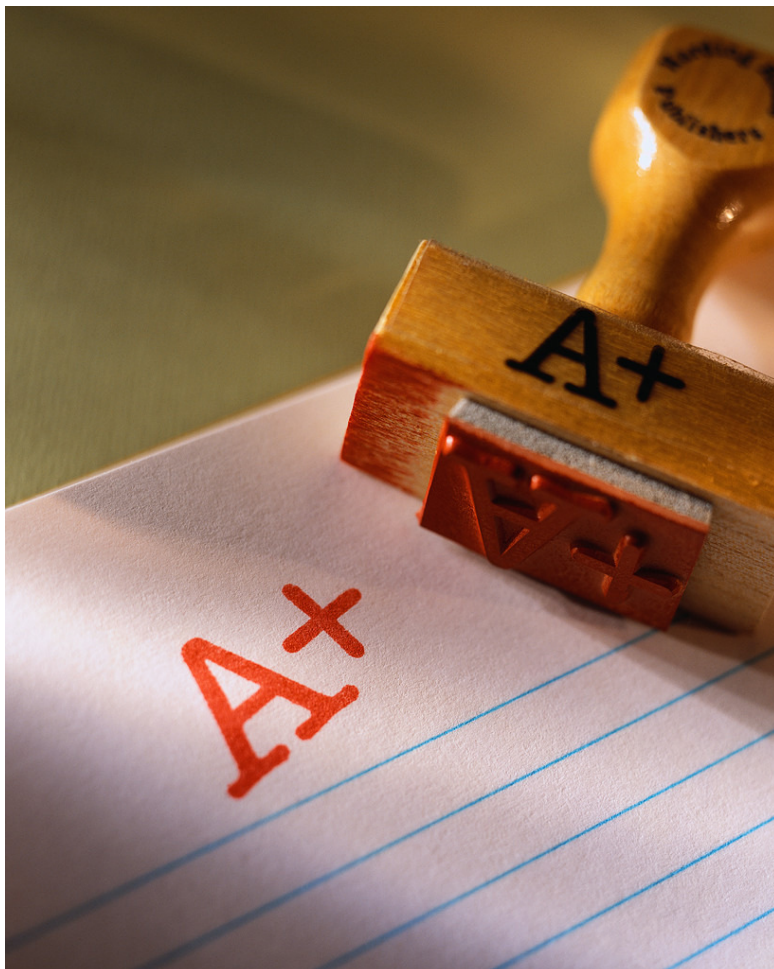
Can you see/articulate your vision for:

- Technique
- Training
- Staff
- Discipline
- Integrity
- Culture
- Relationships
- Parents
- You



“The most pathetic person in the world is the person who has sight but has no vision.” *Helen Keller*

A Pop Quiz

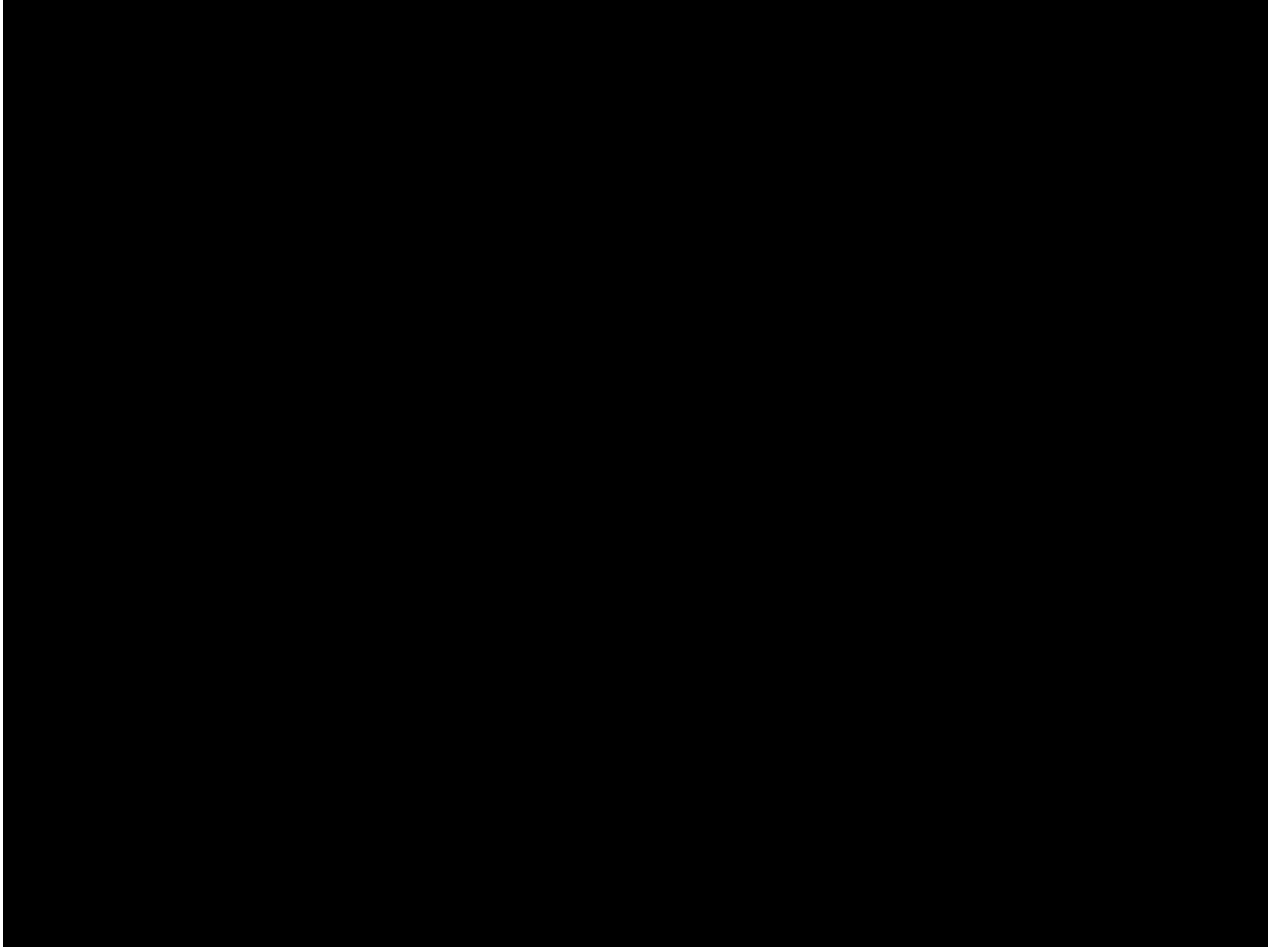


Let's Write a Workout

Goal: (They must get better!)

- 4,000 for 11-12, 5,000 for 13-14, 6,000 for 15+
- Challenging, creative, and interactive
- Makes them better and more motivated for the next workout
- Add a life lesson/concept (work ethic, attention to detail, team, etc)
- Four short sets
- With emphasis on:
 - Underwater speed, build effort, some speed
 - Technical stroke cues/triggers (to focus on)
 - Technical controls: stroke counts, stroke rates, kicks UW (count or kick rate), breathing pattern/breath control
- Use three of the following (fins, paddles, parachute, pacer, snorkel, long-belt)
- Note: How do you explain it, where do you stand, how do you interact, how do you monitor?

A Near-Perfect Race



Race Review

Goal:

- Hold stroke through 125 (40 SR/6 SPL – one black line - don't hurry), “ride the glide”
- Was 2nd at 50
- Build last 75 (*went to 7 SPL*) without dropping elbows (*note: last 100 was 15.0's*)
- Win turns/win last 50

Mistakes:

- Long into walls (hurried stroke early)
- Head rode high on pull down and out-sweep
- “Built too early”

Had only been
Training at 60%



The Race Preparation

- Four years of uncompromising work
- Four years of meticulous attention to detail
- Four years of unconditional commitment to the team and the process (and to leadership)
- Moderate volume/highly efficient training
- A positive workout group/team culture
- Overcame double hip surgery a year and a half earlier
- Coaches who watched him every day and cared deeply for his personal and athletic success.



The Puzzle Pieces all Fit

- **Technique** (every day, every stroke)
- **Training** (efficient, technique-driven)
- **Coach Competence** (we hope)
- **Planning** - everything
- **Integrity** - impeccable
- **Discipline** - relentless
- **Connection** - fully
- **Culture** – was the leader

The Puzzle also supported the team



No burnout

Highly positive

High character

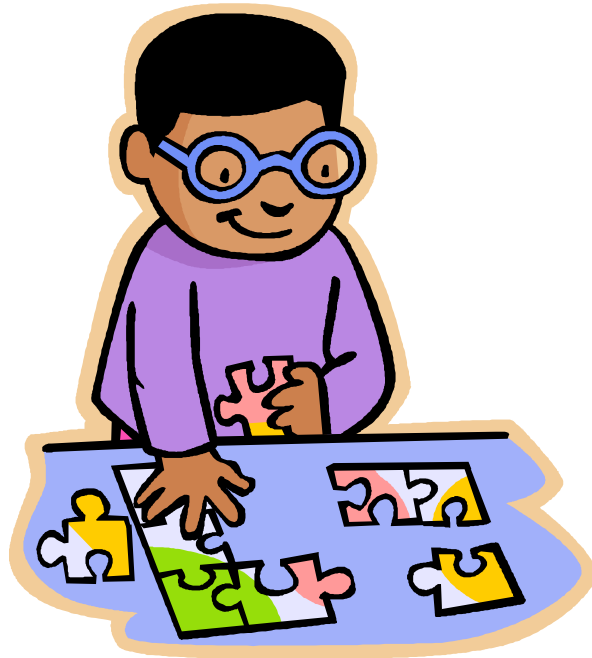
No disrespect

**Highly successful (by USA
Swimming standards)**

Incredible culture

**Travel with 75 teenagers – no
chaperones**

Puzzle Evaluation



Grade your...

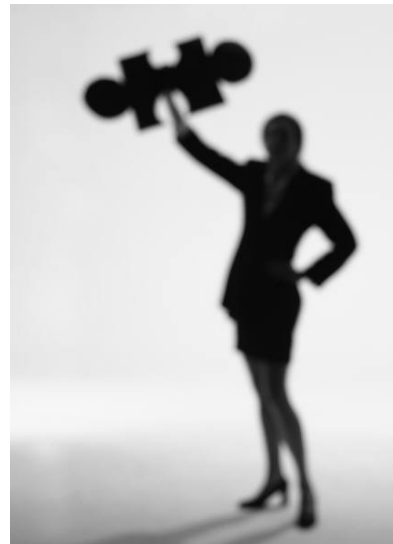
- **Corner (stones)**

- Technique
- Training
- Coaching
- Structure



- **Borders (framework)**

- Integrity
- Discipline
- Connection
- Culture



Name one thing you can add to each...

- **Corner (stones)**
 - Technique
 - Training
 - Coaching
 - Structure
- **Borders (framework)**
 - Integrity
 - Discipline
 - Connection
 - Culture

How is your
assembly
process?

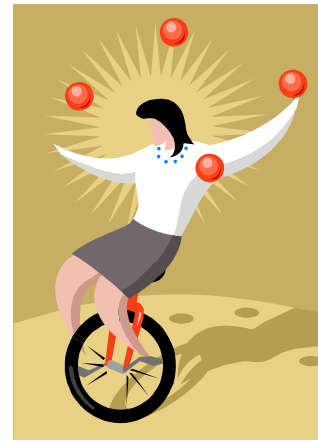


Conclusion



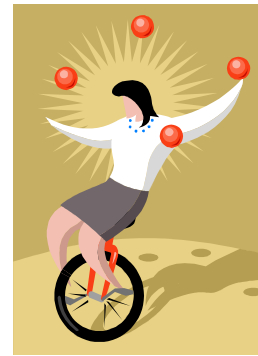
Some things you do...

- *Communicate clearly to (different age groups)*
- *Remain positive - everyday*
- *Deal with pressure - everyday*
- *Be energetic (everyday)*
- *Be creative*
- *Analyze (every meet)*
- *Organize large groups*
- *Supervise large groups*
- *Occasionally, deal with the unreasonable*
- *Teach (various age groups and ability levels)*
- *Motivate (various age groups and ability levels)*
- *Negotiate (with various ages and personality types)*
- *Manage staffs*
- *Discipline (various ages and personalities)*
- *Plan (short-term and long-term)*
- *Set goals (short-term and long term)*



Main things you do...

- *Challenge the human spirit*
- *Challenge physical potential*
- *Create and sell a vision*
- *Be a dealer in hope*
- *Fulfill lifelong dreams*



And of course,

**Assemble a
puzzle every
day!**

What really matters...

- **Passion/drive**
- **Perspective**
- **Knowledge**
- **Integrity**
- **Caring**
- **People**
- **Culture**



Fortune Cookie

I have a fortune from 25 years ago that still sits on my desk.

“Depart not from the path which fate has assigned you.”



I wish you the very best
in your **“assembly”**
(on the path which fate
has assigned you)



**Thank you
again for the
honor and
privilege to be
here with you!**

Don Heidary

Orinda Aquatics

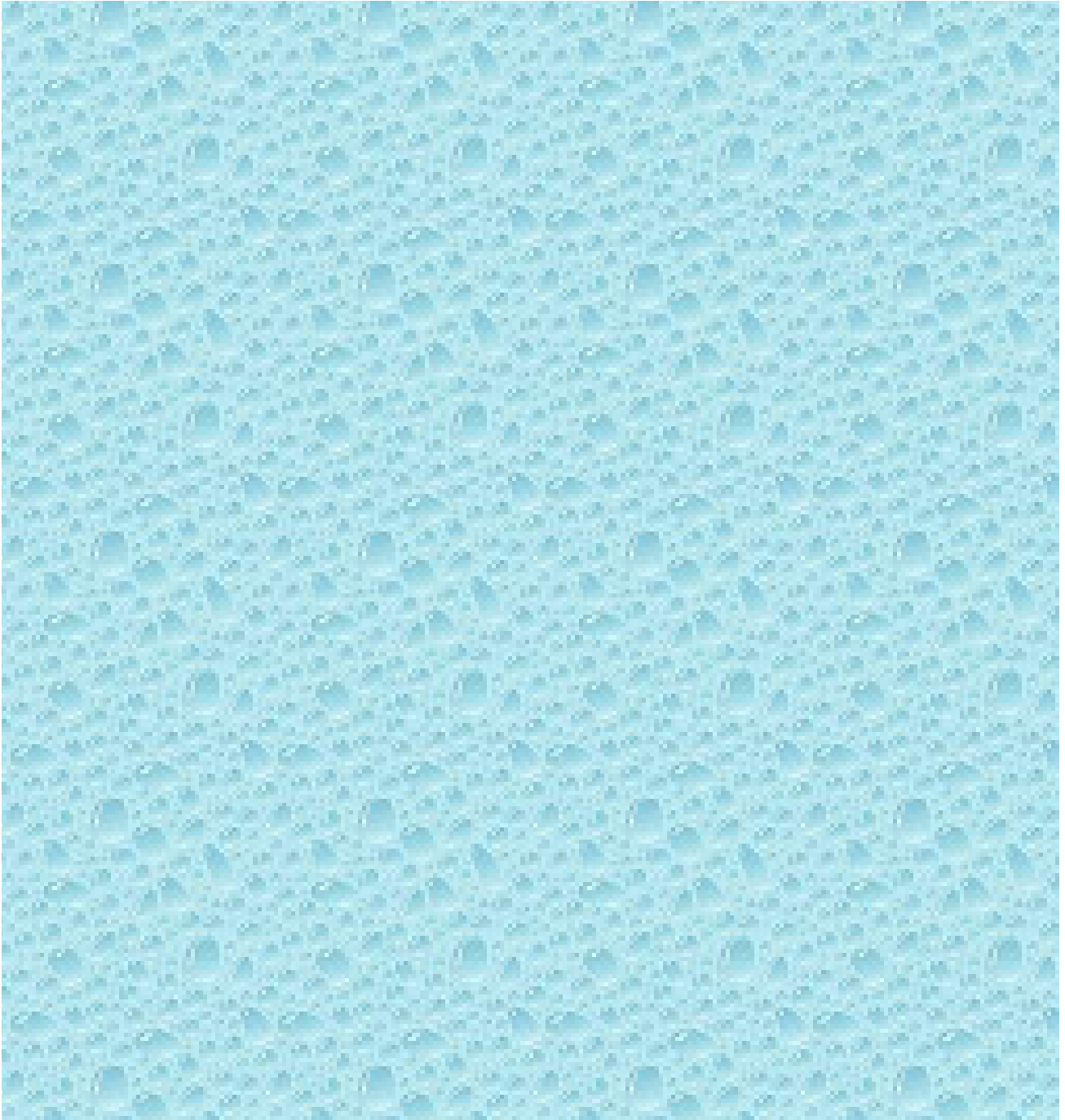
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Questions?



Notes



To-Do

