



EUROPEAN  
ATHLETICS  
*YOUR SPORT FOR LIFE*

# *Creating a successful high-performance environment*

## *The Challenge*

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*Director General*

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## Discussion points

- *Great talents*
- *Long-term talent promotion program*
- *Highly qualified, experienced and passionate coaches*
- *Excellent CEO & board*
- *Sufficient budgets*
- *Excellent administrators & senior staff*
- *High level services and support system*
- *High level training- facilities*
- *Track and field – tradition and love for athletics*

*Please recall your own experience as athlete, coach, team leader at Olympic Games and World Championships in order to make recommendations on what should be kept, dropped or tried to create a successful high-performance-environment.*

*Our method*  
**KEEP DROP TRY**

*We look for improvements*  
*We maintain a positive attitude*  
*Everyone has the right to express*  
*Any opinion is welcome*

## *How to proceed*

*Data collection (keep – drop – try)*

*Comprehension*

*Consequences, Measures to take*

## *The Fishbowl Method*

*Is used to display individual impressions*

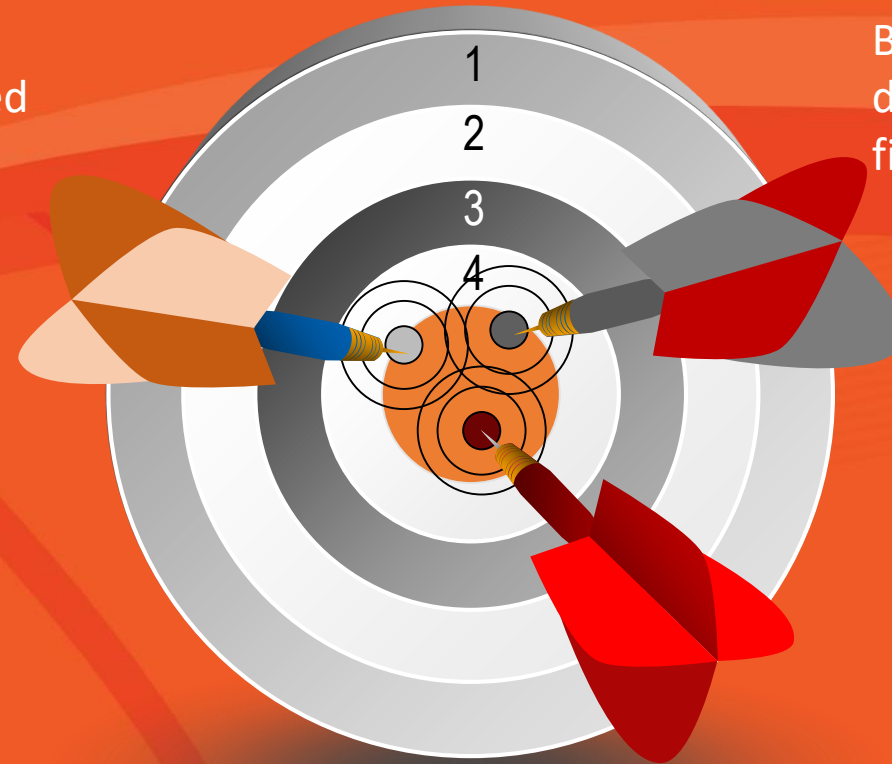
*A small group meeting in an inner circle is discussing while the remaining group arranged in a circle outside represents the audience.*

## Finals and Medals in Athletics are not possible without:

- Great talents
  - excellent genetic potential
  - above average mentality
  - above average attitude
  - high workload capacity
- Quality coaching
  - education-system
  - personal commitment to ongoing learning and improving knowledge and skills
  - advanced learning-programms for coaches
- High level support system
  - team of experts
  - above average team player capacities of the experts
  - training- facilities

## Quality Coaching

Better coaching produces improved athletes, who perform with credibility, at the right time.



Better coaching develops more finals and medals

More successful national teams



## Long-term elite sports programs:

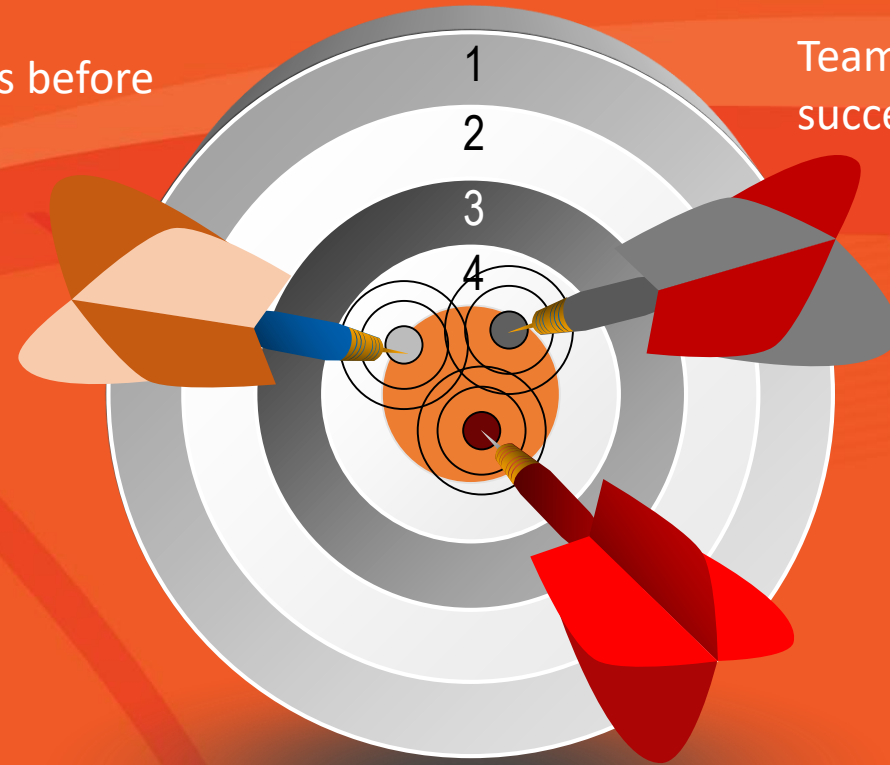
- Coach driven
- Performance focused
- Athlete centred
- Services supported

## Long term talent promotion programs ...

- There is no direct relation between success at a young age and elite success in athletics.
- Youth success is rather an exception in the career of a world class athlete, but it does not exclude success at the elite level.
- Assessing a talent reaches beyond the analysis of competition performances.
- Promotion programs for late bloomers and athletes from other sports have to complete the existing structure.

# Environment for Success

Culture comes before performance.



Teamwork is a key to success.

Appreciative and modern management is the basis for a successful team.