



**Excel & Beyond Coaching LLC
Junior Triathlon Program
Certified Coach: Timothy Bolen
Certified Under USAT**

Below is a description of qualifications, requirements and a summary overview for this junior program:

Junior Development Triathlon Program

Triathlon is one of the fastest growing sports in the United States. Its number of participants grows steadily each year. Consequently, more and more juniors are introduced to the sport as well. However, triathlon is a complex sport and can be very intimidating to junior athletes with little or no training or racing experience. Additionally, triathlon is predominately an individual's sport, so relatively few of the total number of participants are associated with a team or club. Excel & Beyond Coaching LLC will bring a team of 5 aspiring athletes who either specialize in a single sport, swimming, cycling or running, or who already compete in triathlons, and together they all race under the name of Tucson Racing Junior Team.

Junior triathlon programs are an effective way not only to introduce juniors to the sport of triathlon but also to keep them interested and motivated in the sport. Teams may be led by an experienced coach, who can provide juniors with the skills and training necessary for further development in the sport. Also, fellow junior teammates can provide camaraderie, motivation, competition, and enjoyment in the sport. Overall, junior triathlon programs are an excellent experience for young athletes.

Junior Program Criteria:

Each junior that is selected will be determined by several factors:

1. Past athletic interest in the sport of triathlon through racing triathlons or by being on a track/cross-country, cycling, or swimming program currently.
2. By writing a 300 word essay to Excel & Beyond Coaching for consideration. Overall athletes selected will be the most persuasive while showing a passion for the sport of triathlon. A panel of 15 members (Landis Triathlon Racing Team and Dave K) along with Chances for Children-AZ, Jonathon Grinder from Tucson Racing and Bonnie Tomlin will review each letter to determine overall selected members.
3. By demonstrating community involvement and willingness to help others.
4. To Demonstrate a positive attitude and friendly demeanor at all times while competing and training at all times.

Benefits for selected Juniors: 5 total.

- All 5 Juniors will be selected to attend the Joe Friel Training Camp free of charge.
- Mentored by 15 Arizona top ranked triathletes from the Landis Triathlon Racing Team.
- Driven to local event and out of town event (with approval from parents).
- Program starts May 21st through April 30th of every year. Athletes will be announced at Tempe's International Triathlon at awards ceremony.
- Free uniforms / Tucson Racing
- Attending and racing at least 5 events per year. Races will be determined after each junior is selected, based on location, finances, time available and transportation needs.
- Discounted merchandise on all triathlon gear / Landis Cyclery, SRC and participating partners.
- Free race entries to all Tucson Racing events.
- Discounted or Comp. entries to local triathlons other than Tucson Racing.
- Free training advice from a certified USAT coach year round.
- Free Gels and Energy Bars thru-out the year. (Determined quantity before hand).
- Discounted Bike Frames or entire bikes/Landis Cyclery and Excel & Beyond Coaching.
- 2 Dedicated "skill development" weekends hosted by Landis Triathlon Racing Team.
- If qualified for national or regional championships, expenses will be covered by Excel & Beyond Coaching LLC's Junior Program.

All junior program criteria's must be approved by Bonnie Tomlin, LTR, Chances for Children-AZ board members, Dave K and Tucson Racing Inc.

Excel & Beyond Coaching LLC Responsibilities:

Every year, Excel & Beyond Coaching LLC must submit a budget to Chances for Children-AZ for review and approval through its board members. Upon acceptance, Excel & Beyond Coaching LLC will take full responsibility for the junior development program. On a yearly basis, a detailed summary of all activities, camps and racing experiences will be provided to Tucson Racing (Jonathon Grinder), Bonnie Tomlin, Dave K (Landis Cyclery), Chances for Children-AZ and Landis Triathlon Racing Team. Posted on Excel & Beyond Coaching website and the Dick Tomlin Spirit of Triathlon website.

Example of a Joe Friel Training Camp Description

The SW Region Jr Development Camp is a 6-day overnight camp for athletes 15 to 22 yrs old, held at the High Altitude Training Center, Northern Arizona University in Flagstaff, AZ. There will be daily swim, bike & run workouts, one-on-one sport-specific instruction, lessons in goal setting, the art of balancing school sports & triathlon training, race strategy for non-drafting & ITU-style (draft-legal) triathlon competition & developing correct bike handling skills, road safety.

Junior Triathlon Program Development

The role of Excel & Beyond Coaching LLC in developing a junior triathlon program is as varied and as involved as each selected junior wants to make it. The coach may vary in the amount of time he may have available, but regardless of the amount of time, planning ahead is essential to the programs success. Planning will allow a coach to spend more time with the junior athletes and develop a better junior program.

The coach developing a junior triathlon program will encounter different responsibilities when administering their program. These responsibilities will include:

- 1) Developing a plan for the entire season / determining by which races each Junior will attend and when.
- 2) Developing a budget
- 3) Managing the program
- 4) Risk Management and Liability

-Developing a plan for the season

Developing a plan for the season is an essential part for the success of your junior triathlon program. Planning and organization will allow the coach to handle many of the large problems, and all of the small details and prevent the coach from becoming overwhelmed.

-Setting short-term and long-term goals

Goal setting for a junior triathlon program is an important part of the success of any program. Prior to developing a junior triathlon program, the coach must set short-term (seasonal) goals and long-term goals. The short-term (seasonal) goals will allow the coach to measure the progress and success of the program, while the long term goals will allow the coach to define the reasons they are coaching juniors and the impact they ultimately wish to have on junior triathlon.

Juniors will join the team for a variety of reason including:

- 1) they want guidance in their training
- 2) they want to be part of a team
- 3) they want to complete in their first triathlon and/or
- 4) they want to have fun.

As a result, it will be impossible for the coach to satisfy everyone's expectations, but with proper planning and organization, each junior can achieve his/her goals while satisfying the expectations that Excel & Beyond Coaching LLC may have for the overall program success.

-Annual Training Plan

Designing an annual training plan is a fundamental component to developing a junior triathlon program. The following are suggestions that will be consider when developing an annual training plan:

- Principles of training
- Principles of Periodization
- Evaluation of junior athletes
- Establishing goals
- Selection of races
- Training year and training periods
- Structure of training periods into annual training plan
- Structure of weekly training into training periods
- Structure of daily training into weekly training
- Balancing workout intensity, volume and skill training
- Concepts of active recovery and recovery

-Races

Selection of races is an important part of developing a plan for the junior triathlon program. Appropriate races must be chosen for each athlete based on their fitness and skill level, location, finances and transportation needs.

-Travel

Organization of a travel plan is essential when travel with junior athletes. Excel & Beyond Coaching LLC along with Landis Triathlon Racing Team will work very closely with all of the juniors and parents/guardians to coordinate transportation needs to selected events.

-Developing a budget

Triathlon is a very expensive sport. The cost of equipment, racing, travel and coaching are important factors to consider when planning a budget for the junior triathlon program.

Once the budget and the funds needed to develop the junior triathlon program have been decided, the actual process of generating the money begins. There are several ways to raise money for a junior triathlon program. However, Chances for Children-AZ by means of hosting the Dick Tomlin Spirit of Triathlon will raise the majority of funds needed for the junior program. Other means:

-Fundraising

Fundraising is a positive way for junior athletes to raise money for the program. Fundraising events require the junior to become involved and take an interest in promoting the program. In addition to raising money, fundraising events generate community interest and support for the program. Although the coach needs to be

involve in planning and implementing the event, the junior athletes should take the primary responsibility for the insuring the success of the event.

-Donations

Donations are a quick and easy way to generate money for the junior triathlon program. The only obstacle is finding people of businesses with money who are willing to donate. The fact that you are working with junior athletes is a major advantage, because people are usually more willing to donate to program designed to help juniors. Local businesses, family friends and area triathletes are all good sources for donations to the junior triathlon program.

-Sponsorship

Sponsorship is the final opportunity to get money for the junior triathlon program. Sponsorship can take several different forms, but the basis revolves around companies giving the program money in return for exposure of their business. Product sponsors are also available for junior triathlon program to decrease the cost of equipment and other expenses. Regardless of the form or type of sponsorship, remember you are working with junior athletes and their eligibility to compete in collegiate athletics can be jeopardized. Any question or concerns for any junior regarding sponsorship and college eligibility should be directed to: www.ncaa.org.

-Managing the program

The coach of the junior triathlon program will typically be expected to manage the junior triathlon program. However in this case, volunteers will assist in the management of the new junior team. The various responsibilities of program management like the spending of program funds and the utilization of limited resources can detract from the ability to effectively coach. Delegating management of the program is something to consider if the program is large in size and qualified assistants or volunteers are available.

-Coaching

Coaching of junior athletes presents unique challenges to a coach. The coaching and training philosophies need to be adapted to the special needs of junior athletes. In addition, establishing relationships with real swim, bike, run and strength coaches will benefit each athlete and provide opportunities for recruitment of athletes.

-Assistant and Volunteers

Junior athlete's parents or family members or local triathletes are a good source for assistants and volunteers.

-Recruiting athletes into junior triathlon program

-Track/Cross Country

-Swimming

-Communication

-Risk Management and Liability

Recently, coaches are being held more accountable for their actions or lack of action. However, certain risks are associated with any sport and it is impossible to guarantee the safety of each junior triathlete. The coach should be aware of these inherent risks and make sure that junior triathletes, assistants, volunteers and parents/ guardians understand them. Prudent coaches must possess specific knowledge and understanding of risk management.

Risk management is the systematic process by which management protects not only the junior athletes from personal injury but also the junior triathlon program and USAT from financial loss through claims for damages. Risk management is an ongoing process of risk identification, analysis, and control as it pertains to instruction, programming, supervision, and operations.

It is important to take every reasonable precaution possible to prevent accidents by providing for the safety of junior athletes and other individuals who participate in your junior triathlon program. If such sound risk management precautions are taken, the likelihood of injury is lessened, of a lawsuit is diminished, and of negligence is minimized. Risk management can be divided into the following topics:

- Appropriate Training Plan/Schedule
- Proper Instruction
- Environment
- Equipment Safety
- Management and Evaluation Injuries
- Supervision
- Inherent risks
- Medical Assistance
- Waiver
- Insurance
- Documentation

-Appropriate Training Plan/Schedule

Using an appropriate training plan and schedule is a important aspect of risk management and ensuring the safety of your junior athletes. In order for the junior triathlon program to use and maintain an appropriate training plan and schedule, the following guidelines should be followed:

- Assess yearly training plan and weekly training schedule to determine if the junior athletes are prepared mental and physically to participate in the program.
- Judge and understand the level of fitness and skill for each of the junior athletes.
- Monitor, evaluate and document the level of training and progress of each junior athlete.
- Access and judge the skills and capabilities of each junior athlete.

By applying these guideline, your junior triathlon program should provide an appropriate training plan and schedule for each of the junior triathletes.

-Proper Instruction

Negligence of a coach is commonly linked to lack of proper instruction. It is important to make sure that each of the junior athletes have been instructed and learn and achieve the appropriate skill and fitness level to complete the requirements of any training or racing. The following are some questions to ask before a junior athlete participates in a workout/race. Both parents/guardians and junior athlete must initial.

1. Are they properly educated about the rules of safety and racing? _____
2. Are they properly trained to complete all of the skills necessary to participate in the workout/race? _____
3. Are they properly trained to physically participate in the workout/race? _____

Answering these questions honestly will allow you to evaluate whether your junior athletes have obtained the proper instruction.

-Environment

Providing a safe physical environment is an important responsibility for a junior triathlon coach. Unfortunately, it is unrealistic to expect a coach to be responsible for all of the road and routes your junior athletes will ride and run during training and racing. As a coach, make sure that both the coach and parent/guardians evaluate and ride or run any road or route the junior triathletes will train or race on.

-Equipment Safety

Junior athletes are responsible for providing their own equipment and the maintenance of the equipment. However, as a coach of a junior triathlon program, it requires both the coach and the parent/guardian responsible for the reliability and safety of the equipment. Make sure that bikes are regularly inspected and maintained, that helmets fit properly and always worn and that both are in accordance with USAT regulations.

-Management and Evaluation Injuries

The role of a coach is to prevent injuries. Unfortunately injuries occur during training and accidents. After injuries, both the coach and the parents must evaluate whether the junior athlete is ready to return to training and racing. Use physicians and physical therapist to determine the severity of the junior athlete's injury and a timeline for their return to training and racing. If the injury is not evaluate and treated by a physician or physical therapist, always err on the side of caution for your junior athlete. In addition, be aware of any problems that may lead to injury of your junior athlete.

-Supervision

Inadequate supervision is another common cause of legal action against a coach. Unfortunately, cycling and running are not conducive to constant supervision by a coach.

As a result, you need to educate and train your junior athletes to supervise themselves and one another. Make sure they can perform the skills or workouts with supervision before you ask them to so. This must be verified and initialed by the junior and the parent/guardian. _(initial here)_____ In addition, assistants, parents and volunteers can assist the coach in supervising, but you must make sure they clearly understand their responsibilities and duties. Finally, racing is something that junior athletes should never do unsupervised. If the coach cannot be available the parents MUST be present for the safety of the junior triathlete. See Risks below for parents and guardians.

-Inherent risks

Inherent risks are associated with triathlon and it is impossible to guarantee the safety of any junior or adult triathlete. Excel & Beyond Coaching LLC must inform the junior athletes and parents/guardians of these risks and their responsibility to assume these risks. Using a waivers for your junior triathlon program or lists of the inherent risks are ways to accomplish informing the junior athletes and parents/guardians.

-Medical Assistance

Providing medical assistance to your junior triathlon program should be a priority for the coach. Basic first aid and CPR training are mandatory requirements for any coach. Currently, Excel & Beyond Coaching LLC is certified in CPR for adults and youth and infants. Any injury outside the scope of your training as a coach should be referred to the appropriate medical professional.

-Waiver

Every junior triathlete participating in the junior triathlon program needs to sign a waiver to release Excel & Beyond Coaching LLC and the coach from liability. Make sure that both the junior athlete and the parent or legal guardian read and sign the waiver. Although the waiver does not prevent legal action against the coach, it provides the coach the opportunity to inform the junior athletes and parents/guardians of the inherent risks in the sport of triathlon.

-Insurance

Excel & Beyond Coaching LLC and its coach will carry USAT insurance. It is strongly recommended for every coach and junior triathlon program. Excel & Beyond LLC will purchase USAT insurance that provides its licensed coaches insurance coverage and offers a club/team insurance program as well. The minimum recommended coverage for coaching and Club/Team insurance is \$1 million.

-Documentation

Documentation of risk management measures will be enforced, as it is important in order for Excel & Beyond LLC to prove that these measures are in place for the junior triathlon program and to limit Excel & Beyond Coaching LLC liability.

Junior Triathlete Opportunities

The USA Triathlon Junior and U-23 National Triathlon Series and the Regional Developmental Camps are the best opportunities for developing junior triathletes. The Junior and U-23 National Triathlon Series are draft-legal races for 13-15, juniors and U-23 athletes to introduce and prepare them for the ITU format of racing. The Regional Developmental Camps are used to teach the junior athletes the necessary skills to successfully compete in the draft-legal format of racing. Updated information regarding races and camps can be found at www.usatriathlon.org.