



# **Strategic Plan**

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**2016 to 2020**

Approved by Membership at AGM held 20-Feb-2016

## Mission Statement

Pentathlon Canada is the national sport organization that governs the sport of Modern Pentathlon in Canada and fosters the development, growth, and promotion of Modern Pentathlon in Canada.

## Vision

To provide a world class program that inspires and develops athletes of all abilities to be the best they can be from grassroots to podium.

## Values

Progression, Performance, Integrity, Inclusion, Excellence

## Areas of Strategic Focus

- 1) Growth
- 2) Long Term Athlete Development (LTAD)
- 3) High Performance
- 4) Sustainability

## Growth

- 1) Triple membership to 450 members nationally by 2020
  - Promote: Biathle, Tetrathlon, Laser Run, World School Biathle
  - Promote: Masters participation and involvement
  - Expand geographic area with new provinces and within existing provinces
- 2) Develop 2 new Provincial Sport Organizations and Support Existing Provinces (AB, BC, QC, ON)
  - Align provinces with national organization
  - Increase communication between provinces
  - Support with Equipment and Resources development in new provinces
- 3) Coaching / Officials
  - Develop coach certification program (using existing UIPM program)
  - Identify, train and develop coaches and officials in all provinces
  - Develop database of trained coaches and officials
- 4) Partnerships
  - Develop partnerships with five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation – to link to their LTAD programs at every stage to ensure athletes know that Pentathlon, Biathle and Triathle are all opportunities they could consider pursuing.

- Together with these five NSFs, develop a multisport network that allows Pentathlon Canada athletes – from youth to grassroots to elite to masters - to modify and augment their training as individually necessary to fully optimize outcomes in provincial/territorial, national and international pentathlon competition.
- Develop information on Pentathlon for partners to provide to parents and athletes to inform them of the sport of Pentathlon, competition opportunities and how to join.

## Long Term Athlete Development (LTAD)

- 1) Active start (0-6 years)
  - Work with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to support their Active Start initiatives.
  - Develop an information sheet to introduce parents to the sport of Pentathlon as a possibility to keep in mind as their children learn the basic skills of swimming, running, equestrian, fencing and shooting.
  - Develop a Pentathlon Fun Day (would become an annual event, held at the same time every year) to introduce children age 6-0 to the basics of swimming, running, equestrian, fencing and shooting with the emphasis on enjoyment and experience, not results or metrics. This could involve:
    - Swimming: basic water safety and swimming skills to develop comfort in the water (with floatation devices if needed)
    - Equestrian: basic riding and horse training to develop comfort around equines
    - Running: active running games
    - Fencing: learning active movements such as well-structured gymnastics that are needed for fencing
    - Shooting: fun target shooting with lasers or water pistols
- 2) FUNdamentals (girls 6-8, boys 6-9)
  - Work with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to support their FUNdamentals initiatives.
  - Develop an information sheet to introduce parents to the sport of Pentathlon as a possibility to keep in mind as their children start to develop skills and potentially compete in swimming, running, equestrian, fencing and shooting. This would include a list of provincial modern pentathlon clubs where they can train as well as information on potential competitions such as Pentathlon, Biathle, Triathle, Laser Run or the World School Biathle as opportunities to consider as they further develop.
  - Develop an Introduction to Pentathlon Day that is focused on introducing children 6-9 to the sport of pentathlon. This would involve skill development and fun competitions in swimming, running, riding, laser target shooting and fencing.
- 3) Learn to Train (girls 8-11, boys 9-12)
  - Work with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to support their Learn to Train initiatives and ensure Pentathlon, Biathle, Triathle, Laser Run or the World School Biathle is presented to all athletes at this level as a potential opportunity.
  - Develop formal agreements with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian

Fencing Federation to utilize training facilities, coaches and other high performance supports to ensure pentathletes have a high level of skill in all 5 disciplines.

- Support and encourage provincial/territorial members to develop formal agreements with their Provincial/Territorial athletics, swimming, equestrian, shooting and fencing organizations to utilize training facilities, coaches and other high performance supports for their pentathletes.
- Support local pentathlon club and provincial/territorial members to offer competitions for this age group.
- Offer Pentathlon Canada National Championships for the upper age range.
- Develop a standard lean to play development template to introduce new people to the sport that could be run in conjunction with club, provincial/territorial or national competitions.

4) Train to Train (girls 11-15, boys 12-16)

- Work with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to support their Train to Train initiatives and ensure Pentathlon is presented to all athletes at this level as a potential opportunity.
- Develop formal agreements with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to utilize training facilities, specialized coaches and other high performance supports to ensure pentathletes have a high level of skill in all 5 disciplines.
- Support and encourage provincial/territorial members to develop formal agreements with their Provincial/Territorial athletics, swimming, equestrian, shooting and fencing organizations to utilize training facilities, specialized coaches and other high performance supports for their pentathletes.
- Promote pentathlon club and provincial/territorial members competitions.
- Coordinate the Pentathlon Canada National Championships.
- Prepare and send athletes to the NORCECA (continental) youth competition.
- Provide information and encourage athletes to participate in UIPM (Union Internationale de Pentathlon Moderne) subsport competitions: biathle, triathle, laser run.

5) Train to Compete (girls 15-21, boys 16-23)

- Develop MOUs with Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to present pentathlon as a possible option for their train to compete level athletes.
- Develop formal agreements with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to utilize training facilities, specialized coaches and other high performance supports to ensure pentathletes have a high level of skill in all 5 disciplines.
- Support and encourage provincial/territorial members to develop formal agreements with their Provincial/Territorial athletics, swimming, equestrian, shooting and fencing organizations to utilize training facilities, specialized coaches and other high performance supports for their pentathletes.
- Ensure all athletes and their coaches are aware of UIPM standards and requirements and are following the Pentathlon Canada LTAD plan for this stage.
- Promote pentathlon club and provincial/territorial members competitions.
- Coordinate the Pentathlon Canada National Championships.

- Prepare and send athletes to the NORCECA North American and international competitions (if athlete has competitive metrics for that level).
- Provide information and encourage athletes to participate in UIPM (Union Internationale de Pentathlon Moderne) subsport competitions: triathlon, laser run.
- Encourage pentathletes to attend sport specific competitions including: 200m freestyle swim meets; 5K runs; show jumping competitions; provincial/national/North American fencing competitions

#### 6) Train to Win (girls 18+, boys 19+)

- Develop formal agreements with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to utilize training facilities, specialized coaches and other high performance supports to ensure pentathletes have a high level of skill in all 5 disciplines.
- Support and encourage provincial/territorial members to develop formal agreements with their Provincial/Territorial athletics, swimming, equestrian, shooting and fencing organizations to utilize training facilities, specialized coaches and other high performance supports for their pentathletes.
- Ensure all athletes and their coaches are aware of UIPM standards and requirements and are following the Pentathlon Canada LTAD plan for this stage. Additionally, athletes and coaches should be focused on achieving and surpassing World and Olympic metrics as goals to beat and working closely with discipline experts within Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to create training plans to achieve maximum success in all 5 disciplines.
- Coordinate the Pentathlon Canada National Championships. (Participation by athletes at this level is mandatory)
- Prepare and send athletes to continental International open competitions (to earn points for world ranking), World Cups, World Championships, Pan American Games, Olympic Games.

#### 7) Active for Life

- Work with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to support their Active for Life initiatives and ensure Pentathlon is presented to all athletes at this level as a potential opportunity.
- Develop formal agreements with the five COC-member NSFs – Athletics Canada, Swimming Canada, Equestrian Canada, Shooting Federation of Canada and Canadian Fencing Federation to utilize training facilities, coaches and other high performance supports to ensure Masters Level pentathletes have access to appropriate coaching in all 5 disciplines.
- Promote pentathlon club and provincial/territorial members Masters competitions.
- Coordinate the Pentathlon Canada National Championship Masters divisions.
- Prepare and send athletes to the UIPM Masters World Championships (held every 2 years)
- Encourage Masters athletes to attend UIPM subsport competitions: biathlon, triathlon, laser run.

- Encourage pentathletes to attend sport specific competitions including: 200m freestyle swim meets; 5K runs; show jumping competitions; provincial/national/North American Masters fencing competitions

## High Performance

- 1) Continue Focus on Development Level Program
  - Align with Long Term Athlete Development (LTAD) Program (as described above) and High Performance program to ensure clear athlete pathway
  - Have the Development Program recognized as part of the athletes critical pathway to national team
  - Support the organization of training camps and competitions within Canada
- 2) Coaching
  - Identify, recruit high performance coaches
  - Develop coach selection policy for competitions
  - Create program for developing and formally reviewing high performance plans for national team athletes
- 3) Identify Next Generation Athletes
  - Pan Ams 2019: Target: maximum available spots (2-3 each male/female)
  - Olympics 2020: Target: 2 male / 2 female
  - Identify athletes to participate in World Junior, World Youth A and World University

## Sustainability

- 1) Develop Funding Model to Ensure Financial Stability
  - Obtain Sport Accountability Framework approval
  - Obtain IOC Solidarity Funding for quad to support HP projects
  - Engage alumni support
  - Identify additional external support (private sector)
- 2) National Sport Organization Partnerships
  - Develop partnerships with other NSO's (Shooting, Fencing, Swimming, Triathlon) and organizations (Pony Club) to increase program offerings, maximize resources
- 3) Marketing / Communications
  - Continue to promote sport through digital platforms, press releases, newsletters