

City of Chester Triathlon Club

Development Plan 2012

I have discarded all the previous development plan as this was done some time ago and I believe a new start would help provide a fresh outlook and a fresh approach. Much of the old development plan was a simple list of what the club was doing and did not provide a direction for the club or new ideas on how the club could develop. This development plan has been written with the the input of the various leads, coaches and the committee.

The aims and objectives are deliberately open and simple. This is a document which should be reviewed and updated regularly (every 4 months) by the committee and executive to ensure that aims which no longer “fit” the club are adapted or discarded.

Aim 1: General Club aims.							
Appoint a Volunteer Coordinator	To have one person coordinating and encouraging members to get involved in the club	Appointment	Ask for volunteers	None	Exec, coaches	Jan 2013	
Increase the number of executive members from 3 to 4.	The executive currently consists of only 3 members. Increasing the numbers will help with workload and transition.	Create new positions of Vice Captain. The Vice Captain to represent the captain when necessary.	Ask for nominations	Time	Secretary	Nov 2012	
Increase awareness of nutrition in Triathlon	Good nutrition underlies all aspects of triathlon	Appoint nutrition lead to develop a nutrition programme.	Ask for volunteers	None	Captain/ Newsletter	Nov 2013	
Aim 2: To develop a coach development programme to make the club self sufficient in providing qualified coaches for all Club Sessions							

Objective	Rationale	Target	Actions	Cost/ Resources	Lead	Review points	Decisions
Create an integrated training framework across all disciplines.	All sessions to work together using a periodised training structure as well as ensuring there are no conflicts within the weekly training programme.	Coaching framework document.	Produce periodised training plan, discussion around plan, weekly session planning	Coaches' time, time for meeting and planning	Head coach.	Every 2 months at coaches meeting.	
Identify willing volunteers to become coaches	To have a pool of members ready to train to become coaches and to maintain a level of coaching skills within the club	identify members to train as Coaches at least 5+ to go to qualify as Level 1 coaches	Talk, encourage, watch	None	Coach Coordinator + current coaches	Every 2 months	L1 successful; insufficient time for L2 and L3, target moved to Sep 2014
Assign task/coaching responsibility to new coach	Specific responsibility will encourage long term engagement in coaching	New coaches taking over specific/ alternating sessions from Level 2 coaches.	Session planning	None	Discipline Lead	Jan 2013	
Rent premises/ club HQ for storage and some club activities.	The City Baths a de facto HQ will relatively soon (2015) close for 2 years for a refit. Rented premises will allow us to store equipment and put on member activities.	Find suitable premises.	Research and ask membership	Time	Captain	Nov 2014	
Aim 3: Cycling development							

Objective	Rationale	Target	Actions	Cost/ Resources	Lead	Review points	Decisions
Weekly rides aimed at 3 levels: Beginner Intermediate Advanced	Encourage group riding.	Regular participation at all levels.	Identify responsible bike lead.	Time	Bike lead	Jan 2013	
Weekly Long distance rides	Encourage/facilitate IM training						
Work with club and external coaches/ specialists to provide skill based courses for ride leaders and participants	Invite cycling specific coaches to hold sessions for members	Greater cycling knowledge from specialists	Identify external coaches for visiting sessions.	time	Bike lead	April 2012	
Add regular off season off-road cycling sessions	Many members already do off-road triathlons and engage in off road sessions and it is something which is recommended during the off season.	1-2 sessions per month	Find members willing to lead these sessions for beginners and intermediates.	time	Bike Lead	April 2012	
Aim 4: To improve membership participation; to improve the engagement of members with the club							

Objective	Rationale	Target	Actions	Cost/ Resources	Lead	Review points	Decisions
Get non active members to join in more club events.	Many members do not engage regularly in club activities - by finding out what will make them participate we will encourage more participation and membership retention	Greater than 70% of members renew	Survey non active club members of what sessions they would like to see.	Time	Exec, membership sec	January 2013	
Prompt payment for membership	Give Jan less of a headache, improve cashflow	60% renewals by end January	Put price up 1 February	£5 to members who forget	Membership sec	Nov 2012	awaiting review
Aim 5: Improve and develop Triathlon events							
Objective	Rational	Target	Actions	Costs/ Resources	Lead	Review Point	Decision
Increase participation in Triathlon	Ensure that the price is competitive and that our events are as open as possible to all members of the triathlon community.	Keep prices of races low / well organised and inviting for all.	Control costs and look at raising sponsorship	Time	Events Coordinator		
Encourage every member to give some time to the club	Get members to volunteer to help at events, coaching leading, and organising of events and club social activities.	Aim for 90% of our membership to give their time for an event.	Increase awareness of how people can help. Reward volunteers	Time	Events Coordinator/ Volunteer coordinator		

Raise funds for other club activities and facilities.	Surpluses from events should be put towards reducing the cost of Triathlon to our members.	Achieve a surplus where possible and subsidise other events.	Control costs as far as possible.	Time	Treasurer		
Raise club standing in Triathlon community.	This will help the club develop coaching and facilities	Qualifying race, Best Club Race etc	Well organised and publicised.	Time	All		
Looking at developing a Middle Distance event	To increase the profile of the club and enable us to offer a cost effective middle distance event to Triathletes	Best event of the year	Identify someone who is willing to explore the possibility of doing this kind of event.	Time	Committee Volunteer.	April 2013 and Nov 2013	
Put on one Triathlon for club members only in 2013 rising to 2 in 2014.	Increase participation in the club and help to coach and allow members to try out racing Triathlon in a very informal supportive atmosphere. Provide experience to someone new in organising an event.	Get at least 100 people to race for a nominal fee.	Look for someone to take this on.	Time	Club Captain/ Event Organiser	Nov 2013	
Aim 6: Run Training development							
Objective	Rational	Target	Actions	Cost/ Resources	Lead	Review Point	Decisions

Get professional and national coaches to give seminars and coach run sessions	Providing greater variety and experience to the run coach offered to our members. Helping to train and develop new and existing coaches.	Achieve objectives	Support Objectives	Time	Committee	Oct 2013	
Start Saturday Morning Runs	There are currently no regular weekend running sessions.	One session each weekend	Identify Coaches to lead sessions	Time	Run Lead	March 2013	
Aim 7: Swim Development							
Objective	Rational	Target	Actions	Cost/ Resources	Lead	Review Point	Decisions
Offer open water swimming sessions and training sessions.	Although we do some unofficial open water activities we do not provide structured, risk assessed sessions or coached sessions. Even though we have qualified coaches to do so. Open water swimming is very important for anything about sprint distance.	Add one open water swimming session to the weekly summer training schedule with fully qualified coaches.	Look at insurance, coaching qualification and venues.	Training, possible insurance from the BDLSA	Chris Malpas	March 2013	
Increase links with other local swimming clubs.	This will help to provide further swimming sessions for members. It will provide alternative coaching style and training sessions for those members that would like to take advantage of them.	Forge closer links with COCSC and the ACADEMY and Ellesmere port swimming clubs.	Discuss possibilities with other clubs.	None	Chris Maplas/ Club Captain	May 2013	

Develop one squad training session coached by a rota of existing coaches.	Help coaches to develop squad swimming coaching experience.	One rota coached session	Choose a suitable session	None	Chris Malpas/ All coaches.	April 2013	
Add monthly skills specific swimming sessions. e.g. Tumble Turns, Stroke improvement etc.	Help those that do not attend the technique sessions to improve their stroke.	Use one session or ask if COCSC have any time they could spare.	Identify suitable skills and pool times.	None	Chris Malpas	April 2013	
Aim 8: Development of the Junior club							
Objective	Rational	Target	Actions	Cost/ Resources	Lead	Review Point	Decisions
Engage with the NW Academy and encourage our Juniors to train with them.	Ensure that talented juniors access the best training and have a chance to join the British Triathlon Talent squad	Get up to 10 juniors to try out for the NW Academy	Provide details to Juniors and parents	Time	Junior Head Coach	April 2013	
Encourage the stronger swimmers to swim in the senior Advance session, these have more room than the Intermediate sessions.	Junior swimmers are often more than good enough to join the advanced swim session.	Get 3-4 juniors to swim regularly at the advanced session	Support Juniors wanting to move up.	Time	Junior coaches and adult swim coaches.	Oct 2013	
Engage with City of Chester swimming club to encourage swimmers to try triathlon	Many juniors are already members of both clubs and would benefit from training for triathlon	Meet with Chester Swimming clubs head coach Mike Price. Arrange event for swimmers	Meet with Mike Price	time	Junior Head Coach	Feb 2013	

Make parents aware of the NW Series and encourage them to partake in more events.	Raise the profile of the clubs junior session and encourage members to compete.	Get 80% of members to compete in at least two events.	Encourage Parents to enter children	Time	Junior coaches	Oct 2013	
Bike maintenance seminar for juniors and some parents	Many parents and juniors do not know basic bike setup or maintenance.						