

PERFORMANCE PROGRAMME



OUR JOURNEY

A high-angle, wide shot of a lush, green landscape. The terrain is characterized by rolling hills and valleys, with a prominent, winding asphalt road that curves through the center of the frame. The road is bordered by a dark wooden fence. The lighting is warm and golden, suggesting either sunrise or sunset, which casts long, soft shadows across the hills. The overall atmosphere is peaceful and scenic.

CONDITIONS 2013-14

- Sport England investment- one year awards
- Focused on TDC and bottom of the pathway- specifically not on anything else other than staff (2013-17)
- No high performance (UKS) investment other than small CWG grants
- Focus on domestic success- getting on the plane
- EYC preparation focus- short term
- Limited investment going into very small group of players
- Lack of player commitment
- Either no selection policies or completely subjective ones
- Pinnacle of sport was Commonwealth Games
- Lack of self belief

QUESTIONS

- What do players need to do to get picked for England?
- How we change the perception that Chinese & European players are unbeatable?
- How do we change the perception that English players can't win internationally?
- How can we bridge the gap between what players need to do and what resources we have?
- How are the players going to train?
- How are we going to change the perception that players need to have everything provided by the ETTA?
- How are we going to change the perception that players can't train without it being paid for by the ETTA?
- How are we going to get the players to do the work that is needed to compete, firstly at European level? Then the World Level?
- How are we going to get players to achieve higher standards?
- How are players going to be able to cope with living abroad

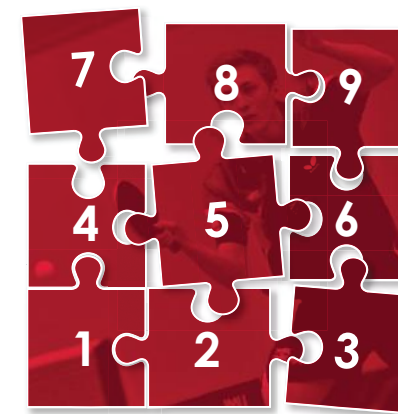
SOLUTIONS

- **Setting expectations and standards: Selection criteria sets the standard (objectively and subjectively) and are openly published**
- **Demystify the opponents and the sport- spend more time in their home environment, encourage players to go to international competition (self funding)**
- **Develop a systematic approach; Write the annual plan so that players compete in appropriate competitions not just the highest level ones**
- **Match them; Establish/set out what players need to do and enable players/coaches to find their way of achieving this- create opportunities for more time on task- hit more balls.**
- **Develop our way; Set out trademarks and standards, purposeful practice**
- **Strategic alignment and standards; investment priorities (major championships) and selection criteria for that support**

Building the performance puzzle



- 1 Demystify the 'Sport'
- 2 Demystify 'China'
- 3 Set 'Expectations & Standards'
- 4 'Match' Them: Volume, training environment, range and variety of styles
- 5 Develop 'Our Way' our TM='The Winning Way'
- 6 Develop a 'Systematic' approach
- 7 Develop 'Player Development Alignment'
- 8 Develop 'Strategic Alignment'
- 9 Develop 'Competition Framework & Pathway'



2016/2017 QUESTIONS

- If we don't have investment (UKS) what are we going to do?
- How are we going to get our younger players competing with their European counterparts?
- How are we going to influence more of what the players are doing at home?
- How are we going to get players arriving at EYS more complete?
- Are TDCs going to be financially sustainable? If so how?

SOLUTIONS

REFINED THE
PURPOSE OF THE
PERFORMANCE
PROGRAMME

START WORKING WITH
YOUNGER GROUP;
CREATED 9-13 SQUAD-
EVOLVED LATTERLY IN
TO HOPES AND ASPIRE

DEVELOPED THE
INITIAL SKILLS AWARD

WIDER GROUP OF
COACHES

TRANSITION TO
HOTSPOTS- PLAYERS
ARRIVING FROM; NON
TDC 913 SELECTION

2018 QUESTIONS?

- How are we going create players who can take a greater responsibility for themselves both on and off the table?
- How are we going to make sure the players in our squads want to work with us?
- How are we going to make sure that selection is neutral and earned?
- How are we going to lead what players do at home?
- How are we going to make it harder for the next generation to come through?
- How are we going to help players afford it?

SOLUTIONS

- Parent education and hopes/aspire programme conditions, skills awards, expectations, merit based selection
- **Two pathways one system; separate squads and teams selections, move away from annual selections, invitations to camps at discretion of national coach**
- Selection panel, automatic standards, skills awards- merit based not future potential
- **Squads and teams kit is different**
- Reset the EYS- open door for everyone and reduced core contribution
- Establish 'the line'
- Skills award expansion and revision and set expectations that players come to the next camp better
- Develop the DiSE programme and align to the pathway
- **Backing the best, sports aid and DiSE**

2020 QUESTIONS



Funding- how are we going to get more investment to support players to get better?



Coaches- how are we going to influence coaches to deliver more of what is needed at clubs?



How are we going to create a greater understanding of what we are doing and how to be part of it?

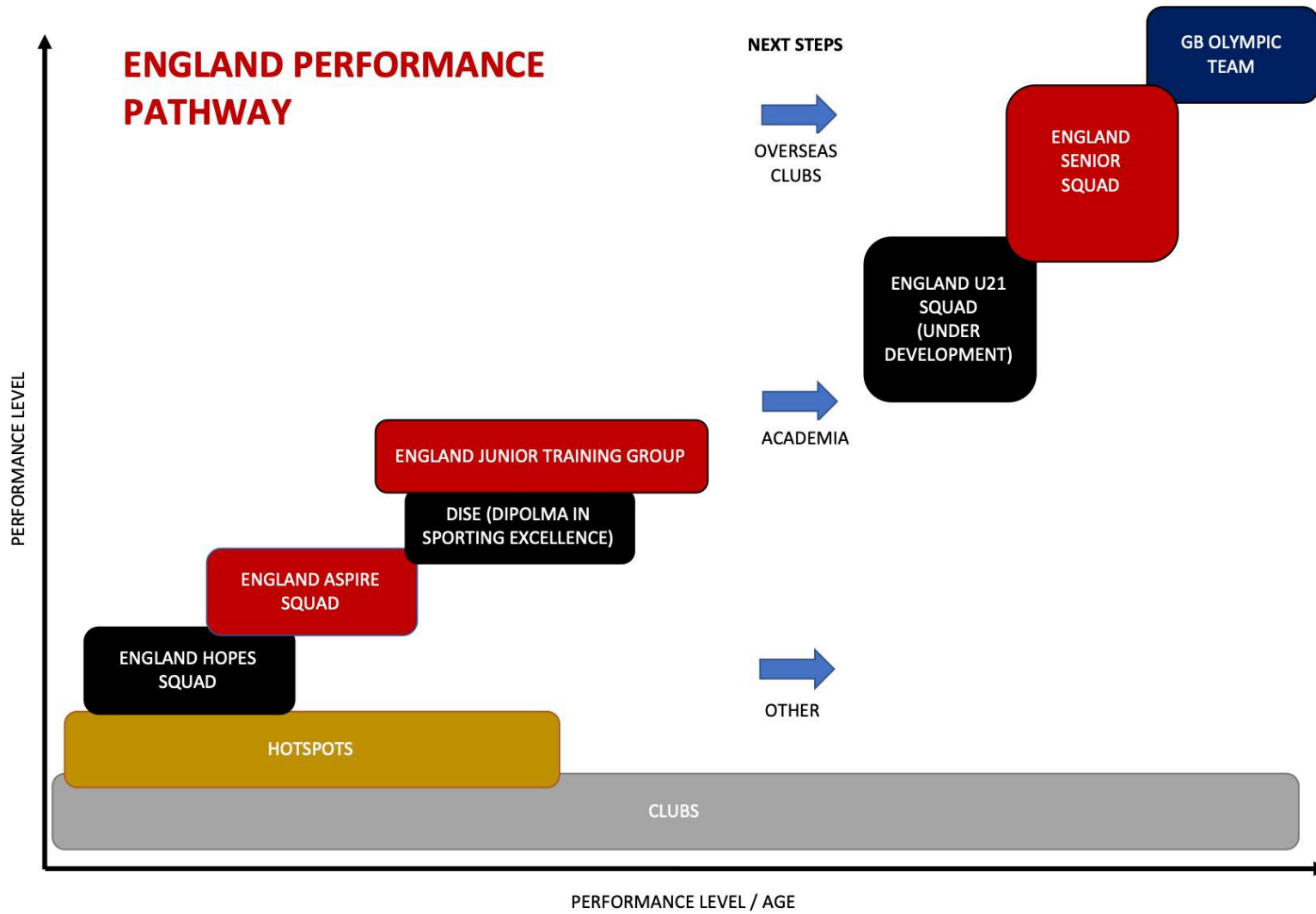


How are we going to get more self reliance from our players?

SOLUTIONS

- **Develop comms plan for performance- more embedded, wider range of communication methods**
- Publish the skills awards
- **Open days for coaches to learn about hopes and aspire**
- Funding- partnership with UoN, greater clarity about hotspots allows more investment in squad programme.
- Wider base and narrower pinnacle
- Competition preparation (eg U12 National Cup)
- Expectation, progress and review- insight planned for 21.

ENGLAND PERFORMANCE PATHWAY





OUR GOAL

***“To Help Players Find Out
What They Are Capable Of”***

ANY QUESTIONS

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