



My experiences

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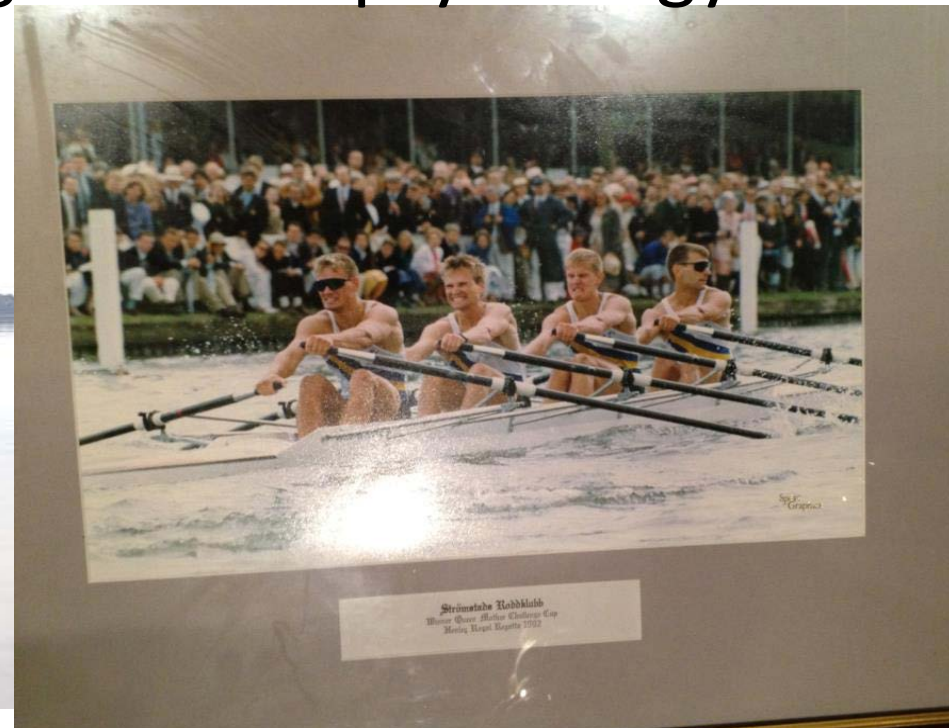
Coach Conference 2013

Tallinn



Me

- Athlete
- Master exercise physiology
- Bachelor work- and organisation psychology
- Work
- Coach





NR's Organisation

- Situated in Oslo and Årungen
- 4 regions
- 11 athletes in the elite group
- For the moment one employed coach
- Very limited budget
- Very good collaboration with Olympiatoppen



Long term development

Average age for first medal in Norway and Sweden is 25 years.

None of the current senior World Champions has a medal from World Junior Championships.



Long term development

Year	VO2max	AAT	Squat	Bench pull	
1997	3,60	210 w	70 kg	50 kg	Started work
2000	4,00	225 w	-	60kg	Not selected
2003	4,25	240 w	-	75 kg	14:th
2006	4,40	260 w	80	75 kg	Bronze
2008	4,35	260 w	90	75 kg	7:th
2010	4,45	270 w	115	85 kg	Gold

- Training volume increased from 450 hours to 700 between 1997 and 2003.
- Volume increased again to 850 hours in 2008, 2009 and 2010.
- Strength project in autumn 2008.



The leadership theories I believe in for long term development

- McGregors x- och y theory
 - Humanity and trust
- The Tennis study
 - Seen, heard and confirmed
- The Hawthorne study
 - continuous motion
- Herzbergs 2-factor theory
 - Hygien factors och motivators
- The Michigan study
 - Not better but never lazy





Training

- How much can you train vs how little can you train and still have development.
- A little less volume a little more speed/power
- Strength and power training all year around
- Very active physio = more training with better quality
- The purpose of every training model is described to the athletes
- Individualisation
 - » Tufte vs Svensson
 - » Hoff vs Borch



Technique

-feeling is everything, but it is lying-

- Keep it simple
- Movement pattern – role model Italian rowing during the 80:s
- Body weight
- The smartest rowing – movement economy
- Kleshnev - measurement





The final touch....



5 sec more than the
opponents!

-It's only when you have a perfect
script you are allowed to improvise.



The environment for achievements – the team



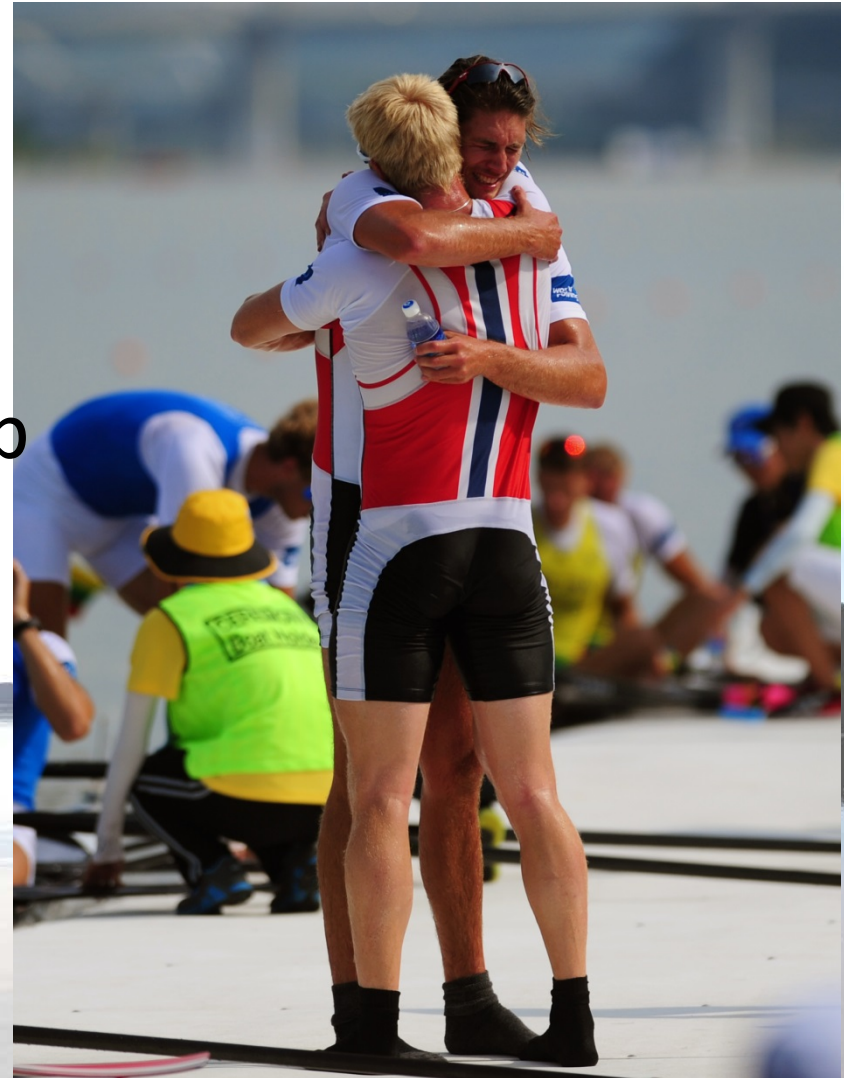


Success factors

- **Long term work** – The one who thinks in long terms often make the right choises already today.
- **Outside the box** - with smartness.
- **Work with values** – through behaviors.
- **Only give attention to things you can change** – we never focus on unchangeable things.
- **Discussion or decision** – if I already have made up my mind, I don't initiate a discussion.

Environment for Peak Performance the Team

- The sum of behaviors
- A decision - consensus
- Active work & Leadership
- A priority
- The process.....





Goals for behavior - 2013

- Who we choose to be-

(Fremstilt på samlingen iAvis i februar 2013)

The best environment for development

..bruker bare energi på det vi kan gjøre noe med!

..ser løsninger isf problemer!

..er på rett plass, på rett tid, med rett utstyr!

..løser konflikter på lavest mulig nivå!

..har positiv holdning!

..har trening som første prioritet!

We in Norway's National Team..

Vi etterlever naturligvis også:

- NR's etiske regler og lover
- NIF/NOK's etiske regler og lover
- Anti-Dopingreglementet



Thanks....

...for your attention!

