Considerations around talent development

- ▶ 5 phases of talent journey
- Profiling players
- Practical tools around assessment and evaluation.
- Age considerations within ID and development

Talent Attraction Stage (3 to 6yrs)

- Getting players "interested" in tennis
- Create fun welcoming and inclusive environments.
- Providing Opportunity for everyone to sample and play.

- Nursery and Primary ages (Inc toddlers with parents).
- Potential Entry Routes:
 - ► Club
 - Open Day
 - ► Tennis Festivals
 - School Taster Sessions
 - School Club Links.

Talent Detection (5 to 8 yrs)

- Understanding more about the interest and goal of the player/parent
- Players starting to play and commit more.
- Players experience first steps into competition (fun + rewarding).

- Progressive evaluation carried out every three months.
- Using systematic method of assessment linked to:
 - Base Physical
 - Base Mental Qualities
 - Technical Progress
 - Tactical Understanding

LTA Youth Green Programme

9-10 Test your skills



Green Academy programme9U10U

Training 3 x week squad + 1 individual, twice

LTA Youth Orange Programme

8-9 Develop a rounded game



Orange Academy programme 8,9U

Training 3 x week squad + 1 individual, twice a month competition at grade 4 and 3 level.



6-8 -Serve, rally and score



Red Academy programme 7& 8U

Minimum criteria 2 x week squad +1 individual, 1 competition per month at grade 5,4 or 3 level.



Blue: 4-6 years - Learn the basics

Schools Programme

Tennis sessions will be delivered in 23 different schools mainly for reception and year 1 children. The children involved in the school programme will be invited to the park programme.



Table 1. The average age of Top 10 players at major career milestones.

Career milestones	Female (Mean ±SD)	Male (Mean ±SD)
Starting age	5.2 ± 1.9	5.5 ± 1.6
First participation in ITF junior-circuit	13.8 ± 0.7	14.7 ± 1.2
First participation in ITF pro-circuit	-14.6 ± 0.6	15.6 ± 1.0
First-WTA/ATP ranking	15.4±-0.7	16.6 ± 0.9
Highest ITF junior ranking	16.6 ± 0.9	17.4 ± 0.7
Top 100 professional ranking	18.4 ± 1.7	19.4 ± 1.3
Top 10 professional ranking the time girls reach their junior pea	22.1 ± 3.5	23.2 ± 2.6
tween WTA top 400 and 300 ranking	g, while boys were be	eyond top 500.

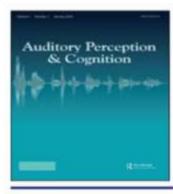






Breakdown of the Research Top 300 ranked players

- ▶ 75% started age 3 to 7
- ▶ 21% started age 7 to 10
- ▶ 4% started age 10 to 13



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The journey to elite success: a thirty-year longitudinal study of the career trajectories of top professional tennis players

Pingwei Li, Veerle De Bosscher & Juanita R. Weissensteiner

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Published online: 16 Oct 2018.







-	Physical		A Tec	hnical					
What	How	Priority	What	How	Priority				
Balance Speed Agility coordination Perception Throwing & balls sense	 Relay Races Distance throw with catch Other sports Hop scotch Balance board catch Change direction skipping 	6	- Contact point / repeatability - Basic swing shapes - Timing - Combination of shots (grip change) - Hit on move - Basket feed / random						
	1. 1			1					
	Mental		Ta	actical					
What		Priority	Ta	actical How	Priority				

"Evaluation of players who are currently playing the sport. (Need to consider age and stage of development)"

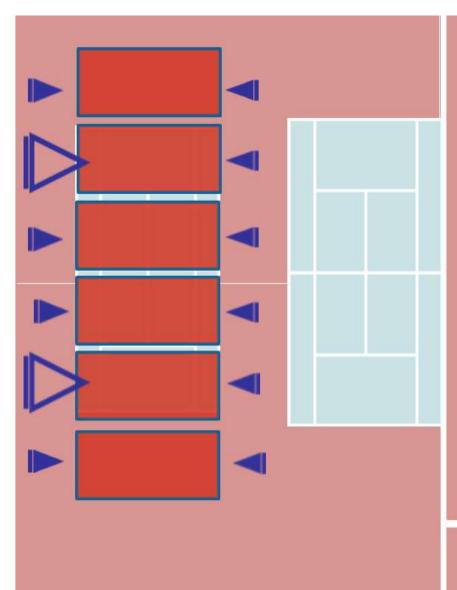
Key areas to consider:

- What are we looking for?
- How do we rate each quality in terms of importance (1 to 7)
- How do we differentiate limiting factors, now and for the future. What is acceptable
- What could be different between boys and girls
- How would you apply measures to each quality.

What else might you consider?

- Parents siblings
- Training environment
- Coach
- Tennis Age expérience
- Affordability
- County Involvement
- Doubles
- Girls
- Fun

Exercise 1	Level 1: tap downs on the spot	Coordination, hand eye,		
(racket and ball)	Level 2: tap downs side stepping-half a court distance	racket/ball control		
	Level 3: tap ups side stepping-half a court distance			
Exercise 2:	Level 1: Stork changing leg on the spot	Balance and strength,		
Balance work	Level 2: Walking stork – half a court distance	ability to focus-good body alignment		
	Level 3: Stork alternate with overhead stick racket hold – on the spot			
Exercise 3:	Level 1: Two feet figure 8 pattern	Agility coordination		
Balance and movement	Level 2: Hop scotch alternate hop leg centre			
	Level 3: Hop scotch, change hop leg after complete one run through			
Exercise 4:	Level 1: straight ladder run through	Speed, coordination on		
Ladder	Level 2: double feet run through	having a clean run, use of		
	Level 3: side shuffles	arms		
Exercise 5:	Level 1: Overarm throw from the service line	Upper body power and		
Overarm Throw	Level 2: Overarm throw from the orange baseline	throwing mechanics		
over high net	Level 3: Overarm throw from the baseline			
		Hand-eve coordination		



Tennis Exercise's

- Player/player warm up
- Coaches plays with the kids:
 Consistency (longest rally....hitting into zone)
- Coaches play with the kids:
 Challenging the movement
 (fun basket drills...varying
 height, depth and change of
 direction...suggest each kid 6
 balls
- player to player rally to 6 and play out point..
- Coach plays with the kids:
 Coach rallies and as soon as there is a short ball, play point out at the net.

Play 3 mini matches

Timed team matches

Determination, competiveness, tactical understanding, decision making, focus.

Team Games	Set up
10 mins	Finish the skills section with two giant team challenges
Relay Races	1) Standing
	2) Sitting
	3) Lying
Cranes & Crows	All players stand in the centre of the court facing the coach. On command they sprint either left to the doubles side line and back to a ready position centre, or to the right on command to the doubles side line and back.
Lun Comos	Set up
Fun Games	Set up
Bobsleigh	2 lines of players rally until a player misses. Player then sits in front of service line
	 Once whole team is down opposition wins. Get back in the game if seated player catches a ball.
Round the world	 2 lines of players rallying Player hits and runs to the other side of the court Play in a lives format until 2 players left each side Finish game with alternate shots.
King of the court doubles	Coach nominates a pair to be king of the court and the rest of the pairs are challengers behind each other on the opposing side. If a challenging pair wins 3 points in a row they become the king of the court.

Talent Profiling (8 to 11yrs ++)

- Player (and Parent), commitment increasing
- Player has defined and progressive competition goals.
- Coach/ academy has in place a regular process of assessing and profiling and reviewing players.
- Progressive evaluation carried out every three months.
- Other Sports feature strongly

- Players have in place a programme in place relative to their age and stage.
 - feature:
 - Enough tennis
 - ▶ Internal competition
 - Integrated fitness
- Regular Competition becomes a feature for the more interested player.
- Phases linked to selection start within pathway.
 - County
 - Regional
 - National

Overall Training hours per week

Age				Tenn	is hrs	Phys	ical hrs	Other sports		
Boy	Girl	Boy	Boy	Girl	Girl	Boy	Girl	Boy	Girl	
		Individual	Squad	Individual	Squad					
8/9	8/9	1 - 2	2 -4	2 - 3	4-9	3 x 0.5	3 x 0.5	2	2	
10/11	10/11	2-3	3 - 6	2 - 5	7 - 11	3	4-5	2	2	
12/13	12/13	2 - 5	3 - 8	2 - 5	7 - 12	7	7-9	1-2	1-2	
14/15	14/15	2-5	5 - 10	2 - 5	8 -15	8	8	1	1	
16/18	16/18	1 -4	5 - 12	1 - 4	8 -15	8	8	1	1	

To consider:

Each child is different and needs an individual approach around

- Growth, development and maturation
- Playing and training experience
- Very often doing less to a high standard is better.
- Family logistics and personal circumstances.

Recommended Total number of matches per year

	8	9	10	11	12
Boy	30-40	40-60	40-70	50-80	50-80
Girl	40-50	50-70	50-80	50-80	50-80

To consider

- Playing 75% singles to 25% doubles
- Win:loss ration 66% 33% can help inform which future events to play.
- Play up when ready. There is plenty of time



'Five ages of the developing athlete' to consider when assessing someone's future performance potential.

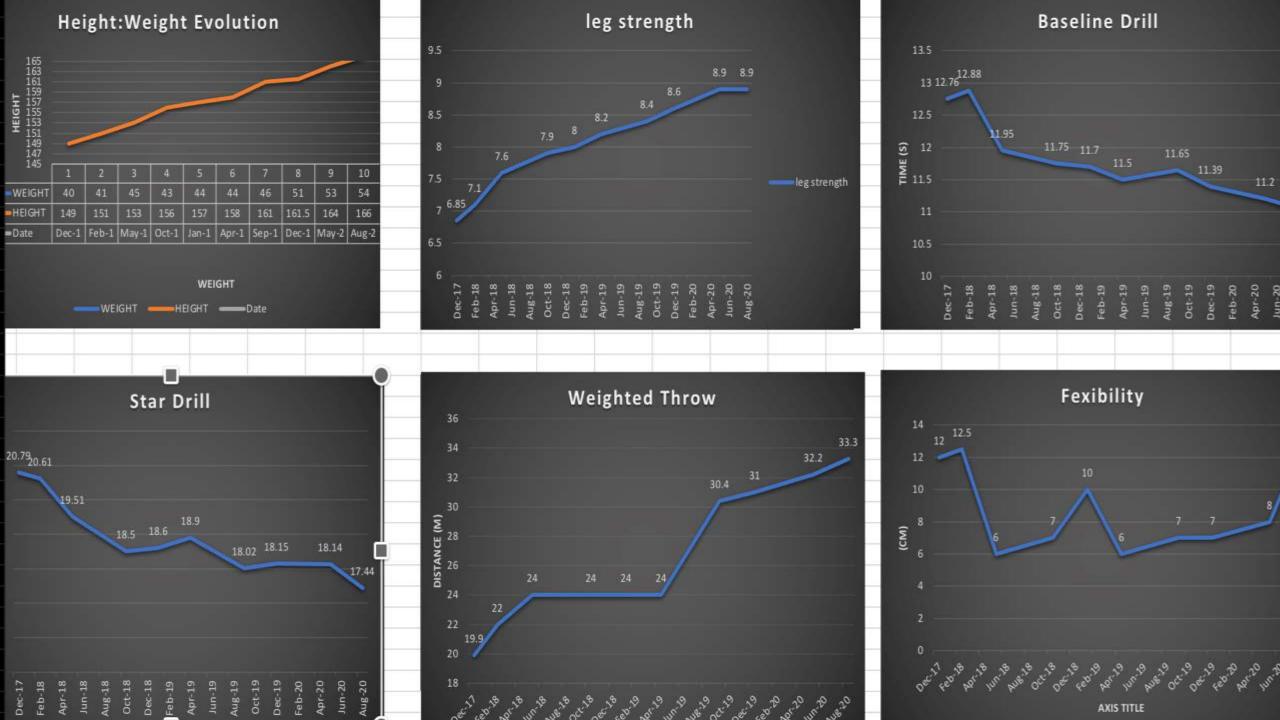
Player Profiling Study – Piotr Unierzyski (1994- 2002)

- Started Training aged 6
- Competing regularly by 9
- First international experience age 11
- ► Playing approx 50 matches per year

- Training 10 hours per week (2/4 hours less than top players)
- ► Completed 6/8 hours fitness per week
- Parents had some tennis experience
- Parents very supportive overall.

Individual Assesment Review											
On Court Match Play Qualities											
Date	10/12/2018	02/09/2019	08.01.2021								
				1	2	3	4	5	6	7	
Mental Qualities	scoring										1
											+
Player is able to Focus and apply themselves consistently	4	3	4								
									A .		1
player has the capacity to adapt and emotional stability across a wide range of game situation	3	3	3								
District the state of the state											+
Player shows determination and tenacity in difficult situations	4	5	4								
											1
Player shows a strong sense of resilience - Ability to bounce back	3	4	4								
											1
Player exhibits a high degree of self confidence in matches	4.5	4	4								
											1
Player is highly comppetitive with the right spirit	5	5	4								
Player is audacious and ability to take the inititative	5	4	5								
Player loves to play and compete no matter what	5	5	4								

ndividual Assesment Review	04/12/2018	04/09/2019	01/08/2021									
Backhand Groundstroke												
Player has a fully established starting position and effective grip realtive to their game style. (Note one or two handed player)	3	4	5				Ensure Lorenzo effectively hit ti	The state of the s	position on the gr	ip with both hand	ds as this enables	nim to more
Player prepares the racket early with efficient technique and use of the upper body	3	3	4					th still the area to vith greater racket		more relaxed tak	eback and hands t	will allow Lorenz
Player adapts swing shape and stance to oncoming ball to ensure consistent and effective contact point	4	4	4				Does achieve th	is, though contact	point can be too	close still.		
Player is on balance throughout contact and has developing weight transfer through the ball.	4	4	4				As previous tv	vo elements impro	ove <mark>Lorenzo</mark> wil ac	thieve more stabl	e and balanced hir	through the ba
Player is on balance after contact to efficiently recover court position. (Dynamic movement and recovery)		4					Understanding	the role the left le	g plays in pushing	back with will he	elp recovery phase	. (This point still



Player Development Planning

- Well thought out set of Objectives (OKR)
 - ► = (Objectives + Key Results)
- Training plan for the player linked to a curriculum based programme..
- Tournament plan which can be coach supported
- Developing a long term plan tor the player

- Parents fully involved
- Structured plan which is practical and achievable.
- Maintaining quality, avoiding injury and burn out.
 - Methodology
 - Weekly scheduling
 - ▶ Holidays and weeks off.

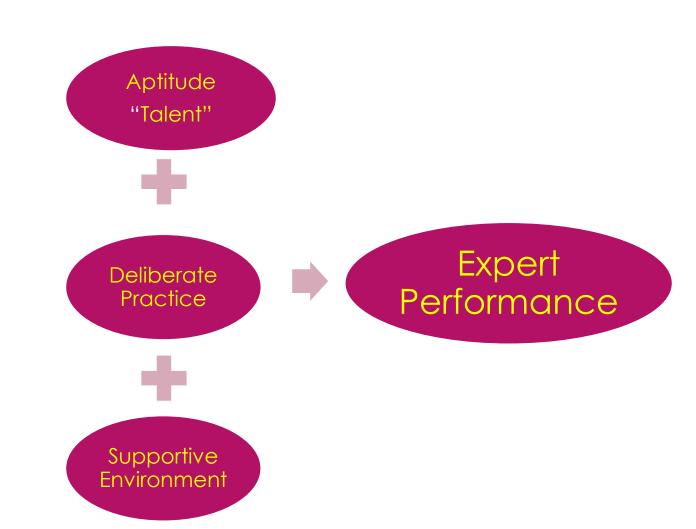
Talent Management 12+

- Managing key relationships
- ► Totally integrating training approach.
- Managing the financial implication of the journey
- Determining a long term plan for a player

- ► How to measure Success
- Evolving the overall team.
- Making the right decisions at the right time.
- Achieving the balance between tennis, education and healthy lifestyle.

10K Hours..... PLUS

- IDENTIFY
- Profiling
- Growth Mindset
- Physical Ability
- Skill
- DEVELOP
- High Quality Coaching
- Support Services
- Competition Opportunities
- SUPPORT
- Parents
- Academic Liaison
- Athlete Mentoring
- Pastoral Care



Talent

"IF YOU CAN LOOK INTO THE SEEDS OF TIME, AND SAY WHICH GRAIN WILL GROW AND WHICH WILL NOT, THEN SPEAK TO ME".

SHAKESPEARE