

Talent Management Group – September 2022

Attendance:

- Mark Ritchie (MR) Talent Pathway Manager and Chair
- Rob Taylor (RT) Head Freestyle Ski Coach
- Rowan Coultas (RC) Freestyle Snowboard Coach
- Paul Telling (PT) SX / SBX Coach
- Ashley Cullen (AC) Talent programme coordinator
- Michelle Poynton (MP) Competitions, Courses and Events Coordinator

Start of the Talent Management group, hopefully more to join or co-opt other people as in when.

The purpose of this group is to have a cross discipline approach to talent and pathway development in England and connect to relevant stakeholders and partners. The people outlined above will also have an ambassador role to connect and communicate to the SE discipline committees they sit on. One of their functions will be to share where Talent and Pathway is progressing too.

Tasks & Topics the TMG is focussing on which will link to the SE Over Arching Strategy - Monthly Agenda:

Central Programming and Annual Plan Central Calendar

Long term links of TMG

Centres

Talent Finances

Workforce Support

Futures Product

Actions going into next month

Central Programming and Annual Plan

The annual plan will take into consideration where each discipline is at in terms of its progress. Each different discipline is at a different stage of progress due to its history, resources available and the athletes needs within the discipline-specific pathway.

The Central Talent Calendar will be live on one drive (link will be shared with appropriate TMG members once live). The Central Calendar will contain:

- All Futures projects sessions (incl. Venue, Coaches, Hours, booking information, financial details)
- All Park & Pipe Team Domestic training sessions and abroad camps
All information for all sessions Venue, Coaches, hours, who needs what etc. Updated on timely basis.
- Live links to SE to all Futures Products and accessible to SSE staff and departments e.g. Comms team to get more promotion.

Progress:

Calendar is currently being populated by the TMG.

Internal debate on whether to organise Futures Project sessions this winter (ongoing).

RT and RC put forward that when deciding where to run the sessions, from their experience, running sessions regularly in one place causes numbers of participants to decline. We need offer sessions at a variety of facilities regularly.

Athlete Development plans in the live space:

MR links to athlete development programmes. Athletes should be doing 15 hours per week.

RT believes determined athletes already have a development plan.

AC – Can these be through Sport80? Will consult SSE later in the year

Processes

Facilities all booked through one person, to get the best deal. MP central contact for courses, futures, and competitions.

Support Centres existing programmes (MP and participation team)

Communications department – Whole TMG agree that SSE need to build credibility.

Example of this is the Futures X Grom Camp, huge number of participants even with lacking social media and comms.

Talent Workforce Support

Coaches requested help with admin and setting up Camps and Sessions. AC will be having meetings once weekly alternating with RT and RC. The aim of these sessions is to provide support, manage workload between both freestyle coaches and upskill in administrative skills where possible.

Booking of Futures Sessions moving from RT to MP in central office. Period of onboarding between RT and AC to MP.

Talent Finances

AC creating financial reports on how each type of session and locations is making profit or loss. AC will continue to do this ongoing (monthly) so that we can keep track of how sessions are doing (MP to facilitate through Central Calendar)

Grom Camp financial report: Lost money despite high income.

- Facility Cost much too high (half of income plus vat) MP to negotiate deal when booking next one – capped amount.
- “Coaches” expenses. MR states that athletes can do an appearance day for free.
- Large videography bill.

PT raised the question of where the profit from any sessions goes to – AC confirmed it stays within the Talent Department (D3)

MR, AC & SSE are creating a standardised rate for coaches – ongoing.

TMG Finance Sub working group to be set up – MR, AC & SSE

RT raised question: any budget for photography/ videography and/or extra support for comms? In general comms have been in consistent over the summer.

Futures Product

MR working on product descriptions for each session. Link with Comms once in post to assist with wording.

Futures titles have changed as below, to be clearer on our branding

From	To
Futures Project Backing the Best Graystone	Futures Project – Off-Snow
Futures Session	Futures Project – Freestyle
As above for Moguls, Ski Cross etc.	Futures Project – Moguls

Currently Off-Snow offering is limited to Graystone, but Kingstone Trampoline Park have also been in contact to put something on. MR and Ryan Grewcock working with them to potentially set this up.

Booking of sessions is being taking over by Michelle: to start with the Kids grove on the 4th of December. TMG Finance Sub working group will work on a budget for session fees ongoing.

Long term links of TMG

Links to Ryan, coaching and coaching development.
Individual Athlete Development Plans

Carrying into October

- Next meeting discussion needed on what products and experiences we have in the Pathway and being clear on what the purpose of these are and who they are targeting.
- We have started planning futures sessions and building what comms we would like for these- ongoing.
- Central Calendar Work – change layout so that you do not have to zoom out as much.
- Onboarding MP take over booking processes
- Setting up of financial sub working group