



# Building a Foundation for Sustained Success

*Coach Addy Hallen*



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# My Coaching Influences....

## Running Experiences

Wayzata High School '97, U of M, UW-LaCrosse

## Coaching Experiences

Shorewood WI, Milwaukee Public Schools, Marquette University, Harding High School, and Wayzata High School

## Coaching Influences

Miles, Gary Wilson, my Husband Jacob, Wayzata Coaches, Dave Emmans, Pat Healy, Lake Conference Coaches, my incredible assistant coaches, and so many more!

Bill

# ...we better be good.

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## *A Few Built-in Advantages*



### **School Size**

-Potential pipeline of athletes



### **Socio-economics & Facilities**

-Families with financial means  
-Track, weightroom, facilities



### **Community & Competition**

-Highly competitive rivalries in West Metro/Lake Conference  
-Supportive families and Athletic Dept

# Let's Compare...

<b>Team A</b>	<b>Team B</b>
<i>12 year history</i>	<i>12 year history</i>
<b>Cross Country</b> <ul style="list-style-type: none"><li>• Made State once in 12 years</li></ul>	<b>Cross Country</b> <ul style="list-style-type: none"><li>• Missed State once in 12 years<ul style="list-style-type: none"><li>◦ 9 Podium finishes</li></ul></li></ul>
<b>Track</b> <ul style="list-style-type: none"><li>• (3) Individual Qualifiers</li><li>• (4) 4x800 Team Qualifiers<ul style="list-style-type: none"><li>◦ (1) 4x800 Team Championship</li></ul></li></ul>	<b>Track</b> <ul style="list-style-type: none"><li>• (32) Individual Qualifiers</li><li>• (8) 4x800 Team Qualifiers<ul style="list-style-type: none"><li>◦ (2) 4x800 Team Championship</li><li>◦ (4) Individual Champions</li></ul></li></ul>

Approach Matters.

# Building and Sustaining a Program

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Team Policies

Communication and Organization

**Tradition and Team Culture**

**Team First but YOU Matter**

Training

**All the “Extras” - Taking Care of the Details**

**Team Talks - ~~Faboo~~ Topics**

**Leadership and Buy-in**

**A Focus on the Process**

**Love...Relationships...All-in coaching!**



## Team Policies... *Defining the Commitment*

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In 2010 we developed and posted policies for our program, and created our first team website. We wrote out and began to enforce these expectations for everyone! No athlete was bigger than the team. We raised the bar and built a foundation for commitment and contribution. Being committed; working hard = the standard!

-Team Packet & Team Pledge

-Captains

-Lettering Policy

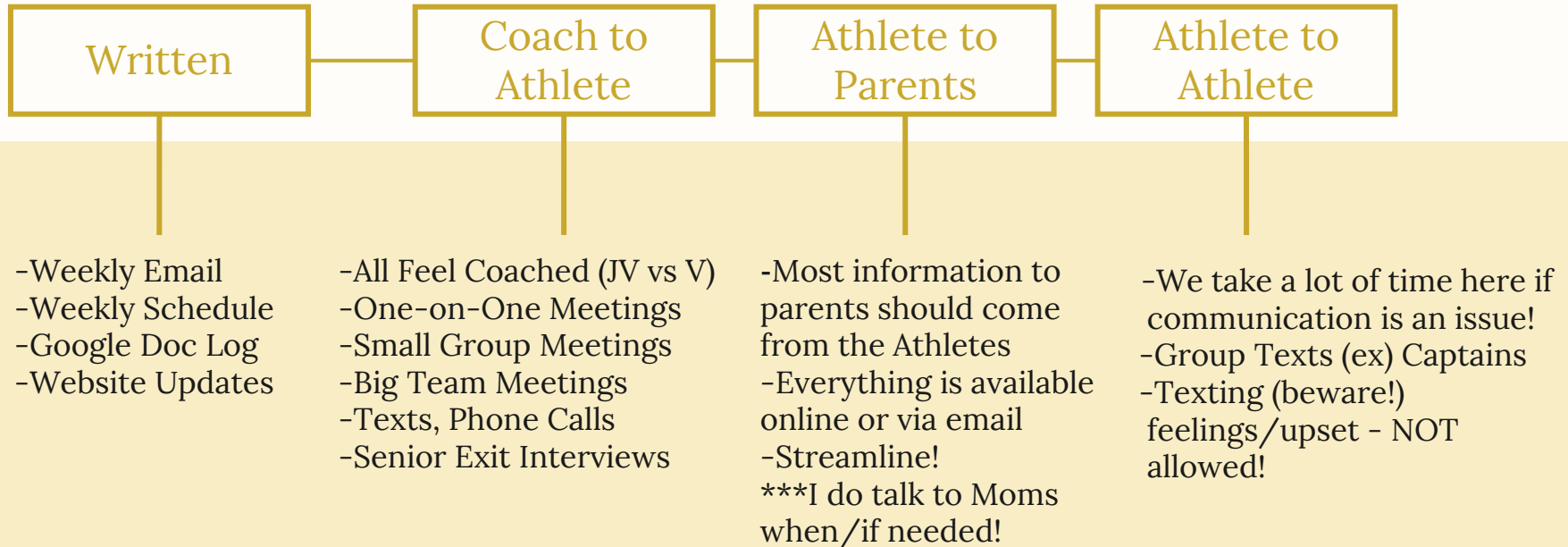
-Attendance

Our Website now: [wayzatagirlscrosscountry.squarespace.com](http://wayzatagirlscrosscountry.squarespace.com)

# Communication & Organization

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## *Interpersonal Communication on Our Team*





# Guess Who?

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[Weekly Schedule & Google Training Log](#)

# Tradition & Team Culture

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## Building a Pipeline

Rising Stars Summer Camp  
Youth Track Meets  
Spring CC Race  
6th Grade Running Club  
Girls on the run 5k practice run!

## Off-Season Training & Camps

Summer Running Camp 7-12th grade  
Winter Run Club & Open Dome Running  
Track Lifting

## Tradition and Fun

Alumni Meet  
Baker Team Retreat  
Bracelets, Mantras, Sharpies  
Color Teams & Color Team Challenges  
Cake Bake Off  
Pumpkin Carving  
Lip Sync Battle  
NXR Team Trip with MS & HS Runners  
Colorado Trip  
Destination Runs  
Summer Book Club



💙💛 Wayzata Girls XC 💙💛  
Team Retreat 2022



# There is ME and WE in TEAM!

## Team 1st Approach

- This Takes Time to Develop
- Tough for Some Personality Styles
- Team Mantras
- Team Pre-meet Talks
- ME / WE Talk

## You Belong and Matter

- Constant Reminders that you belong and seeing every athlete!
- Everyone is Competitive
- Everyone Contributes

**“Good teams become great ones when the members trust each other enough to surrender the ‘me’ for the ‘we’.”**

**-Phil**

**Jackson**



# Training & Racing Philosophy + Other Considerations

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## Trusting that Less is Often More

- Danger Zones (JJ/CU) - Mondays, first week of school, Stress + Stress
- Lifestyle Factors - AP Classes, Academics, Other Sports, Family Life
- Teaching the concept that stress is good but balancing stressors is the key to healthy outcomes

## Training Age

- Race performance does not equate training readiness
- 8th graders can race with a veteran, but not equipped to train like a veteran
  - The three 8th graders in the past 12 years talented enough to run varsity still kept their mileage and workout targets lower.

## Puberty and Long Term Development (next slide)

- Are they on a training trajectory to give them room to grow and get stronger when puberty hits?  
Leaving them cards to play after HS (or MS!)
- “I don’t want to be your last coach.”

## Adjust on the fly!

- We change workouts...during the workout.
- Teach kids to listen to your body and make confident decisions for that day

# Training & Racing Philosophy + Other Considerations

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## **Training Paces and Workout Design**

- Start slow, end fast - Tempo paces first and on every run
- A lot “By Feel”. However, splits do matter and we use them.
- Minutes vs. Miles. We use both!
- Training paces based on race performances AND how the athlete has been feeling while training on the daily. This is not a simple formula.

## **One Day Completely Off/Week**

- No one trains 7-days/week – mental as well as physical

## **Two Recovery Days Between Hard Efforts**

- This has been a key recipe for success - 2 training focuses primary and secondary WO

# Training & Racing Philosophy + Other Considerations

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## **Cross Training - Bike, Aqua Jog, Swim, Rollar Ski**

- As recovery or as a mileage supplement
- Some may cross train 3 days per week due to injury prevention
- As a way to build fitness when milage or base is low

## **Strength Training, “PT”, Core - big focus for injury prevention**

- Body Weight Circuits and TRX
- Weight Room for anyone willing to commit
- Posterior Chain and Glute/Hip Work
- Core

## **Mobility and Stretching - always needs to be improved**

- Ropes, Yoga, Routines

## **Injury Rehab Plans**

- Give the athlete purpose with a plan!

# Training & Racing Philosophy + Other Considerations

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## Coaching Mindset When Training

- Being in the Moment
- Smile/Thumbs up
- Anatomy of a race workouts– track, Gale Woods break down
- Visualization - off the line, to the finish, specifics of a certain course!
- Feel and Compete – don't think about the outcome!
- Focus on the Task – with a teammate, the course, your form
- *\*Gabe's workout example at the 800m*
- Have fun. Have fun. Have fun.

## Education: Empower the athlete to make decisions in their training.

- Training paces, individualized weekly volume, and cross training. Teaching athletes how to be lifelong runners.
- Having training logs –planning your own mileage/minutes based on the week.



# Training Specifics - What's in our training Cycles

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## What's your End-Game

- When do you really start race specific workouts and start to tighten the screws? Wayzata Example.
- No need to plan too far out - design training based on where the team is at and what they need at that time.
- What does “peaking” and “tapering” look like for you - what is actually effective?

## 2-3 Week Training Cycles

- In the big picture of a season.
- Try to hit a variety of training stimulus (aerobic, hills, long run type, speed, etc) each cycle
- Which training stimulus is emphasized the most during a two-week cycle changes during the season although I like to keep all stimulus throughout the season
- Keep an eye on the Danger Zones/Lifestyle Factors that could impact athlete health!

# Training Specifics - What's in our Training Cycles

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## **Moderate Training Paces - KEY!**

- Aerobic Beast = Tempo/Comfortably Hard, AT, Progressive
- Not a lot of “Peak and Valley” type training for us.
- Total body of work is more important to me than hitting a huge workouts with high school athletes. This is also important in their long-term aerobic development.
- Older athletes (The Quad Threat) can handle a huge workout or big track race assignments... but be careful when these happen.

## **The Long Run**

- Various types: Progressive, Tenths Pickups, Recovery Volume

## **Longer Intervals and Longer Sustained Efforts**

- Key physically and mentally

## **Speed Development - Progression & All-Year**

- Various Stride Types: 150's, form strides, HIIT, 10 sec hill bursts, CNS/form/pop uphill, mini-hurdles

# The Long Approach

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Taking responsibility for who we coach.



# The Extras

“Living the Pro Lifestyle”

- Sleeeeeeeep. #1 performance enhancing drug
- Proper Recovery
- Fueling/Nutrition - Pre, Post, and in between
- Proper Warm-up and Cool-Down
- Running Form and Form Drills
- Iron Testing and Supplementation (50+ serum ferritin)
- Recovery Tools: rolling out, ropes, massage guns
- Treatment: dry needling, stim, massage
- Strength Training - Year Round
- Core Work
- “PT” - Glute-Ham/Posterior Chain
- Stretching/Mobility



**Athlete education is extremely important!**

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# Team Talks

- 1) Collect articles and topic ideas. Maybe they relate to current issues on your team or maybe not!
- 2) Make the time with your team.
- 3) Have them read first and then stand back and listen as they talk!
- 4) Follow up where needed.
- 5) Plan another Team Talk!



# ~~Taboo~~ Topics

- Drama
- RED-S - Relative Energy Deficiency in Sport
- Menstruation
- Mental Health: Anxiety & Depression
- Race Anxiety and Fear
- Mental Toughness
- Puberty, Growth & Development
- Fueling/Nutrition
- Eating Disorders/Relationship with Food
- Body Image
- Self-Confidence
- Sports Psychology and Therapy
- Family Life and Real Life Struggles
- Friend and Relationship Issues

# Leadership and Long Term Buy-in



# A Focus on the Process

## Set goals, especially as a team!

- Done at our Team Retreat, lead by Captains
- Know your kids and what motivates them.

## Individual Goal Setting/Race Prep

- [Worksheets](#) (link)
- Goal Cards
- One-on-One Talks
- Mantras, Affirmations, Team Bracelets, and Sharpies

**Teach athletes to take care of business daily and focus on the process. Outcome goals have rarely worked for us. Especially on race day!**

- Training Logs and Journal
- Sleep, Fueling, Recovery
- Stretching, Strength Training, Injury Prevention
- Pre and Post Race Reflection - "Speech, Speech"
- Zone of Discipline - U of M (Wilson/Hopkins)

## University of Minnesota Women's Track & Field/Cross Country



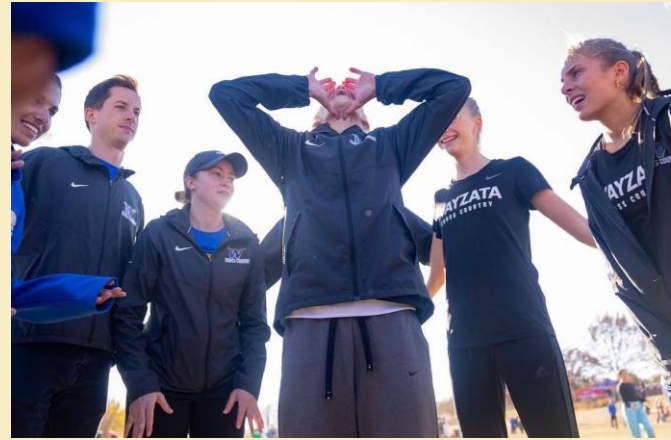
# Love...Relationships...All-in Coaching

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Make the joy of the journey bigger than any championship!





# Thanks!



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