

Australian Biathlon Strategic Plan 2014 – 2026

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Introduction

This document commenced in May 2014 and this 2016 revision of the document incorporates rolling changes to maintain its relevancy.

In October 2014, the IBU changed the system effective 2015-16 for nation ranking, reducing the number of nations ranked and as well changed the ranking of athletes. Australian Biathlon's Constitution was amended in October 2015. These have had a fundamental impact on Australian Biathlon's objectives and strategies for the ensuing twelve years divided into three, four year blocks.

This document is a summary of the key building blocks of the strategy.

It is from these fundamental building blocks of Values, Mission, Vision and Aims that Australian Biathlon has established a long term plan for strategic success and sets measurable goals for each successive Winter Olympic Quadrennial and annually throughout the quadrennial.

Upon analysis of the 2014 to 2018 quadrennial, our association must continue to make improvements and grow as an association. Identified areas to emphasise are:

- Expert review of the quality of current programs and athlete performance with independent recommendations for long term strategy;
- Adapt a mindset change to align with the direction of sport in Australia;
- Increase grass-roots athlete participation;
- Encourage and facilitate development of athletes by providing access to National camps, testing, European camps and technical coaching;
- Improvement of range and event procedures, training, IBU education;
- Increase coaching support;
- Increase education to affiliates to increase quality and consistency of training programs;
- Allocate resources to the significant improvements of the Whiskey Flat Range;
- Improve financial resources;
- Encourage cooperation and affiliation with groups that have like goals (such as the existing relationship with the Australian Defence Nordic and Biathlon Association, where resources have been allocated to common goals).

Strategic Focus 2014 - 2018 quadrennial

During this quadrennial the proportion of resources allocated to increase the base of entrants, at the same time focus on improving coaching capacity and education for consistent high quality programs for existing development, pathways for grassroots through to emerging and high performance athletes must be managed to ensure a strong focus on building a foundation to enable success in the following quadrennial.

Maintain avenues for Masters and recreational participants to participate and enjoy the sport of Biathlon in Australia. To position our organization to create the capacity and resources to allow those with disabilities to participate in adaptive forms of this sport.

Core Values

Participant Opportunities,
Democracy,
Safety,
Integrity and equity (fairness).

Mission

Australian Biathlon aims to achieve consistent national and international performance with the objective of athletes represented at all levels of competition by:

- Promote the Sport
- Develop opportunities for all levels of participants
- Be open to all with the capacity to participate in the sport and
- Good governance and sustainability of biathlon in Australia
- Maintain an on-snow Biathlon Range in Australia.

Vision

Australian Biathlon encourages more participation of Australian Biathletes in local, national and international level events. To give athletes, coaches and officials opportunity to develop by providing programs and events to gain experience and skills, and assist in providing opportunity to members to upskill through association with the IBU and international federations and overseas participants.

To have a facility suitable for Oceania Biathlon Events by 2018.

Be an avenue to provide kinship with like-minded people with a love of the sport of Winter Biathlon both in Australian and internationally.

Aims

- Programs to increase local sport participation at all levels
- Support participation at all levels from local grassroots, masters, recreational through to international competition
- Attract international participation and training through development of an on-snow range facility capable of Oceania/ Regional events
- Promote and publicise the sport

- Be inclusive of all whether they be recreational, junior, senior, masters, athletes of any gender and abilities.
- Provide athlete pathways to move through the levels to the extent of their ability
- Support athletes in international competition
- Support ASADA's and WADA's initiatives for clean sport
- Support officials and coaches for the efficient and effective running of events.

Key Goals

- Increased athlete participation at all levels through facilitating structured grassroots, development and national team all-year programs
- Build capacity by enabling the training of officials and coaches
- Structured progression and defined high performance pathway from early entry to elite athlete
- Continued close cooperation with like-minded organisations, including the Australia Defence Nordic and Biathlon Association [ADNBA]
- Our goal is to encourage athletes to be competitive at IBU Junior Cup, IBU Cup and other international events, with a focus on achieving World Cup and Olympic qualification
- Provide a mix of activities and events to suit recreational through to emerging high performance athletes with an active biathlon presence through our major centres
- Support those who champion the cause of Biathlon
- Develop the Whiskey Flat range to be more accessible and capable of being used all year
- Biathlon to share our sport and contribute to the local communities at a participation level
- To operate sustainably.

How To Deliver Key Goals

Focus on

- Athletes, coaches and officials
- Range upgrade
- Opportunities to utilise facilities and run events
- Organisational support
- Promotion of the sport through champions of the sport

Focus on Building the Foundation

1. Build a relationship with the AOC, ASC, State and Regional peak sporting bodies
2. Build community relations with organisations and groups with like sporting goals
3. Good governance and sustainable administration
4. Seek and gain sponsors
5. Responsible financial ethics

Focus on Building Programs and Relationships

- **Growth and Participation**

At entry level of athletes, focus on enjoyment of participation with clubs and schools, coaches and officials, modifying interaction given Australia's weather conditions; ensure equality of access to all participants being mindful of the needs of women, disabled and minority groups.

Provide environments that cater for diversity and inclusiveness of all irrespective of abilities.

Supported grassroots programs including on-snow training opportunities for novices and recreational participants.

- **Development and Retention**

At development level, aim to retain athletes and coaches; as well create and improve development programs and training opportunities, taking into account Australia's dispersed participant demographic (tyranny of distance) and weather conditions. Develop participant networking and alliances, to foster mutual encouragement and achievement of like training and performance goals.

Facilitate all year structured training programs.

Investigate and implement clear measures for the retention of female athletes and coaches.

- **High Performance**

For international competitiveness, encourage and develop emerging athletes for increased participation of athletes and coaches in international competition.

Support and facilitate structured national team training programs including international camps.

Opportunity to Utilise Facilities and Run Events

- **Growth and Participation:**

At entry and recreational level, Australian Biathlon will require range facilities adjacent to site for physical activity (work towards Whiskey Flat being more suitable for Summer Biathlon events). Encourage and resource more events at regional and state levels.

- **Increased Retention and Capacity:**

Australian Biathlon would like to encourage in members a sense of pride and ownership of the range facilities at Whiskey Flat. An upgraded for all year use will also attract international biathletes participation and training in Australia.

At development level, provide targeted programs and opportunities to retain athletes and coaches and encourage longer term participation including training and competition opportunities overseas such as in partnership or secondment with other international local teams or National Federations.

- **High Performance**

Encourage more participation in international events including Trans Tasman Championships, Alpen/ North American events/ Swiss/ Italia Cup, IBU cup, World Youth and Junior Championships, with an objective of National athlete representation in IBU Cup, World Cup, Open European Championships and World Championships.

At the highest level, to achieve World Cup and Olympic qualification for both men and women.

Objectives 2014 - 2026

1. To provide an athlete with alternate preparation opportunities to foster performance excellence at the appropriate level with a focus on junior participation, increased women's and over 20's involvement
2. In cooperation with the affiliates, maintain and enhance the national standards and performance measures for the conduct of the sport
3. To increase the profile of biathlon by 1) providing suitable facilities 2) running events to attract participation 3) promoting in the community through come and try events
4. To develop, implement and assist in providing continued access to programs and opportunities for the development and retention of athletes, coaches, and officials at all levels including work-force development in upskilling programs
5. To increase capacity through the recruitment of skilled and committed volunteers to enhance program delivery including structured officials courses
6. To host international athletes in Australia with upgraded range facilities and improved event procedures. This will provide an opportunity for our Australian athletes to compete and co-operatively train with a larger field of athletes
7. To increase and enhance resources from all sources to ensure the long term fiscal sustainability
8. To advance the sport through technological enhancement
9. To provide leadership and advice in the development of facilities suitable for biathlon development activities
10. develop regional activity centres
11. Maintain an international presence
12. Continued workforce learning and development for coaches and officials to increase the capacity to work with a diverse community
13. To welcome and inclusive to all regardless of abilities

Diversity and Inclusiveness

Biathlon welcomes participants as athletes, coaches and officials, regardless of gender, age, cultural background and ability. We have pathways open that allow progression from laser biathlon through to traditional winter Biathlon.

Participation in winter Biathlon events and events where live firing takes place requires athletes, coaches and many officiating to be in possession of a shooters licence. Juniors from the age of 12, competing require the appropriate junior shooters licence. Parents of juniors are actively encouraged to hold a shooters licence, as they will at times be required to be directly supervising their children.

There is no impediment to those from LGBTI backgrounds from being part of Biathlon.

Biathlon's members protection policy protects members from vilification, this includes discrimination based on race, culture, religion, gender or sexual orientation (LGBTI).