

## 9. REPORT DEVELOPMENT

### 1. IBU Academy

#### a. JOURNAL OF BIATHLON COACHING

On 1 February 2024, the first issue of the Journal of Biathlon Coaching was released. 6 academic experts and well-known coaches provided high-level content and meaningful insights for coaches to be used in their training sessions and competitions.

- James Becker & Tim Cobb: SHOOTING: Role of Core Stability in Biathlon Shooting
- Judith Haudum: NUTRITION: Fueling on Competition Days
- Siegfried Mazet: The Norwegian Coach speaks about RACE PREPARATION
- Kerstin Hödlmoser: RECOVERY: Sleep – A main Pillar of Recovery
- Thomas Losnegard: SKIING: Pacing Patterns in Biathlon Sprints
- Amelie Heinrich: PSYCHOLOGY: Ready, Set, Go! Mental Preparations for Competitions

The journal's primary goal is to blend academic research with practical coaching strategies, enhancing biathlon coaching quality. We aim to highlight the importance of continuous learning and innovation in coaching practices. Journal is a part of the IBU Academy strategy.

The second edition of the journal will be released in July 2024. Please find a link to our Journal here: [LINK](#).

#### b. COACH EDUCATION

##### • Courses and Applications for 2024/25

On the 31<sup>st</sup> of January, the application deadline for the Basic and First Level Course ended:

- Basic Course: April 2024 in Salzburg (AUT) and Ruhpolding (GER): **35 applications** from 24 different NFs (20 coaches to be selected)
- First Level Course: May 2024 in Hochfilzen (AUT), October 2024 in Pokljuka (SLO), and March 2025 in Jakuszyce (POL): **36 applications** from 27 different NFs (20 coaches to be selected)
- Second Level Course: September 2024 in Oberhof (GER), April 2025 in Lillehammer (NOR), June 2025 in Otepää (EST). **Application deadline: 31<sup>st</sup> of March 2024**
- Pilot Third Level Course: October 2024 in Östersund (SWE), May 2025 in Antholz (ITA), July 2025 in Oslo (NOR). **Application deadline: 31<sup>st</sup> of March 2024**

##### • Upcoming

- First Level Course 2023/24: Week 3 in Jakuszyce (POL) from 19-26 March 2024 with Matthias Ahrens (GER), Knut Kuvás Brevik (NOR), and Rafal Lepel (POL) as IBU Educators.
- Second Level Course 2023/24: Week 2 in Lillehammer (NOR) from 6-11 April 2024 with Per Oyvind Torvik (NOR), Siegfried Mazet (NOR), and Knut Kuvás Brevik (NOR) as IBU Educators.
- Basic Course 2024 in Salzburg-Rif (AUT) and Ruhpolding (GER) from 20-25 April 2024 with Matthias Ahrens (GER), Martina Seidl (GER), and Nika Blazenic (SLO) als IBU Educators.

- First Level Course 2024/25: Week 1 in Hochfilzen (AUT) from 2-8 May 2024 with Armin Kasslatter (ITA), Luca Bormolini (ITA), and Ondrej Rybar (CZE, to be confirmed) as IBU Educators.

Please find more information on the IBU Coach Education here: [LINK](#).

**c. E-LEARNING PLATFORM: LEARNING SUITE**

After the successful release of the public content section on the Learning Suite, we have now added around 1,600 athletes to the platform to share the knowledge of biathlon in terms of education and research. More than 2,600 users now have access to the Learning Suite.

During the Q1 and Q2 of 2024, we will update the existing coach education courses on the platform and implement additional material for the IBU referee and the Para Biathlon referee education. For the First-level course, we will integrate a module for Para Biathlon.

**d. RESEARCH GRANT PROGRAMME**

For the cycle 2024/25, Universities and research groups can apply on IBU Scope until 31 March 2024. For the 6 selected Universities of the cycle 2023/24, we have received the interim reports, and we are expecting the interim financial reports by 15 February 2024 and the final reports by 30 June 2024. The final reports will be shared with the NFs via all IBU channels.

All details about the Research Grant Programme can be found here: [LINK](#)

**e. WEBINARS 2024**

Upcoming Webinars:

- **09 April and 18 April 2024:** NFs Webinar 'Unconscious Bias.'
- **16 May 2024:** IBU Coach Webinar "The Female Athlete"
- **26 June 2024:** IBU Coach Webinar "Skiing Technique"
- **17 July 2024:** Athletes Webinar: Topic TBC
- **4 September 2024:** IBU Coach Webinar "Strength and Endurance Training"

Please find all details about our seminars and webinars here: [LINK](#).

**f. DUAL CAREER PROGRAMME**

In January, the latest webinar of the IBU Mentorship Programme took place. The focus of the third webinar was on the Sports Movement. Irina Gladkikh from IOC and Max Cobb covered the topic. The upcoming webinars are scheduled for 21<sup>st</sup> March (Negotiations) and May (topic TBD).

We have updated the athletes' email addresses in the last months and included about 1,600 athletes in our e-learning platform LearningSuite. This provides the athletes access to diverse resources, including modules from the IBU Coach Education Programme, past webinar recordings, and a sustainability course.

This year, NFs can apply again for the Development Project "Athletes' Involvement after a sports career". The project supports athletes in their career transition, intending to keep more retired biathletes engaged within the biathlon family.

Please find all details about our Dual Career Program here: [LINK](#).

**g. ACADEMY EXPERT WORKING GROUP**

The Academy Working Group meeting will be held from 28 February to 2 March 2024 during the Junior World Championships in Otepää (EST). Please find more details of the Working Group here: [LINK](#).

Main topics in the Agenda:

1. Coach Education 23/24 – Summary/Evaluation
2. Coach Education 24/25
  - Basic, FLC, SLC
  - Pilot Regional Basic Course – Sukhinsk (KAZ)
  - Pilot Third Level Course 24/25
  - Licensing
3. IBU LearningSuite:
  - Public Content
  - New Courses (Para Biathlon, IR, Sustainability)
  - New Features (App, Exam, etc.)
4. IBU Academy: Courses for NFs Officials

***h. UNIVERSITY COOPERATIONS***

In spring 2024, an agreement with the Department of Sports Science at the University of Salzburg (AUT) shall be signed. Furthermore, agreements with Universities in Germany, Finland, and the USA are planned.

***i. NEXT STEPS for the IBU ACADEMY***

1. Decide the Academy's communication strategy
2. Set the programme for the Pilot Regional Basic Course with OS support– Sukhinsk (KAZ), 8-12 July 2024
3. Finalize the planning for all courses in autumn (venues, accommodation, lecturers).
4. Finalize the implementation of the Third-level course (lecturers, content, e-learning, mentoring).

## 2. Development Programmes

### a. *IBU Material Distribution Report 2023*

The full report can be found here: [LINK](#)

### b. *IBU IOC Camps and International Youth Camp (IYC) With Olympic Solidarity Support*

Dates for the IBU IOC Camps 2024 TBC

- 12-19 August in Otepaa/EST
- 12-19 October NMNM/CZE(IYC)
- 23 November – 01 December Place TBD (Ridnaun/ITA)

### c. *IBU Scope 2.1*

From April 2024, we should move to the newly developed application tool IBU Scope 2.0. The system allows us to use the Microsoft environment better and is connected to the IBU CRM system and, in future, Power BI. We are in the testing phase, supported by some NFs and HQ Staff. The IBU Scope 2.0 shall be presented to NFs during the Development Info Day 2024.

### d. *Development Info Day (DID)– 27 March 2024*

We plan the DID at the end of the season so the NFs can apply for their development project from April and be aware of new development opportunities. We will offer two slots, 10:00 to 12:00 and 15:00 to 17:00.

Agenda includes:

1. Information sharing about 2024/2025 development support
2. IBU Scope 2.0 presentation
3. Information about IBU Academy webinars, courses
4. Best practices sharing

### e. *Biathlon for All (B4A)- pilot project*

The rifle sets are sent to 42 NFs. The first outcomes from the laser/optical rifle usage were collected via the survey by the end of December 2023. The second survey will be released at the end of March 2024. We collect the reports from National Project Coordinators with pictures and video.

We work on the logo and visual identity with support from the Communication Department.

We are finalising the concept of the **Kids and Youth Recruitment Forum in Östersund, Sweden**, which we are planning on **22-24 May 2024** as a part of the B4A project development. Forum Partner: Mid Sweden University.

The goal of the Forum is:

- to discuss the status of the 'Biathlon 4 All' project together with NFs and suppliers and the roadmap to its future
- share feedback about the laser/optical rifles from the National Federations, then the best practice examples

- discuss the laser/optical rifle specification for project needs (for kids U10, U12, U15)
- test various laser/optical rifles
- share communication ideas for promoting 'Biathlon 4 All' - events and
- discuss designing the educational materials creation – a toolkit for instructors, teachers, and coaches

Target Group:

1. All the Project Coordinators from 42 NFs
2. Suppliers who delivered the products in the pilot project – Anschutz, Larsen, Kiwi, EcoAim, Apeom, and invitations should also be sent to Hora
3. Representatives from NF that haven't applied for the project last year
4. Para Biathlon Coordinator

### 3. REGIONAL EVENTS 2023/2024

From 8 Regional Events planned from 1 December to 04 February, 7 took place. One event was relocated (from Quebec to Alberta), and one event in Bansko was postponed due to the lack of snow from 11-14 January to 21-25 March.

WRE.1.2023.2024	FRA	Biathlon National Tour FFS	1-3.12.2023
WRE.2.2023.2024	GER	Biathlon Alpen Cup	14-17.12.2023
WRE.3.2023.2024	FIN	Baltic Biathlon Cup	15-17.12.2023
WRE.4.2023.2024	CZE	Central European Cup	28-30.12.2023
WRE.5.2023.2024	SUI	Biathlon Alpen Cup	4-7.1.2024
WRE.6.2023.2024	CAN	IBU Regional Event Alberta	4-8.1.2024
WRE.7.2023.2024	BUL	Balkan Cup	21-25.3.2024
WRE.8.2023.2024	EST	Baltic Biathlon Cup	18-20.1.2024
WRE.9.2023.2024	SVK	Central European Cup	2-4.2.2024

Maija Ruotsalainen, the Project Coordinator, visited 2 events: Alpen Cup, Oberwiesenthal/GER 14-17.12.2023 and Baltic Cup, Haanja/EST 18-20.1.2024. Detailed reports are available in the department. The outcomes from the visits will be used to develop the project.

### 4. GENDER EQUALITY – IBU MENTORSHIP PROGRAMME

As mentioned in the Dual Career report 1.f., the programme is running according to schedule. We are finalising the agenda for the meeting in **Lenzerheide/SUI on 8-10 June 2024**.

Meeting Schedule draft

**8<sup>th</sup> June**

Arrival and afternoon sessions with a focus on leadership skills building (Alf Koksvik)

Joined evening with Para Biathlon Forum participants

**9<sup>th</sup> June**

All-day sessions with a focus on public speaking (May Britt, Transferring sports experience to business (Alf Koksvik, Guro A. Johnsen)

**10<sup>th</sup> June**

Morning session with a focus on personal skills development

Afternoon session combined with presentations to EB members and MGM Staff

Dinner with EB members and MGM Staff

## 5. DEVELOPMENT COMMISSION MEETING

The next meeting is planned for 27-28 May 2024 in Aragon, Spain.

The Department's Annual Plan can be found here:

### 2024 - Activities Development Department

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Comments
March	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	27/03/2024 Development into Day TBC 21/03/2024 Webinar: Negotiation
April	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	4/5/2024 Sustainability projects 2023; Virtual 17/04/2024 Meeting with Olympic Solidarity D.G 09&18/04/2024 Unconscious Bias for IBU staff and 25/04/24 Sustainable Snow Summit, SIEPPIUR Midterm conferen
May	Mi	Do	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	5/16/2024 Coach Webinar Female Athletes 14/05/024 Webinar Public speaking
June	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	6/26/2024 Coach Webinar Skiing	
July	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	7/17/2024 Athletes Webinar
August	Do	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	
September	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	9/4/2024 Coach Webinar Motor Skills Educators Oberhof, Jonas, Trond, Mazet
October	Di	Mi	Do	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	
November	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	
December	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	We	Th	Fr	Sa	So	Mo	Tu	