



Seminar

- *Norwegian Federation structure,*
 - *tasks, politic;*
 - *competition calendar,*
 - *priorities by age categories, children, youths, juniors, adults, masters;*
 - *NOR Team compositions,*
 - *criteria and sanctions;*
 - *Club system in NOR;*
 - *cooperation with sponsors from Federation and athletes individual sponsors.*
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Why is Cross Country Skiing Norway's "national sport"??

- The winter climate alone is not the reason!
- Norway's tradition and culture in Skisports
 - From 1860-
 - Jumping and N. comb were more important as competition sports up to 1960's
- The nature (forests and mountains) and the ski sport for all people
 - Cross country for all people on all levels
 - 20-40% of the entire population are skiing (more or less)
 - 30.000 kms? of prepared courses all over Norway (example)



Organisation

- **Mix of volunteers and employed people**
 - (Can we work together?)
 - **1.000 Clubs**
 - with total 130.000 members in cross country
 - 90% volunteers, some part time employed trainers
 - **16 federation districts with one office each**
 - **Federation**
 - **Board** (volunteers)
 - **Committees** (volunteers)
 - **Administrative staff at office in Oslo** (employees)
 - **District staff (16 stk, employees)**
 - **Discipline staff** (employees)
 - **Trainers** (employees)
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Norwegian Conservatism.....

- After 1924: Norway voted against everything

KLAR FOR NOE NYTT ?



- Last 10-20 years: Willing to change and do it



Willing to change The ability to change?

- Most often the best ones are the ones that want to be still better





2 headlines

- To improve together ("gode sammen")
- "Stairs" of development ("Utviklingstrappa")



CODE SAMMEN

Improve together – teamwork

- **Valid for the federation**
 - **Valid for the "teams"**
 - **Valid for the clubs as well**
 - What is your goal: To develop the sport in the country
 - Not: Only myself and my athlete
 - Try to decide together:
 - The way to work
 - The philosophy
 - This is a challenging matter!
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Teamwork??





To work together

- If you contribute to the team, you get more in return
 - Have focus on those things that you can improve (not all things around...)
 - Talk together, find the way together
 - Humour and enthusiasm
 - Talk to your teammate, not about your teammate
 - Accept that people are different
 - Make use of each other's qualities, learn from each other
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- Create your own (Latvian) philosophy
 - You cannot copy NOR, RUS etc.
 - Foreign trainers?
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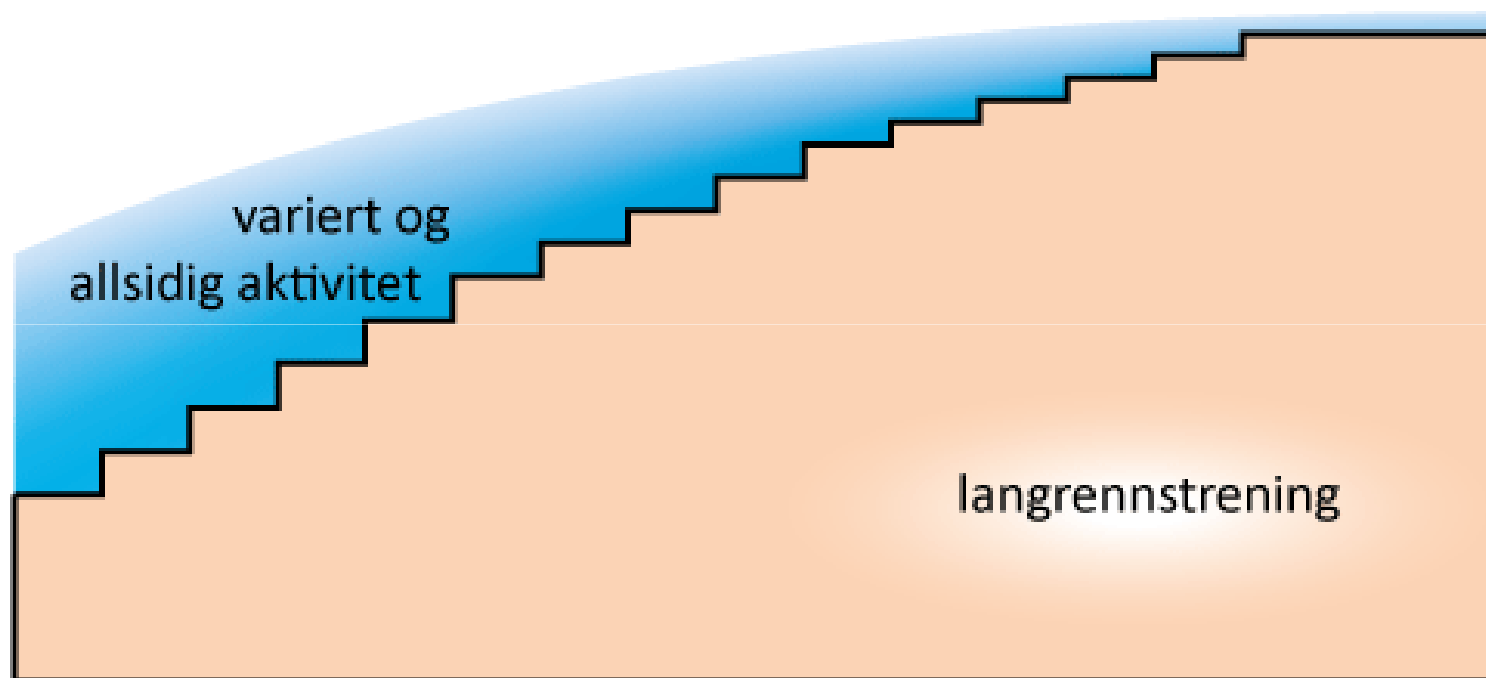
Utviklingstrappa

"Stairs of development"

- A philosophy which will include all aspects (not only the training):
 - Personal development
 - Competition programme
 - Equipment
 - (etc)
 - This is theory: **"Walk one by one step"**
 - Will people follow it in practice?
 - We are in 2012 working with a new version
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The "stairs" (in theory...)





Some headlines from "Utviklingstrappa"

- From childhood the goal is: Daily physical activity
- Training get more and more specialized
- Young people should learn the skills, and also train different sports (the "broad basis")
- From junior age you should choose your main sport
- What age start with rollerski?



Utviklingstrappa

- 15-16 years:
 - Training (variety) year round
 - Cross country training in autumn and winter
 - Endurance and technique
 - Be conscious of slow- moderate and high intensity
- Juniors:
 - -→ 19/20 years up to 600-700 hrs training during a year
 - More "senior-like" training
 - Intensity schedule



Competition calendar

- In theory the calendar will also follow the "stairs"
 - Children only local races
 - Youth: some races on national level
 - *Discussion: Too much focus in 15-16 years group?*
 - Juniors: Junior cup (3-4 weekends), National champs
 - Seniors: national cup, Scandinavian Cup, World Cup etc
 - Popular Races
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Competiton Calendar continued

- Status of the national champs (senior)





Competiton Calendar continued

- The popular races
 - High popularity around 1980
 - Decrease through the 80's and 90's
 - Today new popularity
 - The "trendsetters" (the big company bosses), high status





Team Compositions

- *Remember that the basic work is done in the clubs*
 - **The national (federation) teams**
 - Junior team (each year since 1980: 7 to 12 athletes).
 - Development team (since 1980)
 - World Cup teams
 - Standard contract federation-athlete
 - **Other teams supporting athletes who are not on the national teams (last 6-7 years).**
 - Team Troendelag (lead by the ski districts)
 - Team Veidekke (club agreements)
 - Standard contracts team-clubs (clubs must approve)
 - Standard contract club-athlete
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Club systems

- The 1.000 sport clubs with ski activity
 - Most of them are very small, some are big
 - Voluntary work (90% of the club work)
 - Ski Gymnasiums
 - 5 ski gymnasiums have agreement with ski federations
 - Several other "ski gymnasiums"
 - Many junior skiers also go to "normal" schools
 - mm
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Ski in primary schools

- Also in Norway this is not a natural thing
- In theory all schools have ski activity, but in practice?
- We do several school projects:





Sponsors

- Federation Sponsors (2012 EUR 6 million)
- Club sponsors
- "Team" sponsors (the clubs must approve)
- "Private" sponsors?

Some rules, next page



Sponsoring

- Some rules,
 - According to NOR sports rules: a person cannot make sponsor contracts without the approval from club or federation.
 - The skiers on national teams must promote the federation sponsors on their clothing.

They can make contract with "personal" sponsors after federation's approval (can promote them in advertisements etc).

- In NOR we have strong rules about these things. History shows that this system is the best. (my opinion).
Keep the organisation (federation, club, etc) strong
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Final comments

- Remember that the important thing is the work, not the money
 - "Gode sammen" = To improve together = teamwork
 - Your facilities (stadiums) seem to be OK (better than many places in NOR)
 - How can you increase the number and the level of your athletes?
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