



“The Paris Performance Plan”

*The Irish Judo Association
Performance Strategy 2023-28*



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“Our Goal is to win Irish Judo’s first ever Olympic Medal.

We also mean to deliver an ambitious Performance Programme that will win multiple IJF World Tour medals annually and place at every European Championship, World Championship, and Olympic Games.”

1.0 Introduction

The Paris Performance Plan is the Irish Judo Association's (IJA) strategic document supporting the Mid-Year Review submission for the 2023 Sport Ireland High Performance Funding Application process. It provides an overview to Irish Judo's Performance Pathway Strategy, and specifically, how this informs the Performance Plans for:

- 2024 Paris Olympic Games. The *2024 High Performance Strategy*.
- "Los Angeles & Beyond". The *long-term strategic overview*.

The document goes on to outline the 2023-28 performance outcome targets, including all associated timelines and methodology.

The Paris Performance Plan references other recent strategy documents throughout, to draw on current research, and strategy already proposed or currently being delivered, when relevant to the Performance Plans listed above. It is designed to correlate these existing strategy documents, updating where necessary, and adding new data and information where appropriate. Said data and information relating to all the plans and programmes, is vast, so this document will present an overview of each strand of delivery and direct the reader to the detail where appropriate.

1.1 The IJA National Squad Programme (NSP)

The IJA National Squad Programme was launched in June 2022 by the IJA Performance Director and the National Lead Performance Coach. The Programme is a competency based development model that targets progressing Judoka earlier than HP in the Pathway to have the Mindset, Technical and Physical competencies required to sustain a senior career at High Performance. The Programme is led and delivered by the National Lead Performance Coach and supported by the National Performance Pathway Coach & National Support Coach Staff.

1.2 The IJA High Performance Programme (HPP)

The IJA High Performance Programme is for eligible Judoka who have demonstrated performance benchmarks consistent with the International Judo Federation standard of Olympic Qualification. The HPP is funded by Sport Ireland's High-Performance Unit and Carding Scheme. The NGB and HP Judoka also contribute to the annual HP budget.

The HP Programme, which includes the Olympic Programme, is informed by the Performance Pathway Strategy, and detailed in the High-Performance Strategy, both of which are designed and delivered by the IJA Interim Performance Manager & National Lead Performance Coach.

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1.3 VMOST Research (VMOST)

The VMOST research sought to establish the competitive, technical, tactical, and environmental benchmarks for 75 current 'Super Elite' Judoka across the Globe. Findings here have informed WITTW^{5.1}, 2024 Paris Performance Plan & Trademarks Development^{5.2} strategies.

1.4 The IJA 'What It Takes To Win' Model (WITTW)

The 'What it Takes To Win' model articulates how Irish Judoka are prepared, developed, and compete, in order to achieve success at the highest level. It incorporates the evolving Judo Trademarks, which are being cascaded throughout the Irish system. This model is the golden thread running throughout each of the IJA's strategies and operations.

1.5 Trademarks Development Strategy (TDS)

Judo is a 'Technically loaded' sport, with over 40 scoring techniques recorded at London, Rio & Tokyo Olympics. The VMOST research & WITTW model have informed the 'Trademarks Development Strategy' to identify the performance competencies essential for success. The IJA has invested a considerable amount of time and analysis in determining the various components of 'What it Takes to Win' at World & Olympic Games. The focus of our programmes is to develop Judoka with the ability to transition along the Performance Pathway with the targeted Technical, Tactical and Physical foundations already secured.

The IJA has added Psychological or 'Mindset' competencies to the TDS. Using Psychological Characteristics that Develop Excellence (PCDE's), competencies have been identified and prioritised during each Pathway phase. Observable behaviours have been prescribed for each of the identified priorities and detailed in the appendix.



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2.0 IJA National Squad & Selection Criteria

2.1 National Squad

National Squad Training will be fundamental to the delivery of the National Squad Programme. Anyone aspiring to be a National Squad Member or represent Irish Judo on the International stage will be expected to participate in all National Squad Training sessions and any non-attendance/participation must be agreed with the NLPC in advance.

There will be a minimum of 6 National Squad Trainings per Annum. Provincial Coaches will be subsidised with travel expenses on the condition that their Provincial Squad players attend the National Squad sessions, learning from the National Squad Coaches and guest Coaches, and creating an inclusive environment. We want to build this into the best session in Ireland, with regular 75+ on the mat. This will also help us attract Judo clubs and National Teams from overseas to come and train with the National Squad providing our own players with even higher levels of training and experience.

2.2 Provincial Squad Training

Provincial Squad Training will be led by the Provincial Councils and their Coaching staff. The National Squad Programme staff will work with the Provincial Squads to provide support to this important performance pathway stage and utilise Provincial training as an opportunity to introduce, promote, assess, and develop the IJA Technical, Physical and Behavioural Trademarks.



The IJA will encourage 3-4 Provincial Squad sessions in each Province in 2024 with 6 sessions from 2025 onwards in alternate months from the IJA National Squad sessions.



2.3 Irish Judo Selection Criteria

The IJA National Squad Selection Criteria intends to detail the competitive benchmarks and performance expectations required to trigger Sport Ireland High Performance funding support for Athletes representing Ireland on the IJF World Tour.

The IJA National Squad Selection Criteria will also detail the support available to eligible members, from IJA generated income. The policy informing all IJA performance strategy utilizing IJA self-generated revenue, is to best facilitate eligible members the development opportunities required to reach the competitive benchmarks that trigger Sport Ireland High Performance funding support.

It is important to understand that Sport Ireland High Performance funding is strictly ringfenced for Athletes that can produce medals at Senior European, World or Olympic level, or those that can clearly demonstrate the potential to win medals at Senior European, World or Olympic level. This inevitably means that HP support is only for a very limited number of our members, and typically those that have committed to a full-time career in Judo in an agreed High Performance training environment.

All eligible IJA members are provided the opportunity to qualify for IJA and/or Sport Ireland High Performance support, but performance Judo by its very definition, is reserved only for the very best Judoka eligible to represent Ireland at senior level. The IJA National Squad Programme will endeavour to provide the best possible performance experience for all eligible IJA members with the resource available.



2.3.1 High Performance Team & Olympic Qualification Programme

Competition Performance Criteria: Paris 2024 Olympic Qualification Profile

1. Direct Qualification Olympic Ranking
2. Top 50 WRL (Within Olympic Qualifying Cycle)
3. Continental Quota Olympic Ranking
4. Within 2x the Athletes best performance during Olympic Qualification, away from Continental Quota Ranking
5. Grand Prix Top 7 (Within 24 Months & Minimum 2 Wins)
6. 2 x European Open Top 5 (Within 18 Months & Minimum 2 Wins each event)
7. 2 x Continental Open (agreed in advance by NLPC) Medals (Within 18 Months & Minimum 2 Wins each event)

Support: Full High Performance Programme Support

- IJF World Tour/Olympic Qualification competition programme
- SSSM support from IIS, SNISI, or outsourced practitioners agreed by NLPC & PD

Programme Compliance Criteria

- Meet at least one of the listed competition performance criteria
- Fully compliant with National Programme
- Full-Time Training at an NLPC/ PD endorsed Performance Environment*
- Sport Ireland Carding & fully compliant with all Anti Doping obligations
- National Squad Training Attendance (Full attendance is mandatory)
- Irish Passport

*Athletes who have reached criteria 1-3 may receive full HP Programme support if NOT in an NLPC/PD endorsed Full-Time Performance Environment, however the remaining compliance criteria must be adhered to at all times.

Competition Performance Criteria for European Championships

- Carded Athletes
- Continental Open Medal & Above (Within 12 Months & Minimum 2 Wins)

Competition Performance Criteria for World Championships

- Paris 2024 Olympic Qualification Profile

2.3.2 Performance Team

Competition Performance Criteria:

- Top 100 WRL
- European Open Top 5 (Within 18 Months & Minimum 2 Wins)
- Continental Open or European Cup Medal (Only at NLPC agreed events) Within 18 Months & Minimum 2 Wins
- Junior European or Junior World Championships Top 16 (Within 24 Months & Minimum 2 wins)
- U23 European Championships Top 16 (Within 12 months & Minimum 2 Wins)
- Athletes who have dropped from High Performance Team in last 12 months

The following results and/or Performance variables will also be considered for Performance Team support on a case-by-case basis to accommodate Junior Athlete's transition into Senior International competition.

- Full Time Training at an NLPC/ PD endorsed Performance Environment
- Junior European Cup Medal (Minimum 2 wins)

Support: High Performance Programme Support

- European Open / Continental Open / European Cup competition programme agreed by NLPC & PD
- <25 year old Athletes may be subsidized for targeted IJF World Tour events.
- >25 year old Athletes may be offered selected IJF World Tour Events self-funded.
- SSSM support contribution for IIS, SNISI, or outsourced practitioners agreed by NLPC & PD

Programme Compliance Criteria:

- Full Time Training at an NLPC/ PD endorsed Performance Environment**
- Fully compliant with National Programme
- Fully compliant with all Anti Doping obligations
- An improving competition profile. Athletes need to evidence they are profiling upwards towards Olympic Qualification Profile
- National Squad Training Attendance (Full attendance is mandatory)
- Irish Passport

****Athletes who have reached criteria 1-3 may receive limited HP Programme support if NOT in an NLPC/PD endorsed Full-Time Performance Environment, however the remaining compliance criteria must be adhered to at all times.**

2.3.3 Senior Pathway Team

Minimum Competition Performance Criteria for Part funded & self funded international representative honours at NLPC & PD endorsed events (European Open, European Cup, Continental Open):

- 2 x Medalist in Senior GB Events “NI / SCO / WAL / ENG Senior Opens” or agreed European equivalent events (Within 18 months & minimum 2 wins at each Individual event)
- Fights Won at Senior European Cups (Within 18 Months)
- Junior European Cup Top 5 (Within 18 Months & Minimum 2 Wins - Ages 18+)

Programme Compliance Criteria:

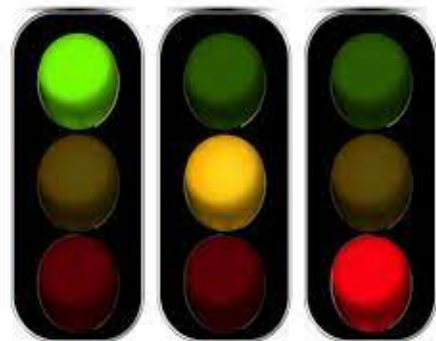
- National Squad Member
- Fully compliant with National Programme
- National Squad Training Attendance (Full attendance is mandatory)
- Provincial Squad Attendance (Full Attendance Mandatory unless competing)
- Irish Passport

Support:

- Self-funded opportunities to European Cups when Performance Team is competing

*Part Funded & Self funding application is only available at specified events listed, unless stated otherwise and if there's sufficient space. For example, In a competition where there's only 2 per weight category or limited entries, selected athletes will get priority.

All Competition Performance & Programme Compliance Criteria will be evaluated at Performance Review every 6 months, using a 'Traffic Light' system to measure performance against agreed targets.



Green: Targets achieved– support level maintained for next 6 months

Amber: Targets not achieved – support Level may be maintained, with conditions, for another 6 months

Red: Targets not achieved for 2 consecutive 6-month periods, or programme noncompliance – relegation from programme level

2.3.4 National Junior & Cadet Squad Programme

All medalists at the 2023 All Ireland Championships (Cadet, Junior & Senior) will be invited to the 2024 IJA National Squad. There will be two distinct strands of delivery for the National Squad Programme to provide opportunities for the entire Squad and a more focused support for the National Talent Development Squads. Membership of 2024 IJA National Squad will be also subject further to programme compliance criteria.

National Junior Talent Development Squad Programme

Junior Selection Criteria

Minimum Competition Performance Criteria for international representative honours at NLPC & PD endorsed events (EJU / IJF Age Band Events):

Junior Talent Development Programme Self-Funded Performance Criteria

- 2 x Medals in Junior or Senior GB Events “NI / SCO / WAL / ENG Opens” or agreed European equivalent events (Within 18 Months & Minimum 2 Wins at Each Individual Event)

Support:

- Self-funded opportunities to European Cups when Junior Performance Team is competing

Junior Talent Development Programme Funded Performance Criteria

- Junior European Cup Top 7 (Within 24 Months & Minimum 2 Wins)
- Junior Continental Cup Medalist (Within 24 Months & Minimum 2 Wins)
- Full Time Training or NLPC/ PD endorsed Performance Environment
- Cadet European Cup Top 5 (Within 24 Months & Minimum 2 Wins)

Support:

- Junior Talent Development Programme Support

Programme Compliance Criteria:

- National Squad Member
- Fully compliant with National Programme
- National Squad Training Attendance (Full attendance is mandatory)
- Provincial Squad Attendance (Full Attendance Mandatory unless competing for Ireland or full time training at NLPC/PD endorsed Performance Environment)
- IJA Talent Development Assessment
- Irish Passport
- Irish Passport or Official IJF Immigrant Certificate

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Junior European Championships Selection Criteria

- Junior European Cup Top 5 (Within 12 Months & Minimum 2 Wins)

Junior World Championships Selection Criteria

- Junior European Cup Medal (Within 12 Months & Minimum 2 Wins)
- Junior European Championships Top 7 (Within 12 Months & Minimum 2 Wins)

National Cadet Talent Development Squad Programme

Cadet Selection Criteria

Minimum Competition Performance Criteria for international representative honours at NLPC & PD endorsed events (EJU / IJF Age Band Events):

Cadet Talent Development Programme Self-Funded Performance Criteria

- 2 x Medals in Cadet or Junior GB Events "NI / SCO / WAL / ENG Opens" or agreed European equivalent events (Within 18 Months & Minimum 2 Wins at Each Individual Event)

Support:

- Self-funded opportunities to European Cups when Cadet Performance Team is competing

Cadet Talent Development Programme Funded Performance Criteria

- Cadet European Cup Top 7 (Within 24 Months & Minimum 2 Wins)

Support:

- Cadet Talent Development Team Programme Support

Programme Compliance Criteria:

- National Squad Member
- Fully compliant with National Programme
- National Squad Training Attendance (Full attendance is mandatory)
- Provincial Squad Attendance (Full Attendance Mandatory)
- IJA Talent Development Assessment
- Irish Passport
- Irish Passport or Official IJF Immigrant Certificate

*Cadet European Championships Selection Criteria

- Cadet European Cup Top 5 (Within 12 Months & Minimum 2 Wins)

*EYOF Selection Criteria

- Cadet European Cup Top 7 (Within 12 Months & Minimum 2 Wins)

*Cadet World Championships Selection Criteria

- European Cup Medal (Within 12 Months & Minimum 2 Wins)
- EYOF or Cadet European Championships Top 7 (Within 12 Months & Minimum 2 Fights Won)

2.3.5 Coaching Support at EJU/IJF Events

The IJA National Coaching team at all EJU/IJF events will be comprised from the IJA National Coaching Staff including the IJA National Support Coach pool. Personal Coaches may apply to the IJA Interim Performance Manager should they wish to provide coaching support to their Athletes at EJU/IJF events, only when:

1. Their Athlete has qualified for the event in question
2. No IJA Coaching Staff, including Support Pool Coaches, are in attendance
3. The Personal Coach will self-fund the event
4. This will only apply to EJU events up to Senior European Cup.

Eligible Athletes who are fully engaged and compliant with their prescribed IJA National Performance Programme, are permitted to self-fund additional events provided said activity does not jeopardise the impact or efficacy of their prescribed IJA National Performance Programme.

Any participation at EJU/IJF events, by Athletes and/or Coaches, must first be endorsed by the NLPC and Interim Performance Manager.



**IJA
Performance
Pathway
Strategy**



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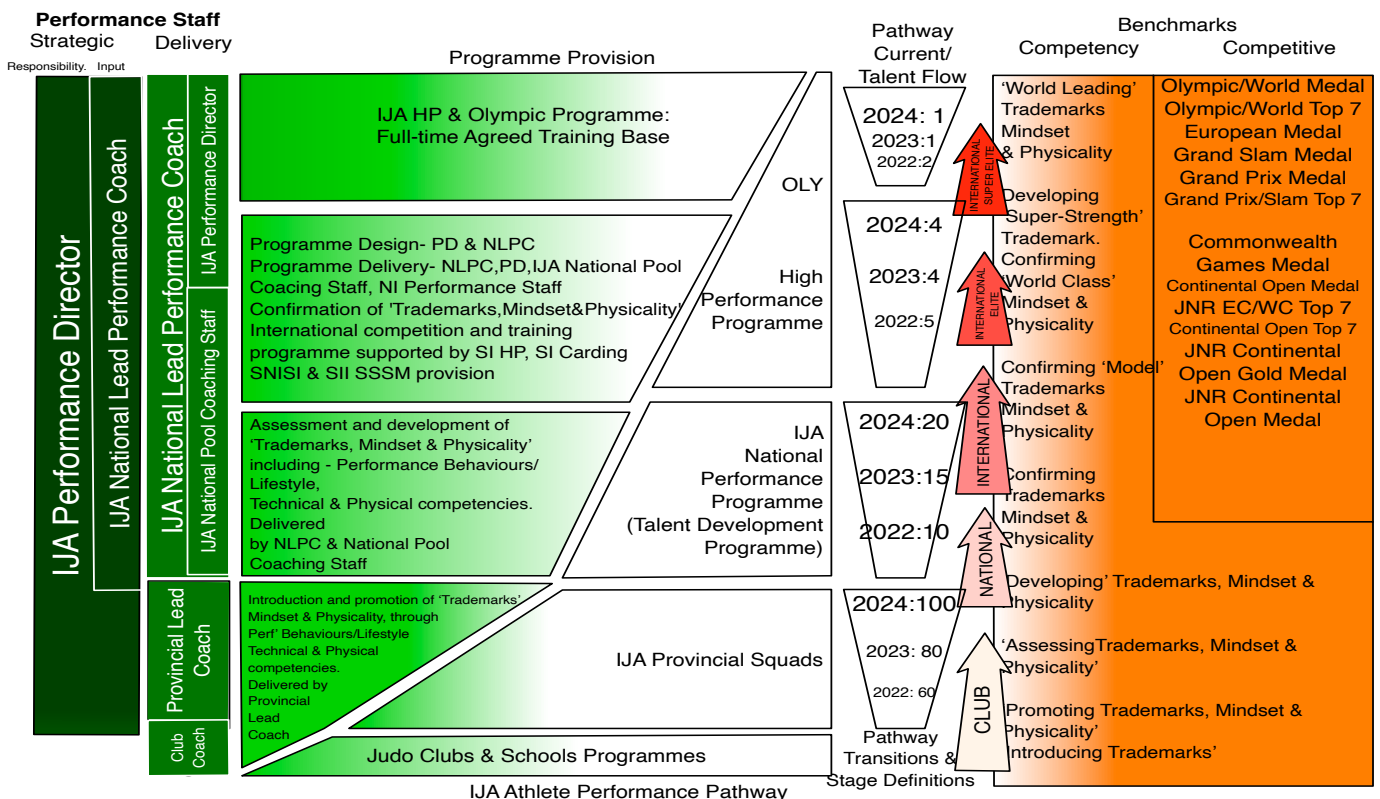
3.0 IJA Performance Pathway Strategy

The IJA Performance Pathway will continue to inform and expedite the delivery of the IJA Performance Strategies for the Paris and Los Angeles Olympic Games. The strategy model has been informed by IJA Performance Programme policy and world-leading performance system design. I have also referenced leading academic research, in the relevant field, to further underpin strategy where appropriate.

A Performance Pathway is a mechanism used to maximize the potential of a Performance Plan. The Irish Judo Performance Pathway maps the development opportunity for every eligible Judoka from 'Entry level' through to 'Podium level'. Each developmental stage is underpinned with robust rationale aligned with established 'best practice' and the IJA pathway models. The transition phases between, and within, each developmental stage is clearly specified and measured against established world-class competitive benchmarks, competencies, and applicable research. To achieve a 'current' of appropriately developed athletes flowing through the performance pathway it is imperative that the entry criteria for each new pathway phase, prescribes the strategic direction and delivery content of the preceding programme. For example, the current TDP has a well-defined application process targeting measured proficiency in three competencies: Performance Behaviours/Lifestyle, Technical & Physical. The competency levels required for a successful application to this programme prescribes the performance objective of the age/stage that immediately precedes the TDP, in this case, the National & Provincial Squad Programmes.

3.1 IJA Performance Pathway Model 2022-24

Figure 1: IJA Performance Pathway Model 2022-24



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3.1.1 The IJA Interim Performance Manager

The IJA Performance Director, Ciaran Ward, resigned in February 2023. His remit included strategic responsibility for the entire Performance Pathway and an additional brief to include a command in the Olympic Programme Coaching delivery. Ciaran has been replaced by Dr. Sharon Madigan in an interim role as Performance Manager and Nathon Burns as National Lead Performance Coach. The Interim Performance Manager will assume strategic and operational responsibility for the IJA High Performance Programme.

3.1.2 The IJA National Lead Performance Coach (NLPC)

The NLPC was recruited in March 2023. Nathon Burns is an IJF Grand Prix & Commonwealth Games medallist and recently graduated from the International Judo Federation Coach Academy. The NLPC is responsible for High Performance Coaching delivery and strategic input in Programme design anywhere there is a responsibility for delivery. To best align strategy and delivery throughout the Pathway, the NLPC will work closely with, and be accountable to, the Interim Performance Manager. The IJA National Lead Performance Coach will be funded by the 2022-2024 Sport Ireland HP budget.

The NLPC will be supported by the National Performance Pathway Coach & Support Coach Staff for delivery of the NTDP and IJF World Tour/Olympic Programmes. Each of the National Performance Support Coach Staff are IJA Academy Graduates or hold the IJF Master Coach Certificate.

3.1.3 The IJA National Performance Pathway Coach (NPPC)

Anderson Marcelino Dos Santos was recruited as National Performance Pathway Coach in June 2023 and will assist the National Lead Performance Coach in the delivery of the National Squad Programme. The NPPC will have the lead responsibility for the IJA National Junior and Cadet Programmes and liaising with the IJA Provincial Coaches and Squads.

3.1.4 The IJA High Performance Committee

The IJA High Performance Committee is a sub-committee of the Irish Judo Association tasked with designing, developing, validating, delivering, evaluating and challenging a World Class High Performance Programme and effectively communicating the philosophy, rationale, methodology and outcomes of said programme to the body general through the members of the broader Executive Committee.

The High Performance Committee provides innovation in design and scrutiny on delivery in equal measure in order to ensure the High Performance Programme is consistent with the Performance Strategy Vision and the broader organisational strategic plan.

From July 2023, the IJA Interim Performance Manager became the individual with the lead responsibility for the IJA High Performance Programme,

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responsible for ensuring all High-Performance strategy being aligned with the overall organisational strategy outlined in the IJA Strategic Plan, and for all submissions, applications and reviews with Sport Ireland's High-Performance Unit and the Olympic Federation of Ireland. The Interim Performance Manager will be a member of the IJA High Performance Committee and be responsible for communicating the High Performance strategy and delivery to the IJA Board, through the High Performance Committee.

The National Lead Performance Coach will also be a member of the HP Committee in order to ensure that the knowledge and expertise delivered in the HP Programme is cascaded down through the entire performance pathway through NLPC delivery. The NLPC will also endeavour to align the philosophy, rationale and methodology of the National Squad Programme with the HP Programme where appropriate and to design all delivery in a manner that underpins, sustains and accelerates the success of the HP programme where possible.

The High Performance Consultants are independent non-executive HP committee members, equipped with the skill set and experience to provide objective expert authority, scrutiny and challenge to the HP Programme and the effectiveness of the HP Committee. Said roles are currently fulfilled by IJF Master Coach, Luke Preston who has coached Medal winning Judoka at European, World & Olympic level and IJF Master Coach Ciaran Ward.

Sylvia Flynn, IJA Honorary General Secretary & Board Member, is the High Performance Committee Chair with the remit of communicating the committee's business to the IJA Board and Body General.



3.2 Trademarks Development Strategy:

The IJA 'Trademarks Development Strategy' identifies and develops the performance competencies essential for sustainable success in Judo.

To develop the key 'Trademarks' essential for repeatable success at the highest level, we must first define them. Each Trademark pillar is comprised of distinctive components that should be delivered in sequence to produce the desired competency development. This is referred to as the Trademark Foundation. Each Trademark Foundation has an appropriate descriptor so that Coaching staff working within the Performance Pathway can consistently develop the precise technical competencies in the correct sequence.

The Trademarks Development Strategy clearly defines the prescribed technical, tactical, physical & mindset competencies targeted and when they should be established. The full range of measurable capabilities can be immersed as the performance curriculum for the IJA Performance Pathway.

The observable behaviours used to measure development in each of the Trademark pillars are assessed by positive or negative expressions, an overview of which is included in the Appendix.



The IJA Performance Strategy



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*“Our Goal is to win Irish Judo’s first ever Olympic Medal.
We also mean to deliver an ambitious Performance Programme that will win
multiple IJF World Tour medals annually and place in every European
Championship, World Championship and Olympic Games.”*

4.0 The IJA Performance Strategy

The IJA Performance Strategy outlines the rationale, methodology and delivery content of the Paris and LA performance plans.

The IJA Performance Strategy mechanisms and processes are aligned with the IJA Performance Pathway. The Performance Strategy utilises the systemic development opportunity provided by the Performance Pathway, to progress Irish Judoka to a level where they can realistically challenge for medals on the IJF World Tour and Olympic Games.

The Performance Strategy clearly identifies the IJA National Judo Squad as the representative mechanism for delivering a performance plan for both World Tour and Olympic Games and the WITTW model^{5.1} as the method proposed to develop, prepare, compete, recover, and review. Incorporating the IJA Trademarks^{5.2}, the WITTW model is the golden thread running throughout each of the IJA’s strategies and operations.

Each Olympic strategy ('24 & '28) will target performances and ultimately medals on the IJF World Tour, European Championships, World Championships and Olympic Games.

4.1 IJA Performance System Objectives

The objective of this plan is to implement the performance systems and strategies that will best underpin efforts to achieve the performance Goals.

The IJA Performance Plan outlines the proposed ‘System’ and ‘Outcome’ objectives for Irish Judo over the next two Olympic Games. The plan goes on to propose personnel responsibility, systems profiling, and implementation methodology required to fulfil each objective set against a challenging but appropriate timeframe.

The ‘Systems Objective’ for this plan is, to construct a robust, embedded ‘end-to-end’ Performance Pathway that continually achieves the ‘Outcomes Objectives’ consistent with the proposed Performance Plan mission statement, and detailed herein and attached. Tables 1 & 2 intend to outline the critical performance factors necessary to achieve the requisite system development.

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4.1.1 Systems Profiling

There are 56 medals available at major Judo Championships including World Tour events and Olympic Games. The IJA Performance Plan aims to develop and maintain a critical mass of Talent & High-Performance Athletes in the Pathway, to sufficiently service the challenge for the competition targets for Paris, Los Angeles and beyond.

Figure 1 provides an overview of the total performance population in the Irish Judo system and the rate at which they will transition (Pathway Current), the Pathway Activity proposed, requisite staffing, outcome targets and associated costs for published targets.

The current and potential athlete talent pool, and the current and potential delivery capacity of Performance Coaching staff have been thoroughly considered when assessing programme population.

4.1.2 Performance Personnel

The demands of separate Cadet, Junior, World Tour and Olympic programmes are compounded by the IJF World Tour calendar which regularly schedules events targeting athletes from different pathway programmes, at the same time, in different parts of the World.

The National Performance Pathway Coach's primary remit is to deliver the IJA Performance Strategy from Cadet to Senior level but excluding High Performance Programme delivery. The National Lead Performance Coach role includes strategic input and a significant delivery responsibility, for the IJA High Performance Programme. The new and expanded role better ensures the appropriate transition from TDP to HP.

4.2 2022-28 Irish Judo Performance Outcome Objectives

The performance outcome objective is to win Irish Judo's first Olympic medal. To achieve such an ambitious goal, Irish Judo must ensure the performance systems and processes proposed here, are implemented and appropriately resourced. Successfully realising the targeted programme population will enable a critical mass of Irish Judoka to qualify for every major Championship and challenge for multiple World Tour medals, annually.

The 'Paris Performance Plan'

The IJA Performance Strategy
for the Paris 2024 Olympic Games



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4.3 The 'Paris Performance Plan'

For the Performance Athletes in the IJA Pathway, preparations for Paris continue and the High Performance team will be provided every opportunity to access the environments and experiences required to succeed over the course of the Paris and Los Angeles plans. This action is consistent with the Trademarks Development Strategy used to such important effect in the Tokyo cycle, to develop elite Irish Judoka with the technical, tactical, physical, and psychological competencies through the appropriate exposure to the coaching, experiences and environments required to perform at the highest level and reach the Performance Outcome Targets published here.



At time of publication (August 2023) Rachael Hawkes is ranked within the Paris Olympic Qualification Ranking, whilst Joshua Green is just 9 places (out of 185) outside of automatic qualification.



4.3.1 'Paris Performance Plan' Pathway Activity

The focus of Performance Pathway activity will relate to the implementation of the "Fighting Forward" strategy including planning and delivery of the PPP. The PPP commenced in Q4 2021 to facilitate the current development trajectory of the athletes on the Pathway, serviced by the appropriate performance personnel in the best possible environments.

2022 Performance Pathway Activity focused on:

- Launching the PPP international competition & TC programme.
- The recruitment of a National Lead Performance Coach
- Implementing recommendations from the Olympic Review processes

The review processes included Sport Ireland's review of the Tokyo 2020 Vision programme, the OFI's Tokyo Games review and our own internal review of the 'What it Takes to Win' & 'Trademarks Development' models that have primed so much of the performance planning over the last Olympic cycle. Findings from each of the review processes informed the philosophy, rationale and methodology of the planning and delivery of the Paris and Los Angeles performance programmes.

The Pathway Activity priority remains with the Olympic Qualification process that typically commences midway through Year 2 of the Olympic cycle.

The details of the Olympic qualification process are attached and are similar to the last 3 Olympic cycles (London, Rio & Tokyo)^{5.3}. The format has consistently used a Ranking system from IJF World Tour events using an athlete's best 6 results in Year 1 of qualification at 50% and their best 6 results in Year 2 of qualification at 100%. The PPP will target extensive participation on the IJF World Tour to access enough ranking events to qualify for the Olympic Games whilst periodising and phasing training and participation in a way that also enables peak performances at target events such as European Championships and World Championships.

The overview of International Competition and Training Camp participation including corresponding preparation phases and sub phases for the Olympic qualification programme are detailed in the 2023-24 Paris Performance Plan Overview.

4.3.2 'Paris Performance Plan' Pathway Current

Irish Judo have 2 Judoka on the IJA High Performance Programme for the 2024 Paris Performance Plan (PPP). Currently Rachael Hawkes and Joshua Green are within the parameters of 2024 Olympic Qualification. In Figures 1 & 2, you will find the detail of how many athletes will flow through the IJA Performance Pathway for the entire Paris Olympic cycle. We have anticipated at which point they will transition from one programme to the next, the performance benchmarks required for each transition and all associated timelines.

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4.3.3 'Paris Performance Plan' Personnel

There has been a very significant turnover in key IJA Performance staff since the beginning of 2023. Chloe Cowen Vickers (Former National Lead Performance Coach) resigned in December 2022 and IJA Performance Director Ciaran Ward resigned in March 2023. Dr Sharon Madigan has been recruited as the Interim IJA Performance Manager, Nathon Burns as the National Lead Performance Coach, and Anderson de Santos as the Performance Pathway Coach. All three new staff were appointed in July 2023 after a robust recruitment process and subsequent trial period.

4.3.4 'Paris Performance Plan' Outcome Targets

The Paris Performance Plan targets the qualification of 1 Irish judoka for the 2024 Olympic Games.

It is evident that the current performance population within Irish Judo, targeting Olympic success in Paris, is small but very capable. There exists a critical mass of emerging talent, serviced by a proficiently developing performance system, which can sustain and increase the ambitious targets defined here, post 2023.

The evidenced capability within the current system, coupled with the strategy and ambitious targets included herein, combine to present an exciting prospect of future European, World and Olympic success.





“Los Angeles & Beyond”

The long-term strategic overview

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4.4 “Los Angeles & Beyond”. *The long-term strategic overview*

Planning for the 2028 Olympic Games in Los Angeles and beyond in 2032, has in part, already begun. It may be impracticable to project much delivery detail a decade in advance, but we can define the systemic mechanisms required to realise the IJA long-term strategic plan.

We can also provide an overview to planning with a quadrennial perspective, periodising, and planning across multiple cycles.

The numerous review processes will be integral in shaping the long-term strategy. Reviews are an important programme tool providing an opportunity for reflection, challenge and critically informing ongoing programme design.

Sport Ireland and the OFI conduct reviews after each Olympics to extract as much learning as possible. Internal IJA Quarterly & Annual HP Athlete Reviews, Annual HP Programme Reviews, and reviews of the WITTW & TDS (every 4 years post Olympics), also provide rigorous ‘Check & Challenge’ to ongoing IJA Performance Strategy design and delivery.

However, the systemic mechanism of using data driven models to determine ‘What it Takes to Win’ at the highest level, should always be an indispensable feature of a high-performance strategy design process. Correspondingly, the constituent competencies, behaviours, experiences, and environments required to facilitate and expedite ‘What it Takes to Win’, also have to be developed and validated with the appropriate data.

So, whilst the data recorded and reviewed every cycle will inform the requisite changes in WITTW & TDS content, and a turnover in key personnel may mean that they articulate or express the data in a different way, there will still always remain a core need for a ‘WITTW & TDS-type’ apparatus for systemically developing a high-performance programme.

We will therefore continue to use the WITTW & TDS models for the purposes of illustrating our long-term strategic plan here in this document, knowing that their content or title may change over time, but the requirement of their function will not.

4.4.1 ‘Los Angeles & Beyond’ Performance Pathway Activity

The focus of Performance Pathway activity will relate to the implementation of the “Fighting Forward” strategy including planning and delivery of the Los Angeles 2028 Olympic Programme.

For the purposes of the “Fighting Forward” strategy it seems reasonable to project that none of the Tokyo 2021 Olympic Programme Judoka will engage in the 2024-28 cycle and will therefore no longer be included in any correlated planning or targets referred to in this section. The cohort of athletes populating the Olympic Programme in the LA cycle will come from the 6 Judoka referenced in *Figures 1 & 2 ‘Paris Performance Plan’ Pathway Current*.

*The Irish Judo Association
Paris 2024 Performance Plan*

It is also prudent to expect the systemic advancements proposed for the 'Paris Plan', will expedite the development of additional athletes, not considered here, from the TDP onto the HP programme for the start of the LA Olympic Qualification process beginning in Q3 of 2026.

The day-to-day training environment must generate the requisite level of coaching, deliberate practice, experiences, S&C and SSSM provision, to service the aspirations of the National Squad Programme Athletes. All full-time Athletes must have their training environment endorsed by the National Lead Performance Coach and Interim Performance Manager to satisfy the requirements of the IJA Selection Criteria^{2,3}

With a projected 60% increase in Performance Pathway Judoka from 2023-24 it will be necessary to increase the programme staff to include a full-time second Performance Coach. The recruitment process should commence in 2024 with an appointment no later than Q4 2024.

4.4.2 'Los Angeles & Beyond' Performance Pathway Current

Should the systemic developments proposed here be in place, then the IJA anticipates a performance population of 32 athletes in the Irish Judo Pathway with 2 athletes from the Paris Olympic Programme targeting LA, sustained by a further 5 HP athletes and 25 from the National Squad.

Throughout the course of the LA cycle, and with ongoing systemic maturation such as the proposed increased staffing provision, performance population will increase to 3 Olympic, 6 World Tour and 36 National Squad Judoka serviced by a Performance Director, 1 x National Lead Performance Coach, 1 x National Performance Coach, 1 x National Performance Pathway Coach & 4 x Provincial Lead Coach.

4.4.3 'Los Angeles & Beyond' Performance Personnel

Successful staff recruitment will underpin the Irish Judo Programme's capability. With a maturing programme athlete population, it will be necessary to have three full-time staff to sufficiently service programme delivery.

Two National Performance Coaches (minimum) will be required to deliver the demanding coaching requirements for the Los Angeles Olympic cycle. The IJA National Performance Lead Coach & National Performance Assistant Coach will be supported earlier in the Pathway by the Provincial Lead Coaches and at all times guided in delivery and strategy by the Performance Director. The Performance Director should also remain integral to the recruitment process for all Performance Personnel.

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4.4.4 'Los Angeles & Beyond' Performance Outcomes

We will continue to target a major championship medal (European Championship/Games or World Championships/Masters) in every year of the programme including an Olympic Medal in Los Angeles 2028.

The long-term strategic performance ambition for Irish Judo is to sustain a performance system which can consistently qualify multiple athletes who can 'Place' (Top 7) at every Olympic Games. We would reasonably assert that this is the performance equivalent of an Olympic Track & Field final or Swim final.

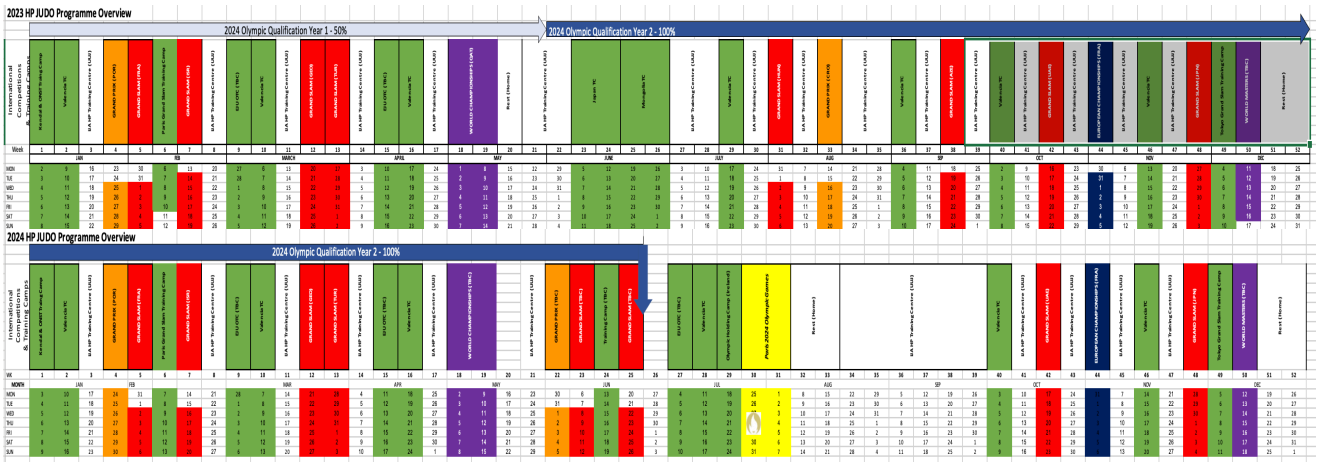
4.5 2023-24 Paris Performance Plan Overview

The 2022-24 HP Performance Plan Overview attempts to depict an abstract of the Olympic Cycle, illustrating many of the important facets of the Performance Plan and the relationship between the component parts, across the 2-year timeline. The Overview is based on the published 2023 IJF calendar and drawn from the competition calendars from the last 2 Olympic Cycles. The Overview attempts to present the following information whilst demonstrating the relationship between each of the performance considerations:

- 2024 Olympic Qualification Timeline – Year 1 (June 2022-May 2023) when all results are valued at 50% on the IJF Olympic Qualification Ranking List. Year 2 (June 2023-June 2024) when all results are valued at 100%.
- International Competition and Training Camps – A chronological list of all identified international programme activity.
- Week number 1-52
- Block Weeks – Number of weeks until the next Target Event
- Training Phase – The training phase for the Paris Olympic Programme Athletes
- Calendar – Detailing when and where the Programme is participating for everyday of the 2-Year cycle
- Sub Phase – The training purpose within each training phase
- Relative Load – The relative training load of the Paris Athlete cohort
- Volume – Training volume of the Paris Athlete cohort
- Intensity – Training intensity of the Paris Athlete cohort
- Adaptation/Stress – The targeted physiological response to proposed loading for the Paris Athlete cohort
- Technical/Strength/Metabolic – Insight to the training focus for the Paris Athlete cohort.

The proposed overview is subject to change, however, the model for preparation and peaking at major events is robust and adaptable for said changes, should they present.

The Irish Judo Association Paris 2024 Performance Plan



5.0 Conclusion

The Paris Performance Plan is the Irish Judo Association’s strategic document supporting the submission for the 2023 Sport Ireland High Performance funding application process. It defines the rationale for the Performance Strategy through the detailed examination of the IJA Performance Pathway and all its programmes and activities. It goes on to outline the IJA 2022-28 Performance Plan targets including all timelines and methodology, where appropriate.

The IJA High Performance Programme has exceeded the systemic targets proposed for 2022. The Interim Performance Manager role is in place until Paris 2024 when it will be replaced by Performance Director for the LA Cycle. The National Lead Performance Coach is in place and is supported by the National Performance Pathway Coach and a strong support Coaching Staff.

Notwithstanding the significant impact retirements and staff turnover have had on the Programme’s ability to reach our original targets for 2022-24, the 2028 Athlete cohort has responded commendably and is already well positioned with potential Paris Olympic qualifiers in both Male and Female categories.

Irish Judo remains capable of a sustainable period of High-Performance outcomes. The proven capability of the current athletes coupled with the implementation of the ‘Fighting Forward’ strategy, combine to present an exciting prospect of future and repeated European, World & Olympic success.

