



Building a Culture for Sustained Success

Coach Addy Hallen
Orono Cross Country and Track
Formerly Wayzata Girls' CC and Track



The Hallen Family





OUR THREE ORONO SPARTANS

My Coaching Influences....

Running Experiences

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

Coaching Experiences

Shorewood WI, Milwaukee Public Schools, Marquette University, Harding High School in St. Paul, and Wayzata High School, Orono High School

Coaching Influences

Miles, Gary Wilson, my Husband Jacob, Wayzata Coaches, Dave Emmans, Pat Healy, Lake Conference Coaches, Orono Coaching Staff, my incredible assistant coaches throughout the years, and so many more!

Bill

We are Wayzata...



...we better be good.

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...

Team A	Team B
<i>12 year history</i>	<i>12 year history</i>
Cross Country <ul style="list-style-type: none">• Made State once in 12 years	Cross Country <ul style="list-style-type: none">• Missed State once in 12 years<ul style="list-style-type: none">○ 10 Podium finishes○ Individual Champion
Track <ul style="list-style-type: none">• (3) Individual Qualifiers• (4) 4x800 Team Qualifiers<ul style="list-style-type: none">○ (1) 4x800 Team Championship	Track <ul style="list-style-type: none">• (32) Individual Qualifiers• (8) 4x800 Team Qualifiers<ul style="list-style-type: none">○ (2) 4x800 Team Championships○ (4) Individual Champions○ 4x800 State Record Set at conference championships with 4 seniors - 8:59○ Distance sweep in 2023 at State Track meet!

Approach Matters.

Building and Sustaining a Positive Team Culture

Opinion - How many years do you think it takes to build a successful program?



Part I - Defining the Commitment

- Team Policies
- Communication & Organization
- Purpose Statement and Team Values

Part II - Building Buy-in and Belonging

- Tradition and Team Culture
- Team First but YOU Matter
- Team Talks - ~~Taboo~~ Topics
- Leadership and Buy-in
- Love...Relationships...All-in!

Part III - Training and then some!

- Training Philosophy
- The “Extras” - Taking Care of the Details
- A Focus on the Process
- Coaching the Female Distance Runner

Team Policies... Defining the Commitment

In 2010 Wayzata Girls' CC 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! We did this same thing at Orono this fall.

-Team Packet & Team Pledge

-Captains

-Lettering Policy

-Attendance

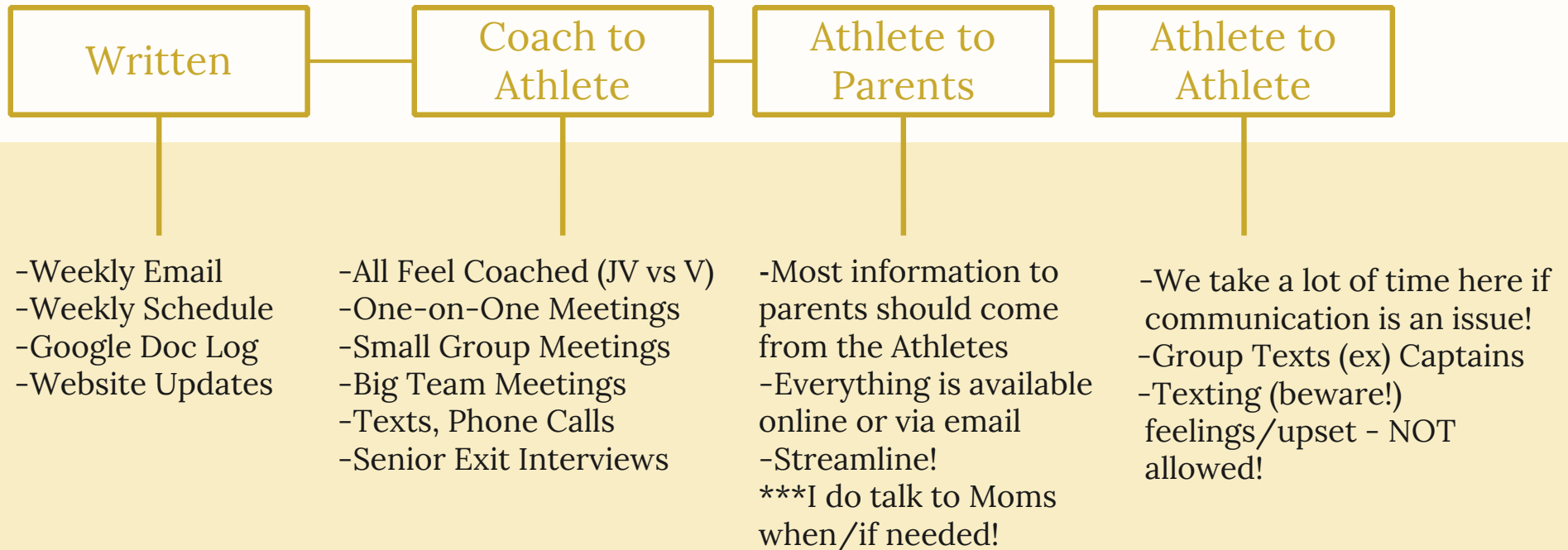
Team Websites:

wayzatagirlscrosscountry.squarespace.com

<https://spartans.oronoschools.org/athletics/cross-country-girls>

Communication & Organization

Interpersonal Communication on Our Team



Guess Who?



[Weekly Schedule & Google Training Log](#)

Purpose Statement and Values

We strive to maximize the potential of our student-athletes by teaching them to lead a balanced and healthy lifestyle. We aim to help each individual recognize their unique talents in order to serve others and contribute to the team and our school community in a positive way. As a program, we value team culture and tradition as a means to support the team core values.

The CC's of Orono/Wayzata Girls' Cross Country:

Commitment & Contribution

Courage & Competitiveness

Community & Conscientiousness

Tradition & Team Culture

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

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 - Varsity
Destination Runs
Summer Book Club







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. Find ways to “see 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



**DON'T ASPIRE TO BE THE BEST ON THE TEAM.
ASPIRE TO BE THE BEST FOR THE TEAM.**





When they finally got it!

“Ladies, you are the first Orono Girls’ CC team to qualify for state in program history! You did it TOGETHER. Just now!”

-Coach Hallen



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 w/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



Love – Relationships – Being all-in!



Make the joy of the journey bigger than
any championship!

Training & Racing Philosophy + Other Considerations

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

- 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

Coaching the Female Distance Runner

Taking the Long Approach



Training & Racing Philosophy + Other Considerations

Training Paces and Workout Design

- Start slow, end fast - Tempo paces to start every workout.
- 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 with 2 recovery days between the hard days

Training & Racing Philosophy + Other Considerations

Cross Training - Bike, Aqua Jog, Swim, Roller 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 mileage 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

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?

What's your End-Game

- When do you really start race specific workouts and start to tighten the screws?
(Ex.)Wayzata vs. Orono
- 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

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 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!

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



Too Far Left		Too Far Right
Non-eating	ATHLETIC NUTRITION	Poor diet
Never plan	VISUALIZATION GOAL SETTING	Think too much
Poor attitude	POSITIVE ATTITUDE	Not realistic
Under-training	PROPER TRAINING	Overtraining
Do Your own thing	ALLOW YOURSELF TO BE COACHED	Wait for the coach to do it for you
Questioning everything you and your coach have done	GOING TO THE LINE READY	Over Psyched
Too little sleep	PROPER SLEEP	Too much sleep
Never in the training room	TAKING CARE OF INJURIES	Always in the training room
Never studying	BALANCED STUDY TIME	Studying too much
Out all the time	BALANCED SOCIAL LIFE	Never out
Always stressed	BALANCE IN YOUR LIFE	Always too relaxed
Always late	ON TIME	Too early
Too little talk	COMMUNICATE UP FRONT	Talk too much

ZONE OF DISCIPLINE

Is the way you talk to yourself the way you would want your coach to talk to you?
 Every program needs people who are an asset, not a liability.
 If things don't change, then things don't change.

☺ - - - **TEAM ENERGY** - - - ☹

Gary Wilson, U of MN ©





Thank you!

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PE Teacher at Wayzata HS

Heads Girls' CC and Track at Orono HS

Just for fun.



General Fueling Concepts for High School Student-Athletes

Bonus material



- To meet your fueling needs consider healthy caloric-dense foods, smoothies, and bars as a supplement. Many athletes unintentionally underfuel.
- Prioritize nutrient-dense real food...colorful and fresh!
- Focus on healthy fats for hormone support - especially as a female. Examples: Avocado, whole milk, full-fat yogurt, nut butters!
- Choose calcium rich foods for bone density!
- Complex Carbohydrates and carbohydrate replacement for energy and recovery
- Hydration! But not too much.
- Recovery Snacks and Pre Run Fuel
- Breakfast - Lunch - Dinner + Snacks
- A healthy/balanced bedtime snack is key!
- Don't shy away from or choose foods/food groups that you "can't eat".
- No food is a "bad" food. Positive food relationships!
- Fruits and Veggies ... make it happen!