

23rd May 2016

Dear All,

RE: CLARIFYING ROLES & CHANGES TO LTA PERFORMANCE TEAM

I am writing to clarify and explain a series of changes I have made to the work focus and line management within the LTA Performance Team. These changes are interim until 31st December 2016 and have been made to enable us to start to work in a more focused way. They will better reflect how we are likely to operate when the new Performance Strategy is fully activated in 2017.

I believe they will allow us to work and communicate more effectively, both internally and externally, and in particular to explain and demonstrate how we are working towards the guiding principles we are developing.

Men's Pro Tennis

In addition to his role as DC Captain, **Leon Smith** will be focusing on the role of Men's Head Coach, leading a small team comprising **Nick Weal, James Trotman** and **Mark Hilton**. Together they will be working on an individual level with all players and their personal coaches currently supported as Senior or Aspirant Pro's, and the young players currently part of our pilot Pro Scholarship Programme. This will ensure that all players supported at these levels will have a clearly assigned individual from the National Coaching Team to work with them on their personal coaching, as well as their support network.

Women's Pro Tennis

Jeremy Bates will be fulfilling an identical role of Women's Head Coach, leading **Jane O'Donoghue** and **Julien Picot**. **Claire Curran** will also support Jeremy (in addition to her role outlined below) as part of this team. Jeremy will assign either himself, Jane, Julien or Claire as the primary point of contact and support for players and their personal coaches currently supported as Senior or Aspirant Pro's, and members of our pilot Pro Scholarship Programme. The position of Fed Cup captain within the Team led by Jeremy is currently under review and a decision will not be made until later in the year.

National Junior Programme

National Junior Coach Manager **Martin Weston** will now lead a team comprising **Claire Curran, Richard Plews, John Trehearn**, and **Chris Wilkinson**. Together they will be developing and enhancing the current programme of national junior camps and official trips for both boys and girls, so that all of these developmental experiences are providing the very best insights into the world of international professional tennis.

Central Support and Operations

Head of Performance Operations **Iain Bates** will lead a team of support staff who together, manage and support the operational and administrative aspects of the three coaching teams described above. Iain's Team is therefore responsible for developing, implementing and quality assuring all of our application and selection processes, player agreements, competition and training camp logistics, and budgets. Working closely alongside the Performance Director role, Iain is in charge of the day to day operations of our Pro

Player Pathway.

Head of Sports Medicine and Science

I am delighted to announce that **Dan Lewindon** will be joining the LTA to take up this post in late spring. Dan comes to us from England Rugby where he worked closely with the senior side for several years, and combines both deep experience as a physiotherapist, working in a multidisciplinary team with expertise in sports science. Dan will be working closely with Leon, Jeremy and Martin to develop our medical and scientific support and education services.

Louis Cayer retains his title as Head of Performance Coaching. He will work across the different departments by delivering doubles support to our leading players. He will also add specific technical expertise to Jeremy's, Leon's and Martin's coaching teams to enhance the support offered to player/coach. Finally, he will ensure the logistics for the next Master Performance Coach course.

Simon Jones will continue to operate under the title of Head of Performance Support, and will be focusing on leading the regional performance investment, activities, and coaching and development team as we continue to adapt our activities towards supporting coaching and programmes on a county and regional basis.

The critical feature of this new configuration is the differentiation in style of engagement with players and their coaches.

Leon and Jeremy, together with their coaching teams will be focusing on individual player programmes and relationships with all the players we have agreed to support at PSP, Aspirant and Senior Pro level. The message here is clearly that our level of engagement is focused, individualised and built upon the assumption that a clear selection process has occurred and both the player and our team are working to a clear plan to progress towards or maintain a successful pro career.

Conversely, Martin's Team will be focusing on providing exceptional training, learning and competition experiences for squads of players across the age-groups who emerge from the existing and future junior player pathways. At the core of these experiences will be the theme of progressive exploration of the pro tennis world, what it will take to progress and succeed within it, and also what alternative career pathways exist.

Although I have asked all the people named above to commence working in this configuration now, my expectation is that we will transition carefully, especially where this means a change in the primary point of coach engagement.

It is important to conclude by stating that despite the specific focus of roles described above we are a single team. We know that for our new approach to succeed we need aspiring players and coaches to not only see and understand the divide between the worlds of national junior development and pro tennis, but also see us working seamlessly to optimise success in both and the transition between them.



Peter Keen
Interim Performance Director