

# Thomas Poulsen

- Age 42
- Coach since 2001
- Rower on the Danish national team from 1992 until 2001.
- From 1994 on the lightweight 4

The Danish way

- All in all 200 rowers from junior b to senior A
- 15 clubs
- 3 full time coaches, 1 part time coach

Old rowers vs. young rowers, individual care

Stay in the team for many years

Time and Money

Works and study

All rowers must live in Copenhagen

Training culture and competitive training environments

The national team is like a club

The rowers are not performing better than the management

very important with good relations between coaches and sports director

the rowers have a high degree of influence on the decisions' made by the management

cooperation partners

Team Denmark

University of Copenhagen

# Ten golden rules

- Common goals and setting

Good at saying no

Differences is a must

We communicate our own ambitions

We believe in ourselves

We know what we do when we do it best

Our ambition is based on things we can do something about

We must renew us

The cooperation is based on trust and respect

Top performances can be scheduled

All stakeholders must be notified