FLANDRIEN
CONSULTING

THE PERFORMANCE MULTIPLIER

A Holistic Recruitment Framework for Elite Cycling

www.flandrienconsulting.com

FLANDRIEN
CONSULTING

Performance = (Physiology × Psychology) + Team Fit

Physiology
The Foundation.
The raw engine.

×

Psychology
The Multiplier.
The driver of the engine.

+

Team Fit
The Cohesion.
The network effect.

Traditional recruitment focuses on the body. We focus on the multiplier. **By analyzing the intersection of biological potential and psychological drive,** we predict true elite performance.

FLANDRIEN
CONSULTING

Phase 1: Physiological Foundation

Goal: Ensure elite biological potential.

This is the non-negotiable baseline.
Without the raw physical capacity,
the multiplier has nothing to work on.



Measuring the Engine

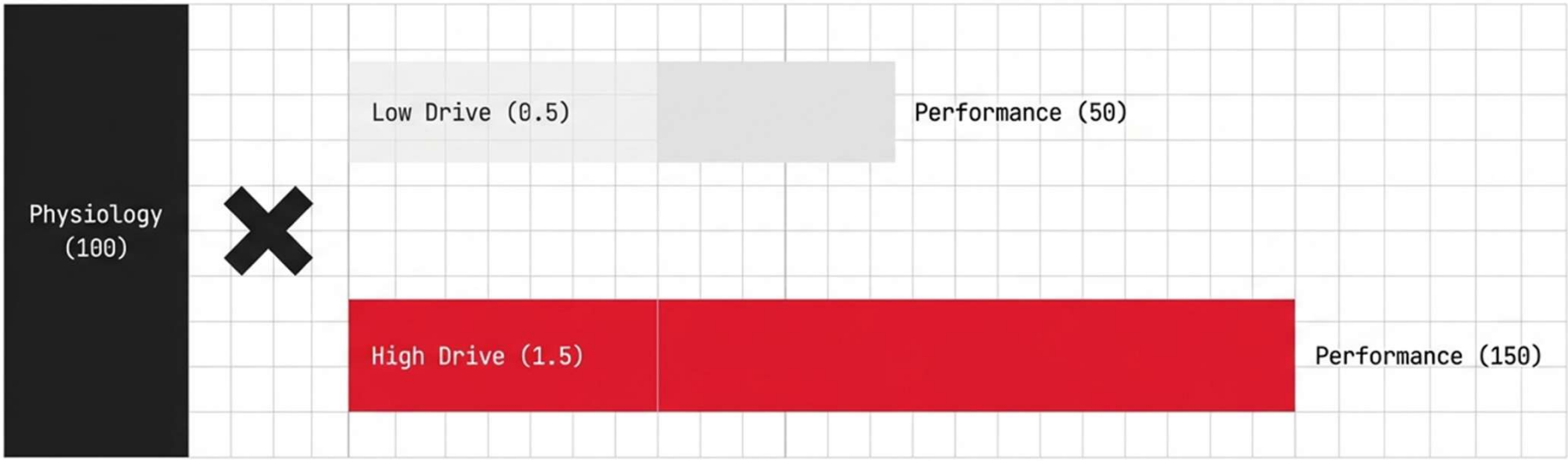
FLANDRIEN CONSULTING

Cardiovascular Data		
VO_2 max	Lactate threshold	Blood oxygen levels
LAB REPORT: MAX OXYGEN UPTAKE [ml/kg/min] – PEAK AEROBIC CAPACITY	LAB REPORT: ANAEROBIC THRESHOLD [mmol/L] – SUSTAINED EFFORT LIMIT	LAB REPORT: ARTERIAL O_2 SATURATION [%SpO_2] – CIRCULATORY EFFICIENCY
Efficiency & Power		
Cycling efficiency	Muscle composition	Energy systems
LAB REPORT: MECHANICAL WORK / METABOLIC COST [%] – ECONOMY OF MOTION	LAB REPORT: TYPE I/II FIBER RATIO [%] – ENDURANCE VS. EXPLOSIVE POTENTIAL	LAB REPORT: ATP-PCr, GLYCOLYTIC, OXIDATIVE CONTRIBUTION [%] – FUEL UTILIZATION

Phase 2: Psychological Multiplier

FLANDRIEN CONSULTING

Goal: Maximize use of physical potential.



Insight: A high VO_2 max with low drive yields average results.
Moderate physiology with high drive can outperform.

The Internal Drive

FLANDRIEN CONSULTING



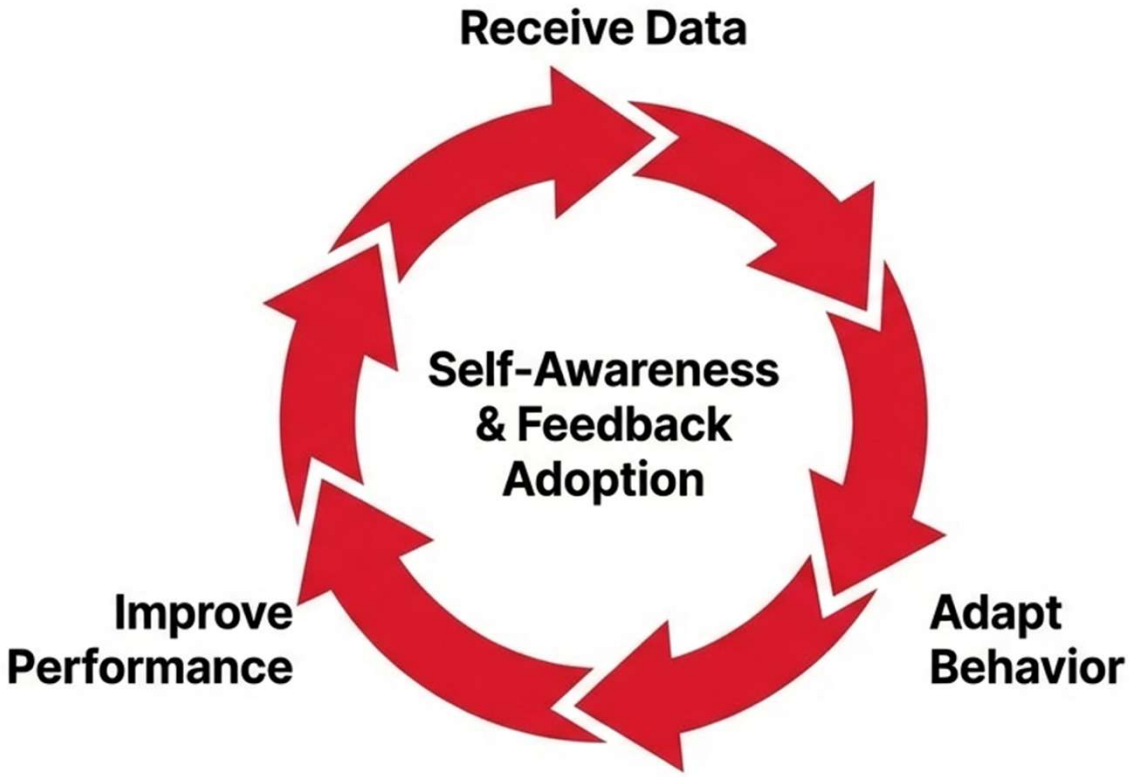
Intrinsic Drive & Self-Efficacy.
Motivation independent of external validation.

Long-term Focus.
Discipline over years, not seasons.

Incremental Improvement.
Dedication to marginal gains.

Learning Loop

FLANDRIEN CONSULTING



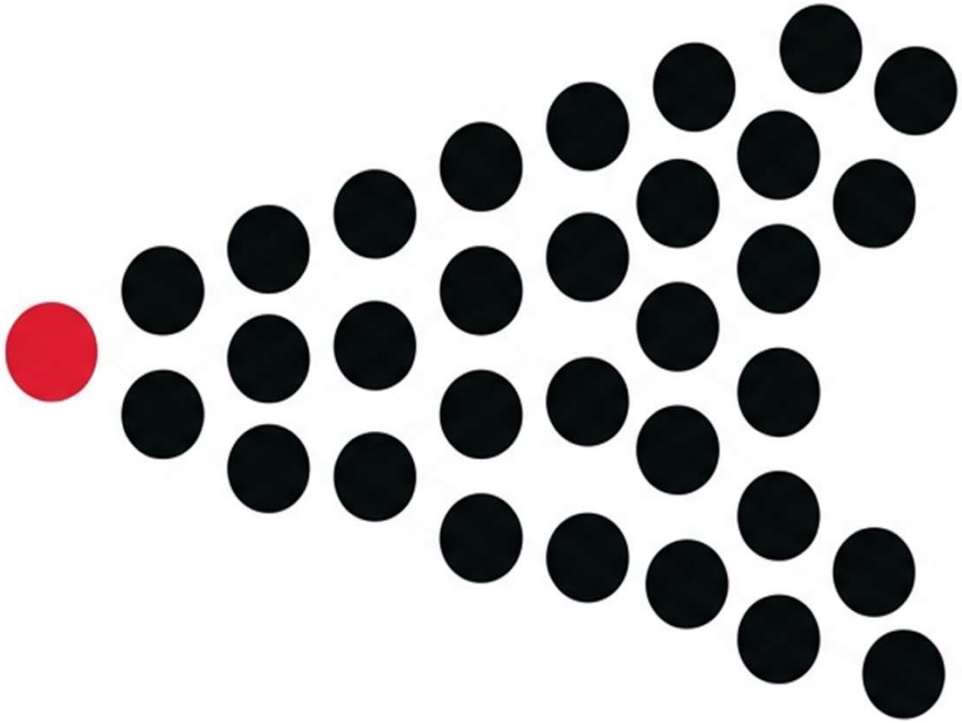
Key Capacity:
The ability to receive coaching and immediately translate it into behavioral change.

Phase 3: Team Fit & Leadership

FLANDRIEN CONSULTING

Goal: Ensure cohesion and influence.





Cycling is a team sport played by individuals. The ability to integrate into the peloton is the final variable.

Dynamics of Cohesion

FLANDRIEN CONSULTING



Role Excellence

Willingness to sacrifice for the leader.



Communication

Clarity under pressure and off-bike camaraderie.

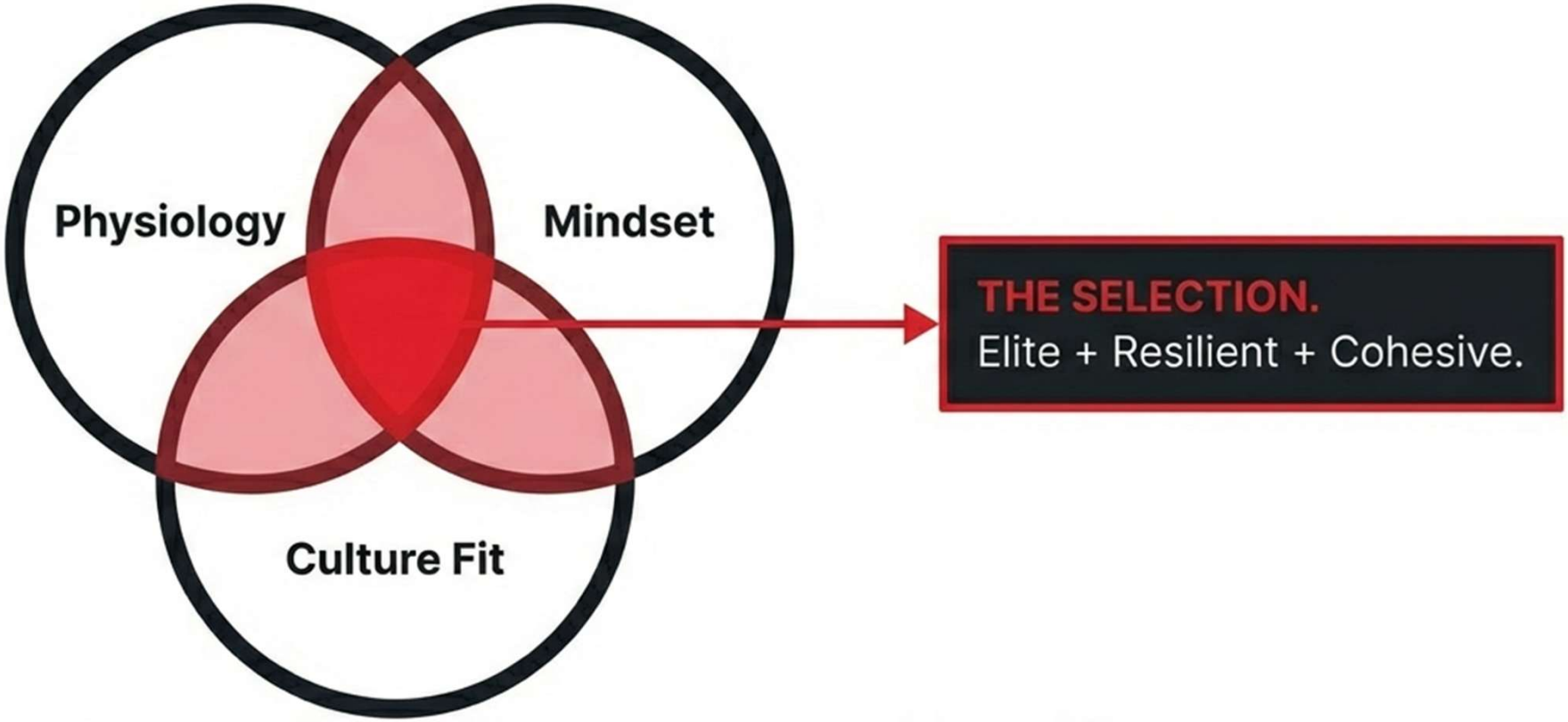


Leadership Potential

Alignment with organizational values and positive influence.

The Recruitment Decision Matrix

FLANDRIEN CONSULTING



WARNING: The ‘Fragile’ Athlete

FLANDRIEN CONSULTING

Fragile Athlete = High Physiological Talent + Low Psychological Resilience / Poor Team Fit.

RISK FACTORS:

- High financial investment.
- Inconsistent returns.
– Potential team toxicity.

Avoid ‘fragile’ athletes despite raw talent metrics.

FLANDRIEN
CONSULTING

The Result

Holistic approach = elite, resilient, team-oriented cyclists.



Elite



Resilient



Team-Oriented

FLANDRIEN
CONSULTING

THE PERFORMANCE MULTIPLIER

A Holistic Recruitment Framework for Elite Cycling

www.flandrienconsulting.com