

EVOLUTION AND TRANSFORMATION



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EVOLUTION AND TRANSFORMATION

When you have made it your mission to support the development of excellence, you must constantly strive to do better, to do more... because that is also what the people we support do.

There is a French saying that “standing still means going backward,” which is why INS Québec is evolving and transforming year after year. Evolution and transformation for the organization, our team and our community.

The new strategic plan, which took effect in 2022–2023, paves the way for a smooth yet inevitable transformation. A transformation that will allow us to...

- better **support** our users and partners to make a difference to the performance of high-level and next-generation athletes;
- maintain, expand and diversify **collaboration**, whether it be between our staff members or with our partners and service providers on the regional or even the international stage;
- consolidate and expand our **influence** to further build a reputation within the high-level sport ecosystem and in peripheral spheres that allow for strategic positioning.

Thanks to the versatility and agility of its members, the experienced INS Québec team knows how to transform and adapt to ensure the best possible fit to meet the needs of athletes and partners alike. The team’s commitment to serving them with incomparable professionalism and infectious enthusiasm must be commended.

Next year will be a significant one for the INS Québec team, with changes to two key roles. We have

begun the cutover for the President and Chief Executive Officer role and we will have a new incumbent as Vice-President of Performance Services.

The environment in which we are evolving is itself undergoing a transformation, often at breakneck speed. Safe sport, governance, financing, inclusion and human resources are all topics and issues that all sporting communities in Québec and throughout Canada are faced with.

INS Québec is positioned at the heart of the sporting community and we are striving to be a committed and proactive player. We also want to contribute to this transformation, which will make the sporting community a world in which the development and integrity of individuals naturally mesh with the quest for performance.

INS Québec cannot achieve this alone. Québec’s high-level and next-generation athletes can benefit from singular support across Canada thanks to the commitment of a network of regional multi-sport training centres and single-sport training centres. In addition, Québec’s sports federations believe in the importance of management from a scientific and sports medicine perspective. The strategic and vital contribution of all these partners must be highlighted.

If we focus on science, innovation and technology, we can cement our position as specialists in human performance. It is by then adding vision, commitment, creativity and passion that INS Québec embodies the “ingenuity behind the performance.” This is what it takes to **evolve** and **transform**.



Jean R. Dupré
Chair of the Board
of Directors



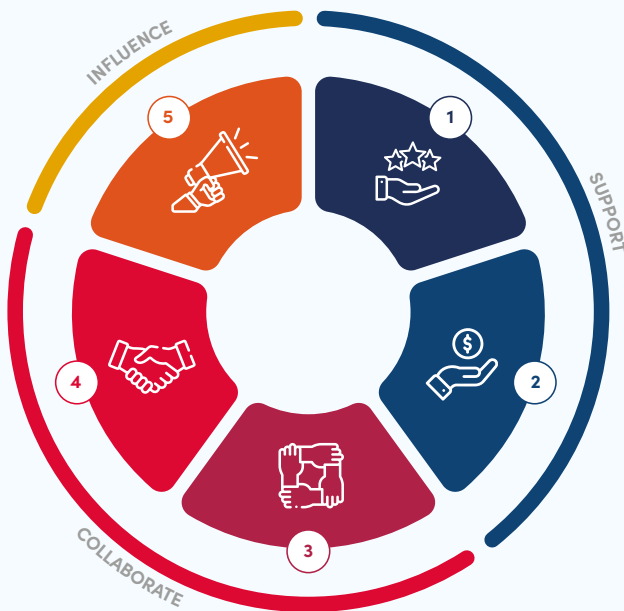
Gaëtan Robitaille
President and Chief
Executive Officer

GENERAL MANAGEMENT

(Strategic planning)

SUPPORT – COLLABORATE – INFLUENCE

In line with the previous plan's continuity and updates, INS Québec's Strategic Plan 2022–2026 focuses on streamlining and prioritizing strategic areas and objectives. Based on the three pillars (Support, Collaborate and Influence), the actions and growth of the Institute will revolve around five areas and will seek to meet five objectives. The new strategic plan builds on the team's expertise, unifying leadership and role as a key player in the world of sport.



MISSION

The mission of the Institut national du sport du Québec is to support the development of sporting excellence by implementing programs and services for high-level and next-generation athletes who are training in Québec, as well as the specialists and organizations that support them.

VISION

INS Québec is recognized as the performance partner of choice for Canadian and Québec sports organizations thanks to its innovation and excellence in the diverse services it provides.

SUPPORT

Leveraging the expertise of its specialists, INS Québec strives to make a difference in the performance of high-level and next-generation athletes by being at the cutting-edge and ensuring that it offers services that are in line with best practices.

COLLABORATE

With its united leadership team, INS Québec maintains an organizational culture where the contribution of each staff member is valued, and where collaborations with partners at the regional, provincial, national and international levels are instrumental to the success of high-level and next-generation athletes.

INFLUENCE

As a key player in the sports community, INS Québec wants to boost its reputation within the high-performance sports ecosystems in Québec and Canada, and aspires to expand its influence.

SPORTS SCIENCE

(Collaboration by the scientific team) SOURCE OF SUCCESS

The collaboration between the members of the scientific team with their diverse expertise formed the basis for several projects in 2022.

Biomechanics and engineers have been called upon to work together with strength and conditioning coaches and elite trainers, striving to push ever further while remaining sensitive to the concerns of the athletes and partners involved.

This idea of breaking down the barriers between theory and practise has allowed us to respond to the needs and expectations of partners working in the field and to provide them with day-to-day support. Through this collaboration, INS Québec's scientists have managed to adjust to the specific challenges of each sport and to fine-tune their work based on the feedback received in order to obtain optimal results.



(Scientific identity) THREE PILLARS TO STAND OUT

An analysis of the projects, publications and conferences offered by the scientific team has enabled us to identify three areas in which INS Québec stands out and is able to act as a driving force within the scientific community.

These pillars are:

- 1 management of training loads, from prescription and measurement through to recovery;
- 2 prevention, monitoring and management of injuries and
- 3 use of artificial intelligence to increase the probability of performing well while remaining healthy.

Without completely neglecting other areas of expertise, these three pillars will allow for greater specialization in areas in which INS Québec has proven itself to be a leader.



*(Recognition of expertise)***BEYOND SPORT**

Renowned for working successfully with national teams and sports federations, INS Québec's expertise is in demand from other groups for which physical activity is a key component of what they do. It was for that reason that the Institute began working with Cirque du Soleil and the Canadian Armed Forces.

The Institute is also recognized by universities and a number of research chairs that have shown an interest in partnering with INS Québec and finding out how it works, paving the way for key scientific projects.

This interest in the Institute proves that its work is appreciated far beyond its traditional client base. While continuing to play an active role on the provincial, national and international sports scene, the Institute hopes to expand its reputation as an expert in human performance.



David Jeker, Research and Innovation Adviser, talks to Canadian Armed Forces strength and conditioning coaches during a workshop.

MIX AND MATCH...

Eric Myles of the COC and Bruny Surin, Chef de Mission for Paris 2024, were at INS Québec to make the announcement of Pan American Games 2023 Chef de Mission Christine Girard. (Credit: COC)



A visit by INSEP (France) members to INS Québec.



Specialists from INS Québec helped prepare the Montréal Canadiens' prospects for the upcoming season.



SPORTS MEDICINE

(ReFORM Day)

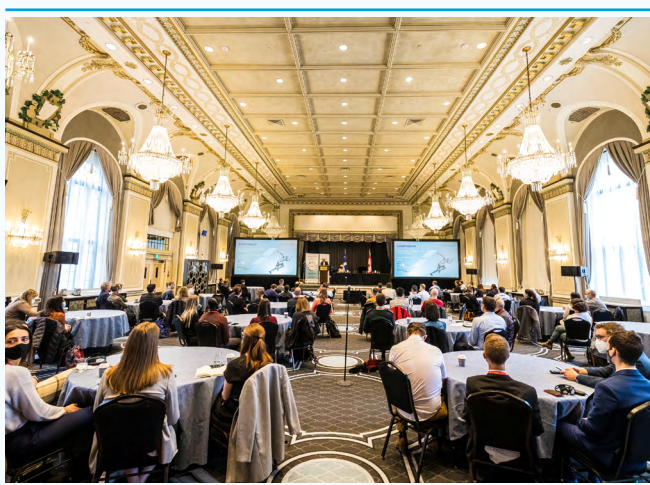
A FIRST



As a member of the French-Speaking Olympic Sports Medicine Research Network (ReFORM), INS Québec organized an inaugural conference on the prevention of sports injuries for other member institutions. The meeting, which took place in April 2022, was organized in partnership with colleagues from the Sport Injury Prevention Research Centre in Calgary.

Around one hundred people gathered in Québec City to attend the event, which gave rise to stimulating discussions and provided ReFORM members from five French-speaking countries with an opportunity to network with one another.

This INS Québec initiative was a great success and led to the holding of a second ReFORM Day in Luxembourg in the autumn of 2022. A third is now planned for Belgium in October 2023.



The inaugural ReFORM Day was held at Château Frontenac in Québec City. (Credit: Les Festifs.com)

(Influence of the medical team)

AN INTERNATIONAL PRESENCE

Members of the medical team have made a name for themselves over the last year, both in Québec and abroad.

This renown has resulted in them being invited to participate in a number of conventions and conferences, such as ReFORM Days, held in Québec and Luxembourg, and the 6th International Consensus Conference on Concussion in Sport, held in Amsterdam in October 2022.

They have also appeared in the media numerous times, bringing greater visibility to medical issues. In particular, Head Physiotherapist, Josiane Roberge, recorded two features of a scientific nature for Radio-Canada.

In addition to this, 17 scientific publications have been produced by members of the team and approved over the last year. The expertise of the medical team is now being recognized and shared more than ever before.

6TH Edition International Consensus Conference on Concussion in Sport

Amsterdam (The Netherlands)
27 - 28 October 2022

Jointly organised by:



International
Olympic
Committee



Dr. Suzanne Leclerc and some of the INS Québec team at the 6th International Consensus Conference on Concussion in Sport.

PERFORMANCE SERVICES

(Canada Games)

SUPPORT THAT CONTRIBUTES TO SUCCESS

INS Québec contributed to the success of Team Québec during the two most recent Canada Games, held in Niagara (Ontario) in August 2022 and Prince Edward Island in the winter of 2023.

The Institute's specialists in nutrition and in strength and conditioning and mental preparation helped the athletes and their trainers to prepare, and were also present on site to offer advice and assist where necessary. Athletes and staff were made aware of workshops, enablement programs and a diverse range of concepts. This support, which is specific to each sport, has equipped the athletes representing Québec with the tools they need to maximize their training and achieve their goals.

These initiatives are testament to INS Québec's commitment to lending its scientific expertise to the provincial federations in order to help improve performance.



INS Québec specialists at the Canada Games: Ioana Gheta, Strength and Conditioning, Evelynne Telmosse, Nutritionist, and Elena Grilli Cadieux, Mental Coach.

(Projets Synergiques) AN INCREASE OF 193%

The number of INS Québec projects within the *Projets Synergiques* (Synergistic Projects) program has increased by 193% over the course of the year.

Aimed at provincial sports federations benefiting from the Programme de soutien au développement de l'excellence sportive, the *Projets Synergiques* focus on research and innovation in sport. The program is based on four themes: optimized training methods, training follow-up strategies, technological tools and talent development.

Québec federations called upon INS Québec, aiming in particular to benefit from leading scientific support. Whether using existing technologies, developing new methods or optimizing the coaching provided to athletes, the Institute's experts have contributed to promising work that will allow the organization to showcase the extent of its expertise, while also expanding its network among Québec universities.



Triathlete Alexandrine Coursol performs tests under the watchful eye of David Jeker, Research and Innovation Adviser at INS Québec.

(Professional development)

EVEN MORE FOR COACHES IN THE REGION

Thanks to the excellence of the service providers and increased funding, the program for development advisers for coaches and their environment has expanded even further in the past year.

The program, which has already been implemented in the eight regional multi-sport training centres (CREMs) and the various regions of Québec, has continued its progress within the provincial federations, increasing from 6 to 13 partnerships in 2022–2023.

This program aims to provide professional development to coaches to supplement their basic training. They are then able to broaden their field of expertise to better serve athletes identified as Relève (next-generation) or Élite (elite).

According to the key service providers for the INS Québec program, this continued growth is enabled by the effectiveness of the program, which is well anchored in the partner regions and federations.

(Game plan)

FOR IMPROVED GENERAL WELL-BEING

Athletes' well-being is at the heart of the Institute's concerns, both within and outside of the sporting arena. The collaboration between the integrated support teams (IST) and the Game Plan program led by the Canadian Olympic Committee are testament to this. Although they are already well supported in their sporting development, athletes also have access to more resources that will help with their general well-being, including their physical and mental health, their education and their career transition.



One group of athletes attended a CF Montréal match, watching the game from a box. This activity was organized as part of the Game Plan program.

(Équipe Québec program)

RETIREMENT IN THE SPOTLIGHT

For several years, INS Québec has been celebrating the retirement of athletes who have been supported by the Équipe Québec (Team Québec) program by awarding them with a shirt in the colours of the program that features their name and year of retirement.

The presentation, which normally takes place during a private social event, moved into the spotlight as the tradition continued in front of the sporting community gathering at the Gala Sports Québec 2022 cocktail party.

INS Québec therefore gave 37 athletes who had announced their retirement during the past year the opportunity to turn the page on an important chapter in their lives during the largest federated sport festival in Québec.



Fifteen athletes were present at the event to receive their shirt from the Équipe Québec program. (Credit: Sports Québec)



ADMINISTRATION

(Information technology)

TECHNOLOGICAL CHANGE

Over the past year, the organization has made two significant changes to its IT systems, having completely migrated its IT system to Microsoft 365, while also modernizing its conference rooms.

The multi-functional features offered by Office 365 will encourage and facilitate collaborative work, both internally and externally. In addition to being equipped with cutting-edge technology, the conference rooms will be optimized for the various Microsoft 365 platforms.

(Human resources)

ORGANIZATIONAL EXCELLENCE

Over the past year, INS Québec has included more trainees in specific research projects. This group has also been able to take advantage of the facilities at the INS Québec Complexe to pursue personal projects linked to their areas of expertise or their studies. By giving trainees the opportunity to hone their expertise in a diverse and stimulating working environment, the Institute actively contributes to the development of next-generation scientists.

INS Québec has also focused on optimizing its management practises and offering the best possible working conditions. A new contribution assessment process will allow us to better identify staff members' capacity for development, and then support them by means of a professional development plan that is better adapted to the realities of the Institute.

(Safe sport)

CHANGE AGENTS

Already firmly committed to the promotion of safe sport, INS Québec has made sure to take this even further over the past year by offering additional training to its team. By being proactive in this regard, the team is better equipped to detect situations that could have an impact on a healthy and safe sporting environment.

INS Québec wants the members of its team to act as agents for change who will have a positive impact on organizations, athletes and all service providers.



INS Québec staff took part in workshops given by Sport'Aide, particularly on the subject of inclusion.



(Furnishing of work areas)

WHAT'S NEW – IMPROVEMENTS – PLANS

Users of and visitors to the INS Québec Complexe can enjoy a new reception area that offers a more welcoming atmosphere thanks to the addition of couches and a café area. Users quickly made themselves at home in this welcoming area.

Three meeting rooms have also been revamped to make it easier to hold virtual meetings. Carried out as part of the technological transformation process, the aim was for the cutover to be as straightforward as possible for staff.

Multi-sport projects have been developed over the past year and will be launched in 2023–2024. These include a mental performance room and, in partnership with the Olympic Park, two 80-metre running tracks and a multi-purpose training studio.



The new café area at the INS Québec Complexe.



Funding 2022-2023

3,5%	SPORTS PARTNERS
10,1%	REVENUE GENERATION
28,4%	GOVERNMENT OF CANADA
58%	GOUVERNEMENT DU QUÉBEC

Investments 2022-2023

16,2%	OPERATIONS, AND COMMUNICATIONS-MARKETING
3,7%	RESEARCH AND INNOVATION ACTIVITIES
14,0%	SPORTS MEDICINE AND SPORTS SCIENCE
20,2%	ATHLETE AND SPORTS ORGANIZATION SERVICES
21,1%	SUPPORT TO THE INS QUÉBEC NETWORK (REGIONAL CENTRES AND SINGLE-SPORT CENTRES)
24,9%	SERVICES TO HIGH-PERFORMANCE TRAINING GROUPS

COMMUNICATION -MARKETING

(Influence)

INCREASED PRESENCE

Well established in the provincial and national sporting communities, INS Québec is seeking to expand its influence by branching out into different topics and attracting more diverse groups. The Institute was a key player in the Coalition pour l'avenir du sport au Québec (Coalition for the Future of Sport in Québec), which allowed it to contribute to the political positioning of the sporting community during the most recent elections in Québec and, subsequently, with the government.

When it comes to the media, INS Québec is becoming the reference of choice. The Institute's experts have collaborated with the media and content producers more than a hundred times in the past year. The Institute has also successfully attracted interest from non-sports media looking to run stories in connection with human performance.

Coalition pour l'avenir du sport au Québec

CASQ

Mémoire pour les consultations prébudgétaires en
prévision du budget du gouvernement du Québec
2023-2024

The Coalition pour l'avenir du sport au Québec has published a brief outlining its recommendations for the Québec sporting community.

(Generation of income)

OPTIMIZATION AND NEW CLIENTS

INS Québec has put in place initiatives to increase its self-generated income in order to support its growth and ensure that projects that cannot be financed by traditional financial backers still receive funding. Thanks to a comprehensive survey and a market analysis, the organization has managed to optimize its rates. Nevertheless, the adjusted prices still respect the ability of customers to pay and compare favourably with the market.

Sport is not the only sector that can benefit from INS Québec's cutting-edge expertise. It can be applied to all aspects of human performance. This has led the Institute to new clients and has paved the way for service agreements with Cirque du Soleil, the Canadian Armed Forces and the Olympic Park Sports Centre.

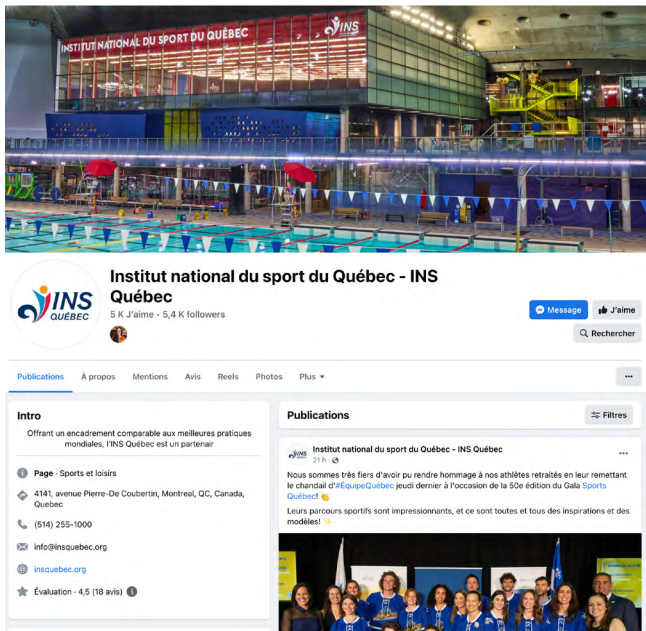


Ioana Gheta, Strength and Conditioning at INS Québec, advises a Cirque du Soleil artist.

*(Social networks)***SCALING UP AND RELEVANCE**

INS Québec's social networks continued to perform well. Although subscriber numbers have increased across all platforms, it is more its reach and engagement that are turning heads. On Facebook in particular, the engagement rate hit a peak of 7.88% in November. Content posted throughout January reached an average of 10,578 people per post. On Instagram, we noted the popularity of reels, which reached almost double the number of people that standard publications did over a three-month period.

These improvements have been made possible largely thanks to the upscaled operations and revamped editorial strategy. That overhaul has made it possible to more effectively target the customer groups that the various platforms are aimed at and to develop more relevant content.



www.facebook.com/INSQuebec

**MIX AND MATCH...**

INS Québec is proud to have been entrusted with the organization of two RBC Training Ground events in Québec and Montréal by the Canadian Olympic Committee.



A studio has been set up within the Complexe to increase production capacity and could be used for training, among other things.



INS QUÉBEC NETWORK

Regional Multisport Training Centres

Excellence sportive Laurentides

Excellence sportive Mauricie

Excellence Sportive Montérégie

Excellence sportive de Montréal

Excellence sportive Outaouais

Excellence Sportive Québec-Lévis

Excellence Sportive Sherbrooke

Excellence Sports Laval

Single-sport Training Centres

Centre provincial d'excellence en athlétisme

Centre national de développement
et de la performance – Aviron Québec

Centre d'entraînement Académie
de baseball ABC (baseball masculin)

Centre d'entraînement
Myriam Bédard (biathlon)

Centre national de canoë-kayak
de Montréal – Bassin olympique

Centre national de cyclisme de Bromont

Centre de haute performance
en hockey 21.02 (hockey féminin)

Centre d'Excellence en Karaté du Québec

Centre d'entraînement
Lutte olympique (YMHA)

Unité provinciale d'entraînement
(natation artistique)

Centre d'entraînement Parahockey Québec

Centre national de performance de
Patinage Canada (patinage artistique)

Centre régional canadien d'entraînement –
Montréal (patinage de vitesse courte piste)

Centre d'entraînement longue piste
Gaétan-Boucher (patinage de vitesse)

Centre d'excellence ski acrobatique
Val-St-Côme (ski acrobatique – bosses)

Acrobatix – Centre national
d'entraînement ski acrobatique

Yves Laroche (ski acrobatique – sauts)

Centre national d'entraînement
Pierre-Harvey (ski de fond)

Centre d'entraînement Maximise (snowboard
et ski acrobatique – slopestyle)

Centre d'entraînement en Soccer féminin

Centre national de tennis

Centre national d'entraînement
du Québec (tennis de table)

Centre d'entraînement de triathlon
de Québec

Centre national d'entraînement de haute
performance de volleyball masculin

Centre d'excellence de volleyball de plage

INS QUÉBEC SPORTS PARTNERS

In Québec

Association québécoise d'aviron

Association québécoise
de canoë-kayak de vitesse

Association québécoise de sport
pour paralytiques cérébraux

Association Québec Snowboard

Association sportive des aveugles du Québec

Association sportive des sourds
du Québec inc.

Badminton Québec

Baseball Québec

Basketball Québec

Cheval Québec

Curling Québec

Eau Vive Québec

Fédération de football amateur du Québec

Fédération de golf du Québec

Fédération de gymnastique du Québec

Fédération de la voile du Québec

Fédération de lutte olympique du Québec

Fédération de natation du Québec

Fédération de patinage de vitesse du Québec

Fédération de tennis de table du Québec

Fédération de tir à l'arc du Québec

Fédération des sports à quatre murs
du Québec

Fédération d'escrime du Québec

Fédération d'haltérophilie du Québec

Fédération québécoise d'athlétisme

Fédération québécoise de biathlon

Fédération québécoise de boxe olympique

Fédération québécoise
de handball olympique

Fédération québécoise
de la montagne et de l'escalade

Fédération québécoise de ski acrobatique

Fédération québécoise des sports cyclistes

Fédération québécoise de tir

Hockey Québec

Judo Québec

Karaté Québec

Natation artistique Québec

Olympiques Spéciaux

Parasports Québec

Patinage Québec

Plongeon Québec

Ringuette Québec

Rugby Québec

Ski de fond Québec

Ski Québec Alpin

Soccer Québec

Softball Québec

Taekwondo Québec

Tennis Québec

Triathlon Québec

Volleyball Québec

Waterpolo Québec

In Canada

Association canadienne de ski acrobatique

Boccia Canada

Boxe Canada

Canadian Wheelchair Sports Association

Canoë Kayak Canada

Cyclisme Canada

Diving Plongeon Canada

Fédération canadienne d'escrime

Gymnastique Canada

Hockey Canada

Judo Canada

Natation artistique Canada

Natation Canada

Patinage Canada

Patinage de vitesse Canada

Triathlon Canada

Volleyball Canada

Waterpolo Canada

Wheelchair Rugby Canada

**CANADIAN OLYMPIC
AND PARALYMPIC SPORT
INSTITUTE NETWORK**

RÉSEAU DES
INSTITUTS
DU SPORT

SPORT
INSTITUTE
NETWORK

Institut national du sport du Québec
Canadian Sport Institute

Pacific Canadian Sport Institute

Calgary Canadian Sport Institute

Ontario Canadian Sport Institute

Atlantic Canadian Sport Centre
– Saskatchewan

Canadian Sport Centre – Manitoba

**INTERNATIONAL
AFFILIATION**

Association of Sport Performance Centres

INSEP (France)

French-speaking Olympic Sports Medicine
Research Network (ReFORM)

**BOARD OF
DIRECTORS**

Jean R. Dupré
Chair of the Board

François Racine
President, Governance Committee ^(1, 2)

Nathalie Joncas
President, Audit Committee ⁽²⁾

Mélanie Marois
President, Human Resources Committee ⁽³⁾

Émilie Bundock ⁽¹⁾Francine Champoux ⁽¹⁾Benoit Huot ⁽²⁾Jean-Philippe Normandeau ⁽²⁾Yann Paquet ^(1, 3)Marie Pinsonneault ⁽³⁾

1- Governance Committee

2- Audit Committee

3- Human Resources Committee

**THE INS QUÉBEC
COMMITTEE OF
AMBASSADORS**

The Committee of Ambassadors at
INS Québec is made up of young business
people who are committed to helping to
promote INS Québec and advising the
organization on how to come up with new
ideas and develop growth strategies.

Sacha Vaillancourt
Chair

Marie-Pier Bergevin

Alexandre Bilodeau

Marie-Laurence Boivin

Paul-André Côté

Peter Moraitis

Frédéric Poulin

Serges Vallières

**THE FINANCING
COMMITTEE**

The purpose of the Financing Committee
is to develop a new independent income
generation plan to meet the Institute's goals
by analyzing the potential and opportunities
associated in particular with the sale
of products and services, business
partnerships, fundraising campaigns
and philanthropic initiatives.

Francine Champoux
Committee Chair

Jean R. Dupré
Chair of the Board, INS Québec

Hugo Francoeur
École des entrepreneurs du Québec

Maxime Lamarche
Baseball Québec

Jean-Philippe Normandeau
Board Director, INS Québec

Yann Paquet
Board Director, INS Québec

Sacha Vaillancourt
Chair, INS Québec Committee of Ambassador

SERVING ATHLETES AND HIGH-PERFORMANCE SPORT

(as of March 31st, 2023)

Administration

Gaëtan Robitaille
President and CEO

Isabelle Rousseau
Vice-president, Administration

Yves Hamelin
Vice-president, Performance Services

Carol Bassil
Executive Assistant

Michelle Robichaud
Administrative Services Manager

Fadhila Tafer
Accounting technician

Mirelle Touma
Accountant

Marie-France Leduc
General Human Resources Advisor

Marine Robidel
General Human Resources Advisor

Operations

Josée Dagenais
Supervisor

Sarah Bergeron
Coordinator

Hicham Boufekane
Facility monitor

Genève Bélanger
Agent, Reception

Sarra Bourihane
Agent, Reception

Mina Coulombe
Agent, Reception

Guillermo Garcia Curiel
Agent, Reception

Théodore Lapointe
Agent, Reception

Félix Mercier-Ross
Agent, Reception

Emmanuelle Roy
Agent, Reception

Mathilde Simard-Lejeune
Agent, Reception

Félix Blaquièrre
Agent, Reception

Communication & Marketing

Jean Gosselin
Director, Communication & Marketing

Paméla O'Neill
Advisor, Communication

Marina Lord
Program Agent – *Jouez gagnant!*

Performance & Professional Development Services

Anne-Marie Durnin
Director of Excellence Programs
and Education

Lu Bonnet
Advisor High-performance sport

Caroline Truchon
Advisor, High-performance sport
and Game Plan

Martin Roy
Advisor, Pathway to excellence

Salma Flores-Desrochers
Coordinator, Synergistic Projects
and Programs Support

Mathilde Fredon
Coordinator, Administration

Geneviève Houle
Advisor, Education Services

Éliane Cinq-Mars
Coordinator, Education Services

Marc-André Duchesneau
Coaching Performance Consultant

François Rodrigue
Coaching Performance Consultant

Pierre Trudel
Coach Development Consultant

Sophie Brassard
Guidance Counsellor, Game Plan

Sports Medicine

Suzanne Leclerc
Director, Sport Medicine

Jennifer Cottin
Manager

Pascale Couillard
Medical Secretary

Camille Bastien Tardif
Coordinator, Special Projects

Félix Allard-Dumas
Support Agent

Romy Moreno Cornejo
Support Agent

Anabelle Panneton
Support Agent

Fatima Zahra Khallati
Support Agent

Andréane Bourgeois
Doctor

Luc De Garie
Doctor

Mickey Moroz
Doctor

Gabrielle Ostiguy
Doctor

Josée Rainville
Doctor

Colette Loiselle
Nurse

Katya Saulnier Jutras
Nurse

Erik Sesbreno
Lead, Sport Nutrition

Ève Crépeau
Nutritionniste

Alexia de Macar
Nutritionniste

Martin Fréchette
Nutritionniste

Ariane Lavigne
Nutritionniste

Catherine Naulleau
Nutritionniste

Evelynne Telmosse
Nutritionniste

Josiane Roberge
Lead, Physiotherapist

Maude Alexandre-D'Anjou
Physiotherapist

Félix Croteau
Physiotherapist

Antoine Léger
Physiotherapist

Brian Li
Physiotherapist

Marie-Pier Salvas
Physiotherapist

Kathleen Smith
Physiotherapist

Émilie Turner
Physiotherapist

Jean-Sébastien Rondeau
Sport Therapist

France Lamoureux
Osteopath

Jennifer Maisonneuve
Massage Therapist

Johnathan Deslauriers
Neuropsychologist

Alexis Gagnon-Dolbec
Psychologist

Elena Grilli Cadieux
Psychologist

Rosalie Mailhot
Kinesiologist

David Martin
Kinesiologist

Anabelle Charlebois
Optometrist

Sport Sciences

François Bieuzen
Director, Sport Science

Thomas Romeas
Lead, Research & Innovation

Roxanne Huot
Advisor, Sport Science Services

Evelyne Dubé
Performance Analyst

David Jeker
Advisor, Research & Innovation

Nicolas Bourrel
Lead, Life Sciences

Mathieu Charbonneau
Sport Biomechanist

Nicolas Berryman
Exercise Physiologist

Sylvain Gaudet
Exercise Physiologist

Myriam Paquette
Exercise Physiologist

Simon Deguire
Exercise Physiologist

Guy Thibault
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Fabien Abejean
Mental Performance consultant

Jonathan Lasnier
Mental Performance consultant

Chantale Lussier
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Angela Malorni
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Véronique Richard
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Mental Performance consultant

Candice Wils
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Valérie Audet
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Alexandre Clark
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Ioana Gheta
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Sandra Gonzalez
Strength and Conditioning

Thalia Krauth-Ibarz
Strength and Conditioning

François Raymond
Strength and Conditioning

Alix Renaud-Roy
Strength and Conditioning

Kevin Roux
Strength and Conditioning

Nicolas Thébault
Strength and Conditioning

Pierre-Mary Toussaint
Strength and Conditioning

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Postdoctoral fellow

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PhD Student

Julien Glaude-Roy
PhD Student

Vincent Huard Pelletier
PhD Student

Maxime Lopes
PhD Student

Timothée Pancrate
PhD Student

Lara Pomerleau-Fontaine
PhD Student

Matthew Slopecki
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