# What the Comrades Marathon tells you about Agile Transformations

Stuart Mann / @runningmann100 / www.runningmann.co.za

**Oldest, largest & greatest ultra running event on the planet.**

Comrades Marathon: Finisher Numbers

THE ULTIMATE HUMAN RACE

DOWN RUN - 14 JUNE 2020
THE ULTIMATE HUMAN RACE

IPHUPHO LAMI
DARE TO DREAM

PROFILE MAP

ENTRY COUNT
**27 500**
Entries received for Comrades Marathon 2020
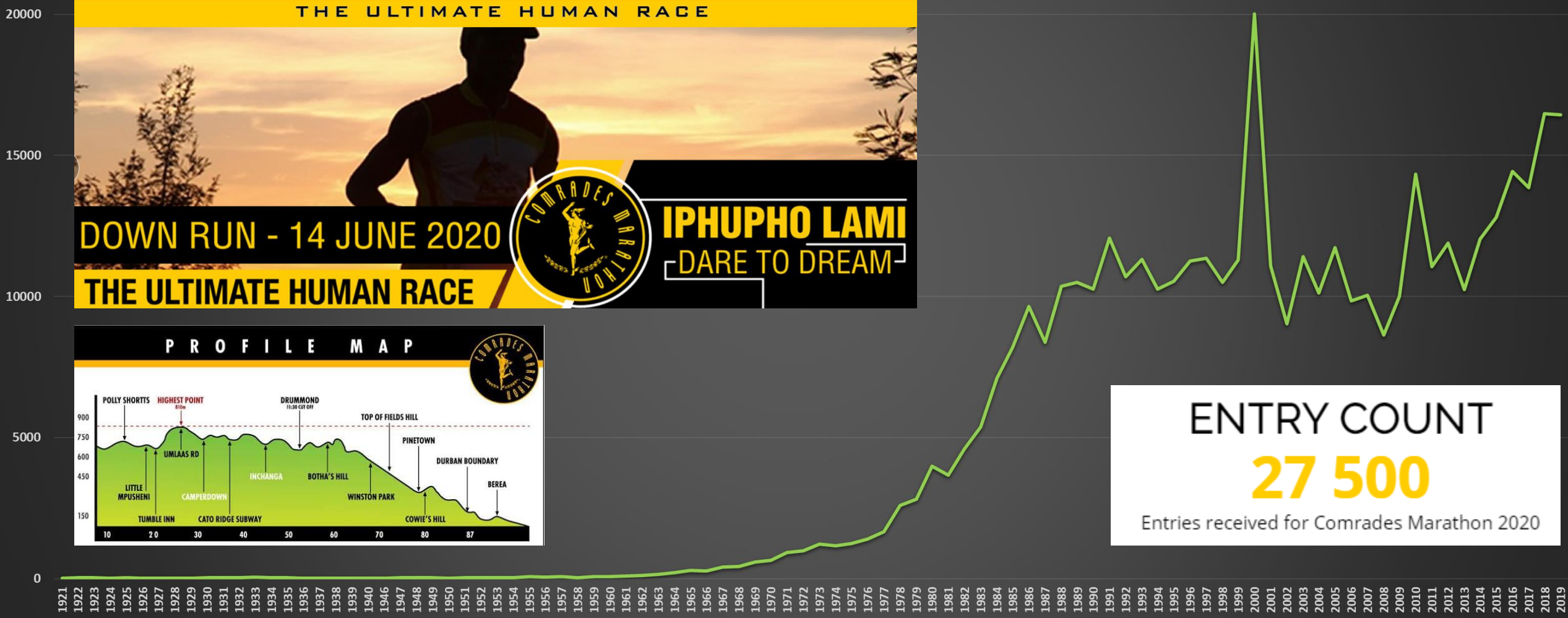
Not the oldest, largest & greatest ultra runner on the planet.

236 Marathons & Ultra Marthons Completed

# Three Objectives

1.  Kill misconceptions
2.  Apply Comrades to the Agile Manifesto
3.  Prove that anyone can run Comrades

# 1. Killing Misconceptions

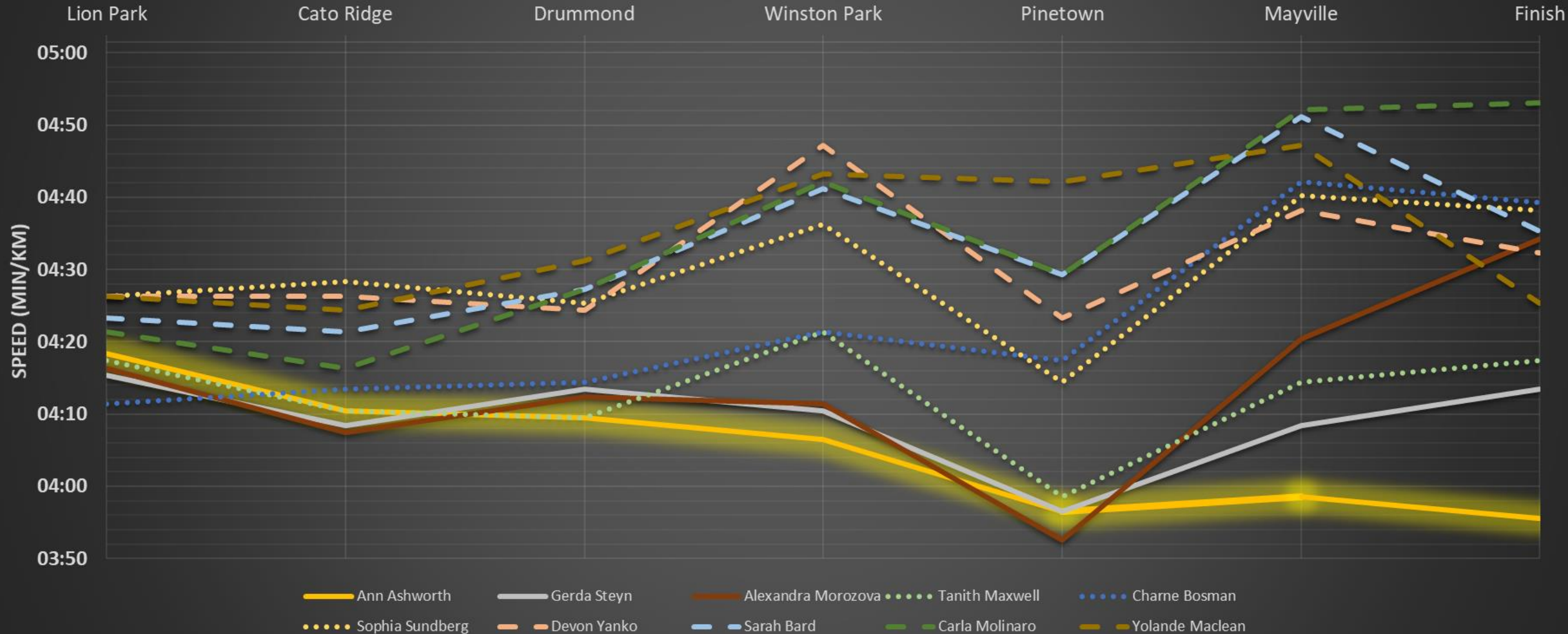# It's all about sprinting.

It's not a sprint.
It is a jog.

Photos supplied by Comrades Marathon Organisation

An even pace almost always wins Comrades

COMRADES 2018 FEMALE TOP 10 FINISHERS: SPEED / SPLIT COMPARISON

Lion Park    Cato Ridge    Drummond    Winston Park    Pinetown    Mayville    Finish

SPEED (MIN/KM)

05:00
04:50
04:40
04:30
04:20
04:10
04:00
03:50

Ann Ashworth ···· Gerda Steyn ···· Alexandra Morozova ····· Tanith Maxwell ····· Charne Bosman
····· Sophia Sundberg ····· Devon Yanko ····· Sarah Bard ····· Carla Molinaro ····· Yolande Maclean

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# It's a journey not a goal.

# Use goals to drive your journey.
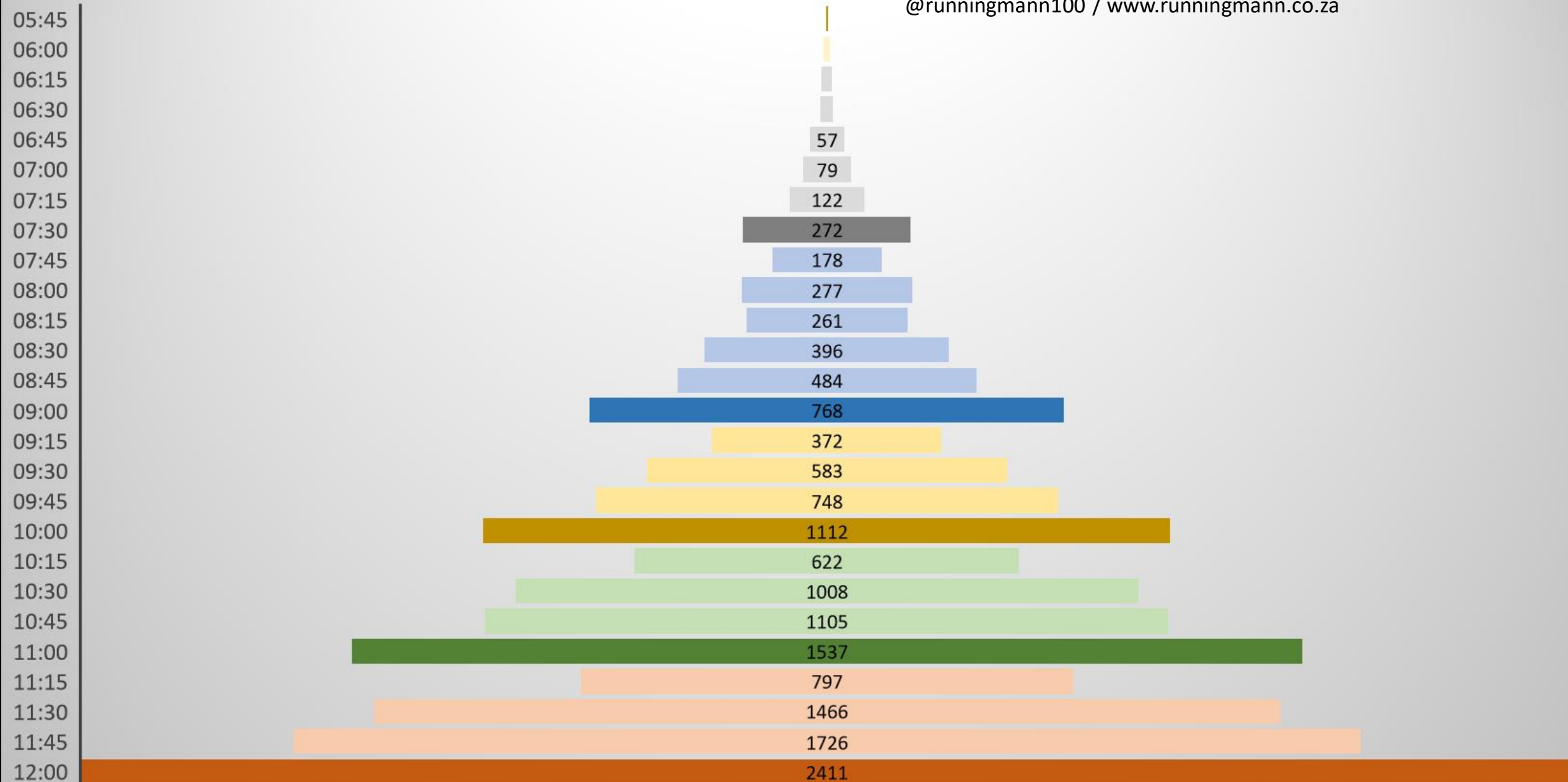
Photo supplied by Comrades Marathon Organisation

# Number of Comrades 2019 Finishers by 15 Minute Split

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| Time | Finishers |
|------|-----------|
| 05:45 | |
| 06:00 | |
| 06:15 | |
| 06:30 | |
| 06:45 | 57 |
| 07:00 | 79 |
| 07:15 | 122 |
| 07:30 | 272 |
| 07:45 | 178 |
| 08:00 | 277 |
| 08:15 | 261 |
| 08:30 | 396 |
| 08:45 | 484 |
| 09:00 | 768 |
| 09:15 | 372 |
| 09:30 | 583 |
| 09:45 | 748 |
| 10:00 | 1112 |
| 10:15 | 622 |
| 10:30 | 1008 |
| 10:45 | 1105 |
| 11:00 | 1537 |
| 11:15 | 797 |
| 11:30 | 1466 |
| 11:45 | 1726 |
| 12:00 | 2411 |

# Moving the goalposts

In 2019 Comrades introduced a new sub-10 hour medal.

This is what happened...

Comrades 2017 vs. 2019: Cumulative Finisher Comparison

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2019 Finishers    2017 Finishers
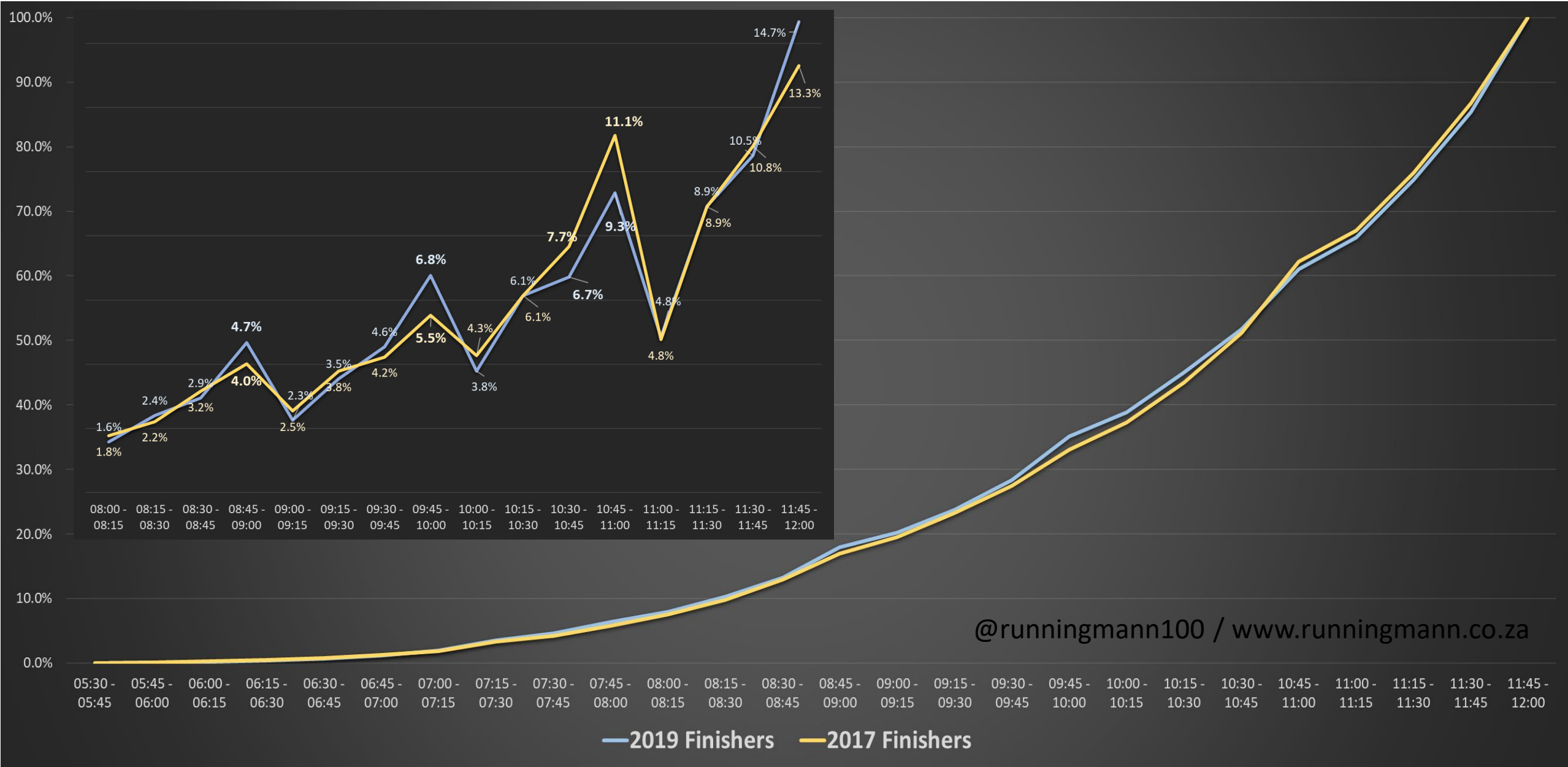
# It's not how you start, it's how you finish.

# It's not how you start.

**It's how you deal with the middle.**

# It's not how you finish.
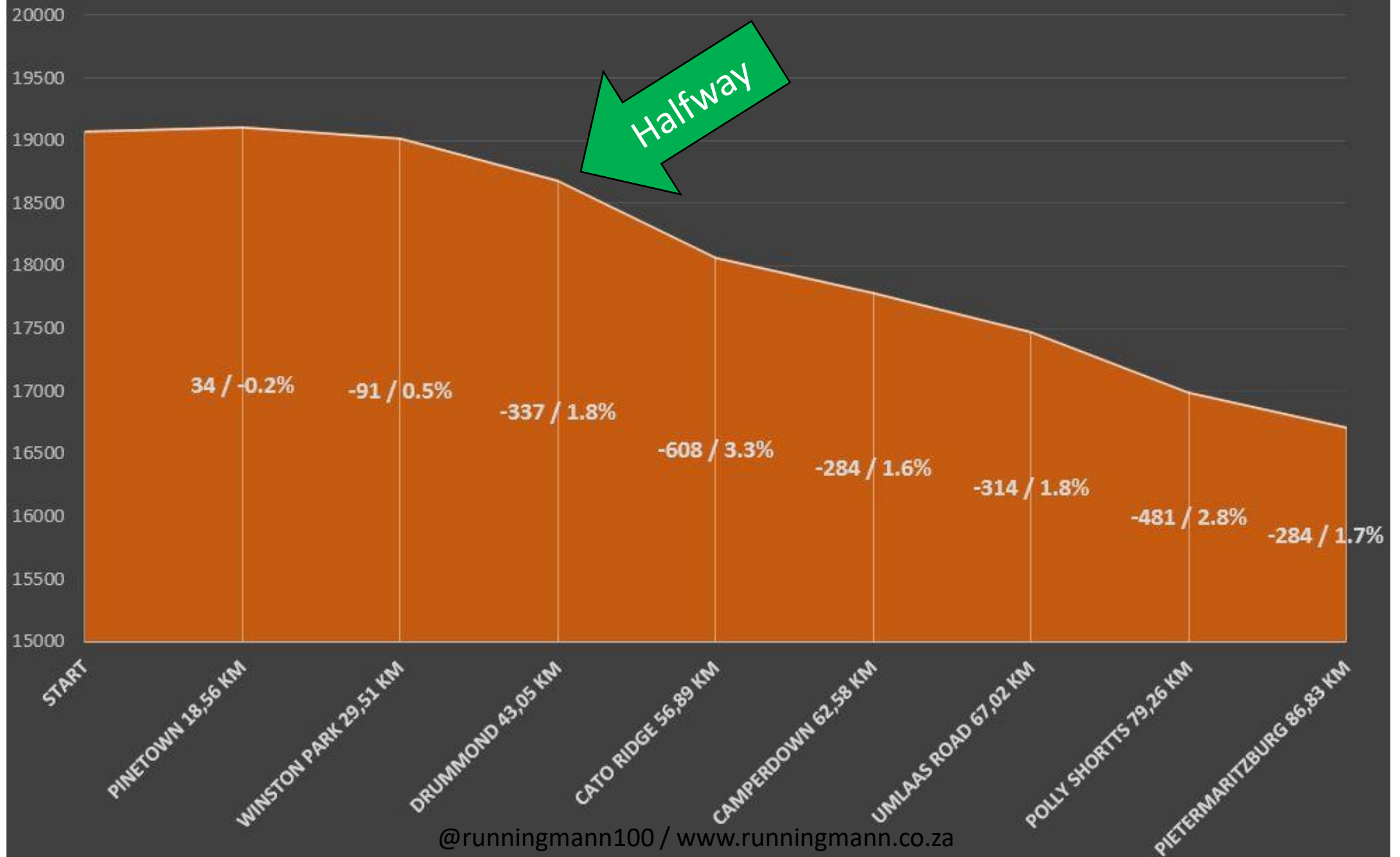
Just a marathon to go

Comrades 2019: Paricipant Drop-off per Split

# The hardest part is getting started.

The hardest part is keeping going.

# Getting Lean
## (It's a lifestyle change, not a fad diet)

# Here are some incredible transformations...

Photos supplied

Photos supplied

Photos supplied

Photos supplied

Photos supplied

Photos supplied

Lennard Van Wyk

Sjoe many moons ago — with **Lennard Van Wyk**.

14 DEC 2017

👍😆 Carl Anschutz and 15 others          3 Comments

👍 Like          💬 Comment          ↪ Share

Photos supplied

COMRADES MARATHON

NEDBANK

2588

Photos supplied

Photos supplied

Photos supplied

I found my short

BaeRunner

- Royal Runness -
PhotoGrid

Photos supplied

"The journey of a thousand miles begins with  single step." Lao Tzu

But a transformational journey requires 10,000 steps every day.*

* and a free coffee every week if you're on Discovery Vitality

# 2. The Running Mannifesto

# Responding to Change
over
## Following a Plan

# This year's Comrades route

The Comrades Marathon next Sunday is a down run and will finish at the iconic Moses Mabhida Stadium

PIETERMARITZBURG — DURBAN

The marathon will finish at the Moses Mabhida Stadium

The start is at 5.30am outside the city hall

Legend:
- 10:15 / 14:40 — ETA first runner / ETA last runner
- 70 — Distance (km) to finish
- 47 — Refreshment table number
- Marathon route
- Physiotherapy table and first aid

Cutoffs:
- 8am cutoff Lion Park
- Highest point 815m
- Wall of Honour/Arthur's Seat
- 9.50am cutoff Cato Bridge
- 11.40am cutoff Drummond/Halfway
- 1.30pm cutoff Winston Park
- 2.50pm cutoff Pinetown
- 4.30pm cutoff Sherwood

| | TARGET TIME 7:00 | TARGET TIME 7:30 | TARGET TIME 8:00 | TARGET TIME 8:30 | TARGET TIME 9:00 | TARGET TIME 9:30 | TARGET TIME 10:00 | TARGET TIME 10:30 | TARGET TIME 11:00 | TARGET TIME 11:30 | TARGET TIME 12:00 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| AVE PACE | 4:39 | 4:59 | 5:19 | 5:39 | 5:59 | 6:19 | 6:39 | 6:59 | 7:19 | 7:39 | 7:59 |
| Marathon PB | 2hrs48 | 3hrs00 | 3hrs12 | 3hrs24 | 3hrs35 | 3hrs48 | 4hrs00 | 4hrs15 | 4hrs24 | 4hrs40 | 5hrs |
| 85km | 26min | 27min | 30min | 32min | 33min | 37min | 40min | 43min | 45min | 48min | 50min |
| 75km | 1hr20 | 1hr24 | 1hr32 | 1hr36 | 1hr40 | 1hr47 | 1hr52 | 1hr58 | 2hrs02 | 2hrs13 | 2hrs30 |
| 60km | 2hrs23 | 2hrs32 | 2hrs45 | 2hrs55 | 3hrs04 | 3hrs15 | 3hrs26 | 3hrs33 | 3hrs44 | 3hrs56 | 4hrs20 |
| HALFWAY 46km | 3hrs24 | 3hrs39 | 3hrs55 | 4hrs10 | 4hrs25 | 4hrs39 | 4hrs54 | 5hrs08 | 5hrs23 | 5hrs38 | 6hrs10 |
| 33km | 4hrs26 | 4hrs45 | 5hrs07 | 5hrs25 | 5hrs45 | 6hrs03 | 6hrs23 | 6hrs42 | 7hrs02 | 7hrs22 | 8hrs00 |
| 21km | 5hrs15 | 5hrs38 | 6hrs02 | 6hrs24 | 6hrs50 | 7hrs13 | 7hrs35 | 7hrs58 | 8hrs23 | 8hrs45 | 9hrs20 |
| 9km | 6hrs13 | 6hrs39 | 7hrs07 | 7hrs37 | 8hrs00 | 8hrs32 | 8hrs57 | 9hrs24 | 9hrs54 | 10hrs21 | 11hrs00 |
| FINISH | 6hrs59 | 7hrs29 | 7hrs59 | 8hrs29 | 8hrs59 | 9hrs29 | 9hrs59 | 10hrs29 | 10hrs59 | 11hrs29 | 11hrs59 |

Photo: Mike Sohaskey

What happened in 2013?

Comrades Marathon: Percentage of Starters who Finish the Race: 2000 to Date

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# Individuals & Interactions
## over
# Process & Tools

What they'll say you need

**All you really need***

* Even the shoes are optional

# Customer Collaboration

over

# Contract Negotiation

## (the role of leadership)

# Who is your customer?
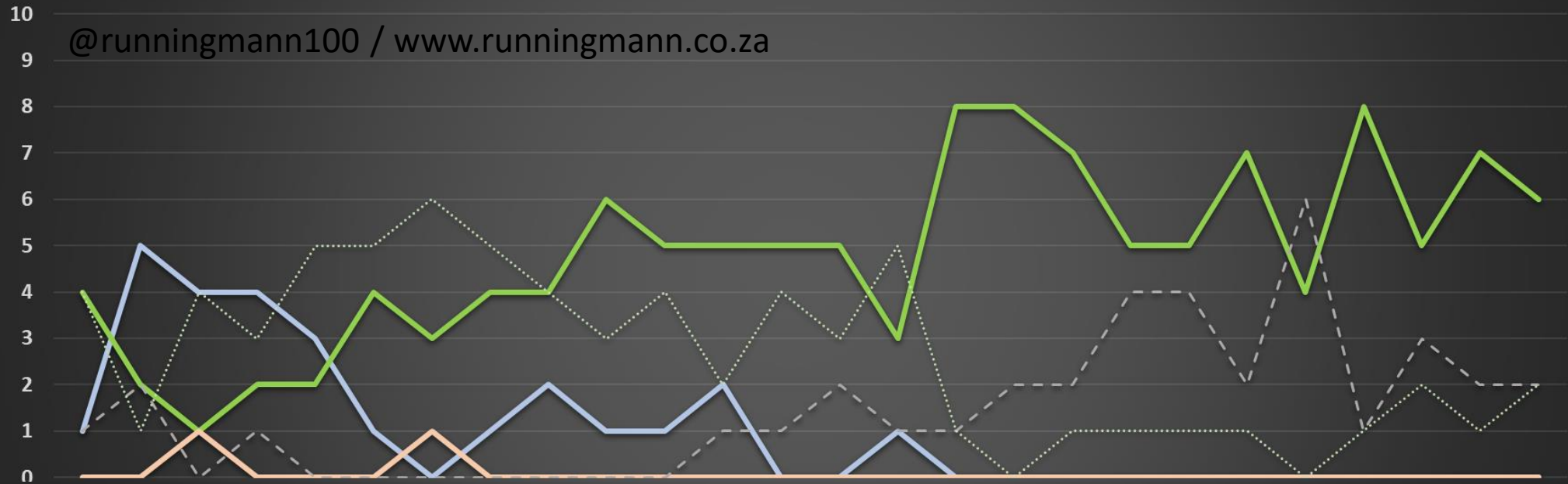
# Are you an athlete?

If you're not an athlete, your job is to create the structure & environment for the athletes to be successful.

Name two things you did in the last six months to make your team's life easier.

COMRADES 1994 to 2019: Male Gold Medal Winners by Ethnicity

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COMRADES 1994 to 2019: Female Gold Medal Winners by Ethnicity

White   Black   Coloured & Indian   International
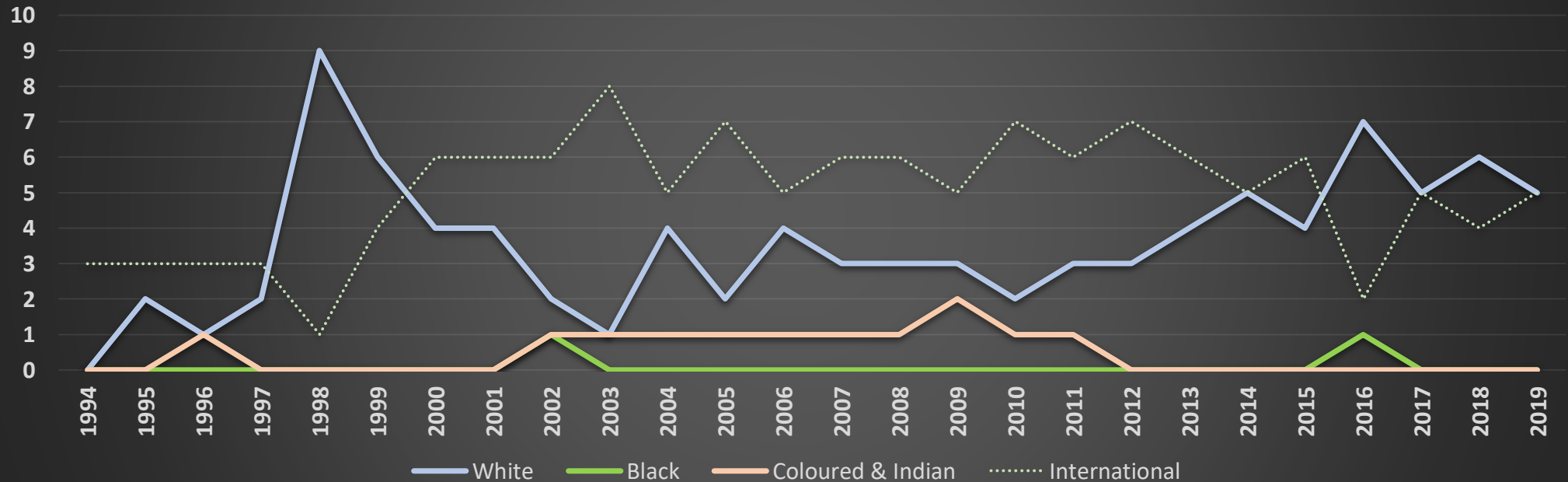
We don't have a talent problem, we have a talent enablement problem.

# Working Software

over

## Comprehensive Documentation

**Get out and run**

Photo supplied by Comrades Marathon Organisation

# 3. Can anyone run Comrades?

Stand up if you think that you can be part of a successful business agility transformation.

Stand up if you think that you can run the Comrades Marathon.

**The end of the road. Questions?**

Photo credit: Andre Harmse