

What can we learn from National TaeKwon-Do Norway?

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1 Introduction

National TaeKwon-Do Norway (NTN) can be considered as one of the most successful TaeKwon-Do organizations not only in the European region but also worldwide. Despite Norway's relative small size (cf. Table 1), NTN has more than 10,000 members (National TaeKwon-Do Norway, 2014), with some clubs having close to or more 1,000 members, when the International TaeKwon-Do Foundation of New Zealand (ITKD) has about 4,000 members (International TaeKwon-Do Foundation of New Zealand Inc., 2014). It appears that both Norway and New Zealand have very similar sizes in terms of physical area and population, as shown in Table 1. In this paper we will show that both NTN and ITKD have similarities from their histories to their organizations. We will also try to understand why NTN is so successful and what we could learn from NTN to possibly increase our membership.

2 History

The TaeKwon-Do history in Norway and New Zealand have strong similarities. In New Zealand, the first TaeKwon-Do practitioners gathered in Palmerston North and Auckland in 1969 (Master Paul McPhail, 2014). Mr Norman Ng, who gained his first degree black belt in 1969 in Malaysia from General Choi Hong Hi's right man, Master Nam Tae Hi, established his first school in Palmerston North in 1970.

In Norway, TaeKwon-Do also started in 1969 when Mr Wolfgang Wedde, a first degree black belt from Germany, who graded under General Choi Hong Hi and Master Park Jung Soo, went to Oslo (Master Per Andresen, 2004). Mr Wedde was a practitioner of different martial arts and, along the years, focussed more and more on the sport side of Karate and less on TaeKwon-Do. Meanwhile in 1970, further north in Trondheim (the third biggest Norwegian city), Mr Hans Kolbenstvedt, a former student of Grand Master Jhoon Rhee in the U.S.A., started a

Table 1: Comparison of Norway and New Zealand

	Norway ^a	New Zealand ^b
Area km^2	385,174	268,021
Population ^c	5,136,700	4,242,048

^aSee Reference, Wikipedia (2014c)

^bSee Reference, Wikipedia (2014b)

^c2013 census

TaeKwon-Do group. He was not however a black belt at the time and after a couple of years, with his students, looked to further progress their training by joining the Shotokan Karate groups established in Oslo. It is worthwhile to mention that in these early days, Shotokan Karate and TaeKwon-Do were still quite similar.

The first Norwegian to gain his first degree black belt in TaeKwon-Do was Mr Jan-Erik Lehn. He had started his training under Mr Kolbenstvedt, followed him into Shotokan Karate but was still interested in TaeKwon-Do. He came into contact with Master Lim Won Sup (ITF) who resided in Sweden in 1976 and gained his first degree black belt later that same year. In 1979, the Norwegian TaeKwon-Do federation (Norsk TaeKwon-Do Forbund) was founded by Mr Tien Ton That and Mr Lehn. Mr Tien Ton That was a Vietnamese refugee who started a TaeKwon-Do group in the Oslo region in 1976 and who later chose to join WTF. The cooperation between these two leaders did not work out and in 1980, Mr Lehn founded the TaeKwon-Do federation of Norway (Norges TaeKwon-Do Forbund). Under Mr Lehn's direction, ITF in Norway developed through that latter federation.

The conflicts between personalities and federations also occurred in New Zealand during roughly the same years. For instance, in 1975 when Mr Lee Jung Nam (a former examiner of Master Davidson) started to establish WTF clubs in New Zealand. Or, a year later when Mr Willie Lim and Charles Wee split from the other ITF clubs. Despite these troubles, the International TaeKwon-Do Foundation of New Zealand was established in 1981 and became independent from the Australian organization of Master Young Ku Yun in 1989. Since then, ITFNZ has recovered and has steadily grown to what we know today.

Strangely enough, 1989 is also a key year in the history of ITF in Norway. After many years of conflict between the Karate, WTF and ITF federations 1280 members out of the 1610 ITF members chose to go separate ways and formed an independent group without international relations. Master Per Andresen, who led that group, was later contacted by Grand Master Park Jung Tae in 1990 to join his federation, namely the Global TaeKwon-Do Federation (GTF), after he too had split from the ITF. Grand Master Park Jung Tae is known to the Kiwis who attended his seminar in Brisbane in 1984.

This relationship lasted until Grand Master Park's death in 2002, at which point Master Andresen and his group decided to be independent and founded National TaeKwon-Do Norway (NTN). Finally, in 2005 NTN joined the ITF group led at the time by Master Tran Trieu Quan thereby closing a 16 year loop of separation from the ITF.

3 NTN description

In the following section, I will try to succinctly describe how NTN is structured, organized, and operates. I am also outlining NTN's vision which guides how NTN is run¹.

3.1 Structure and organization

NTN is a Norwegian organization that fits perfectly within the Norwegian culture. If one would try to duplicate NTN into another country, the first task would be to adapt it to the particularities of that country's culture. In Norway, children have more freedom than in other countries. Parents and society are less strict with children when compared to France for instance. This is

¹I lived for 12 years in Norway prior to moving to New Zealand with my wife. I started TaeKwon-Do by joining NTN in 2003 and remained within that organization until we moved to the other side of the world (literally) in 2010.

reflected in the manner NTN approaches teaching TaeKwon-Do to children where, as a rule of thumb, you need to give three positive comments for one criticism.

NTN is divided into seven regions throughout Norway, with each region having its own region director. The region directors are the most senior black belts living in the respective regions. There are 62 clubs and more than 10,000 members which means approximately 160 members per club. It is noteworthy that Master Andresen's club in Trondheim has more than 1400 members and Mr Vegard Iversen's club in Bergen has about 1000 members. In 2009, 65% of NTN members were children between 6 and 12 years old (Master Per Andresen and Rugsveen, 2009). NTN has five masters, two eighth degree and three seventh degree, and 35 senior instructors (fourth to sixth degrees).

In contrast, ITKD is divided into six regions and has about 4000 members in 82 clubs, meaning approximately 49 members per club. The region directors are not necessarily the highest ranked in their regions. The largest club of Warrior TaeKwon-Do, owned by Master Paul McPhail, has about 200 members. ITKD has six masters, three eighth degree and three seventh degree, and 53 senior instructors (fourth to sixth degrees).

In Norway, all sport activities are organized by Norges Idrettsforbund² (Norges Idrettsforbund, 2014). Norges Idrettsforbund (NIF) is actually an umbrella organisation which organises all national sports federations in Norway. One of these federations is Norges Kampsportforbund³ (Norges Kampsportforbund, 2014). Norges Kampsportforbund (NKF) regroups all Martial Arts organizations in Norway. NTN is a member of NKF and consequently also a member of NIF.

NKF provides different services to its members as, for example, courses to help Martial artists to become qualified instructors. These courses are divided into two levels composed of several modules each. Level 1 had three modules: two common to all Martial Arts and one specific to each Art. The latter is organized by the federation of that Art itself. Thus, NTN has its own module 1-3. NKF instructor course level 2 is divided into four modules: two common to all Martial Arts and two specific to each Art. NTN has its own modules 2-3 and 2-4.

NTN is organized and driven as a business. What I mean is that NTN is structured like a company, has different departments (courses development, warehouse, examiner committee, marketing etc), clear goals and a strategy to achieve them. It coordinates the national championship with the club that has been chosen to organize it, is in charge of all graduations through the graduation committee led by Master Andresen, delivers certificates, centralizes all orders for uniforms, belts, syllabus books, and all other type of merchandise. NTN also takes care of the selection of the members of the national team, the scheduling of that team's meetings and training.

There is one national championship organized each year by a different region. Each region also organizes its own series of tournaments and the selection of its regional team that will compete at the national championship and some international tournaments.

To my knowledge, all the clubs however are not for profit organizations. They have an executive board composed of at least: a president, vice president, secretary, treasurer and some board members. Each year an annual general meeting open to all members is held where the budgets, results, and plans for the next year are presented. All membership information is also communicated back to NKF and NIF as insurance is based on the number of members the club has and is paid to the umbrella organizations.

²The Norwegian Olympic and Paralympic Committee and Confederation of Sports

³The Norwegian Martial Arts Federation

3.2 NTN's vision

NTN's vision is: We shall contribute to make the society a better and more peaceful place to be (Master Per Andresen and Hoff-Leirvik, 2006). To achieve that vision, NTN has set two clear goals:

1. To build well driven clubs with members having a high satisfaction factor and who are independent ambassadors of NTN's vision and cultural organization.
2. To be widely recognized as a serious organization that is highly competent in the areas of self defence and training, and at the same time emphasizes ethics and personal development.

In accordance with that vision and these goals, all activities are professionally organized and members from all levels are encouraged to behave in a professional manner. NTN strives to project a professional image in every circumstance. To give a few examples, when a course is conducted, all students have to be smartly dressed when attending the classroom sessions (where theory is presented for instance) and change in Do-Bok for the training and practical sessions. This, not only when attending courses organized by NTN but also those organized by NKF or NIF. At gradings, all black belts non participating as marshals have a duty to be present sitting at the front (besides the examiner's table) wearing suits (umpire's suit for example). It gives a feeling of highly professional and well structured organization to parents. It also distinguishes NTN from other Martial Arts organizations. However, I have experienced that practitioners of other arts sometimes misunderstood the reason why NTN members were smartly dressed. They often perceived this as being arrogant or elitist.

3.3 Demography and growth

As mentioned earlier in Section 3.1, 65% of NTN's membership in 2009 were children. A strong emphasis has been to target school children and this has been met with success through the marketing campaign Train where you live (tren der du bor in Norwegian). Instead of having one central club where all members come to training, the club opens satellite clubs in school halls in (all) the surrounding neighbourhoods. It can be summarized by: if students do not come to TaeKwon-Do, TaeKwon-do comes to them! In the Norwegian culture, children are encouraged to try as many sports as possible. This means that they usually train TaeKwon-Do only once a week. An advantage with having multiple satellite clubs is that the club's head instructor can offer his black belts an opportunity to teach, give back to the organization, and take more responsibilities by being in charge of one of the club's satellite. It is worthwhile to mention that to be allowed to grade to the next level, black belts have to contribute to teaching others (see Table 2). There is maybe another benefit with that strategy, the fees students have to pay are the same for all NTN members within a large area. This gives a sense of fairness to students and parents as everyone within a large area are treated equally. By avoiding to have two (or more) NTN clubs in close proximity, there is less pricing competition. For example, in Bergen there is only one club for the city. The club has currently nine satellites Bergen TaeKwon-Do Klubb (2014) and covers an area of 465.56 km² with a population of 275,520 inhabitants Wikipedia (2014a).

There are two challenges with the outlined strategy. Firstly, the target is a relatively volatile population as children change interest regularly. It then requires a constant effort from the club to insure that new students keep coming. However, on a club basis, averaging over all satellites,

the loss of some students in one neighbourhood might be mitigated by an increase in another one.

When I was in Bergen, the goal was a 5% growth in membership per year. It was observed (past experiences from other clubs) that if there was no such increase rate target, clubs would stagnate and with life circumstances changing, some members would leave. The loss of students can also have a snowball effect. Bonds of friendships between students that have left and the remaining ones would be broken thereby leading to de-motivation in the latter ones as they would not find the same social side of training anymore. This can lead to further loss of students and a dramatic decrease in the club's membership. Always aiming for a constant growth help to prevent this. It helps to compensate for those students who leave by bringing new students who may in turn bring friends to the club.

The second challenge is how to retain members, in particular teenagers, and attract a less volatile population, as adults. To retain members, NTN has developed a set of training methods that makes classes very varied, physically intense, and fun (through games for children, coordination exercises, and trying to surprise the students with unexpected activities). If students are enjoying TaeKwon-Do training, they should look forward to coming back and hopefully also bring friends along.

My experience, when I was part of NTN, was that recruiting adults was a more challenging task. One might want to try recruiting parents of children training TaeKwon-Do. However, traditionally NTN classes separate as much as possible children from teenagers and from adults. The classes are tailored to each category because these three groups of students do not learn in the same way and do not have the same needs and interests. Consequently, NTN's instructors usually do not propose to parents to come to the floor and join in when their children are training. This is a major difference with ITKD whose marketing strategy is essentially turned towards families. Once the children are on the floor parents are progressively asked to get involved. Firstly by helping out a little and then by participating until they become students themselves.

Despite the challenges, NTN has seen tremendous growth in the past 10 years or so. NTN was 5000 members in 2002 with 51 clubs (National TaeKwon-Do Norway, 2003) and it reached the 6000 members mark in 2004 (National TaeKwon-Do Norway, 2005). With a total membership number now exceeding 10,000, we can consider that NTN roughly doubled in size in the past 12 years. This is a truly impressive achievement for a martial art organization.

When I was in Norway, we tried different approaches to market and promote NTN and ITF TaeKwon-Do: flyers in mail boxes; posters put on notice boards in supermarkets, shops, and workplaces; bring a friend campaign; advertisement and articles in newspapers and social media; and demonstrations in malls and city events. All marketing material (posters, flyers, brochures, and advertisement templates) are designed and produced by NTN for the whole organization. This makes a very cohesive marketing strategy for all clubs across the country and relieves clubs of having to do the necessary research and thought process in devising the most appropriate layouts for the different options. It also reduces the costs for the whole organization overall since NTN, because of its sheer size, can negotiate better prices than what a single club could do.

Originally these campaigns were done twice a year to get a new contingent of beginners, firstly at the beginning of the new school term (mid-August) and at the beginning of the New Year. However from approximately 2005, in addition to these two intakes, we also welcomed beginners all year round. This was a change of practice that showed positive results.

The "bring a friend" approach, encouraged students (especially children) to bring as many

friends as possible to training. The student who got the highest number of his friends joining in full (registered and fees paid) got a prize. The prize was usually something of value like a flat screen TV or an iPod, rather than free membership of a semester or a free uniform. It was observed that children responded much better to a prize they could touch and was entertaining.

An interesting result of these campaigns was the realization that despite the present digital age, many people still read printed newspapers. Advertising in this particular medium showed very good results, although it was relatively expensive. Demonstrations usually gave good results too but had to be mitigated with the investment required in terms of time for the volunteers involved, seeking approval from malls, scheduling and coordination, and preparation of the demo teams.

It is also noteworthy that beginners are welcomed to join for free for two weeks. This allows for prospective students to try at least four sessions and realize that TaeKwon-Do training is very varied, not two sessions being alike, and that TaeKwon-Do is suitable to everyone. Another marketing strategy that has been tried from time to time was to offer a beginner's package which included one uniform and the beginner's syllabus book given after the joining fees were paid.

3.4 NTN's belt system

The NTN's belt system is slightly different from the rest of the ITF. There are three categories: children (under 13 years old), juniors (13-17 years old) and seniors (see Figure 1). For children, each grade is subdivided into two. For juniors, this subdivision starts from the fifth Gup. And for seniors, only the first Gup is subdivided into two. There also exists one extra grade, identical for all categories, after 1st Gup-1, namely 1st Gup-2. The three first degree black belts are also subdivided into three additional steps. For example, after reaching his first degree black belt, a NTN student will have to succeed at his 1st Dan-1, 1st Dan-2, and 1st Dan-3 gradings before he or she is allowed to try for his or hers second degree black belt examination. It is my own understanding that this is a legacy from Grand Master Park as it is also in use within GTF he founded. Additional grades and each part degree from 1st Gup to fourth degree black belt come with their own syllabus (a detail of each syllabus is provided in the Appendix).

It takes consequently more time for a student to go through all the grades and degrees in NTN compared to the rest of the ITF. The purpose of NTN's system is to allow for a longer time for the TaeKwon-Do techniques and philosophy to mature within the students. NTN's vision (see Section 3.2) aims at creating better citizens through TaeKwon-Do rather than focusing solely on shaping outstanding athletes (Master Per Andresen and Hoff-Leirvik, 2006).

3.5 NTN students and instructors development

NTN invests a lot of energy in its development programs for both students and instructors. The next two sections present first what the NTN syllabus for the different ranks are and then the set of courses members have to take to become qualified instructors.

3.5.1 NTN syllabus

Beside the difference in belt systems between NTN and the ITF, the NTN's technical syllabus for each grade and degree up to fourth Dan has one major addition when compared with ITKD: the inclusion of four directional kicks (saju chagi). I believe that this is also a legacy from Grand Master Park.

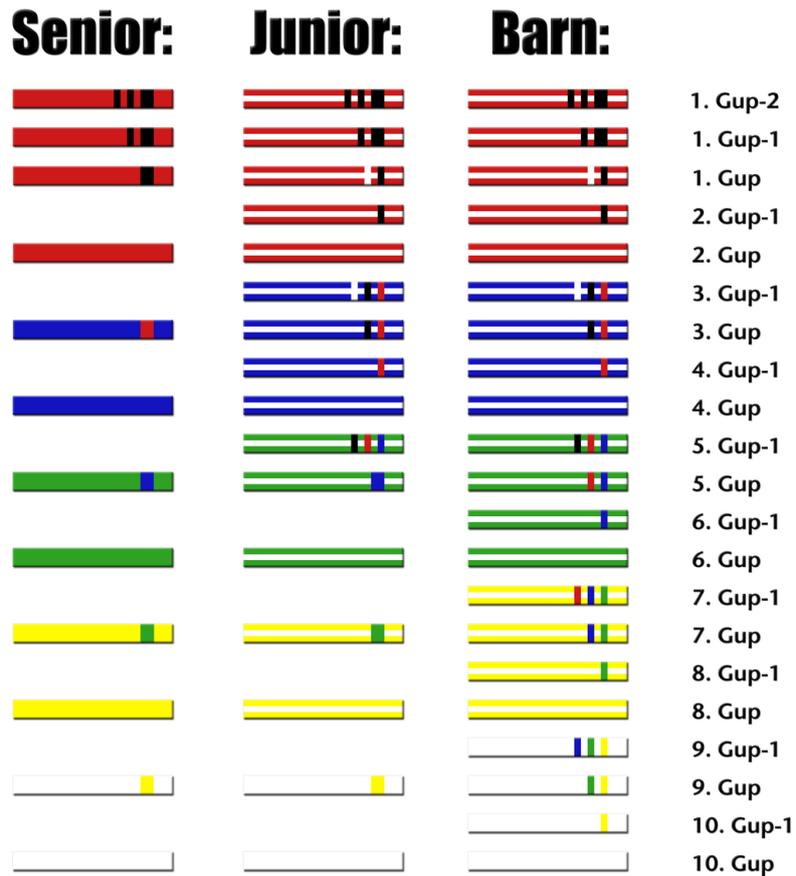


Figure 1: The NTN belt system. Left: senior grades (18 years old and above); middle: junior grades (13 to 17 years old); right: children grades (6 to 12 years old). Figure courtesy of NTN. Note: "Barn" means "children" in Norwegian.

As NTN instructor⁴ I have observed that four directional kicks present the advantage of checking the students' kick techniques from all angles and through repetition quickly identifying what should be corrected or praised. As a student, four directional kicks are a tremendous way to improve one's kick techniques, balance, and endurance. Indeed, from 8th Gup and above there are traditionally at least four distinct series of four directional kicks in each syllabus. That represents 32 kicks for a 8th Gup and 96 for a 1st Gup-2 where each series are comprised of consecutive kicks (see Section 6), for a detailed description of each syllabus). This is also easy to practice at home for instance as not much space is required.

Master Andresen has written several books that describe in details the syllabus for each grade from 10th Gup to 4th Dan. For the senior colour belts, there are five books corresponding to the five belt colours (white, yellow, green, blue, and red). This means that each book present the syllabus for two different grades. The books are quite comprehensive (the number of pages ranges from 65 to 99). In addition, there are three separate books for children. The children white book (10th Gup to 9th Gup-1), the children yellow book (8th Gup to 7th Gup-1), and the children green book (6th Gup to 5th Gup-1), with a number of pages ranging from 76 to 103. Similar to the ITKD children's book, they present TaeKwon-Do in terms children can understand, work with (drawing, putting pictures in), and especially communicate with their parents. Black belts from 1st Dan to 4th Dan also have one dedicated book detailing their own syllabus.

The NTN's self defense syllabus is similar to what ITKD did until this year's changes, namely releases, locks, strikes etc. NTN published a book detailing the techniques students from 10th Gup to 1st Gup-2 have to perform at their gradings. This said, some changes may be coming in the NTN's syllabus as Mr Roy Rolstad (5th degree black belt) is piloting a project for a new NTN self defense course based upon Tony Blauer's S.P.E.A.R. System (Skien TaeKwon-Do Klubb and Rolstad, 2014; Wikipedia, 2013). It might end up being quite similar to the new ITKD self defense syllabus developed in cooperation with Mr Phil Thompson's Protect Self Defence.

A detailed description of the NTN's syllabus for seniors, from 10th Gup to 1st Gup-2, and black belts up to fourth degree is given in the Appendix.

3.5.2 Courses

NTN has also developed a series of specific courses addressing particular topics: teaching children, physical training and training planning, and recruitment and club expansion⁵. These courses are mostly aimed at helping instructors and assistant instructors in aspects of teaching and running a club that are usually not covered in regular instructors' courses.

To become a qualified instructor, NTN has developed a system of five courses: basic instruction to become an assistant instructor⁶; NTN instructor course level 1⁷; NTN instructor course level 2⁸ ⁹; NTN instructor's course level 3¹⁰; NTN instructor's course level 4¹¹. With

⁴I started helping to instruct in 2005 and became an official assistant instructor in 2007. I was coordinator of a satellite club teaching two children classes totalling about 40 students on average.

⁵This course was developed after I moved to New Zealand and I have not attended it.

⁶This course lasts one evening and is mandatory to grade to 2nd Gup (see Table 2).

⁷It would seem that this course is in fact the specific course about how to teach children.

⁸This course seems to cover many aspects of the specific course about physical training and training planning.

⁹Most often are level 1 and 2 taught together over a full weekend; both levels are mandatory to grade to 1st Gup-2

¹⁰This course lasts one weekend and is mandatory to grade to first degree black belt.

¹¹This course lasts one weekend and is mandatory to grade to second degree black belt.

each level, a more thorough presentation of the instructor's role, NTN's vision and philosophy are given.

There are also two umpire's courses that NTN has developed. The first one covers the rules of competitions and allows an attendee to become a corner judge (similar to ITKD Referee C course). The second one covers all aspects of umpiring and allows for potentially becoming central referee, jury president, or running a tournament etc (similar to ITKD Referee B course).

NTN instructors are also required to attend and successfully pass the exams of some of the instructor courses organized by NKF (see Section 3.1). NKF instructor modules 1-1 and 1-2 are mandatory to grade to second degree black belt. NKF instructor module 2-1 is mandatory to grade for third degree black belt while module 2-2 is mandatory to grade for fourth degree black belt (see Table 2).

All these different mandatory courses taken over the years guarantee that NTN instructors are thoroughly prepared for their role. The development progression and the level of responsibilities is done gradually so as to ensure that instructors have the time to assimilate and hone their teaching methods.

A detailed list of NTN requirements for each grade and degree is given in Table 2.

Table 3 and Table 4 provide the ITKD requirements for each grade and degree to allow for an easier comparison between NTN and ITKD different set of requirements.

3.6 Gradings

Gradings are organized three times a year for colour belts. A fourth grading is allowed for those attending one of the summer camps.

NTN gradings for colour belts and black belts up to third degree are conducted in a similar way to the ITKD ones for colour belts. One difference is that there are usually only one or two marshalls and the other black belts are sitting along side the examiner's table wearing suits (as mentioned in Section 3.2). Traditionally, gradings for third degrees and above are held at the adults and seniors summer camp. Master Andresen is then the chief examiner and all the senior camp instructors (fourth degree and above) sit along side the examiner's table.

The students are asked to perform all that is required of them according to their own syllabus (see Section 6). The results are given straight away after grading as opposed to approximately a week later in the ITKD system.

As mentioned earlier in Section 3.4, the first three black belt degrees are subdivided into three parts each. There are consequently a total of four gradings between two consecutive degrees or to put it into a different way, the students are tested four times to earn their next degree. The format for these gradings is the same as for colour belt gradings or senior Dan gradings occurring at IICs. This is consequently rather different from ITKD's black belt gradings where students are tested over a full weekend. We can however maybe postulate that the testing thoroughness of black belts students from NTN and ITKD is somewhat equal, albeit based on very different approaches, as NTN students are tested multiple times to earn their new degree while ITKD's one test is a gruelling and long weekend.

3.7 NTN's camps

An important part of NTN members' life is to participate in one of the seven summer camps organized throughout the country. The camps, in particular the adult summer camp, is a major event as it provides a place not only for training but also for socializing. Bonds of friendships

Table 2: NTN requirements for grading

Requirements ^a	Waiting time	Min. age ^b	Courses	Instruction	Application	Evaluation ^c
9th-5th Gup	3 months ^d	-	-	-	-	Full
4th Gup	3 months ^d	-	-	-	-	Full
3rd Gup	6 months ^d	-	-	-	-	Full
2nd Gup	6 months ^d	-	NTN basic	-	-	Full
1st Gup	6 months ^d	-	-	-	-	Full
1st Gup-1	6 months ^d	-	-	-	-	Full
1st Gup-2	6 months	-	NTN inst. 1 NTN inst. 2	-	-	Full
1st Dan	6 months ^e ; 4 years ^h	-	NTN basic NTN inst. 1 NTN inst. 2 NTN inst. 3 First aid	6 months ^f ; Active for 6 months ^j	Essay ^g TKD CV ⁱ	Full
2nd Dan	2 years ^k	16	NTN inst. 4 NKF 1-1 NKF 1-2 Umpire	Active for 2 years ^j	Essay ^g TKD CV ⁱ	Full
3rd Dan	3 years ^l	20	NKF 2-1	Active for 3 years ^j	Essay ^g TKD CV ⁱ	Full
4th Dan	4 years ^m	25	NKF 2-2 IIC ^o	Weekly ⁿ	Thesis ^g TKD CV ⁱ	Full

^aRequirements to grade to the next rank.

^bMinimum age at which a student may attempt grading

^cA full holistic evaluation of the candidate according to his/her syllabus

^dAlso possibility to grade at one summer camp.

^eSix months as 1st Gup-2

^fAt least six months as an assistant instructor.

^gCandidate has to explain his/hers motivation for grading to the next rank

^hFour years total since 10th Gup.

ⁱA CV summarizing the candidate's TKD activities

^jThis means the student had to be both training and be a club instructor or a club board member

^kTwo years as 1st Dan; successfully graded to 1st Dan-1, 1st Dan-2, and 1st Dan 3.

^lThree years as 2nd Dan; successfully graded to 2nd Dan-1, 2nd Dan-2, and 2nd Dan 3.

^mFour years as 3rd Dan; successfully graded to 3rd Dan-1, 3rd Dan-2, and 3rd Dan 3.

ⁿClub or satellite leader and instructing on a weekly basis.

^oAttended one International Instructor Course as a 3rd Dan.

Table 3: ITKD requirements for grading

Requirements ^a	Waiting time	Min. age ^b	Courses; Credits ^d	Instruction	Application	Evaluation ^c
9th-1st Gup	3 months	-	-	-	-	Full
1st Dan	6 months ^e ;	-	Induction ^f 10 credits/ attendance	6 months ^g	-	Full
2nd Dan	18 months ^h	-	Induction ^f Umpire ⁱ 5 credits	6 months ^g	-	Full
3rd Dan	2 years ^j	-	Induction ^f Umpire ^l 10 credits	6 months ^g	Essay ^k	Full
4th Dan	3 years ^m	21	Induction ^f Umpire ^o IIC ^q 15 credits	6 months ^g	Thesis ⁿ Reference ^p Supervisor ^r	Full

^aRequirements to grade to the next rank.

^bMinimum age at which a student may attempt grading

^cA full holistic evaluation of the candidate according to his/her syllabus

^dAttendance or contribution credits. Attendance: e.g., attending ITKD tournaments, seminars, and events outside normal club training. Credits: e.g., contributing to ITKD, umpiring, instructing, and organizing events.

^eSix months as 1st Gup, with two 1.5 hours training sessions per week.

^fITKD Instructors' Induction Course.

^gAt least six months as an assistant instructor under the guidance of a qualified instructor.

^h18 months as 1st Dan with two 1.5 hours training sessions per week.

ⁱQualified umpire and officiated at two tournaments since last promotion.

^jTwo years as 2nd Dan with two 1.5 hours training sessions per week.

^kAn original essay on any TKD topic.

^lQualified umpire and officiated at three tournaments since last promotion.

^mThree years as 3rd Dan with two 1.5 hours training sessions per week.

ⁿA study on any TKD related topic which would be of value to other instructors and students and may be suitable for publication.

^oQualified umpire and officiated at four tournaments since last promotion.

^pMust provide character reference from two key people within the region, e.g., Regional Director or senior instructor.

^qAttended one International Instructor Course since last promotion.

^rGuidance of a supervisor in the six months leading up to the grading. Brief monthly assessment is required with fitness test results and comments on candidate's technical ability.

Table 4: ITKD requirements for grading (continued)

Requirements ^a	Waiting time	Min. age ^b	Courses; Credits ^d	Instruction	Application	Evaluation ^c
5th Dan	4 years ^e	-	Induction ^f Umpire ⁱ IIC ^k 20 credits	6 months ^g	Essay ^h Reference ^j Supervisor ^l	Full
6th Dan	5 years ^m	-	Induction ^f Umpire ⁿ IIC ^k 25 credits	6 months ^g	Essay ^h Reference ^j Supervisor ^l	Full
7th Dan	6 years ^o	40	Umpire ^p IIC ^k 30 credits	Instructor or Assistant	ITF ^q	Full

^aRequirements to grade to the next rank.

^bMinimum age at which a student may attempt grading

^cA full holistic evaluation of the candidate according to his/her syllabus

^dAttendance or contribution credits. Attendance: e.g., attending ITKD tournaments, seminars, and events outside normal club training. Credits: e.g., contributing to ITKD, umpiring, instructing, and organizing events.

^eFour years as 4th Dan with two 1.5 hours training sessions per week.

^fITKD Instructors' Induction Course.

^gAt least six months as an assistant instructor under the guidance of a qualified instructor.

^hAn original essay on any TKD topic.

ⁱQualified umpire and officiated at five tournaments since last promotion.

^jMust provide character reference from two key people within the region, e.g., Regional Director or senior instructor.

^kAttended one International Instructor Course since last promotion.

^lGuidance of a supervisor in the six months leading up to the grading. Brief monthly assessment is required with fitness test results and comments on candidate's technical ability.

^mFive years as 5th Dan with two 1.5 hours training sessions per week.

ⁿQualified umpire and officiated at six tournaments since last promotion.

^oSix years as 6th Dan with two 1.5 hours training sessions per week.

^pQualified umpire and officiated at seven tournaments since last promotion.

^qMust fulfil any requirements as stipulated by the ITF.

are formed between practitioners from different parts of the country and many look forward to meet again year after year. From a technical side, the camps function like the International Instructors course (IIC) of the ITF or the ITKD's Instructors conference, albeit over a week. It allows students to train under the guidance of senior instructors and in their own grade. Black belts also receive one week of dedicated focused training from Masters and senior instructors without having to teach or help out. They get the latest updates in techniques, syllabus changes, and new training ideas. Senior instructors get also the chance to train specifically with the Masters. In addition, the NTN president traditionally gives a speech highlighting what has been achieved but most importantly what NTN's goals are for the coming year, and what the NTN organization and consequently the instructors should work on or pay attention to. It serves as a positive motivational speech.

A summer camp is one week long with three to four training sessions per day. Students are grouped according to their own grade for the whole week and are taught by senior instructors. The whole syllabus is covered and the students who feel ready and get approval from their instructors are allowed to try for their next grade at the end of the week, just before starting their trip back home.

The main summer camp started 24 years ago. In 2000, due to the increase in members attending the camp, a second camp for children only was organized for the week following the main camp (for adults and seniors only). Since 2004 the availability of extra summer camps has increased to now reach a total of seven summer camps: two for children exclusively, two for both children and teenagers, two for teenagers only, and one for adults and seniors. All camps are one week long and are arranged at different times during the summer. They are held in four different locations. Many of the masters and senior instructors are teaching at more than one camp using their own personal vacation time to attend the camps. It is noteworthy that employees in Norway are entitled to four weeks vacation per year. Most companies give a fifth week to their employees and it is important to note that the employees can usually choose to spend their vacation time whenever they want during the year. They are not forced to take several weeks off at Christmas time for instance as it is sometimes done in New Zealand.

The attendance at these camps is very high. The camps with limited number (junior camps) reach their full capacity very quickly. The 2014 summer camp for adults had 400 members attending with at least half of them being black belts. The other summer camps gather more than 100 students each.

Another camp in the winter is also offered. This one however does not take place in Norway but in the Canary Islands (Spain) and has been organized by Master Hallgeir Betele for the past 17 years. The aim is to propose one week vacation in the sun, away from the cold and dark scandinavian winter, and to combine it with TaeKwon-Do training. There too, grading is possible for those students that have been allowed to by their instructors. Although very successful, this camp has less participants due to the costs involved (usually between 50-60 students).

3.8 Competition

Although NTN's vision (see Section 3.2) is to educate better citizens that will contribute in making a better society, the competition side of TaeKwon-Do has not been neglected. It is through competition that an organization can assess its standards by comparing how it fares on the international stage. This is one of the reasons why in 2005, NTN decided to re-join the ITF.

Over the past ten years, NTN results in international competition have continued to improve. Currently, Norway is often ranked amongst the best nations in Europe and is becoming one of the forces to contend with on the world stage.

This has been possible by having a centralized infrastructure looking after the national coach and his team, the team members, and planning and coordinating regular team gatherings. The selection of the team members is done through the athletes' results at regional, national and sometimes international¹² tournaments and at try outs. A regular try out is organized each year during the adults and seniors summer camp.

Overall, that structure is very similar to ITKD's.

4 What can we learn?

I cannot pinpoint one single reason that explains why NTN is such a successful organization. It is rather a combination of several factors that may help us to understand their success.

The first thing to note is that NTN is led by a visionary and charismatic leader, Master Per Andresen, who has been able to federate a set of like minded senior instructors. This makes a very strong and cohesive leadership team that is aligned to the common vision and goals.

Secondly, NTN is very centralized. All teaching and marketing material are produced by the organization. Courses are planned and organized by NTN for the whole country. The ordering of equipment (uniforms, belts, pads, bags etc) goes to NTN's headquarters which then processes the orders and dispatches the items to the different clubs. This well organized structure helps the clubs' executive boards to better manage their clubs' activities and allows the instructors to focus more on the teaching and less on the administrative tasks.

Thirdly, NTN's members are asked to behave professionally and to project an image of professionalism and seriousness in all what they do. The most visual example may be the requirement for members to be smartly dressed for NTN events, or when representing NTN, rather than wearing casual or sporty outfits.

The extensive set of mandatory courses students have to take ensures a high quality pool of qualified instructors. Although refresher courses are not mandatory, students are strongly encouraged to attend courses when they are organized in their regions. The lecturers are either coming from NTN headquarters or are the senior instructors of the regions. Consequently, all instructors throughout the country receive the same education which provides consistency. Students who move from one region to another will find the exact same type of instruction in their new club as they had in their former one.

Fourthly, NTN has been very successful in offering students the opportunity to train in close proximity to where they reside by creating satellite clubs. The targeted demography is primarily children and they now form the largest percentage of NTN's membership. It is a volatile population though and this requires a constant effort from clubs to keep their membership growing.

Fifthly, the results obtained by NTN on the international stage is also a contributing factor in attracting and retaining young athletes. Often, when students come back from an international competition as medallists, an article is published in the newspapers (print and online), and sometimes a short TV exposure is also given. This contributes to give a positive image of NTN in Norway and helps with recruiting new students.

¹²When international tournaments allow for individual entries (e.g., world cup) or regional team entries.

ITKD is quite similar to NTN in many aspects. Like NTN, it is a very well run and structured organization. It is very successful on the international stage which shows the high quality of the instruction it provides to its members. However, despite their similarities, ITKD has not been growing as strongly as NTN. If I had to recommend to ITKD some ideas inspired by NTN successes, I would mainly propose three complementary actions:

- Target more the children population with dedicated children's classes. Trying to avoid as much as possible mixing students of different age categories because children, juniors, and seniors do not learn in the same way. Having separate classes for each age category with specifically tuned teaching techniques should facilitate the students' learning processes.

When it comes to targeting children more specifically, I believe that the Kiwisport initiative will pay off in the long term by attracting children that have gone through the opportunity to practice TaeKwon-Do as part of their school curriculum.

- Encourage clubs to open satellites. This has shown to tremendously help increase the memberships in Trondheim and Bergen. A few clubs in Auckland have started to apply that approach and have started to show some effects (Warrior TaeKwon-Do and Paul M. Glendowie). This would be a significant change in mindset and would present some difficulties in areas such as Auckland due to the high club density. Opening a satellite close to another club might be considered as a threat in stealing potential new students. A controversial alternative would be to consider merging some clubs together such that one club would become the main club and the others its satellites. This would gather synergies, reduce operating costs, and in the long term should increase club's membership.
- NTN has developed a large set of teaching and course material. Many of the courses are mandatory to be allowed to progress through the ranks, which provides NTN with a large pool of highly qualified instructors. The teaching being centralized and organized by NTN headquarters ensures consistency among all the instructors as they have received the same education.

ITKD already has a similar centralized system for teaching. However, it could be further improved by developing a set of specific courses. To give a couple of examples, a course teaching how to instruct children, and a course teaching how to plan physical training sessions for specific age groups. By making these additional courses mandatory, it would help to develop the instructors' knowledge and their overall qualifications. Instructors qualified into new specific areas would help them at targeting new populations or offering better services. For example, an instructor newly qualified in teaching the elderly population might be able to offer specific classes in retirement homes.

5 Acknowledgment

I am very grateful to Master Per Andresen for having taken the time to check the facts stated in this paper. I am also thankful for his kindness in sending me an updated version of the NTN syllabus for all senior grades.

6 Appendix

The following sections detail the NTN syllabus, from 10th Gup to 3rd Dan-3, that students have to know for grading to the next rank. Any mistakes and inaccuracies are the author's fault only.

6.1 From 10th Gup to 9th Gup

6.1.1 Four directions

- punch
- block
- front rising kick
- front snap kick

6.1.2 Self defence

- Defense against one hand grasp from the front

6.1.3 Theory

6.2 From 9th Gup to 8th Gup

6.2.1 Patterns

- Chon-Ji

6.2.2 Four directions

- Front rising kick
- Front snap kick
- Side piercing kick

6.2.3 Three step sparring alone

- Series 1

6.2.4 Self defence

- Defense against two hands grasp from the front

6.2.5 Theory

6.3 From 8th Gup to 7th Gup

6.3.1 Patterns

- Chon-Ji
- Dan-Gun

6.3.2 Four directions

- Front rising kick
- Front snap kick
- Side piercing kick
- Turning kick

6.3.3 Three step sparring with partner

- Series 1

6.3.4 Free sparring

- Displacement / movement forward / backward

6.3.5 Self defence

- Defence against one hand grasp from the side

6.3.6 Push-ups

- 10 push-ups for women and juniors, 20 for men

6.3.7 Theory

6.4 From 7th Gup to 6th Gup

6.4.1 Patterns

- Dan-Gun
- Do-San

6.4.2 Four directions

- Front rising kick
- Front snap kick
- Side piercing kick
- Turning kick

6.4.3 Three step sparring with partner

- Series 2

6.4.4 Free sparring

- Displacement / movement forward / backward
- Displacement / movement forward / lateral and backward / lateral

6.4.5 Self defence

- Defense against one hand grasp from behind
- Defense against two hands grasp from behind

6.4.6 Push-ups

- 15 push-ups for women and juniors, 25 for men

6.4.7 Theory

6.5 From 6th Gup to 5th Gup

6.5.1 Patterns

- Do-San
- Won-Hyo

6.5.2 Four directions

- Front rising kick
- Front snap kick
- Side piercing kick
- Turning kick
- Back piercing kick

6.5.3 Other technique

- Downward kick (on target)

6.5.4 Three step sparring with partner

- Series 3

6.5.5 Free sparring

- Series 1 with opponent

6.5.6 Self defence

- Defence against one hand grasp to the shoulder from the front
- Defence against two hands grasp to the shoulder from the front

6.5.7 Push-ups

- 20 push-ups for women and juniors, 30 for men

6.5.8 Theory

6.6 From 5th Gup to 4th Gup

6.6.1 Patterns

- Won-Hyo
- Yul-Gok

6.6.2 Four directions

- Front snap kick
- Side piercing kick
- Turning kick
- Back piercing kick
- Front / Turning kick (consecutive)

6.6.3 Other technique

- Downward kick (on target)

6.6.4 Three step sparring with partner

- Series 4

6.6.5 Free sparring

- Series 2 with opponent

6.6.6 Self defence

- Defense against one hand shoulder grasp from the side or from the back
- Defense against two hands shoulder grasp from the side or from the back

6.6.7 Push-ups

- 20 push-ups for women and juniors, 30 for men

6.6.8 Theory

6.7 From 4th Gup to 3rd Gup

6.7.1 Patterns

- Yul-Gok
- Joong-Gun

6.7.2 Four directions

- Side piercing kick
- Turning kick
- Back piercing kick
- Front / Turning kick (consecutive)
- Turning / Side kick (consecutive)

6.7.3 Other technique

- Reverse turning kick (on target)

6.7.4 Two step sparring

- Series 1 (comprising three sets of techniques)

6.7.5 One step sparring

- Series 1 (comprising six sets of techniques)

6.7.6 Free sparring

- Two bouts two minutes long each with one minute break

6.7.7 Self defense

- Defense against hair grasping

6.7.8 Destruction

- Front snap kick
- Side piercing kick

6.7.9 Push-ups

- 25 push-ups for women and juniors, 35 for men

6.7.10 Theory

6.8 From 3rd Gup to 2nd Gup

6.8.1 Patterns

- Joong-Gun
- Toi-Gye

6.8.2 Four directions

- Side piercing kick
- Turning kick
- Back piercing kick
- Front / Turning kick (consecutive)
- Turning / Side kick (consecutive)
- Front / Turning / Side kick (consecutive)

6.8.3 Other techniques

- Reverse turning kick (on target)
- Flying side piercing kick (on target)

6.8.4 Two step sparring

- Series 2 (comprising three sets of techniques)

6.8.5 One step sparring

- Series 2 (comprising six sets of techniques)

6.8.6 Free sparring

- Two bouts two minutes long each with one minute break

6.8.7 Self defence

- Defence against strangulation

6.8.8 Destruction

- Front snap kick
- Side piercing kick

6.8.9 Push-ups

- 25 push-ups for women and juniors, 35 for men

6.8.10 Theory

6.9 From 2nd Gup to 1st Gup

6.9.1 Patterns

- Toi-Gye
- Hwa-Rang

6.9.2 Four directions

- Turning kick
- Back piercing kick
- Front / Turning kick (consecutive)
- Turning / Side kick (consecutive)
- Front / Turning / Side (consecutive)
- Side / Side kick (consecutive)

6.9.3 Other techniques

- Reverse turning kick (on target)
- Flying side piercing kick (on target)
- Flying front snap kick (on target)

6.9.4 Two step sparring

- Series 3 (comprising three sets of techniques)

6.9.5 One step sparring

- Series 3 (comprising six sets of techniques)

6.9.6 Free sparring

- Three bouts two minutes long each with one minute break between bouts

6.9.7 Self defence

- Defense against grasp of body

6.9.8 Destruction

- Knife hand side strike
- Side piercing kick
- Turning kick

6.9.9 Push-ups

- 30 push-ups for women and juniors, 40 for men

6.9.10 Theory

6.10 From 1st Gup to 1st Gup-1

6.10.1 Patterns

- Hwa-Rang
- Choong-Moo
- One pattern chosen by the examiner (Chon-Ji to Toi-Gye)

6.10.2 Four directions

- Back piercing kick
- Front / Turning kick (consecutive)
- Turning / Side kick (consecutive)
- Front / Turning / Side kick (consecutive)
- Side / Side kick (consecutive)
- Turning /Turning kick (consecutive)

6.10.3 Other techniques

- Reverse turning kick (on target)
- Flying front snap kick (on target)
- Flying turning kick (on target)

6.10.4 Three step sparring

- Series 5

6.10.5 One step sparring

- Series 4 (comprising six sets of techniques)

6.10.6 Free sparring

- Three bouts two minutes long each with one minute break between bouts

6.10.7 Self defence

- Defense against grasp of the body
- Defense against lock to the head

6.10.8 Destruction

- Knife hand side strike
- Turning kick
- Flying side piercing kick

6.10.9 Push-ups

- 30 push-ups for women and juniors, 40 for men

6.10.10 Theory

6.11 From 1st Gup-1 to 1st Gup-2

6.11.1 Patterns

- Hwa-Rang
- Choong-Moo
- Two patterns chosen by the examiner (Chon-Ji to Toi-Gye)

6.11.2 Four directions

- Back piercing kick
- Turning / Side kick (consecutive)
- Front / Turning / Side kick (consecutive)
- Side / Side kick (consecutive)
- Turning / Turning kick (consecutive)
- Front / Back kick (consecutive)

6.11.3 Other techniques

- Reverse turning kick (on target)
- Flying front snap kick (on target)
- Flying turning kick (on target)

6.11.4 Two step sparring

- Series 4 (comprising three sets of techniques)

6.11.5 One step sparring

- Have to come up with own series (hands and feet techniques)

6.11.6 Free sparring

- Four bouts two minutes long each with one minute break between bouts

6.11.7 Self defence

- Defence against grasp to the head
- Defence against holding to the ground

6.11.8 Destruction

- Front elbow strike
- Downward kick
- Back piercing kick
- Flying side piercing kick

6.11.9 Push-ups

- 35 push-ups for women and juniors, 45 for men

6.11.10 Theory

6.12 From 1st Gup-2 to 1st Dan

6.12.1 Patterns

- Hwa-Rang
- Choong-Moo
- Three pattern chosen by the examiner (Chon-Ji to Toi-Gye)

6.12.2 Four directions

- Front / Turning / Side (consecutive)
- Side / Side kick (consecutive)
- Turning / Turning kick (consecutive)
- Front / Back kick (consecutive)
- Front / Back / Turning / Side (consecutive)

6.12.3 Other techniques

- Flying front snap kick (on target)
- Flying turning kick (on target)

6.12.4 One step sparring

- Have to come up with own series (hands and feet techniques)

6.12.5 Free sparring

- Five bouts two minutes long each with one minute break between bouts

6.12.6 Self defence

- Defence against punches, strikes, and kicks
- Defence against two opponents

6.12.7 Destruction

- Forefist punch
- Back piercing kick
- Reverse turning kick
- Flying side piercing kick

6.12.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.12.9 Theory

6.13 From 1st Dan to 1st Dan-1

6.13.1 Patterns

- Hwa-Rang
- Choong-Moo
- Kwang-Gae

6.13.2 Four directions

- Hooking / Side kick (consecutive)
- Crescent / Side kick (consecutive)
- Pressing / Side kick (consecutive)
- Front / Back / Turning / Side kick (consecutive)

6.13.3 Three step sparring two ways

6.13.4 One step sparring

6.13.5 Free sparring

6.13.6 Self defence

6.13.7 Destruction

- Reverse knife hand strike
- Turning kick
- Flying side piercing kick

6.13.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.13.9 Theory

6.14 From 1st Dan-1 to 1st Dan-2

6.14.1 Patterns

- Choong-Moo
- Kwang-Gae
- Po-Eun

6.14.2 Four directions

- Reverse hooking kick
- Hooking / Side kick (consecutive)
- Crescent / Side kick (consecutive)
- Flying front snap kick

6.14.3 Two step sparring

6.14.4 One step sparring

6.14.5 Free sparring

6.14.6 Self defence

6.14.7 Destruction

- Back fist strike
- Reverse turning kick
- Flying front snap kick

6.14.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.14.9 Theory

6.15 From 1st Dan-2 to 1st Dan-3

6.15.1 Patterns

- Kwang-Gae
- Po-Eun
- Ge-Baek

6.15.2 Four directions

- Side / Side / Side kick (consecutive)
- Turning / Turning / Turning kick (consecutive)
- Pressing / Side kick (consecutive)
- Flying turning kick

6.15.3 One step sparring

6.15.4 Foot sparring

6.15.5 Free sparring

6.15.6 Self defence

6.15.7 Destruction

- Front elbow strike
- Back piercing kick
- Flying turning kick

6.15.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.15.9 Theory

6.16 From 1st Dan-3 to 2nd Dan

6.16.1 Patterns

- Kwang-Gae
- Po-Eun

- Ge-Baek
- Two patterns chosen by the examiner (Chon-Ji to Choong-Moo)

6.16.2 Four directions

- Reverse hooking / Turning / Side kick (consecutive)
- Front / Reverse hooking / Turning kick (consecutive)
- Turning / Turning / Turning kick (consecutive)
- Flying side piercing kick

6.16.3 Foot sparring

6.16.4 One step free sparring

6.16.5 Free sparring

6.16.6 Self defence

6.16.7 Destruction

- Forefist punch
- Reverse turning kick
- Side piercing kick
- Flying twisting kick

6.16.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.16.9 Theory

6.17 From 2nd Dan to 2nd Dan-1

6.17.1 Patterns

- Kwang-Gae
- Po-Eun
- Ge-Baek
- Eui-Am

6.17.2 Four directions

- Reverse turning kick
- Front / Reverse hooking / Turning kick (consecutive)
- Reverse hooking / Turning / Side kick (consecutive)
- Flying back piercing kick

6.17.3 Foot sparring

6.17.4 One step free sparring

6.17.5 Free sparring

6.17.6 Self defence

6.17.7 Destruction

- Inward knife hand strike
- Reverse turning kick
- Flying back piercing kick

6.17.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.17.9 Theory

6.18 From 2nd Dan-1 to 2nd Dan-2

6.18.1 Patterns

- Po-Eun
- Ge-Baek
- Eui-Am
- Choong-Jang

6.18.2 Four directions

- Reverse turning kick
- Reverse hooking / Turning / Side kick (consecutive)
- Front / Front / Side / Side kick (consecutive)
- Flying reverse turning kick

6.18.3 One step free sparring

6.18.4 Free sparring

6.18.5 Self defence

6.18.6 Self defence against knife

6.18.7 Destruction

- Reverse knife hand strike
- Downward kick
- Flying reverse turning kick

6.18.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.18.9 Theory

6.19 From 2nd Dan-2 to 2nd Dan-3

6.19.1 Patterns

- Ge-Baek
- Eui-Am
- Choong-Jang
- Juche

6.19.2 Four directions

- Reverse turning kick
- Reverse hooking (spining) / Side kick (consecutive)
- Reverse hooking / Turning / Side (consecutive)
- Flying Reverse hooking / Turning kick (consecutive)

6.19.3 One step free sparring

6.19.4 Free sparring

6.19.5 Self defence

6.19.6 Self defence against knife

6.19.7 Destruction

- Knife hand downward strike

- Back piercing kick
- Flying reverse turning kick

6.19.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.19.9 Theory

6.20 From 2nd Dan-3 to 3rd Dan

6.20.1 Patterns

- Eui-Am
- Choong-Jang
- Juche
- Two patterns chosen by the examiner (Chon-Ji to Ge-Baek)

6.20.2 Four directions

- Reverse hooking (spining) / Side kick (consecutive)
- Middle twisting kick
- Turning / Turning / Side / Side kick (consecutive)
- Flying twisting kick

6.20.3 Model sparring

6.20.4 Free sparring

6.20.5 Self defence

6.20.6 Self defence against knife

6.20.7 Destruction

- Back fist strike
- Flying Back piercing kick
- Flying twisting kick

6.20.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.20.9 Theory

6.21 From 3rd Dan to 3rd Dan-1

6.21.1 Patterns

- Eui-Am
- Choong-Jang
- Juche
- Sam-Il

6.21.2 Four directions

- Reverse hooking (spining) / Turning kick (consecutive)
- High twisting kick
- Front / Front/ Turning / Turning / Side / Side kick (consecutive)
- Flying twisting kick

6.21.3 Model sparring

6.21.4 Free sparring

6.21.5 Self defence

6.21.6 Self defence against stick

6.21.7 Destruction

- Back elbow thrust
- Middle twisting kick
- Flying side / back kick (combination)

6.21.8 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.21.9 Theory

6.22 From 3rd Dan-1 to 3rd Dan-2

6.22.1 Patterns

- Choong-Jang
- Juche
- Sam-Il
- Yoo-Sin

6.22.2 Four directions

- Low twisting / Middle twisting kick (consecutive)
- High twisting kick
- Front / Front/ Turning / Turning / Side / Side kick (consecutive)
- Flying Turning / Turning kick (consecutive)

6.22.3 Model sparring

6.22.4 Foot sparring

6.22.5 Free sparring

6.22.6 Self defence

6.22.7 Self defence against stick

6.22.8 Destruction

- Forefist punch
- Middle twisting kick
- Flying side / back kick (combination)

6.22.9 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.22.10 Theory

6.23 From 3rd Dan-2 to 3rd Dan-3

6.23.1 Patterns

- Juche
- Sam-Il
- Yoo-Sin
- Choi-Yong

6.23.2 Four directions

- High twisting kick
- Reverse hooking (spinning) / Turning / Side kick (consecutive)
- Side / Side / Side / Turning / Turning / Turning kick (consecutive)
- Flying Turning / Turning kick (consecutive)

6.23.3 Model sparring

6.23.4 One step free sparring

6.23.5 Free sparring

6.23.6 Self defence

6.23.7 Self defence against stick

6.23.8 Destruction

- Knife hand strike
- High twisting kick
- Flying side / back kick (combination)

6.23.9 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.23.10 Theory

6.24 From 3rd Dan-3 to 4th Dan

6.24.1 Patterns

- Sam-Il
- Yoo-Sin
- Choi-Yong
- Two patterns chosen by the examiner (Chon-Ji to Juche)

6.24.2 Four directions

- Twisting / Twisting / Twisting kick
- Side / Side / Side / Turning / Turning / Turning kick (consecutive)
- Flying Turning / Side kick (consecutive)

6.24.3 Model sparring

6.24.4 One step free sparring

6.24.5 Free sparring

6.24.6 Self defence

6.24.7 Self defence against stick

6.24.8 Destruction

- Forefist punch

- Reverse turning kick
- Flying side kick
- Flying turning kick
- Flying twisting kick

6.24.9 Push-ups

- 40 push-ups for women and juniors, 50 for men

6.24.10 Theory

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Correct spellings: Norway & Norwegian In Norwegian, Norway is Norge In Norwegian, Norwegian is Norsk. My Norwegian relative understands German, so does his son and daughter. His wife is my Chinese relative. Norwegians know English! This is one thing we could definitely learn from children to make our life better and manage it well. Starting each day with a smile can change the way we do things on that particular day. So next time you wake up just think of yourself as a 5 year old child, your day will start out better, you will have a smile on your face and the energy and enthusiasm restored during your sleep will be ready to take off. It's a new day, It's a new world. Explore the possibilities! Can I Do It My Way? Sometimes the best way to do things is to do it differently. Have you ever watched a 3-year old try and do t