

Effortless Swimming Workouts

Welcome to the Effortless Swimming Workouts manual! In this first month of the program you've got 12 rock-solid, no fluff programs which will help you improve your swimming well beyond where you are currently at. I've personally used these workouts to take a Master's swim squad to two back-to-back national titles and swimmers to dozens of open water medals.

If you're only new or you feel you don't have much experience with a training program, don't fret! We've made the workouts useable for nearly all levels of triathletes starting at level one and moving up to level three. If you are learning to swim, please see a qualified instructor to teach you the basics and be sure to swim in a supervised pool with lifeguards. Always consult your doctor before beginning any exercise program. The last thing we want is for anyone to hurt themselves!

Where to start:

The best place to get started is picking one workout and going through it. Most of the programs are aerobic focused for triathlon training, but we also have a number of speed and back end pace workouts in here too. You will benefit from both, even if your swims are 'distance' swims. Pick any workout in the manual and be adventurous, why not start at #3 or #7 rather than #1?

If you would like to improve your freestyle technique before you begin the program the [Mastering Freestyle Program](#) makes you a swim smoother, longer and faster freestyle.

What to do if you can't do one of the strokes?

If you're unable to do one of the strokes and the set includes it (like 8x25 Fly), feel free to do freestyle or another stroke instead. It's good cross training changing strokes. If you would like to improve your form strokes (butterfly, backstroke and breaststroke) go to www.EffortlessForm.com and join the program.

Drills:

In some of the workouts we have included time to do drills. We don't specify which drill to do because it is a very individual thing. If you're stuck for ideas on some drills we've listed some below for you to choose from. If you were lucky enough to get the bonus drills video, please watch that video for ideas.

Freestyle

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Catch up drill – This drill is simple and easy to do. Begin by swimming normal freestyle but don't start your pull until your recovery arm has entered the water. This drill helps swimmers 'lengthen' their stroke and remain streamlined throughout the whole stroke.

'Reach for the wall' freestyle – This drill is done for the same reason as catch up drill. It improves the streamline of the swimmer during the freestyle stroke. As your hand enters the water and glides forward after the recovery, drive your hand forward as if you were reaching for the wall and hold it streamlined for 1-2 seconds. Continue with normal freestyle but each time your hand enters, drive it forward and hold for a moment before beginning each pull.

Fingertip drill - This drill is good for freestyle because it emphasizes body roll and a high elbow recovery. During the recovery, keep the fingertips in contact with the surface of the water. You should feel your fingertips "dragging" in the water as they recover.

Breaststroke

One pull, two kicks – This is one of the easiest breaststroke drills but one of the most effective. It improves your glide after each stroke which means you're using less effort by taking less strokes. Simply do a normal breaststroke pull and kick and then rather than coming back up for your next pull, do an extra kick while still gliding forward underwater. This drill can be change to one pull three kicks, one pull four kicks and so on.

Breaststroke pull with butterfly kick – To develop a strong pull, breaststroke can be swam by doing butterfly/dolphin kicks instead of breaststroke kicks. It's best to do two butterfly kicks to every breaststroke pull.

Pull progression – A common problem among beginner breaststrokers is they don't pull far enough back with their arms. They often only do a 'half' pull which is doesn't provide the maximum power. Pull progression is done by swimming one lap with a quarter pull, one lap with half a pull, one with three quarters pull and one lap with a complete pull. All of these are done with normal kicking and timing, the only difference is you are changing how far back you pull. This drill helps swimmers get a feel for the correct catch and pull.

Backstroke

Single arm drill – Just as in butterfly, single arm drill is fantastic for improving the pull and entry of the stroke. Done correctly, single arm drill can help with body rotation too. Keep one arm by your side and swim backstroke with the opposite arm, concentrating hard on rotating so the shoulder on your stationary arm is rotating to 45-90 degrees while completing your pull. To improve your pull, imagine you are throwing a tennis ball towards your feet. This is a great way to visualize where you should be pulling.

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Six kicks, three strokes – As we've mentioned, it's important to keep our body 'long' in the water like a yacht and not wide like a barge. This drill helps us do that. Kick on back with your body rotated to one side and your head looking directly up. Keep one arm by your side and have the other arm pointing to where you're going. You're going to do six kicks on your side and then take three arm strokes with normal kicking. You will then have rotated to your opposite side where I want you to repeat from the start. Take six kicks on your side and then three arms strokes with normal kicking working on having a 'long' body position.

Balancing cup drill – This drill is performed by the 200 backstroke world record holder Ryosuke Irie. If you watch him swim, his head remains completely still and centered. You won't see him throwing his head from side to side which is common among beginners. Balancing cup drill requires a plastic cup that can sit and balance on your forehead. Fill the cup up to 1/3 or 1/2 full with water, and then place the cup on your forehead and proceed to swim backstroke. The aim is to not let the cup fall off your head. By keeping your head stationary, it keeps the body centered and stops the swimmer from 'snaking'. If you are only starting out with backstroke, this drill is best done with fins.

Butterfly

One arm drill– Being one of the most popular butterfly drills, single arm drill can help you develop a clean hand entry, improve the catch and pull and help you get a feel for the correct timing of the kick. One arm drill is done by keeping one arm out in front of the head and doing the arm stroke with the opposite arm. In the recovery of the arm stroke, instead of keeping the arm straight, bend it as you would in freestyle and work on getting a 'clean' entry as the hand enters the water. It's best to do three left arm strokes, three right arm strokes and then 3 normal butterfly strokes.

Six kicks, two strokes – A strong kick is important in butterfly, and this drill encourages you to work on the kicking aspect. To do this drill, you take two normal butterfly strokes with normal kicking, and then after the two strokes you go underwater in a streamlined/torpedo position and do six dolphin/butterfly kicks. After the six kicks are completed you come back to the surface and perform another two strokes and repeat the process. If you are only starting out, six kicks may be too difficult to do, so begin with 2,3 or 4 kicks instead.

Keyhole drill – This is my personal favorite and for good reason. It helps you work on the pull and the timing of the kick and is a great drill even a beginner can do. To begin, your hands should scull out in front of you where the catch would normally begin. Kick with a light freestyle kick. After 3-4 seconds, pull through the water with both arms as if you were doing a butterfly pull through. Your arms should follow the shape of an old-school key hole. At the beginning of the pull, butterfly kick to help you drive through the water and take breath. Bring your hands out in front again by bringing them up the centre of your body. Repeat this until you get to the end of the pool.

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GLOSSARY OF TERMS

There are some terms in the workouts which you might not be familiar with. Here we've listed all the terms and their meaning and provided an example of each one.

Term	Meaning	Example
Build	Build up your speed. Start off easy and get faster towards the end.	4x100 Build In each 100 you would start off easy and get faster towards the end of the 100.
Build 1-4	Build each one as you go. So the first one is the slowest and the 4th one is the fastest.	4x100 Build 1-4 Your first 100 would be the slowest and your last 100 would be the fastest.
Max / Max Effort / Sprint	As fast as you can go!	2x25 Max Two 25's as fast as you can go
Moderate	Swimming at a comfortable pace	300 moderate Swimming at a comfortable pace for 300 meters
Breathing 3/5 in 50's	This means you breathe every 3rd stroke for the first 50 and every 5th stroke for the second 50	300 free breathing 3/5 in 50's Swim 300 meters breathing every 3rd stroke for the odd 50's and every 5th stroke for the even 50's
Drill	Your choice of any drill	8x50 Drill 50's of drill, you can change the drills as you go, they don't need to be the same

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Term	Meaning	Example
(30 sec rest)	Rest for 30 seconds in between	4x100 Free (30 sec rest) Swimming 100's of freestyle and resting for 30 seconds in between each 100 Pick a timeframe for each set and use that rather than counting 30 seconds rest. Example above: If you would come in on 1 minute 20 secs for you 100's, make your time frame 1 minute 50 secs.
@ 95%	Swimming at 95% effort	50 @ 95% Swimming 50 meters at 95% effort
Form	Form means any stroke but freestyle	200 form
Choice	Your choice of any stroke	300 choice Swim 300 meters of any stroke
Min/max free	Normal freestyle but kick as hard as you can and slow down your arms	25min/max free
--Repeat--	Repeat the set listed above	200 free 100 back --Repeat---

Effortless Swimming Workouts

Workout #1 - Skills

Goal - Comfortable session focused on skills and technique. Good for those days when you need a break from hard training

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 swim 200 of 100 kick / 100 swim 4x50 Swim with paddles <u>Main Set</u> 3 sets of: 4x50's of 1x Scull 2x Drill 1x Build to fast 4x50 of 20m fast/30m easy <u>Cool Down</u> 100 easy swimming	<u>Warm Up</u> 400 swim 300 of 200 kick / 100 swim 8x50 Swim with paddles <u>Main Set</u> 5 sets of: 4x50's of 1x Scull 2x Drill 1x Build to fast 8x50 of 20m fast/30m easy <u>Cool Down</u> 300 easy swimming	<u>Warm Up</u> 400 swim 3 sets of: 300 of 200 kick / 100 swim 8x50 Swim with paddles <u>Main Set</u> 5 sets of: 4x50's of 1x Scull 2x Drill 1x Build to fast 8x50 of 20m fast/30m easy <u>Cool Down</u> 300 easy swimming
Total distance: 1.5km Time: 30 mins	Total distance: 2.8km Time: 60 minutes	Total distance: 4.2km Time: 90 minutes

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Workout #2 - Aerobic

Goal - Find your rhythm in the main set and maintain a steady heart rate. Improving aerobic base fitness

Level 1	Level 2	Level 3
<u>Warm Up</u> 600 continuous swimming of: 200 swim 50 scull/50 kick/ 100 drill 100 IM 100 Build 4x100 Build 1-4 to 90% on the last one <u>Main Set</u> 10x100 of: 1x100 (30 secs rest inbetween) 2x100 (25 secs rest inbetween) 3x100 (20 secs rest inbetween) 4x100 (15 secs rest inbetween) <u>Cool Down</u> 100 recovery swim down	<u>Warm Up</u> 600 continuous swimming of: 200 swim 50 scull/50 kick/ 100 drill 100 IM 100 Build 4x100 Build 1-4 to 90% on the last one <u>Main Set</u> 10x200 of: 1x200 (30 secs rest inbetween) 2x200 (25 secs rest inbetween) 3x200 (20 secs rest inbetween) 4x200 (15 secs rest inbetween) <u>Cool Down</u> 200 recovery swim down	<u>Warm Up</u> 2x600 continuous swimming of: 200 swim 50 scull/50 kick/ 100 drill 100 IM 100 Build 4x100 Build 1-4 to 90% on the last one <u>Main Set</u> 10x200 of: 1x200 (30 secs rest inbetween) 2x200 (25 secs rest inbetween) 3x200 (20 secs rest inbetween) 4x200 (15 secs rest inbetween) 300 recovery 6 sets of: 100 Medium pace / 10 secs rest / 50 Hard <u>Cool Down</u> 200 recovery swim down
Total distance: 2.1km Time: 30 mins	Total distance: 3.2km Time: 60 minutes	Total distance: 5km Time: 90 minutes

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Workout #3 - Back end speed/ Race pace

Goal - Main set is practicing the middle 100 and last 50 of a 200m race. Aiming for the same splits as you would have in a 200m race

Level 1	Level 2	Level 3
<u>Warm Up</u> 4x150 of: 1x 100 free / 50 back 1x 100 free / 50 Kick 1x 100 free / 50 Drill 1x Build 100 easy <u>Main Set</u> 2 sets of: 50 @ 80% effort (2.00) 100 @ 95% effort (3.00) 50 recovery (1.30) 50 @ 90% effort (1.30) 150 recovery (5.00) ----- 100 Fast with a dive start <u>Cool Down</u> 200 swim with fins and paddles	<u>Warm Up</u> 5x150 of: 1x 100 free / 50 back 1x 100 free / 50 Kick 1x 100 free / 50 Drill 2x Swim build 1-2 250 easy <u>Main Set</u> 3 sets of: 50 @ 80% effort (1.30) 100 @ 95% effort (2.30) 50 recovery (1.15) 50 @ 90% effort (1.15) 150 recovery (4.00) ----- 100 Fast with a dive start <u>Cool Down</u> 200 swim with fins and paddles	<u>Warm Up</u> 10x150 of: 2x 100 free / 50 back 2x 100 free / 50 Kick 2x 100 free / 50 Drill 4x Swim build 1-4 200 easy <u>Main Set</u> 5 sets of: 50 @ 80% effort (1.30) 100 @ 95% effort (2.00) 50 recovery (1.00) 50 @ 90% effort (1.00) 150 recovery (4.00) ----- 100 Fast with a dive start <u>Cool Down</u> 500 swim with fins and paddles
Total distance: 1.8km Time: 30 mins	Total distance: 2.5km Time: 60 minutes	Total distance: 4.3km Time: 90 minutes

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Workout #4 - Short sprints and speed

Goal - Big main set of sprints and speed. Stay focused and visualise yourself in a race for each of the dives.

Level 1	Level 2	Level 3
Warm Up 200 swim 2x50 of kick/swim 2x50 drill 4x25 Build 1-4 50 easy 3x50 20m fast / 30m easy <u>Main Set</u> 4x50 with dive start - 1x 15m fast / 35 easy - 1x 25m fast / 25 easy - 1x 40m fast / 15m easy - 1x Recovery 3x100 Medium pace swim with a fast turn and fast finish <u>Cool Down</u> 3x100 easy swimming with some backstroke	Warm Up 200 swim 2x100 IM 2x50 of kick/swim 2x50 drill 4x50 Build 1-4 100 easy 4x50 20m fast / 30m easy <u>Main Set</u> 2 sets of: 4x50 with dive start - 1x 15m fast / 35 easy - 1x 25m fast / 25 easy - 1x 40m fast / 15m easy - 1x Recovery 3x100 Medium pace swim with a fast turn and fast finish <u>Cool Down</u> 3x100 easy swimming with some backstroke	Warm Up 400 swim 3x100 IM 6x50 of kick/swim 6x50 drill 4x50 Build 1-4 100 easy 4x50 20m fast / 30m easy <u>Main Set</u> 4 sets of: 4x50 with dive start - 1x 15m fast / 35 easy - 1x 25m fast / 25 easy - 1x 40m fast / 15m easy - 1x Recovery 3x100 Medium pace swim with a fast turn and fast finish <u>Cool Down</u> 5x100 easy swimming with some backstroke
Total distance: 1.5km Time: 30 minutes	Total distance: 2.8km Time: 60 minutes	Total distance: 4.7km Time: 90 minutes

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Workout #5 - Skills endurance

Goal - Working on strength and power in kick and pull, building up endurance in both. Good session to mix things up with.

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 with fins and paddles easy swimming 200 of 50 scull/kick/drill/swim <u>Main Set</u> 3x50 Kick (Build 1-3) 3x50 Pull with pull buoy (Build 1-3) 4x50 Swim (Build 1-4) 100 easy 6x50 Breath control (breathing every 5 strokes) <u>Cool Down</u> 100 easy	<u>Warm Up</u> 2x200 with fins and paddles easy swimming 2x200 of 50 scull/kick/drill/swim <u>Main Set</u> 3x100 Kick (Build 1-3) 3x100 Pull with pull buoy (Build 1-3) 4x100 Swim (Build 1-4) 300 easy 12x50 Breath control (breathing every 5 strokes) <u>Cool Down</u> 200 easy	<u>Warm Up</u> 5x200 with fins and paddles easy swimming 5x200 of 50 scull/kick/drill/swim <u>Main Set</u> 3x200 Kick (Build 1-3) 3x200 Pull with pull buoy (Build 1-3) 4x200 Swim (Build 1-4) 300 easy 12x50 Breath control (breathing every 5 strokes) <u>Cool Down</u> 200 easy
Total distance: 1.4km Time: 30 minutes	Total distance: 2.6km Time: 60 minutes	Total distance: 5.1km Time: 90 minutes

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Workout #6 - Speed/Quality

Goal - Building from the set last month, main set is hard 50's holding speed. Push it out to the very end

Level 1	Level 2	Level 3
<u>Warm Up</u> 100 swim 4x50 of Scull/Kick/Drill/Swim 4x15m fast 4x50 Build 1-4 last one at 95% effort 100 Recovery <u>Main Set</u> 14x50 of: 1 hard / 1 recovery 2 hard / 1 recovery 3 hard / 1 recovery 4 hard / 1 recovery 5 hard / 1 recovery <u>Cool Down</u> 100 fins and paddles	<u>Warm Up</u> 300 swim 4x50 IM Order 6x50 of 2 Scull/Kick/Drill 4x15m fast 4x50 Build 1-4 last one at 95% effort 100 Recovery <u>Main Set</u> 14x50 of: 1 hard / 1 recovery 2 hard / 1 recovery 3 hard / 1 recovery 4 hard / 1 recovery 5 hard / 1 recovery 100 easy swimming 6x25 Dive Sprint <u>Cool Down</u> 200 fins and paddles	<u>Warm Up</u> 500 swim 8x50 IM Order 12x50 of 4 Scull/Kick/Drill 4x15m fast 4x50 Build 1-4 last one at 95% effort 100 Recovery <u>Main Set</u> 20x50 of: 1 hard / 1 recovery 2 hard / 1 recovery 3 hard / 1 recovery 4 hard / 1 recovery 5 hard / 1 recovery 300 easy swimming 6x25 Dive Sprint <u>Cool Down</u> 400 fins and paddles
Total distance: 1.8km Time: 30 minutes	Total distance: 2.7km Time: 60 minutes	Total distance: 3.8km Time: 90 minutes

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Workout #7 - Aerobic/Anaerobic

Goal - Big distance session. Work hard when needed in the main set and get your times

Level 1	Level 2	Level 3
<u>Warm Up</u> 100 swim 4x50 Odd - Drill Even - Swim 4x25 Alternating Kick and scull 3x50 Build 1-3 to 90% 50 easy <u>Main Set</u> 3x200 Build 1-3 2x100 IM 3x100 Build 1-3 2x100 IM <u>Cool Down</u> 100 Fins and paddles	<u>Warm Up</u> 200 swim 6x50 Odd - Drill Even - Swim 10x25 Alternating Kick and scull 3x100 Build 1-3 to 90% 100 easy <u>Main Set</u> 3x400 Build 1-3 3x100 IM 3x200 Build 1-3 3x100 IM <u>Cool Down</u> 100 Fins and paddles	<u>Warm Up</u> 400 swim 12x50 Odd - Drill Even - Swim 10x25 Alternating Kick and scull 3x200 Build 1-3 to 90% 200 easy <u>Main Set</u> 3x600 Build 1-3 4x100 IM 3x300 Build 1-3 4x100 IM <u>Cool Down</u> 100 Fins and paddles
Total distance: 2km Time: 30 minutes	Total distance: 3.6km Time: 60 minutes	Total distance: 5.6km Time: 100 minutes

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Workout #8 - Quality & Skills

Goal - Push hard in the first part of main set, rest of program is skills and technique focused

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 of 100 swim/ 50 scull / 50 kick 200 of 100 swim / 100 IM <u>Main Set</u> 2 sets of: 50 @ 90% effort 50 recovery 100 Build to fast 50 kick/50 swim/100 pull 100 Free with fast turns/100 IM (Fins) <u>Cool Down</u> 4x50 Stroke Count with Paddles	<u>Warm Up</u> 2 sets of: 200 of 100 swim/ 50 scull / 50 kick 200 of 100 swim / 100 IM <u>Main Set</u> 3 sets of: 50 @ 90% effort 50 recovery 100 Build to fast 2x 50 kick/50 swim/100 pull 2x100 Free with fast turns/100 IM (Fins) <u>Cool Down</u> 4x50 Stroke Count with Paddles	<u>Warm Up</u> 3 sets of: 200 of 100 swim/ 50 scull / 50 kick 200 of 100 swim / 100 IM <u>Main Set</u> 6 sets of: 50 @ 90% effort 50 recovery 100 Build to fast 4x 50 kick/50 swim/100 pull 4x100 Free with fast turns/100 IM (Fins) <u>Cool Down</u> 10x50 Stroke Count with Paddles
Total distance: 1.4km Time: 60 minutes	Total distance: 2.4km Time: 60 minutes	Total distance: 4.5km Time: 90 minutes

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Workout #9 - Back end speed

Goal - One of my favourite main sets for 100 and 200 speed development. Maintain times through main set. Feel the burn!

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 swim 4x50's of 1x Kick 1x Drill 4x50 of 25 fast / 25 easy 4x50's Build 1-4 100 easy <u>Main Set</u> 20x50 on 1.15 Odds - 90% effort Evens - Recovery <u>Cool Down</u> 100 swim	<u>Warm Up</u> 300 swim 4x50's of 1x Kick 1x Drill 4x50 of 25 fast / 25 easy 4x50's Build 1-4 100 easy <u>Main Set</u> 30x50 on 1.15 Odds - 90% effort Evens - Recovery <u>Cool Down</u> 200 swim	<u>Warm Up</u> 600 swim 8x50's of 1x Kick 1x Drill 4x50 of 25 fast / 25 easy 4x50's Build 1-4 200 easy <u>Main Set</u> 40x50 on 1.15 Odds - 90% effort Evens - Recovery <u>Cool Down</u> 300 swim
Total distance: 2.0km Time: 30 minutes	Total distance: 2.7km Time: 60minutes	Total distance: 3.9km Time: 90 minutes

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Workout #10 - Technique

Goal - Easier session focused on technique and long and relaxed swimming.

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 of 150 swim/50 Kick 12x50 of: -1x Scull -2x Drill -3x Stroke count	<u>Warm Up</u> 3x200 of 150 swim/50 Kick 18x50 of: -1x Scull -2x Drill -3x Stroke count	<u>Warm Up</u> 5x200 of 150 swim/50 Kick 30x50 of: -1x Scull -2x Drill -3x Stroke count
<u>Main Set</u> 6x100 Free build 1-6 (Fins and paddles)	<u>Main Set</u> 2x6x100 Free build 1-6 (Fins and paddles)	<u>Main Set</u> 2x6x100 Free build 1-6 (Fins and paddles)
<u>Cool Down</u> 100 easy	<u>Cool Down</u> 100 easy	<u>Cool Down</u> 300 easy
Total distance: 1.5km Time: 30 minutes	Total distance: 2.8km Time: 60 minutes	Total distance: 4.0km Time: 90 minutes

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Workout #11 - Aerobic

Goal - Building up aerobic fitness with a solid main set

Level 1	Level 2	Level 3
<u>Warm Up</u> 100 swim 100 kick 100 drill <u>Main Set</u> 2x200 holding HR 40-60 BBM 2x50 25 scull/25 swim 2x100 IM Build 1-4 2x50 25 scull/25 swim 4x50 Build 1-4 <u>Cool Down</u> 100 easy swim	<u>Warm Up</u> 2 sets of: 100 swim 100 kick 100 drill <u>Main Set</u> 3x200 holding HR 40-60 BBM 4x50 25 scull/25 swim 4x100 IM Build 1-4 4x50 25 scull/25 swim 4x100 Build 1-4 <u>Cool Down</u> 100 easy swim	<u>Warm Up</u> 4 sets of: 100 swim 100 kick 100 drill <u>Main Set</u> 6x200 holding HR 40-60 BBM 8x50 25 scull/25 swim 8x100 IM Build 1-4 8x50 25 scull/25 swim 4x100 Build 1-4 <u>Cool Down</u> 200 easy swim
Total distance: 1.6km Time: 30 minutes	Total distance: 2.4km Time: 60 minutes	Total distance: 4.6km Time: 90 minutes

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Workout #12 - Test set

Goal - Push hard from the start, try and hold times in the fast 100's throughout the set

Level 1	Level 2	Level 3
<u>Warm Up</u> 200 Easy swim 4x50 Kick/Drill/Swim/Build 4x50 Build 1-4 to 90% 100 easy <u>Main Set</u> 10x100 on 2mins Odd - 95% effort Even - Recovery <u>Cool Down</u> 200 easy	<u>Warm Up</u> 3x100 Easy swim 6x50 Kick/Drill/Swim/Build 4x50 Build 1-4 to 90% 100 easy <u>Main Set</u> 16x100 on 2mins Odd - 95% effort Even - Recovery <u>Cool Down</u> 200 easy	<u>Warm Up</u> 6x100 Easy swim 12x50 Kick/Drill/Swim/Build 4x100 Build 1-4 to 90% 200 easy <u>Main Set</u> 20x100 on 2mins Odd - 95% effort Even - Recovery <u>Cool Down</u> 400 easy
Total distance: 1.9km Time: 30 minutes	Total distance: 2.7km Time: 60 minutes	Total distance: 4.2km Time: 90 minutes