

## Audio file

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## Transcript

Speaker 1

It's time for the outspoken cyclist your weekly conversation about bicycles, cyclists, trails, travel, advocacy, the bike industry, and much, much more. You can subscribe to our weekly podcast at [outspokencyclists.com](https://outspokencyclists.com) or through your favorite podcasting app to listen anytime. Now here's your host, Diane Jenks.

Speaker 2

Hello and welcome to the outspoken cyclist. I'm your host, Diane Jenks. Thanks for tuning in today. My guest is not new to the show and he is certainly not new to US cycling or to the custom bike business. In fact, Toby Stanton, Mr. hot tubes, Mr. Junior development team guy and probably one of the few people in the US who has watched US bike racing ebb and flow with deep insight and broad knowledge, is one of the most knowledgeable and approachable people in the business. I was fortunate enough to get schooled on the current state of US bike racing, including how he views team development in our conversation. OK. We do talk about some of the other hats he wears or has worn over the years, frame builder, painter and currently carbon repair whiz, but his depth of understanding about how to raise up a young team of bike racers is exceptional. Today's young elite stars the likes of Magnus Sheffield and Matteo Jorgensen. Who came up through the hot tubes development? Program are showing us that the US can and does compete successfully on the worldwide stage for the first time in a long time. Toward the end of our conversation, which took place just before Perry Ruby, I asked Toby who he thought might be on the top of the podium. Well, actually, I suggested it might be taddy pogacha, but Toby was emphatic with a no and pretty much nailed the winner. I hope you enjoyed this chat as much as I did. Hi, Toby. Welcome back to the outspoken cyclist. Thanks for being my guest today. How are you? Are you tired?

Speaker 3

I'm tired. Thanks for having me. This is.

Speaker 2

Great. Yeah. You drove. What were you doing in Texas?

Speaker 3

My significant other lives there. She did live. Here in Boston. She inherited a family business when her dad passed, and so she had to go back there, moved back there. Not permanently, but until she gets everything working. So I was bringing her a bunch of furniture for her daughter and some stuff. Some things that she had up here that were important, that she didn't have the ability to fly with. So I drove down, visited for a couple of days and drove back.

Speaker 2

The cooling trip this time of year.

Speaker 3

It's a grueling trip anytime of. Year. Yeah, it was pretty windy. I got caught driving down around Memphis. They had these massive thunderstorms, floods and tornadoes. That's where I was right then.

Speaker 2

Ah.

Speaker 3

I'd never been in a tornado. They're scary. It was moving 85 miles an hour, not 85 mile an hour winds. But that's how fast it's moving. You can't outrun that in a car.

Speaker 2

No.

Speaker

Yeah.

Speaker 3

And so you better figure it out real quick. And and I always. Thought of tornadoes as things in movies, not things that are real, cause they've never been real to me. And it gets real real fast.

Speaker 2

Years ago, there was a tornado that came through Cincinnati. When I was down there and then it hit it flattened. Xenia. OH, I mean, took out most of Xenia and. The building I was in, the one. Side the the. Sky got this kind of eerie green yellow and the other was like this bright blue sun. But when it was all done, the roof came and we were on the third floor of the 7th floor building. The roof was pulled off that building, so I know what it sounds like. I know kind. We opened all the windows so that they wouldn't blow out. It's terrifying.

Speaker 3

Yeah, yeah.

Speaker 2

It's terrifying. I'm glad you're safe.

Speaker 3

Yeah, me too. It missed me. It was just thunderstorms where I was, but it was tornadoes real close. And when you see that sky, it's just different, you know, it's different and dangerous. It's very low, very dark. And it just feels ominous.

Speaker 2

It is ominous. It's weird. Well, let's get back to what we're really going to talk about, which was, you know, how I came back to you. We spoke years ago. But Joe Lindsey and I were wrapping up spring classics and we were talking about why bike racing doesn't do what we'd like it to do here in the states. And and of course, your name.

Speaker 3

Yeah, yeah.

Speaker 2

Came up as probably one of the preeminent founders of and developers of juniors and and that's of course the theater system into our pro cyclist. So I decided let's talk to Toby again. I'm really excited that we can. Do this.

Speaker 3

Thanks, I'm glad.

Speaker 2

Now, before we do that, I want to talk about the bike side. We are gonna we are going to talk about the the development side and the juniors, but I want to talk about the bike side cause you know I love frame builders and you're a frame builder. So I noticed on your website and Brian, my husband Brian said no, no, no open you've seen opens. We've had opens in the shop before.

Speaker 3

OK.

Speaker 2

I. A frame called open a bike called Open, which comes from apparently Europe.

Speaker 3

Yeah. So it's this guy. It's owned by two guys, Gerard Peruman, who was the founder of Servello, one of the two founders. When Phil White and Gerard sold Servello, you know, they had a non disclosure, not not a non disclosure but a non compete. So Gerard wanted to stay in the bike business. Especially, you know, the innovative bike building part, but he couldn't make anything that Savella made, but Savella only made Rd. bikes and time trail bikes. So Gerard founded with Andy Kessler. I think he's from BMC but they found it open and built gravel bikes and this super lightweight. Rigid mountain bike and they're sort of boutique. They're real high-end me when I say they're really high end. I mean, they're really light. And they're really, really well made and they've got just this smart geometry. Gerrard was really the first one to make a gravel bike and, you know, really make them and not have it just a a modified road bike or cyclocross bike. He loved them and he really pioneered. An awful lot of the engineering that's in them now.

Speaker 2

So I can remember being an inner bike when Cervelo first came out, and he's the guy I must have met because those bikes looked different from anything that was on the floor at that time. And I remember that he was the engineer who sort of was manipulating this tubing in in ways we'd never seen before.

Speaker

That's right.

Speaker 3

Correct. Yeah. So, so Gerard is a Dutch guy and Phil White is Canada.

Speaker 2

Right.

Speaker

And.

Speaker 3

And they became really good friends and they were both in engineering school at McGill, and they built a bike as a engineering project, as I think probably a senior project. And they were just like, hey, this is cool. Let's start a bike company. And so that's how Cervelo started. Two really smart engineers that put function over form. How can we make the best thing and then we'll figure out what it looks like. Looks isn't gonna drive anything. You know, they're big aerodynamicists. And so a lot of attention went at a lot of attention, a lot of expense went to making them very light and very aerodynamic. And bikes weren't. Particularly scientific. Back then, we're just getting out of it. Round tube steel bikes and round tube carbon and aluminum, and no one thought that 25 or 30 miles an hour was fast enough to make an arrow difference, but. They figured out. That

it does. And now you know where the bikes are. Every little tiny thing is, I mean, we're regulating sock height because it makes such a difference.

Speaker 2

Exactly, exactly it it sounds ridiculous, but when it means the difference between you getting across that line 1st and somebody else absolutely so the other bike that it's on your side is 3T. Is that the same 3T who made Sims and?

Speaker 3

It is exactly right. So this is another. What is it? Cause this is another Gerard thing. So when Gerard left Cervelo when he bought was bought out, he bought 3 tea.

Speaker 2

Hello.

Speaker 3

Because he always liked it. He's as as techno Weiner as he is and engineering wise, he still has this incredible respect for the history of things. And so 3T was probably a struggling minor parts company, you know bar stem seat posts he was like we can do more with this. So when his non compete ended.

Speaker 2

Right.

Speaker 3

He made three Tees, 1st Rd. bikes. Which was oddly, and this takes us back to the racing team a little bit. So Gerard pioneered the one by stuff when he came out with the one by three T strata, everyone thought there's no way nobody wants this, you know, it's just a gimmick. It's just a whatever. Now got all the top guys are using it most of the time. But it was Gerard's idea, his drive, that it's like. Look, we can make it lighter. We can make it more dynamic. We can make it simpler. And so we were the first Rd. team, so they had a a, a pro team. It was sort of this Irish pro team. Lasted a year, maybe. It might have lasted 2, but he sponsored them, but they didn't really embrace it as a, you know, there were a whole lot of everyone else is using 2 chain rings. You know, we want to use two chain rings, but my team used them. The first year. We used them was the year that Magnus Sheffield. 1/3 at the World Championships. And he was just such a dominant rider. And he did that on A1 by on a very hilly course. And I mean, granted, it's Magnus. So Magnus could make a big wheel look high tech. And because it's just so damn strong. But it was really for Gerard. It was proof of concept. It was like, this works. You can race. This kind this technology at an elite level. And so Gerard was like you want to be a 3T dealer, you're in, you want to be an. Open dealer. You're in. Because of that, you know, whatever. It's been 25 year relationship with them, 2020 years, 25 years. There's. So that's why I still have them. I'm not a bike shop, so I don't really.

Speaker 2

Wow.

Speaker 3

Sell bikes unless somebody sort of specifically is asking, hey, what's the best gravel bike? And it's always an older guy, which is what opens or really. Well suited to 1, they're expensive, so it's going to take usually an older guy to afford them, but older guys have. Physiological limitations. The young guys don't they can't get in that body position. They could when they. Were 20.

Speaker 2

Right.

Speaker 3

And so opens are a little taller on the front end. They open your chest up a little more. They emphasize aerodynamics a little less than they do comfort and producing power because the aerodynamics. This matters less on a gravel bike unless you're at the gravel World Championships and you're going really, really fast. It's less about that than it is about being light handling really well and not beating the crap out of you.

Speaker 2

Let me reintroduce you and we'll keep going here. We're speaking with Toby Stanton. He's Mr. hot tubes. I love the name. It's always been such a great name and he is a builder. He he's a painter. You do you actually paint?

Speaker 3

I do.

Speaker 2

OK, painting is hard. Nobody wants to paint.

Speaker 3

Uh.

Speaker 2

Bikes.

Speaker 3

A lot of people want to do it until. They do it. Right, exactly. And then no. One wants to.

Speaker 2

Do it again. It is so different from a car. And if you go to somebody who's a car painter and you say I need you paint my frame, they're like they'll pick up the gun. But.

Speaker 3

The problem is it's all tubes and they're all tubes that go different. Directions. Right. So. Paint is. No paint, pun intended, but paints volatile like paint is very sensitive to temperature and humidity. So you have to have really good control of them. And as those elements change, you have to adjust your technique to adjust to the changing conditions. But also you're much more likely to get light spots because you've got a tube has, you know, a car hood has basically one side that you care about. A tube has 360°, all of which needs to get covered evenly, and then you need to get clear on them and paint wants to run or drip, so you've got tubes going in all different directions that you need to rotate in certain directions to keep everything flowing properly. I guess it's sort of like building a violin when you're a violin builder, it's easy because you know what you're doing. It's always the same. Bikes are essentially all the same. The the look would be different than the the arts different, but that process of how you apply paint. Primer how you prep, how you do color, how you do masking, how you do decals, how you do, clear how you wet sand Polish after that's really the same. What changes a bike painter for being a good painter to a really, really good painter. An expert is the same thing that makes. A good frame builder from our mediocre 1 and it's not avoiding problems. Good builders avoid most problems, but it's how you fix them when you get them. A professional just knows how to do it without. Having to redo. Everything. And 35 years of making mistakes has taught me a lot of process techniques so that I can avoid. Redoing things and avoid big mistakes. I I still hung up a sign in my shop the first week I opened in 1990. 1 and I still have this note it's so faded you can't read it. It says please learn from your \*\*\*\* \* mistakes because you're gonna make them. And I can't I tell my team all the time. I said you guys are young and dumb and strong and there's a million mistakes to make and you're gonna make most of them. What I don't have time for is for you to make the same one over and over. So I need. You to learn. From your mistakes, I expect you to make them. I hope you can learn from somebody else's and progress like that. But once you've made a mistake. Like figure it out what happened? How did it happen? How do I avoid having that happen again, not putting myself in that position. And as it goes to my team, this is sort of one of these things and I'm jumping around a bunch.

Speaker

Hey.

Speaker 3

My guys are all young and smart guys and they're usually really, really good athletes and so they're competitive to be able to win. And when we're racing in Europe, the racing is really, really hard. It's it's at a level that it's never been for U nineteens. And the Europeans? Get weekly doses of this racing and we don't, right? So it's figuring out

quickly because we don't have that many opportunities figuring out quickly how races are won. So one of the tools that I do is I said, you know, they all watch the Pro races, they all watch Flanders and dwarves and robots appeal, and all of these races. It's like, all right, watch the race, enjoy it, see who wins, then rewind 50K and watch what the winner does. Watch where he goes and the choices he makes. That's where races are won. It isn't just brute force. I mean it. If it comes down to that, like Magnus could do that where he could just out muscle guys because he was just so strong. He and Quinn Simmons. But Magnus is also really smart. He could use other. Other means other than just brute force to win, which is why you see him able to win now when he's in fields of the best riders in the world. He's only 2223 years old like he's really, really young and he makes good choices. He reads the race, he figures out. If if you watch him, you'll see he and Mateo are incredibly similar in this way, in that they're never in a bad spot, but you never catch them napping at the back or riding in that dangerous sort of 3040 when it's gonna hit the. And they're always in a place to respond. They're not having to go around 15 or 20 guys to respond to an attack. They're always there. They are vigilant at positioning and. It costs a little more energy probably to maintain that, but it's probably less energy than making up for a big mistake, a big miss. And you see it with Matteo now, like he just is, he's prolific winner or podium guy now and he's really strong. But it would be a mistake to attribute it to strength with him. He's really strong, but he makes good choices all the time. He is calm. He's vigilant and it's really fun to watch because I always know where he's gonna be. He knows who the dangerous guys are. He uses his strength when it just comes down to that. You saw it at the at the early stages of Perry. Nice when it was, he just went to the front and made it. Mark and he took so many guys out of the game because they couldn't match that and he just reduced the chess board to a few players. And he did it not by being strong all the time, but by being strong. Where it mattered. And and Magnus is doing is learning the same thing. I mean, he's younger than Mateo, so he doesn't have as many years doing it, but he learns every race he does like, he is always in the.

Speaker

Game.

Speaker 2

Yeah, we just. Watched him recently. Take a take the stage at. Where was it mom?

Speaker 3

Last stage of Perry. Nice. Yeah. Beautiful stage.

Speaker 2

Yeah, we were watching him it. It's. Like Holy Smokes, once again, we're speaking with Toby Stanton from hot tubes, and we're talking about top racers right now, and I want to circle back to something about frames. I know that that we're we're jumping around, so why the hell not are you are you still building frames?



Speaker

Yeah.

Speaker 3

Uh, the technical answer would probably be yes, but I do very few now. Mostly I do it when I want to. There's so many good small builders out now, especially around where I am. They are just, they're really, really good Craftsman and I don't wanna spend that much time doing that. Now, I I did it. I did it for a long time. I did steel bikes when steel bikes were racing bikes. Now steel bikes are, you know. The Great coffee shop bikes and the fun bikes. But they're not the competitive. They can be, but they're just not now. No one raises them for the most part, and and it's it's not particularly a profitable business because paint is a is a massive expense element in it and it takes a lot of time and the materials are expensive and it's just hard. I get tired of justifying to people. Why it costs as much as it does to make. It. You're gonna pay me for 25 hours of my time and expensive materials and a hell of a lot of. You know that just you pay your transmission mechanic a lot more per hour than you pay me. And and there's four of them in your town. And there's one of me in this big yet somehow brain builders get or get this expectation of being discounted.

Speaker 2

Right.

Speaker 3

And. I don't want to do it and you know, I don't want to eat ramen.

Speaker 2

Shouldn't do it.

Speaker 3

Because because I can't afford anything else. So the shop has. Transition. So when carbon bikes came out, I learned the science of carbon bikes through a lot of different guys, through guys like Gerard and and where I live in new. England. There is a whole lot of composites technology here. MIT is here. There are aerospace companies that do work for the for the military. They were here and they were all willing to share technical knowledge with me. So I learned about composites and from this guy, Nick Crumpton, who's a. He's a custom frame builder. Carbon builder is. Nick is great, he's a techno Weiner, but he really knows carbon and he's really finicky and he's very picky and he's just the kind of guy that you want to learn from, cause he's really he's really good.

Speaker 2

No, I know Nick.

Speaker 3

So you know, I got to learn the science of composites really early and being a builder, I understood the dynamics on a bike. So I could figure out how to do. Carbon repairs in a way that made them not big and clunky and not like casts. But I could make a carbon repair basically disappear and ride so that you couldn't tell it was ever repaired.

Speaker 2

And so you're doing carbon repair.

Speaker 3

I do it every day. It's what? It's what I like to do. Mostly. Yeah. It's it's very satisfying. One. These bikes matter to these people. They love them. They ride them hard. They're heartbroken when they get broken. And I can fix them. It's like being, you know, a pediatric surgeon. You know, I get to fix.

Speaker 2

Yeah.

Speaker 3

This most important thing to these people, and I can do it fast because of the materials and technique than I do, allows me to do it much quicker than most carbon. I use the same kind of carbon that these carbon bikes are built with, so unidirectional prepreg. So it's cure. It's cured in an. Then. So it doesn't need to sit overnight and sort of cure like a canoe repair. You can cure it fast. Then I can finish them. I can do the finish work fast. So a guy could bring me a broken frame today and he could race it tomorrow.

Speaker 2

What is your wait time right now?

Speaker 3

For most carbon repairs, it's three to five days.

Speaker 2

What about paint?

Speaker 3

A lot longer.

Speaker

Yeah.

Speaker 3

It's just I'm a I. I had four employees. Now it's just me. Really. Yeah, my mechanic that I had opened a bike shop to be a mechanic and my really good painter that I had. He opened up a paint shop. You know, he wanted to do it himself and so. He left to do that. He's in my area. He's really good, probably the most talented bike painter I. No. He's just artsy and he's mechanical and he's patient. He's really, really good. So if you look on on the shop website and you see the real artsy bikes, they were probably done by Jordan. He's just he's just good. At it I.

Speaker 2

Got it. So.

Speaker 3

Carbon repair fills my docket for the most part. It's I can do them fast. They're satisfying and they pay pretty well cause they're not materials heavy.

Speaker 2

Right. It's labor heavy.

Speaker 3

Yeah.

Speaker 2

Let's take a short break. When we come back, we're going to talk about your team and we're going to talk about anything else that comes up for us. Because I'm sure it. Will. And we're speaking with Toby Stanton from hot tubes. You are listening to the outspoken cyclist. We'll be right back. We are back on the outspoken cyclist. We're talking with Toby Stanton from hot tubes. We're going to talk about his junior development team. You are. You are the one. Is anybody else doing what you're doing?

Speaker 3

Yes, well, a couple of years ago, Roy Nickman, who was a pretty famous former racer right, started a team. He had his son that was.

Speaker 2

Who?

Speaker 3

Facing and so he started a team primarily based in California. That's where Quinn Simmons came from. It's where Kevin Vermark came from. Sean Quinn was there, and he did it for a few years. And if you know Roy, you know, Roy doesn't do anything sort of half \*\*\*. So he went in eight cylinders flaming and it cost him, you know, it just you can't

do it at that pace forever. So he stopped and then that team went away. And there's this guy, Rusty Miller, down South, down in Greenville. He was the coach at Furman.

Speaker 2

No.

Speaker 3

And just this guy that wanted to do it and he had a couple of local young juniors and and I like rusty. So I tried to help him and it's like, look, I'll tell you where all the hiccups are, how to try to get funding, the model that we set our team up as is a good model for sustainability for junior teams. You're not sponsored by a local bike shop. You're not sponsored by, you know your riders. Dad's company cause after you, after that kid's gone, that sponsorship goes and you've done nobody a favor. Being there for three years and then flaming out and going away, you just leave the impression that that's the way it is here. And when you go to Europe, all these teams have have existed for 20 years, 25 years. So figuring out an American version of that was what we did. So there's this guy, Rusty. He has the development team for EF. And he had Ashlyn Barry last year. He has some good guys now, so he's the big sort of level of competition against us now. And it was always sort of my goal to create or to try to help create three or four teams like mine here, so. We didn't have to. Go to Europe to. Get good. I don't want to go to a race. In America and just. Steam roll everybody. We don't get better. And nobody feels good about it. So when there's two or three teams or four teams? Then those guys battle really hard, and then if you're the local bike shop guy from Iowa, kid, but you Got Talent, but you're not on one of these big teams, you can take advantage of that dynamic and it doesn't if that guy is racing us alone, we're going to kill him. I don't care how good he is, but if I'm battled and Rusty. And then there's this guy, drew Cogan, out of. He's out of California. He primarily has a younger team, 1516, but he now has 1718 says their team is fellow. Sport and they're very good. At working on that development, he again he was. Living in Boston. And so I was like, alright, drew, he and I became friends. It's like here's. What you need to? Do to survive. And it's basically finding a funding source finding rich. Guys that think what you do matters and that means that it isn't about bike racing. Bike racing is the vehicle that we use to develop character in young men and women and so finding well off guys. I mean they they all have money to donate to charity. So first thing first become a 501C3. Because then their money counts and it's way easier to get guys to donate to you when you're recognized charity. Firstly, you have built in safeguards. You you have to do certain things to show that you're on the up and up and. That you're doing things properly. And and then these guys are generally in for the long term, they think the team is cool and they're older guys without having a son on the team. So they'll stay invested for 10 or 15 years and you get. It's a self fulfilling prophecy. If you get that good team and you get some results and you're coming back next year, then you start to build this legacy of this thing. I'm part of something that's big. And that makes everybody feel good. And the young riders coming in aren't coming on to a new team. They're coming on to the Yankees or the Red Sox.

You know, you're coming into something that has a history that you want to live up to. And so helping Drew build that culture, helping Rusty build that culture. You strip away the jerseys and there is very little difference between us and how we operate. Wait, the team, how we manage money? We all have boards of directors of guys my team. For years I was it. I was the guy and people would hand me a check and go. This is for the team and there were absolutely no safeguards other than my own conscience. And so when we became A501C3. It required that I have a board of directors and that's a loose arrangement. I didn't want it to be loose, so I got some of my donors. Really smart business guys that are way better at money than me. And I said I answer to you now I got a chairman of the board, Alston Gardner, and he's this retired businessman. Still entrepreneur. You know, invest in a lot of things. And yeah, I created the team. I run the team, but I answer to him, and he's the chairman of the board, and he defers to me on everything. But I know he is looking at the books and he's making sure that I do everything at a level that I would be proud of. Looking back at it. And that's ultimately what I want. I want to be held to a standard higher than I would hold myself naturally, because that's how I'm gonna get better. It sort of works and when you build in these checks then you don't ever run into ethical, questionable ethical issues, which would be the death of the team.

Speaker 2

Right. How do you find your riders?

Speaker 3

It's easy for me. Well, I say it's easy for me now. It was easy for a lot of years because we were the big team, so every good rider in the old days who would come to be and send to CVS and ask, you know, and want to be on the team. So I had to pick up the litter most of the time. Then Roy came along and he made me work. It wasn't cause he was proactive about going after good athletes before me. And it \*\*\*\*\* me off cause I now had to do things way earlier than I ever had to do them, and I had to normalize a lot of things that I kept pretty loose. And ultimately it was good for me and it's good for American racing. So now Roy's gone. But Rusty is there. I don't know that he ever sleeps cause he's always talking to some young rider about the potential of coming to his team. So now I have to compete with Rusty for these young talented guys. And with Drew for young guys.

Speaker

Sure.

Speaker 3

Now I had been with in the case of Drew, he had primarily a 1516 team, so his goal was to get guys good enough. That I would take them.

Speaker 2

Yeah, feeder system? Sure.

Speaker 3

Yeah, but now he has some guys that I couldn't take him. When he brings those 1718 year olds to races, he wants to beat us. So now we're butting heads and we're racing and the racing is much, much better. So American racing for juniors, for under Nineteens is the best it has.

Speaker

Sure.

Speaker 3

Ever been in U.S. history?

Speaker 2

Interesting.

Speaker 3

When Lance and George were juniors together, but that's two guys.

Speaker 2

Right.

Speaker 3

You know, now there are just so many guys all the time that are competitive to go to the world tour and are turning heads. Quinn Simmons was world champion. You know, you've got Kevin Vermark and you've got Magnus and you got Matteo and you've got McNulty and you've got guys that are not just participating at the World Tour. Level you have guys that are winning at the World Tour level and we never had this much density. And diversity at such a young age before.

Speaker 2

Where are the races in the US?

Speaker 3

There are very few, so there's Valley of the Sun, which is an opening season thing. Very good race, not real hard, but it's a good competitive. It's hard because all the best guys are there.

Speaker 2

Right.

Speaker 3

But the road race is rolling, but not hard. The criterium is really fast and the time trial is a time trial. It's a. But it's it's.

Speaker

Right.

Speaker 3

February. So it's hard for a guy from Wisconsin to go there and be good unless you know he can winter in Tucson. Then there is the Texas weekend the Lago Vista, which are two really good races outside of Austin. Two really good Rd. races in a time trial and it's a great setup. The courses are hard, but not mountainous. They're just hilly but hard because of how it's raced these early season races have Eddy Merck style time trials that are short. So 1213 minutes and it's great. Parents don't have to spend a fortune bringing multiple bikes when Tom Trail bikes are used so early, it really is an advantage for California, Arizona and Florida guys and a real disadvantage for anyone in the Rockies. Or in the Midwest or in New England. So having these Eddy Merckx style makes traveling less expensive and those are really good. My favorite race and probably the best race. I think in the country for juniors is the Green Mountain. Padres in Vermont, it's run by this guy, Garrett Kessler. It's a time trial. A circuit race, a road race and a criteria. It's the hardest criterium in America. It is hard. It's in Burlington, Vt. It's on the side of the hill, and it's a freaking death March. It's one of those cool downtown, all the college kids are out. It's very exciting. The road race finishes at the top of App Gap, which is a monstrously hard climb. The circuit race is just a good bear. Based on the time trial's hard. Tom Charles, Eddie Merck style. Basically almost a hill climb for 10 minutes and. It's incredibly well run. It's a beautiful place. It's in a ski resort and a non ski resort time of year. So there's abundant housing choices. Everybody loves it. The Canadians come down. A lot of British come. It attracts a really good crowd. It's a great way to end the season and it's just, you know, Gary Kessler also put on the Killington. Stage race.

Speaker 2

OK.

Speaker 3

Which is phenomenal. He's really good. With that and so, if I was rich, I would hire Garrett Kessler to run a national series for me, and he would be in charge of all the races just because he's so gifted at it, making good courses. Everything goes off on time, everything is is, it runs like it's supposed to.

Speaker 2

But what happens once your juniors are moving on? USA Cycling doesn't feel like it's solid. Me now, maybe I'm out of the loop the last couple of years.

Speaker 3

So the guy the CEO of USA Cycling. Now Brendan quirk.

Speaker 2

Right. I've spoken with him. Yeah.

Speaker 3

You have. I listen to it. He's really good, he said to me. You know, LA is the goal.

Speaker 2

Yes, we did talk about that. You're absolutely.

Speaker 3

Right. We're going to be good there. We need to put money into the juniors in the Under 23 and that's it. So tell me what you need. Tell me what I can do to help you do what you do better. And starts with national team directors. The junior national team coach is Gavin Mannion. He used to be United Healthcare. He was on Axel Merckx's team the same time as Ian Boswell, Lawson Craddock, Nate Brown. All those guys, which were all my guys on Axel. Works his team back then, so Gavin was. One of my riders. So he's known me since he was 15, so our working relationship is good. Gavin is a very, very good national team coach. He understands racing, he is detail oriented. He understands that. He's not their buddy, that he runs the national team and that means. I'm not hanging out with you. I'm not. We're not going to go out, you know, after a race and have a beer, he is. A national team coach, but he he does it in a in a way that it hadn't been done in a long time, like it isn't done. Motivation isn't done through a series of negative statements. You guys suck today. This, that it's not his approach. He's positively reinforcing he. Builds A-Team and then he races A-Team not Gavin and I have disagreements sometimes about who should be selected for things, but that's always going to be the case, but he understands these athletes, he understands young guys, he's a positive motivating.

Speaker 2

Yeah, sure.

Speaker 3

Guy and and he's always prepared.

Speaker 2

So you seem to have a lot of hope for bike racing in this country.

Speaker 3



I do. I do so you add to that. So it's a, it's a Christmas tree. Tiered thing, Gavin answers to Tanner Pot. Tanner Putt is a guy that before he took the job with the USA Cycling I had talked to him about coming on with me here to help me with my team as we expanded. So he's a guy like Gavin, he does it the right way. He's got honor, he's got integrity. He does what he says. He tells you what he means. And he just operates at A at a high level of character. And then you've got Brendan Quirk who I don't deal with much, but I deal with sometimes. Bonnie Parker, Bonnie, Bonnie at USA cycling. When I need things, I need help. I need form. Permission letters. I need anything in a hurry. They really bend over backwards to accommodate.

Speaker 2

How about women cycling? I'm not hearing your team does not have any women.

Speaker 3

At the moment I don't. I did Emma White, so I'm really selective about it, mostly because pain in the \*\*\*\*\* for me because I got junior boys and introducing a girl introduces a lot of expense and logistical things, so it's got to be a special. One, it's gotta be one that I think I can really make a difference with. And the last one that I had was Emma White, and she went on to become world champion and and Olympic bronze medalist and somebody, you know, just I'm incredibly proud of.

Speaker 2

So is there a junior development team for just women?

Speaker 3

Yes, it's part of the 2024 program. They have a women's team that is supported financially by, you know, I told you I have. Wealthy donor guy. There, there's this guy, Steve Vanderzwaan. He's a real estate developer in New York City. He's Dutch guy and he helps me out. He, he and I met a bunch of years ago and he came on and supported us and then he's like, alright, I've got money. Where is it best spent to help US cycling I. Said starting on. The 23 team. So he created Ebola, which became the EF development team. Now, and he also helped with bear development, the mountain bike program in California, and he sponsors the 20/20/14. He can afford a pro team, but he puts it into all of the development programs in America and he pays attention to it. You know, he he cares about all these teams.

Speaker 2

That takes me to a couple of other questions I have about young people themselves. Young people today and there was a study that I learned about from a professor down at UVA named Ralph Bueller, Dr. Bueller, and he did a study and found out that 50% of parents are not teaching their children to ride. I mean, to me, that's like not teaching them to swim. Right. So what do you find? Motivates these young people. Besides, I mean, I'm seeing so many horrible things like social media and people don't interact

with one another and they're not exercising. And how are you finding these motivated young people?

Speaker 3

In general, I can't answer your question because. I'm not dealing with that aspect of racing. I'm not a learn to ride program well because I can't be. But there are places like birds in Idaho that really put all of their energy and heart and also boulder junior cycle. They put a huge focus on teaching kids to ride and formulating. That social structure that gets them to do it enough that they get my interest. So I used to coach swimming, but I can't teach somebody to swim. I can teach somebody to swim fast. They can doggy paddle. So it's not an area of expertise for me. I'm not good at that. And and I can't answer because I I don't pay attention to. The learning to ride other than with my grandkids and watching the young athletes, so I have to pay attention to younger athletes than I ever have before because the pro racing dynamic has changed. There's more competition for athletes younger than they has ever been, so now I need to. Be looking at the 1314 national championships to identify potential athletes that might come on to my 1516 program. So that when they are 17, they're already ready to race internationally, because that's just how the scale has changed. In the old days.

Speaker

You could be a.

Speaker 3

1516 was sort of like introduction to bike racing and then you started to take it seriously as a 17 year AJ August at the end of the 17th year. Spent 10 days at the Ineos training camp in Majorca. That's how it's changed and he couldn't have done it had he not been a prepared athlete at 15 and 16. So that dynamic is changing. We may not have as many athletes entering the sport as we did in the past. But the volume of high level athletes has never been as good as it is. They are more prepared, they're more balanced and also socially. My team, not by design, is has really been an antidote for social media like my guys. Other than posting team stuff on Instagram. Weren't really. Want it? My guys are all going to really good universities after they get out of high school and combining that with the amount of time and dedication that they have to put into riding, there's just no time. For all that. Other stuff but. When we are at training camps and things, they aren't on their phones, they are doing school work and they're shooting. Cooler. They're playing pickleball, or they're doing these team funny, fun things. No, I have structural things that I have set up on my team for that Indios came to the junior Welter with us. They sent one of their sports directors to us a couple of years ago when AJ was 17. And so the way that dinner, everyone stays basically at this big hotel and every team gets this massive table, you know, 6 athletes, coach mechanic, you know, Swan air and a parent probably. And there were 15 or 20 of these tables in this one big sort of banquet hall and. They're all there. The Slovenians are there and the Portuguese, so that, you know and everybody's there, the Swedish guys are there. And

Dario, Dario, Cioni and I are just sitting there sipping a glass of wine, watching our guys laughing and dare I see Daryl look around and he just shakes his head and I. Go. Yeah, I know every. Table every athlete, every director was there with their phone in their hand. We don't allow phones at the table, ever. They don't even bring them. So our guys are talking and laughing and joking and becoming a team. While all of these other guys are sitting in there, you know, with their little earbuds in and and they're in their own little world. And that's just poison. To team development, so we just don't allow it and because we never have, nobody misses it. It's not like I took something away.

Speaker 2

Right.

Speaker 3

They just talk and they laugh and they joke and. They got all these. Nicknames for each other and all these things and. And so people think I'm super involved with all of this stuff. The better I get at this, the less I have. Have to do I sort of create an environment and I let them make the team and every year it's a little different because the personalities are different. Sure, and I guide them, but I'm not one of them, you know, that was a story that I used to tell we would do this training camp in the North Georgia Mountains. And I would say, you know, on the last day of training camp, I used to send them down. White water rafting. Now this is the river that they filmed deliver. It's on in April, so the water is cold and the Rapids are scary. And these guys are in a raft. And and people would say, oh, that must be fun. I go. I have no idea. Wise. I don't go. Why wouldn't you go? Because I'm not on the team. When we're in Belgium and it's \*\*\*\*\* down rain and 30 mile an hour wind and it's it's raining and 40°, they're gonna look around for a familiar friendly face and they're never going to see mine. They're only going to see each other. So they need to depend on the boys in the boat. It's just them. I'm going to be behind them, but they need to learn to count on each other. So I'm not on the team, so I don't do the recreational stuff with them. I watch, I laugh, but I don't compete. I don't play them in basketball. I don't do any of that. This really gets on to sort of the team building thing and how I do it. So another thing that I do, I do all the cooking, I'm a good cook, but I don't do the cleanup. So I have 13 athletes on my team, so I will tell one guy, Enzo, Enzo, you're in charge of the kitchen. He assigns 2 guys to do it. They are responsible to him. He cannot be one of them. He can't clean it. I'm holding him responsible. He's responsible to me. He gets two guys to clean the kitchen. They are responsible. Him. He's responsible to me when I check that kitchen and it's not good. I am not coming to those two guys. I am only. Coming to him so. They are responsible to him. He's responsible to me and teaches them how to delegate and how to be responsible, how to demand responsibility from someone and to be responsible yourself. And it teaches that leadership through action and through experience and not, you know, a lecture, and they just get good at it in a race when one of them says I need you to do this. They just do it. They don't. I don't want to, you know everybody. Holes on the floor.

Speaker 2

Go there. That's. That's why your teams work. So the last thing I want to talk about is getting young people into cycling who might have a lot of talent but cannot seem to find their way financial. Really. Yeah. How do we overcome that? I know, for example, golf has its first tea program. Yeah. Tennis has junior tennis. What? What are we doing to bring? And there are talented young people out there who may never be able to afford to get on one of these beautiful. Carbon fiber bikes.

Speaker

Yes.

Speaker 3

It's a good question. So it's not a problem when they get to me, it's not a problem when they get to rusty, it's not a problem when they get to draw in general, we're well supported. So we get equipment or our financial supporters give us the tools to be able to provide this for them. Now we take some of our old equipment. And if there is a young athlete that somebody sees some somebody that I knew from, you know, the past that that sees it, hey, there's this great kid. He came out of our club ride, he's got this bike that is way too small for him. But it was his dad. I think he's got some real potential, but they're really poor, you know, we'll donate old equipment a lot of times I try to get them. The local masters, they always you know that N + 1 bikes. It's like well, take the plus one and give it to 1 of. These kids. So. We try to do that, but at the upper level most of them are pretty taken care of. I mean, it's expensive. But there's enough supported teams now in the US that usually if there's a really talented guy, they're given the tools to to make it now. There's probably a lot of guys that slip through the net. I'm sure there's a whole lot of guys I know Legion is trying to help. A lot of the innocent.

Speaker 2

Right.

Speaker 3

It's there and get them on bikes and we're on. Bahati is doing that and and there's a group in Detroit that's putting a whole lot of effort into. To bringing young athletes onto a track because it's a good and safe place to start learning to ride and developing the and that's relatively inexpensive to put them on equipment. There's a program in New York City, star tracks. They're they're good at.

Speaker 2

Yes, it is, sure.

Speaker 3

Putting guys on bikes and starting to develop these and a lot of inner city kids that couldn't afford it, they you know, they give them loaner equipment. So there are pockets. But they're really just pockets at this point. There's not a lot of. Sort of rural outreach as far as I can tell, a lot of that is going to come from the mountain bike programs that support that cause with the lack of Rd. racing, unless you're parent. Is a masters racer. You're probably not. It's not going to be that interesting to you.

Speaker 2

Right, alright, Toby Stanton, this has been awesome. This has been awesome. So for those who are listening, we've been speaking with Toby Stanton, hot tubes, hottubes.com, hot tubes, cycling.com. I hope you have a great season. What do you? OK, let's get one more thing. You got a prediction for Perry, Ruby, or is it just like a? Yeah, it's gonna be him.

Speaker 3

Oh, I don't think it's. Going to be. Really, I don't. I don't. I think I think Vanderpool is. Terrifying in rupee, I think wow will be great. I think Gochar will be there. I think the three of them could be away. But I think today gets third out of those 3.

Speaker 2

OK.

Speaker 3

I think I think it comes down to a Sprint between Vanderpool and wild and you know Vanderpool is an easy one to pick. But wow, it's fast. He he's had a little bit of a rough spell, but he's not weak at all. And I I'd be a real mistake to underestimate him. So it's either route or Vanderpool and and I'll go out on a. Limb and say it'll be wow.

Speaker 2

OK. Then we'll just have to check back and see how well we do. Toby, thank you so much for talking with me today. It's been a pleasure.

Speaker 3

Thank you. You know who I, I. There's somebody I forgot to add into that that I think is an incredibly dangerous guy.

Speaker 2

And that is.

Speaker 3

Philippe ogana.

Speaker 2

Really. OK.

Speaker 3

Filippo got so we didn't touch on this, but we are the development program now. EU 19 development program for Indios.

Speaker 2

Ohh we did not touch on that. That's kind of an important like little tidbit.

Speaker 3

So. Well, yeah. So I have 3. Alumni on Ineos right now. Magnus AJ and Artem Schmidt. And so there was this common thread with us and Ineos and Dario in particular, because he was one of the first ones on board with this knew that America is a really big place with a lot of talented athletes and no world to a footprint here. So they were like we're, we're the big team. So we were clearly. One to associate with him. And our mentality is sort of the same in how we view development over a couple of years, we've sort of strengthened our relationship and Indios had helped us where they could. It's like, hey, you need some time travel bikes. We have some extras, leftovers from last year. We'll donate them to you. So this year we've. Formalized our relation. The chip? Technically we're the development program for radios, but the goal is for us to not be the only development program that they want to have one in Britain and they want to have one in Italy and they want to have. Programs like ours that are associated with them, we're not their farm team. We're not their junior Devo program. We're their development partner. And so the goal would be they want to cast a big net with people they trust. To develop and bring to them athletes that are going to integrate into their system and they trust. Us because we have three guys there that they like. So I say all that cause that gives me some insight into seeing some of their guys like Ghana who is going so unbelievably well right now. He's fierce. He could absolutely be a podium guy and could win. If given just the right condition and that right condition can be, you don't pay attention to him, 5K to go and he leads you. You won't see him again.

Speaker 2

Well, world domination by anios.

Speaker 3

We hope so.

Speaker 2

Oh yeah. Toby, thank you so much this. There's so much stuff going on here. I can't wait to edit this and get it up online because I think people are gonna be fascinated by the whole thing. I hope you have a great season.

Speaker 3

Thank you very much.

Speaker 2

You're welcome.

Speaker 3

Anytime you wanna input, just give me a ring.

Speaker 2

I will. My thanks to Toby Stanton for joining me on the show today. He's so willing to share his knowledge and his understanding of our sport. And as always, I learned a lot. You can check out hot tubes and the hot tube development team. Online links are on [outspokencyclist.com](http://outspokencyclist.com) too. We'll be watching his riders as they come up through the ranks. To take their places on the world cycling stage. Thank you for tuning in today. Please remember that we have links, photos, and a transcript of the show at [outspokencyclist.com](http://outspokencyclist.com). Follow us on Instagram, Facebook, LinkedIn and YouTube and read my after interview commentary on my sub stack. And while you're there, please. Consider subscribing all the content is up there for free. But I would be honored if you'd consider a bit of financial support too. We'll be back soon with a conversation about Michigan adventure racing as well as a chat with another junior development team manager Rusty Miller. I hope you have a great day. Please stay safe. Stay well, and remember there is a. Always time for a ride. Bye bye.

Speaker 1

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