



2021-2024 Strategic Approach

ATHLETICS NZ HIGH PERFORMANCE (ANZ-HP)



Mission

We maximise the potential for NZ athletes to achieve inspirational performances on the World stage when it matters most.

Vision

A sustainable and highly respected multi-medal winning programme.

Strategic Priorities

1 Evolve our Targeted Event Group Strategy

With multiple events (48 Olympics and 160 Paralympics) under the Athletics umbrella, we need to remain strategic about how we allocate our resources in order to have the greatest impact. Since 2015, all our top 8 performances at World Championships or Olympic Games have come from our three Targeted Event Groups and we will continue to build upon this platform. Our Priority Event Group will be Throws, with Pole Vault and Distance (including Walks) as Targeted Event Groups.

2 Drive HP Coach Identification & Performance Development

Dedicated coaching and coach leadership is a key performance enabler within our programme. We need to ensure that our coaches remain contemporary and across emerging global coaching developments and we must make coach development a core component of what we do.

Concurrently we will make coach identification a priority to ensure coaching depth within our programme and to develop our pool of future HP coaches.

3 Refine our Athlete Development Approach

An effective approach to HPAD will increase the quality and number of athletes prepared to transition into high performance, maximising the possibility of sustained high performance success for our sport. We have identified three strategies that will have the biggest impact on future performance:

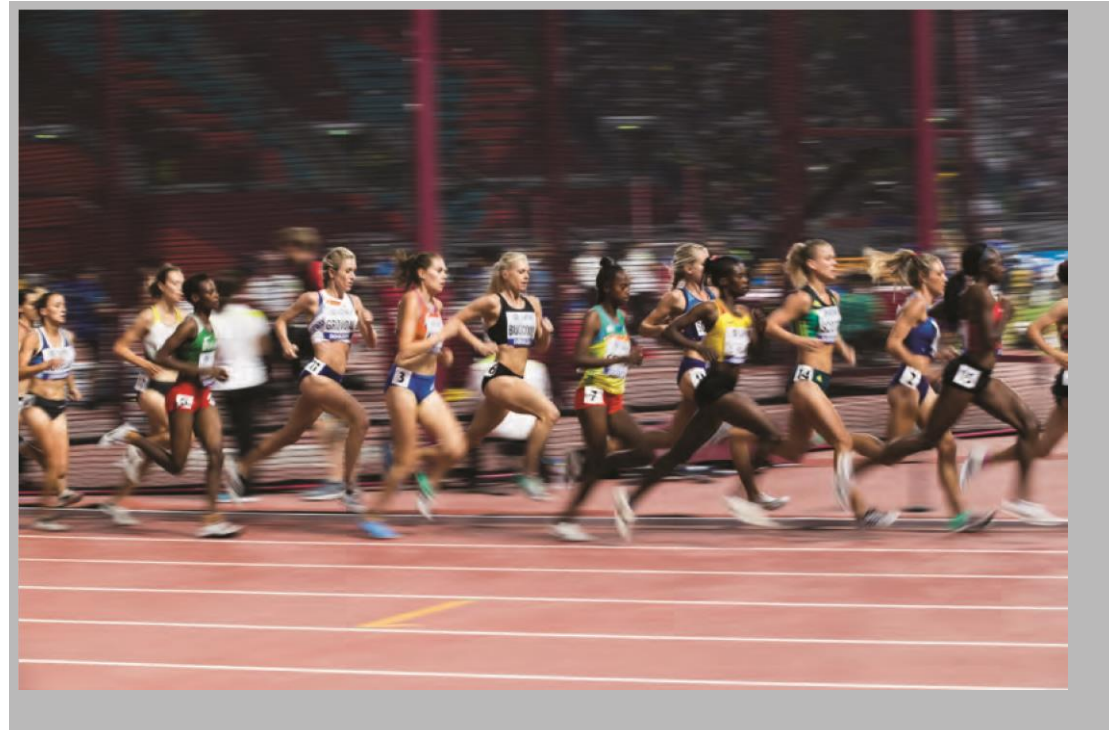
- Intensify focus on our Priority and Targeted Event Groups
- Improve athlete identification and development
- Enhance training environments

4 Leverage our Intellectual Property

If we are to continue to develop our expertise and enhance our performances we must create opportunities to better utilise our amassed IP across all of our programmes, event groups and athlete-coach development.

We have identified three key strategies to leverage our IP more effectively:

- Enhance our Learning Culture
- Advance our Campaign Management Approach
- Use Competition Intelligence for Competitive Advantage



ANZ-HP Programme Philosophy

What are the foundations of our HP programme?

We actively seek out performance improvement and world-class outcomes as a key driver of the programme. We expect our coaches to effectively lead their campaign teams in the best interests of our athletes, whilst supporting athlete wellbeing and developing athlete resilience.

Para Athletics Integration

We lead NZ sport with a fully integrated Para athletics programme. We deliver fully integrated operations, teams management, coaching and competitions. In previous plans we separated out Para athletics as a specific Strategic Priority, ANZ-HP has evolved to the point where a separate Strategic Priority is no longer required. Para athletics is now integrated into all that we do and across all operational areas.

ANZ-HP Programme Aspirational Values

What are the key behaviours we will demonstrate?

The ANZ-HP programme and the behaviours of the ANZ-HP team are aligned to the key aspirational values of Athletics NZ, acknowledging that at times we need to make tough decisions that align to and support the ANZ-HP programme strategic priorities, yet remain in the best interests of Athletics NZ as a whole.

Our key aspirational values are:

- Integrity
- Respect
- Excellence
- Collaboration
- Passion

ANZ-HP Athlete Wellbeing

Athlete wellbeing is inherent in everything we do. Our philosophy ensures a healthy balance between wellbeing and the requirements of elite sport.

Our sport is based on the athlete and coach unit and the athlete ultimately determines who their coach is. The athlete and coach jointly make decisions regarding the campaign. In this environment, the wellbeing of the athlete is paramount and the training environment is not something that is “done to” the athlete, but rather is co-designed by the athlete. This leads to an environment that balances performance, wellbeing and sustainability. This environment has led to athletes staying in the HP system for 5 Olympic cycles (Dame Valerie Adams, Nick Willis). Healthy and supportive training environments allow athletes to perform with distinction and to thrive in their broader lives.

Our HP Programme operates as a learning culture and the periodic campaign reviews ensure that wellbeing is maintained whilst the athlete and coach strive to meet the campaign’s performance potential. With athletes having significant leadership roles within their campaigns, their leadership capability develops and lead to quality relationships dynamics in the campaign. If wellbeing or other issues do arise, our HP staff are skilled at working with athletes and/or coaches to ensure supportive training environments. When required, our Athletes’ Commission is available to facilitate solutions for any issues that have not otherwise been resolved.

