

Memorandum

Date: 20 June 2008
To: Associations
From: Ramesh Patel, Chief Executive
RE: HP Programme 2009 - 2013

Please find enclosed a document summarising Hockey New Zealand's current High Performance Programmes, future competitions and budgeted expenditure.

We are sending this to you for your information only and to advise you that we will be undertaking a review of our current High Performance Programme.

The scope of this review is currently being drafted.

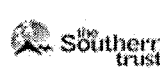
This document has been sent to all NHL Head Coaches to provide comments and suggested improvements on our current set up as we head towards the London 2012 Olympics and beyond.

Kind Regards



Ramesh Patel
Chief Executive

We are pleased to acknowledge the support of:





High Performance Programme

2009 – 2013

(As at 1 June 2008)



High Performance Programme 2009 – 2013

Vision: Win Medals and achieve a consistent top six ranking

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1. National Teams & FIH Competitions

a) The Black Sticks (National Teams)

The Black Sticks of up to 25 players are selected annually following the National Hockey League. Currently all 25 players are 'carded athletes'.

The major FIH competitions over the next five years are outlined in Appendix I. The Black Sticks men and women could be involved in the Champions Trophy annually or Champions Challenge tournaments every two years or a mixture of both.

The Black Sticks men and women will play in an Oceania Olympic Qualifier or Oceania World Cup Qualifier involving Australia every two years.

The Champions Trophy, The Champions Challenge, the Oceania Qualifiers, the World Cup and the Olympics all have ranking points allocated and this in turn determines World rankings.

Failure to perform or attend any of the above tournaments can seriously affect the Black Sticks world ranking and consequently affect automatic qualification to the World Cup and the Olympic Games.

The Black Sticks men's team (prior to 2008 Beijing Olympics) is currently ranked 10th in the World. The Black Sticks women's team (prior to the 2008 Beijing Olympics) is ranked 7th in the World. [See Appendix V and VI outlining the Men's and Women's FIH rankings]

If the Black Sticks men and women do not qualify through the Oceania qualifiers, both the Black Sticks men and women will be required to take part in a further Olympic or World Cup Qualifier in the respective Olympic or World Cup years.

The winners of these World Cup and Olympic Games Qualifying Tournaments (3 tournaments of 6 teams) gain the remaining 3 spots into the respective World Cup and Olympic games. These Qualifiers do not have FIH ranking points associated with them.

The Commonwealth Games are held in the same year as the World Cup. The Commonwealth Games do not have FIH World ranking points associated with them.

Hockey New Zealand regards the Commonwealth Games as one of our milestone tournaments and anything less than a medal would be deemed a failure.

If the Black Sticks men and women can achieve a top six ranking at the forthcoming Beijing Olympics it would virtually guarantee two positions from the Oceania Qualification process. See Appendix II and Appendix III outlining the Qualification process for the Olympic Games and the World Cup.

A top six finish at the Beijing Olympics is the target for both the Black Sticks men and women.

b) The Junior Black Sticks (National U21 Squads)

Prior to 2007, Hockey New Zealand had not run an U21 program as such, but the elite players in this age group had been captured in either, elite National Squads, Development Squads or National U18 Squads. In 2001, both the men and women attended the Junior World Cups. The men finished 9th and the women 5th.

After hearing in 2007, that there would be two automatic qualifiers from the Oceania Junior World Qualifiers, Hockey New Zealand has backed a Junior Black Sticks campaign.

In 2007, the Junior Black Sticks squads were made up of predominately U19 age group players. In 2009, these players would be eligible for selection into the Junior World Cup (U21) teams.

These squads are reconfirmed annually after identification has taken place at U18 and U21 tournaments as well as the National Hockey League to allow other worthy players into the squad.

If we are to continue the same process after the 2009 Junior World Cup, the age group of the 2010 Junior Black Sticks Squad could be as low as U18 to prepare for the next Junior World Cup in 2013.

The age group, however, does not need to be strictly adhered to.

For the years in between the Junior World Cups, training camps, matches and player monitoring will be undertaken annually. The major International competition for the Junior Black Sticks currently in a 4 year cycle involves the Australian Youth Olympic Festival held in Australia every two years, the Oceania Junior World Cup Qualifier and the Junior World Cup.

High Performance sees the Junior Black Sticks campaign as vital to our high performance aspirations in 2012 and 2016.

2. Domestic Tournaments

a) The National Hockey League (NHL)

The NHL is the showpiece for domestic hockey in New Zealand. It is also the vehicle from which Black Sticks and Junior Black Sticks squads are confirmed annually. The NHL is for the very best players in New Zealand.

The NHL comprises men's and women's teams from the eight major hockey regions being Northland, North Harbour, Auckland, Midlands, Central, Wellington, Canterbury and Southern.

Up to six guest players are available to be picked up by any of the teams to ensure each of the teams remain competitive. Two of these guest players can be international players from another country. This has certainly added much more intensity to the competition.

Over the years, the NHL format and timing has been modified to allow for the Black Sticks to be available to take part in this competition. It is vital that Black Sticks take part in the NHL to ensure our top domestic competition remains a credible high performance competition.

More of Black Sticks players (especially the men) are now involved in European leagues and this has meant their availability to take part in our NHL has been compromised.

In an endeavour, to have not only the Black Sticks but other International players from other countries involved in our NHL, the timing of the year needs serious thought. August is the month that we believe would allow our overseas based Black Sticks to take part.

Whether it remains a league or a tournament will be up for further debate following this year's (2008) tournament format.

b) National U21 Tournament

The National U21 Tournament is played in May each year and comprises 7 men's and women's teams.

The regions are Northern (Northland/North Harbour), Auckland, Midlands, Central, Wellington, Canterbury and Southern.

This tournament is a very competitive tournament and is played over 8 days. Up to 4 guest players are permitted for each team.

c) Premier U18 National Tournament

At this stage the Premier U18 National tournament involves 16 Association teams. While the number of teams has been reduced from the 20 teams in 2007, the intention is to have only 8 teams in line with the NHL regions. This will give more intensity to the competition.

The idea is still meeting resistance at the Association level.

3. Talent Development

d) Talent Identification (Players)

Regional U16 and U18 Coaching Clinics currently identify talented athletes from these two age groups.

Taking into account identified players from the regional coaching clinics, the age group U16 and U18 national tournaments are used as the final selection for Tigerturf Squads (National U16 squads) and National U18 squads. Selectors are appointed to these tournaments.

Junior Black Sticks Squads (U21), are confirmed taking into account identified players from U18 coaching clinics, National U21 tournaments and the NHL. National selectors and Junior Black Stick coaches are allocated to these tournaments.

e) Tigerturf Squads (National U16 Squads)

Tigerturf boys and girls squads are selected annually and are assembled for 5 days of skill development and game preparation. Three matches against the

visiting Queensland Secondary School teams provides the necessary competition at this level.

f) National U-18 Coaching Clinics

National U18 coaching clinics were held annually. In 2007 it was decided not to continue with these national U18 camps and instead focus on coaching clinics for coaches (elite coaching seminars for NHL coaches). However, the need to go back to National U18 coaching clinics may have to be reviewed.

g) Junior Black Sticks (U21)

Since 2007, the Junior Black Sticks Squads have assembled nationally for camps and/or competition on an annual basis.

The Junior Black Sticks programme for 2008/09 involves two three day national camps, the Youth Olympics, Oceania Junior World Cup Qualifier and the Junior World Cup.

h) Regional HP Programmes

It is the intention to have a much greater HP focus in each of the eight NHL regions in the area of talent development of players, coaches and officials.

It is the view of Hockey New Zealand that each of the 8 NHL regions identifies and develops their own U16, U18, U21 and NHL players.

Hockey NZ will assist to develop and upskill NHL coaches by inviting them to observe Black Sticks training camps and participating in the elite coaching seminars. These NHL coaches, in turn, would be required to pass their knowledge and observations down to the age group representative coaches in each region.

The NHL umpires will also be asked to attend a NHL umpire's seminar and it is the intention they also get some mentoring in their own NHL region. Craig Gribble (Umpires Development Manager) will be driving this initiative with the NHL regions.

Each NHL region will be encouraged to have a succession plan in place and that it is monitored for their representative coaches, umpires and players (NHL down to Hatch Cup and Collier Trophy).

Hockey New Zealand will investigate the possibility of providing additional resources into the 8 NHL regions to ensure a HP focus is in place for the case management and development of players, coaches and umpires.

International Competition 2009 -2013

	2009	2010	2011	2012	2013
Black Sticks	Champions Trophy Champions Challenge Oceania WC Qualifier	Champions Trophy WC Qualifier Commonwealth Games World Cup	Champions Trophy Champions Challenge Oceania Olympic Qualifier	Champions Trophy Olympic Qualifier Olympics	Champions Trophy Champions Challenge Oceania WC Qualifier
Squad Size (carded athletes)	25	25	25	25	25
Junior Black Sticks	Australian Youth Olympics Festival (AYOF) Oceania JWC Qualifier Junior World Cup		Australian Youth Olympics Festival (AYOF)		Australian Youth Olympics Festival (AYOF) Oceania JWC Qualifier Junior World Cup
Squad Size					
Age Group	U-21	U-18	U-19	U-20	U-21

QUALIFICATION TO THE 2010 WORLD CUP

Explanation of the steps used to determine the qualifiers

Step 1: FIH World Ranking list updated and published at the end of the 2008 Beijing Olympic Games.

Step 2: Automatic Qualifiers

1. Host Country (1 Team)
2. Continental Champions (5 Teams)

Step 3: Allocate 3 or 4 quotas (only if Host is also the Continental Champion) to continents based upon the FIH World Ranking List at the completion of the 2008 Olympic Games.

Step 4: Advise all Continental Federations the number of quotas (teams) that will qualify direct from their Continental Federation Championships.

The above will provide 9 qualifiers to the 2010 World Cup.

The remaining 3 teams will come from the World Cup Qualifiers (1 from each World Cup Qualifier).

QUALIFICATION TO THE 2012 OLYMPIC GAMES

Explanation of the steps used to determine the qualifiers

Step 1: FIH World Ranking list updated and published at the end of the respective 2010 World Cups.

Step 2: Automatic Qualifiers

- | | | |
|----|-----------------------|-----------|
| 3. | Host Country | (1 Team) |
| 4. | Continental Champions | (5 Teams) |

Step 3: Allocate 3 or 4 quotas (only if Host is also the Continental Champion) to continents based upon the FIH World Ranking List at the completion of the respective 2010 World Cups.

Step 4: Advise all Continental Federations the number of quotas (teams) that will qualify direct from their Continental Federation Championships.

The above will provide 9 qualifiers to the 2012 Olympic Games.

The remaining 3 teams will come from the Olympic Qualifiers (1 from each Olympic Qualifier).

Example:

Qualification to the 2008 Beijing Olympics (based upon the Women's World rankings following the 2006 World Cup)

FIH World Ranking by Continental Federations

1.	Europe	(Netherlands)	
2.	Oceania	(Australia)	
3.	Pan America	(Argentina)	
4.	Europe	(Germany)	= Quota 1
5.	Asia	(China)	
6.	Asia	(Japan)	= Quota 2
7.	Europe	(Spain)	= Quota 3
8.	Oceania	(New Zealand)	
9.	Asia	(Korea)	
10.	Pan America	(USA)	
11.	Europe	(England)	
12.	Africa	(South Africa)	

NB: Every continent has a minimum of 1 qualifier (Continental Winners only).

China won the Asia Qualifier and therefore a 4th quota position was made available which went to Oceania. Therefore the direct qualifiers are the host (1), Africa (1), Europe (3), Pan America (1), Oceania (2), and Asia (1). The remaining three teams will come from the Olympic Qualifiers (one from each Olympic qualifier).

Champions Trophy Composition

2009 – 2012

	2009	2010	2011	2012
1	OG winner	OG winner	OG winner	OG winner
2	WC winner	WC winner	WC winner	WC winner
3	Previous winner	Previous winner	Previous winner	Previous winner
4	Host	Host	Host	Host
5	Next highest ranked from OG	Champions Challenge winner	Next highest ranked from WC	Champions Challenge winner
6	Next highest ranked from OG	Next highest ranked from OG	Next highest ranked from WC	Next highest ranked from WC

Champions Challenge Tournament

(played every second year)

	2009		2011	Based on rankings of previous World Cup and Olympic Games
Tier One	8 teams		8 teams	
Tier Two	8 teams		8 teams	



ABN-AMRO MEN'S WORLD RANKINGS -- 10 DECEMBER 2007

World Rank	Country	CF	2007						2006						2005						2004						2004-2007			Total Points
			CTT			CCh			World Cup			CTT			CTT			CCh			Olympic Games			CTT			Continental Cups			
			Rank	Pts	100%	Rank	Pts	100%	Rank	Pts	75%	Rank	Pts	75%	Rank	Pts	50%	Rank	Pts	50%	Rank	Pts	25%	Rank	Pts	25%	Rank	Pts	25%	
1	GERMANY	EUR	1	300	300				1	1000	750	2	240	180	4	210	105				3	750	188	5	195	48.8	EUR	4	350	1921
2	AUSTRALIA	OCE	2	240	240				2	800	600	4	210	158	1	300	150				1	1000	250				OCE	1	500	1898
3	NETHERLANDS	EUR	3	225	225				7	550	413	1	300	225	2	240	120				2	800	200	2	240	60	EUR	1	500	1743
4	SPAIN	EUR	5	195	195				3	750	563	3	225	169	3	225	113				4	700	175	1	300	75	EUR	2	400	1689
5	KOREA	ASI	4	210	210				4	700	525							2	150	75	8	500	125				ASI	1	500	1435
6	PAKISTAN	ASI	7	165	165				6	600	450	5	195	146	5	195	98				5	650	163	3	225	56.3	ASI	6	275	1353
7	ARGENTINA	PAN				1	195	195	10	400	300	6	180	135				1	195	97.5	11	350	88				PAN	2	300	1115
8	ENGLAND	EUR	6*	153	153	4	**	0	5	650	488						4	120	60	9*	366	91				EUR	5	300	1092	
9	INDIA	ASI				3	135	135	11	350	263				6	180	90				7	550	138	4	210	52.5	ASI	2	400	1078
10	NEW ZEALAND	OCE				2	150	150	8	500	375									6	600	150	6	180	45	OCE	2	300	1020	
11	JAPAN	ASI				5	105	105	9	450	338									17	150	38				ASI	3	375	855	
12	BELGIUM	EUR				6	90	90	14	225	169						3	135	67.5	13	250	63				EUR	3	375	764	
13	SOUTH AFRICA	AFR							12	300	225				5	105	52.5				10	400	100				AFR	1	375	753
14	MALAYSIA	ASI	8	150	150				16	175	131									15	200	50				ASI	5	300	631	
15	CANADA	PAN							17	150	113									16	175	44				PAN	1	375	531	
16	FRANCE	EUR							13	250	188																EUR	6	275	463
17	CHINA	ASI							19	100	75																ASI	4	350	425
18	EGYPT	AFR							18	125	94						6	90	45	12	300	75				AFR	2	200	414	
19	IRELAND	EUR							15	200	150																EUR	7	250	400
20	CHILE	PAN																									PAN	3	281	281
21	POLAND	EUR																		14	225	56				EUR	8	225	281	
22	SCOTLAND	EUR	6*	27	27															9*	84	21				EUR	10	175	223	
23	CZECH REP.	EUR																									EUR	9	200	200
24	TRI. & TOBAGO	PAN																									PAN	4	175	175
25	AUSTRIA	EUR																									EUR	11	150	150
	NETH. ANTILLES	PAN																									PAN	5	150	150
27	UNITED STATES	PAN																									PAN	6	138	138
	BANGLADESH	ASI																									ASI	7	125	125
28	MEXICO	PAN																									PAN	7	125	125
	WALES	EUR																									EUR	12	125	125
31	CUBA	PAN																									PAN	8	113	113
	HONG KONG	ASI																									ASI	8	113	113
	BRAZIL	PAN																									PAN	9	100	100
33	SRI LANKA	ASI																									ASI	9	100	100
	SWITZERLAND	EUR																									EUR	13	100	100

FIH Men's World Rankings - 10 December 2007



ABN-AMRO WOMEN'S WORLD RANKINGS -- 18 SEPTEMBER 2007

World Rank	Country	CF	2007						2006						2005						2004						2004-2007			Total Points
			CTT			CCh			World Cup			CTT			CTT			CCh			Olympic Games			CTT - 2004			Continental Cups			
			Rank	Pts	100%	Rank	Pts	100%	Rank	Pts	75%	Rank	Pts	75%	Rank	Pts	60%	Rank	Pts	60%	Rank	Pts	25%	Rank	Pts	25%	Rank	Pts	25%	
1	NETHERLANDS	EUR	1	300	300				1	1000	750	3	225	169	1	300	150				2	800	200	1	300	75	EUR	2	400	2044
2	ARGENTINA	PAN	2	240	240				3	750	563	4	210	158	4	210	105				3	750	188	3	225	56	PAN	1	500	1809
3	GERMANY	EUR	3	225	225				8	500	375	1	300	225	5	195	98				1	1000	250	2	240	60	EUR	1	500	1733
4	AUSTRALIA	OCE	4	210	210				2	800	600	5	195	146	2	240	120				5	650	163	4	210	53	OCE	2	300	1591
5	CHINA	ASI				1	195	195	10	400	300	2	240	180	3	225	113				4	700	175	5	195	49	ASI	2	400	1411
6	JAPAN	ASI	5	195	195				5	650	488							3	135	68	8	500	125				ASI	1	500	1375
7	NEW ZEALAND	OCE				5	105	105	14	225	169	6	180	135				1	195	98	6	600	150	6	180	45	OCE	1	500	1201
8	SPAIN	EUR	6	180	180				4	700	525							6	90	45	10	400	100				EUR	4	350	1200
9	KOREA	ASI				2	150	150	9	450	338				6	180	90				7	550	138				ASI	4	350	1065
10	ENGLAND	EUR				3	135	135	7	550	413							4	120	60	12*	244	61				EUR	3	375	1043
11	UNITED STATES	PAN				4	120	120	6	600	450							5	105	53	11	350	88				PAN	2	300	1010
12	SOUTH AFRICA	AFR							12	300	225							2	150	75	9	450	113				AFR	1	375	788
13	INDIA	ASI							11	350	263																ASI	3	375	638
14	IRELAND	EUR							15	200	150										13	250	63				EUR	5	300	513
15	AZERBAIJAN	EUR				6	90	90	16	175	131																EUR	6	275	496
16	UKRAINE	EUR							18	125	94										15	200	50				EUR	7	250	394
17	SCOTLAND	EUR							17	150	113										12*	56	14				EUR	9	200	327
18	FRANCE	EUR							13	250	188																EUR	12	125	313
19	ITALY	EUR							19	100	75																EUR	8	225	300
20	NETH. ANTILLES	PAN																									PAN	3	281	281
21	RUSSIA	EUR																			14	225	56				EUR	10	175	231
22	KENYA	AFR																									AFR	2	200	200
23	CANADA	PAN																									PAN	4	175	175
24	MALAYSIA	ASI																									ASI	5	150	150
	CHILE	PAN																									PAN	5	150	150
	BELGIUM	EUR																									EUR	11	150	150
27	URUGUAY	PAN																									PAN	6	138	138
28	CHINESE TAIPEI	ASI																									ASI	6	138	138
29	HONG KONG	ASI																									ASI	7	125	125
30	BARBADOS	PAN																									PAN	7	125	125

The People – High Performance

HOCKEY NZ	SPARC	NZAS	NZOC	OTHERS
Ramesh Patel ~ CEO	Martin Toomey	Martin Dowson Desley Wrathall ~	Barry Maister	SELECTORS Men:
Pam Elgar ~ HPM	Peter Miskimmin ~ CEO	Jo Holmes ~ Carding	Jake Wilkins ~ TSM	Shane McLeod John Christensen Keith Rowley
Iain Stewart ~ TSM	Paul Smith ~ Performance Consultant	Linda O'Cain ~ Coach Services	Robyn Wong ~ TSM	Women:
Tracey Patterson & Susan Thomas ~ SSM	Paul Heron ~ Relationship Manager	Graeme Robson ~	Tony Popplewell	Kevin Towns Paul Derham Chris Leslie Sandy Hitchcock
Craig Gribble ~ UDM	Chris Bailey ~ PM Scholarships (Nicola Sutherland)	John Lythe \$ Matt Critts \$ Wayne Hing \$ Tony Edwards \$ Ian Lambie \$ Matt Ingram \$ Tracey Patterson \$ Sue Thomas \$		DFSNZ Jayne Kernohan ~ GM
Brad Jensen ~ CDM	Angela McNaughton ~ PEGS			CARDED COACHES
Kevin Towns ~ Coach (Card)	Paul Ackerley ~ Coaching	Selwyn Maister Keryn Smith		Tina Bell-Kake Darren Smith Greg Nicol Manoj Daji Andrew Hastie
Shane McLeod ~ Coach (Card)				
Chris Leslie ~ JBS Coach (Card)				
Peter Miskimmin ~ JBS Coach (Card)				
Heather Galbraith ~ Players				
Dion Gosling ~ Players				

The People – Team’s Programmes

WOMEN’S TEAM	COMBINED	MEN’S TEAM
Kevin Towns Coach Paul Derham Assistant Coach Debbie Marr Manager		Shane McLeod Coach Greg Nicol Assistant Coach Kevin Marr Manager
Tina Bell-Kake Assistant Coach Chris Leslie Assistant Coach	Iain Stewart TSM John Lythe Conditioner Matt Critts Conditioner Wayne Hing Medical Coordinator Tony Edwards Medical Director	Darren Smith Assistant Coach Grant Edwards Assistant Coach
Mary Dunning Physio Fiona O’Connor Physio		Gavin D’Souza Physio Devint Fakir Physio Anousith Bouaaphone Physio
Sandy Hitchcock Selector Ian Lambie Psychologist Heather Galbraith Centralisation Manager Sue Thomas SSM		John Christensen Selector Keith Rowley Selector Dion Gosling Centralisation Tracey Patterson SSM

HIGH PERFORMANCE PLAN 2007 - 2010



Vision	Win medals and achieve a consistent top six ranking					
Mission	To have in place the plans, resources and culture necessary to allow Hockey led, coach driven and athlete centred teams					
Objective	1. International success by maximising the potential and performance of NZ teams	2. An effective Athlete development programme that will increase the international player base	3. Establish a culture dedicated to success	4. Administration in line with the mission	5. Coaches and umpires who improve performance	6. Support Services that improve performance
Strategic Outcomes and Actions	<p>1.1 Provide appropriate international competition</p> <ul style="list-style-type: none"> A four year international programme which will target a minimum of 16 internationals per annum <p>1.2 Provide an appropriate domestic competition</p> <ul style="list-style-type: none"> NHL is reviewed annually and meeting the needs of High Performance Black Sticks players take part in the NHL Encourage International Guest Players to take part in the NHL <p>1.3 Effectively plan the key factors for competition success</p> <ul style="list-style-type: none"> Provide national team annual periodised training plan Provide national team annual competition plan All factors are planned, applied & measured All factors are reviewed six monthly Tournament preparation model Leadership group established and monitored within national teams Team management group roles defined and evaluated 6 monthly 	<p>2.1 Maximise contact time between players and the National Coach</p> <ul style="list-style-type: none"> HP Regional Coaches in AKL and CHC HP Regional Training Centres in AKL and CHC Employ 2 full time National Coaches Appoint Assistant Coaches to each national team <p>2.2 Talent Development / ID</p> <ul style="list-style-type: none"> National or HP coach involvement at Tiger Turf, National U18, National U21 and NHL levels Player database updated Integrated Regional Development programmes with the national programme National Under 18 Coaching Clinics and Tiger Turf squads Junior Black Sticks Programme National and Development Squads <p>2.3 Athlete preparation</p> <ul style="list-style-type: none"> Individualised training programmes Individualised hockey skills programmes Squad induction programme for athletes Player grading Case management of athletes (Coach and ACE) <p>2.4 Integration into the national team playing style</p> <ul style="list-style-type: none"> Regional Training Centres and Coaches National / Development squad camps International Play <p>2.5 Players based overseas</p> <ul style="list-style-type: none"> contracts monitored by Hockey NZ players matched with appropriate overseas clubs 	<p>3.1 Communicate vision / mission and values</p> <ul style="list-style-type: none"> HP team meeting Newsletter Website Coaching forums/seminars National teams <p>3.2 Review all HP programmes and personnel</p> <ul style="list-style-type: none"> Reviews annually Implement HP review process annually Satisfaction Survey for players, staff and support services <p>3.3 Monitor and communicate international trends</p> <ul style="list-style-type: none"> Outside master coach providing feedback on our national team strategies Ongoing communication of current national team/s playing philosophy Through National Coach forums, tournaments and regional presentations Meet monthly (National & Regional Coaches) Attend International seminars and conferences <p>3.4 Be innovative in the development of HP</p> <ul style="list-style-type: none"> Devise approaches & methods to identify innovation Support innovation projects <p>3.5 Coordinate the use of technology</p> <ul style="list-style-type: none"> Review technology plan HP Database Website maintained and reviewed 	<p>4.1 Deliver appropriate structures, systems and processes</p> <ul style="list-style-type: none"> Collate current documentation in HP manual Review existing structures and systems Review & update 4 year HP Programme Plan Identify meaningful, relevant and valid KPIs <p>4.2 Appoint staff to organise and manage the HP programmes</p> <ul style="list-style-type: none"> HP staff structure and personnel established Implement a satisfaction survey Staff appraisals annually and feedback <p>4.3 Provide, clear, consistent and appropriate communication</p> <ul style="list-style-type: none"> Review existing Communication Plan High Performance Newsletter Monthly update High Performance webpage 	<p>5.1 Deliver appropriate structures, systems and processes</p> <ul style="list-style-type: none"> Coaches and Umpires in Succession Plan Measure quality by implementing HP Coach Profiling Tool Measure quality by implementing HP Umpire profiling tool <p>5.2 Provide professional development programmes for HP Coaches and Umpires</p> <ul style="list-style-type: none"> Have individualised programmes for HP coaches in line with Succession Plan Have individualised programmes for HP Umpires in line with Succession Plan National Coaches based at head office Card coaches through the Academy of Sport HP programme Work with the Academy of Sport to achieve carding status for umpires National Coach Forums Apply for PM Scholarship Outside master coach providing feedback on our national teams <p>5.3 Communicate international team playing trends and standards</p> <ul style="list-style-type: none"> National coach forums Annual presentations to RDO's Include seminars in Coach Education Courses 	<p>6.1 Provide quality support services</p> <ul style="list-style-type: none"> Review service plan to meet international programme demands Review all support service personnel to ensure they meet international demands Benchmark satisfaction survey of Coaches, Players, Providers <p>6.2 Ensure support services are well utilised by all HP players and coaches</p> <ul style="list-style-type: none"> Monthly review of usage reports Meet regularly with support service personnel to review usage and report Maintain register of athlete injuries Monitor days lost in training for each individual athlete through ill health Athlete monitoring via case management meetings and through ACE <p>6.3 Support services personnel to become Hockey centric</p> <ul style="list-style-type: none"> Identify opportunities for support service personnel to develop specific Hockey techniques / skills Hold development seminars to update service providers with the latest trends within the sport Collaborate information flow across sports (NZAS conference)

KPI's

Objective	KPI	Timeline				Documentation
		2007	2008	2009	2010	
International success by maximising the potential and performance of NZ teams	• International Ranking (Men)	10	8	6	6	<ul style="list-style-type: none"> • 4 year Competition Plan • Current Periodised Plans • Job description for team management • Job description for national coaches • Succession plan for team management
	• International Ranking (Women)	8	6	6	6	
	• Olympic Games		Top 6			
	• World Cup Qualifier				Qualify	
	• Commonwealth Games				2 x medals	
	• World Cup				Top 6	
	• Olympic Qualifier		Win			
	• Internationals played men / women	16/17	23/23	18/18	29/29	
• Succession Plan for team management	Jun					
• Champions Challenge	Win					
An effective athlete development programme that will increase the player base	• 24 players in each national squad having international experience per annum	Dec	Dec	Dec	Dec	<ul style="list-style-type: none"> • Job descriptions (HP Regional Coaches and national selectors) • Player Pathways • Coaching and Development Plan • Junior Black Sticks Programme • International Player Rating Criteria
	• HP Regional Centres operational (athlete/coach hours increasing) in AKL and GHC	Ongoing	Ongoing	Ongoing	Ongoing	
	• Player gradings (have increasing numbers in top 3 categories)	Jun	Jun	Jun	Jun	
	• Satisfaction surveys indicate athlete approval (70%)	Aug	Aug	Aug	Aug	
Establish a culture dedicated to success	• Satisfaction Survey Results	70%	70%	70%	70%	<ul style="list-style-type: none"> • Technology Plan • Satisfaction Survey outline • Review Process Document
	• Number of Innovation projects impacting on performance	2	2	2	2	
Administration in line with the mission	• Satisfaction Survey results on HP Administration by Manager / Coaches / Players	80%	80%	80%	80%	<ul style="list-style-type: none"> • Job Descriptions (HPM,SSM,TSM) • Medical Support Coordinators Job Description • Communication Plan • Satisfaction Survey
	• Fulltime HPM	Jan				
Coaches and Umpires who improve performance	• NZ team coaches achieve percentage of KPI's as per contract	Dec	Dec	Dec	Dec	<ul style="list-style-type: none"> • High Performance Coach Profiling Tool • High Performance Umpire Profiling Tool • Succession Plan • Coach and umpire pathways • Talent ID model for Coaches and Umpires
	• Umpires involved in HP Umpire professional development	20	20	20	20	
	• Coaches involved in HP Coaches professional development	22	22	22	22	
	• Credible NZ Coaches applying for each national coaching position	n/a	4	n/a	4	
	• FIH Graded Umpires	5	6	6	6	
	• Olympic & WC Umpires	n/a	2	n/a	2	
	• Carded Coaches	4	4	4	4	
	• Carded Umpires	4	4	4	4	
Support services that improve performance	• Satisfaction survey of coaches, players and providers	Nov	Nov	Nov	Nov	<ul style="list-style-type: none"> • Service Plan • Service Reports • Case Management Meeting Reports
	• Test results against benchmark standards	Nov	Nov	Nov	Nov	
	• Support Services personnel included in national team competition	ongoing	ongoing	ongoing	ongoing	

HIGH PERFORMANCE BUDGETS 2008 – 2013

BLACK STICKS MEN	2008/09	2009/10	2010/11	2011/12	2012/13
Training Camps	20,000	40,000	40,000	40,000	40,000
International Competition	90,000		150,000	75,000	90,000
World Cup/Olympic Games	30,000	120,000			60,000
Oceania Qualifiers		60,000		80,000	
WC/Olympic Qualifiers		120,000		120,000	
Champions Tournaments		80,000	120,000	120,000	
Commonwealth Games			60,000		
SUB – TOTAL	140,000	420,000	370,000	435,000	190,000
Coaches, Selectors, Video, Asst, Mgr, Physio	144,000	164,000	164,000	164,000	144,000
Balls/Gear	6,000	6,000	6,000	6,000	6,000
Player Payments	3,600	7,200	7,200	7,200	7,200
Sport Science – Phone ec	2,400	2,400	2,400	2,400	2,400
Sundry Expenses	18,000	18,000	18,000	18,000	18,000
SUB – TOTAL	174,000	197,600	197,600	197,600	177,600
TOTAL MEN'S BUDGET	314,000	617,600	567,600	632,600	367,600

HIGH PERFORMANCE BUDGETS 2008 – 2013

BLACK STICKS WOMEN	2008/09	2009/10	2010/11	2011/12	2012/13
Training Camps		45,000	75,000	75,000	45,000
International Competition	160,000		150,000	75,000	100,000
World Cup/Olympic Games	45,000		120,000		60,000
Oceania Qualifiers		60,000		80,000	
WC/Olympic Qualifiers		120,000		120,000	
Champions Tournaments		80,000	120,000	120,000	
Commonwealth Games			60,000		
SUB – TOTAL	205,000	305,000	525,000	470,000	205,000
Coaches, Selectors Video, Asst, Mgr, Physio	134,000	154,000	154,000	154,000	134,000
Balls/Gear	6,000	6,000	6,000	6,000	6,000
Player Payments	3,600	7,200	7,200	7,200	7,200
Sport Science – Phone ec	2,400	2,400	2,400	2,400	2,400
Sundry Expenses	18,000	18,000	18,000	18,000	18,000
SUB – TOTAL	164,000	187,600	187,600	187,600	167,600
TOTAL WOMEN'S BUDGET	369,000	492,600	712,600	657,600	372,600

HIGH PERFORMANCE BUDGETS 2008 – 2013

PROGRAMME	2008/09	2009/10	2010/11	2011/12	2012/13
<u>HP Plan Activities</u>					
Turf Training Costs	12,000	12,000	12,000	12,000	12,000
Professional Development	4,800	4,800	4,800	4,800	4,800
Travel & Meetings	7,200	7,200	7,200	7,200	7,200
Coach Forums & talent ID	7,000	7,000	7,000	7,000	7,000
Technology Plan	12,000	7,200	7,200	12,000	7,200
Sundry	4,800	4,800	4,800	4,800	4,800
SUB – TOTAL	47,800	43,000	43,000	47,800	43,000
<u>Other Expenses</u>					
Salaries	144,000	150,000	156,000	162,000	168,000
Uniforms	100,000	100,000	100,000	100,000	100,000
Depreciation	6,000	6,000	6,000	6,000	6,000
SUB – TOTAL	250,000	256,000	262,000	268,000	274,000
<u>Junior Black Sticks</u>					
Training Camps (M)	48,000	32,000	32,000	32,000	48,000
Competition (M)	197,000	-	75,000	-	197,000
Training Camps (W)	32,000	48,000	32,000	32,000	48,000
Competition (W)	75,000	122,000	75,000	-	197,000
SUB – TOTAL	352,000	202,000	214,000	64,000	490,000
TOTAL PROGRAMME BUDGET	649.800	501,000	519,000	379,800	807000

