

# **Athletics New Zealand High Performance Plan 2025-2028**

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14 October 2024

## Introduction:

The Athletics New Zealand High Performance Plan 2025 - 2028 (ANZHPP) focuses on powering our world-class track & field athletes and coaches to the podium of international competitions, winning medals at the 2028 Los Angeles Olympics and Paralympics and preparing for Brisbane 2032. This ANZHPP sets a clear course for prioritizing resources and understanding the key drivers for success, dedicating itself to transparently guiding our world-class athletes, coaches and support staff. Our mission is to maximize resources and focus to secure medal success at our pinnacle events, fostering a legacy of excellence, hauora, and mana for our athletic community.

This plan is about high performance: making sure our athletes and coaches are ready to perform, compete and win when it matters most. It's a planned approach to:

- **Winning Medals.** We're going after Olympic, Paralympic, World Championship and World Para Championship medals. Our goal is clear: Kiwi athletes achieving inspirational performances and winning medals at pinnacle track and field events.
- **Building Talent.** We're developing athletes and coaches with the potential to be the best in the world, enhancing our talent pipeline with a focus on top eight placings and World U20 Championships. We have one eye on LA 2028 and the other on Brisbane 2032 and beyond.
- **Tracking Progress.** From qualification to standing on the podium, we're continually improving our ability to measure our athlete and coach progress on the international stage. We know that we need to have the people, culture, systems, and investment in place to deliver progress and continually push for exceptional results.
- **Retaining and Binding Our Team Together.** We want to keep our athletes, coaches, and support staff connected, engaged and thriving – ensuring they have what they need to deliver inspirational performance at pinnacle events. We want the best people to be part of the Athletics New Zealand team.
- **Focus on Performance Wellbeing.** The holistic support of our athletes, coaches, support team members and staff is non-negotiable. We acknowledge the impact performing on the world stage has on our people and that maintaining wellbeing in a high performance environment is an ongoing challenge to face. We will ensure that our people are challenged in the right way to ensure that when they are stretched, they still feel safe and respected as people. High challenge requires high support. We will continuously work to ensure that we have the culture, systems and processes in place so that our people, of all cultural backgrounds and identities, feel supported and know that they are valued within a challenging high performance environment.

Aligned with the current ANZ purpose, this plan is crafted to ***ignite our community's passion for athletics, ensuring every New Zealander has the opportunity to grow and thrive through the sport.*** It embodies our aspirational success statements: sustaining high-performance success through effective athlete and coach development, achieving and showcasing inspirational performances by New Zealand athletes, and engaging our nation with these performances.



# Athletics New Zealand High Performance Plan 2025 – 2028 Overview:

Our ANZHPP is a focused plan for New Zealand’s athletic success, targeting key medal outcomes at major events.

In 2028 we’re targeting:

- **2 medals at the Los Angeles Olympics**
- **6 medals at the Los Angeles Paralympics**
- **1 medals at the World Under 20 Championships**

Central to our strategy are three priority areas. These are the areas where we will direct the majority of our limited resources.

## Key Priority:

1. Building & supporting world-class campaigns

We know the athletes who are central to us achieving our 2028 targets. They are our priority and will most likely come from the following events: Olympics: Shotput, Discus, Pole Vault, Triple Jump, Steeplechase, High Jump. Paralympics: Sprints, Shot Put, Long Jump.

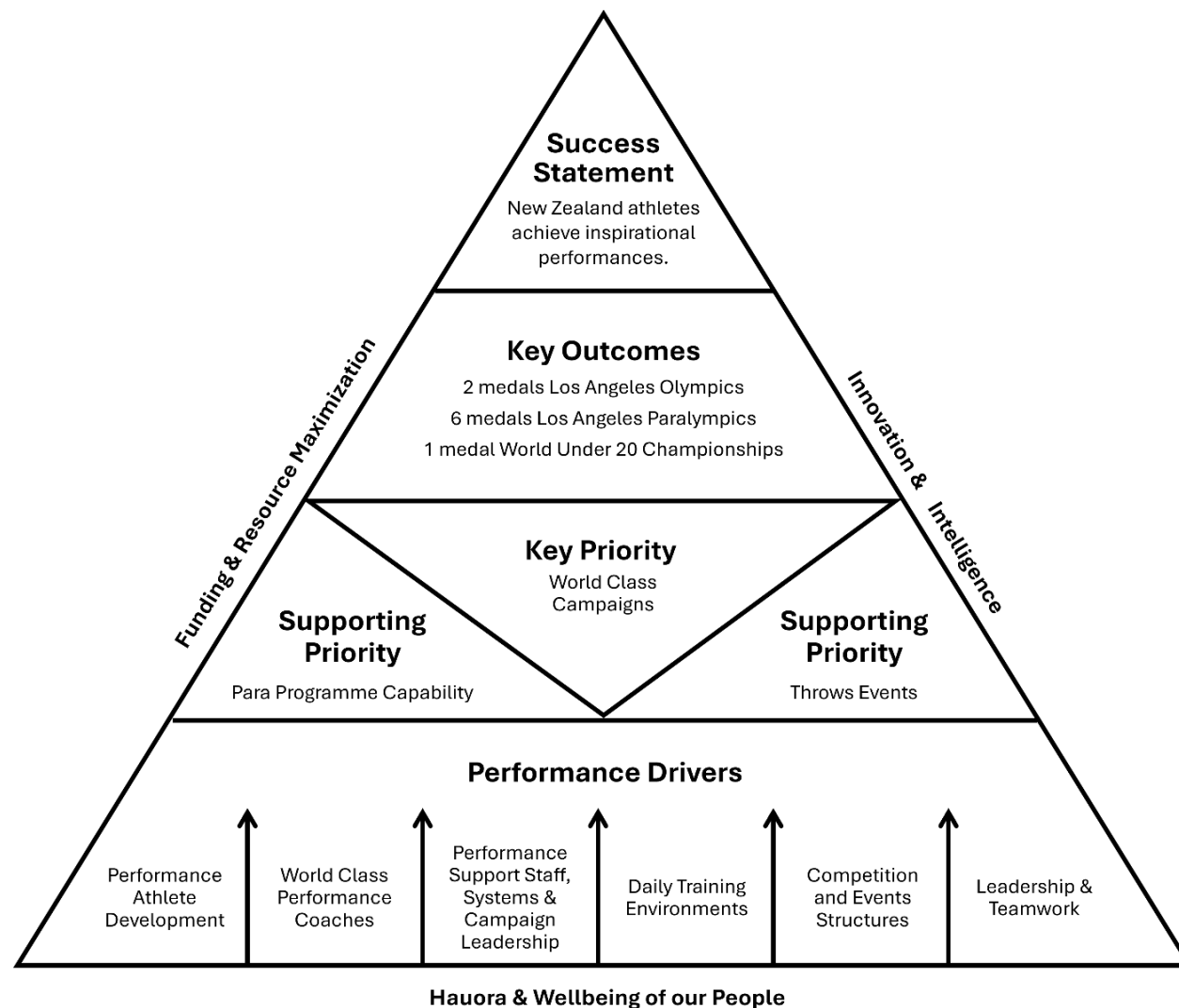
## Supporting Priorities:

2. Enhancing Para programme capability
3. Capitalising on our strength in throws

The majority of our world-class campaigns this Olympic cycle reside within these areas. We will ensure our associated infrastructure and talent pipeline continues to develop within these priority areas.

Driving these priorities are performance drivers – performance athlete development, world class performance coaches, performance support staff, systems and campaign leaderships, daily training environments, competition and event structures, and leadership and teamwork both within campaigns and across the HP organisation. These are critical day-to-day operational functions that ensure the high performance programme is sustainable.

Adapting to the demands of today, our plan also emphasises the focus on the hauora and wellbeing of our people, funding and resource maximisation and innovation and intelligence. The following diagram distils our approach, laying out a concise and coherent framework for achieving the key outcomes of our plan.



## Key Priority: World Class Campaigns

Focusing on “World Class Campaigns” will elevate athletes & coaches with the highest potential onto the podiums of targeted pinnacle events. This initiative prioritises athletes identified as potential top 8 contenders for the Los Angeles 2028 Olympics & Paralympics (subject to depth of field considerations) and those progressing towards top 8 capability for Brisbane 2032. World Class Campaigns will be targeted – but not at the exclusion of athlete development and athletes who may be emerging. Investment will be made on a campaign by campaign basis - there will be flex and adaptability to support any athletes that meet the determined criteria. A campaign is an investment in an athlete, their coach, their plan, their team, in order to get them to a pinnacle event in the best possible position to excel.

### Initiatives:

- Define World Class Campaigns
- Evidence-Based Athlete Identification
- Customized Support Programs
- Coach Performance Enhancement
- Supported Training Environments (decentralized)
- Regular Performance Reviews

### Outcomes:

- **International Rankings (Top 8 placings) Success:**

| 2023 Actual WC/WPC | 2024 Actual OG/PG | 2025 WC/WPC | 2026 WU20 | 2027 WC/WPC | 2028 Oly/Para/WU20 |
|--------------------|-------------------|-------------|-----------|-------------|--------------------|
| 4/13               | 4/12              | 6/12        | 3         | 6/10        | 6/10/2             |

- **Medal Success:**

| 2023 Actual WC/WPC | 2024 Actual OG/PG | 2025 WC/WPC | 2026 WU20 | 2027 WC/WPC | 2028 Oly/Para/WU20 |
|--------------------|-------------------|-------------|-----------|-------------|--------------------|
| 0/8                | 2/6               | 2/6         | 1         | 2/6         | 2/6/1              |

- **Enhanced Developing Athlete Progression:**

- Refine and implement “Picture of Performance” models for targeted talent development, supported by a centrally led, regionally delivered support system for athletes and coaches that attends to key long-term technical, physical and mental development needs.

- **Strengthened Coach-Athlete Dynamics:**

- Refine and implement the “world class coaching competencies framework” (or similar tool) that our key campaign coaches will be annually referenced against, with associated personalised development plans drawn from the framework analysis, and other feedback tools.
- Facilitate regular formalised athlete-coach feedback opportunities, assessed against agreed athlete and coach expectations of each other.
- Support coaches to create campaigns that build trust among HP staff, regular communication, clear campaign plans and roles, positive connections between athletes.

- **Optimized Campaigns, Training and Lifestyle:**

- Using identified experts to enhance our campaign review processes by specifically introducing more cohesive cross-team feedback, with independent critique.

## Supporting Priority: Enhance Para Programme Capability

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The “Enhance Para Programme Capability” supporting priority focuses on enhancing our capacity to develop Para athletes capable of achieving medal success at Paralympic Games and World Para Athletics Championships. Recognizing the potential for swift transition from talent identification to international competition, our goal is to provide the distinctive pathways for Para athletes to excel. By implementing a tailored approach to high-performance Para identification and development, we aim to enhance our nationwide network of regional development personnel, ensuring Para athletes receive the support and resources necessary for success.

### Initiatives:

- Talent Identification & Development
- Regional Programme Strengthening
- Para Athletics Coach Development
- Competition Quality & Access
- Capability Innovation

### Outcomes:

- **Sustained Medal Count at the World Para Championships 2027 and the Paralympics 2028**
  - Working more closely with our key Para campaigns to ensure Para athletes and coaches are maximising performance and are being retained.
- **Expanded Talent Pipeline for Para Athletes**
  - Introducing specific regional resource, to identify and develop new world-class capable Para talent.
  - Providing each identified region with the facilities/equipment, to enable more targeted HP Para development to occur.
- **Elevated Coaching Capability**
  - Enhance coach development and performance opportunities with a focus on identifying and growing the depth and capability of coaches who can support elite Para athletes and world class campaigns.
- **Improved Access to Quality Competitions**
  - Ensuring appropriate Para competition opportunities are available at regional and national level for emerging Para talent.
  - Ensuring an increased number of international Para competition opportunities for each of our key Para campaigns.
- **Innovation Driving Performance Enhancements**
  - Linking specific key Para campaigns with the HPSNZ Innovation team to explore potential performance enhancing projects.

# Supporting Priority: Throws Events

The “Throws Events” supporting priority area focuses on leveraging New Zealand's strength in throws disciplines to secure greater success at international competitions. We aim to enhance our international standing by building on specialised programs, boosting performance coaching quality, and upgrading facilities for our throwers. Our goal is to consistently achieve podium placings. By uniting the strengths of our nationwide community of HP throwers, coaches, and supporters, we're building a lasting legacy of excellence and innovation in throws.

**Initiatives:**

- Event Group Specific Development
- Coaching and Support Framework
- Throws Advisory Group Formation
- Resource and Knowledge Sharing
- Coordinated Implementation of a Throws Development Plan

**Outcomes:**

- **Increased Medal Tally at Major Competitions - Specific Throws Group Medal targets:**

| 2023 Actual WC/WPC | 2025 WC/WPC | 2026 WU20 | 2027 WC/WPC | 2028 Oly/Para/WU20 |
|--------------------|-------------|-----------|-------------|--------------------|
| 0/2                | 1/2         | 1         | 2/2         | 2/3/1              |

- **Development of Elite Throwers**
  - Introducing specific regional throws development resource (people, equipment, facilities, etc.) to support the development of world-class capable throws talent.
  - Ensuring each HP throws focused training environment has the facilities/equipment, to enable more targeted and better supported development to occur.
- **World-Class Coaching and Support Systems**
  - Building on the “World Class Campaigns” coach development opportunities outlined as the key priority with any specific Para coaching capability gaps identified amongst our world class campaign coaches.
- **Strengthened Throws Community**
  - By fostering a unified and collaborative environment through our advisory group and sharing platforms, we aim to solidify the foundation for ongoing success in throws events.
- **Effective Execution of a Throws Development Plan**
  - By forming a HP Throws Advisory Group, creating a HP Throws Development Plan and through appointing a HP Throws Development leader to drive the implementation of the Plan.

## Performance Drivers:

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The ANZHPP for 2025-2028 centres on three strategic priorities: World Class Campaigns, Para Programme Capability, and Throws Events. These priorities are supported by the enablers/performance drivers that underpin our high-performance programme and system.

### 1. Performance Athlete Development

Athlete development is the backbone of Athletics NZ's high performance success. It involves a systematic approach to nurturing and advancing the talents of athletes with the potential to compete and excel at the highest levels of international competition. This critical enabler supports the transition of emerging athletes into world-class competitors, directly impacting our ability to achieve top rankings and secure medals at major events.

### 2. World Class Performance Coaches

Coaches are critical in translating Athletics NZ's high performance vision into reality. The identification, development and support of coaches and their pathway is critical to elevating their skills, knowledge, and competencies to foster a world class high performance programme and culture. By providing ongoing education, initiatives, and international exposure, we enhance our coaches' ability to deliver the very best guidance and support to our world-class campaigns. This not only boosts athlete performance but also ensures a sustainable pipeline of coaching excellence to meet the future needs of our sport. We acknowledge also that we will have coaches working in our programme who are not NZ based or are contracted to provide performance coaching services to campaigns where circumstance/needs/gaps are identified.

### 3. Performance Support Staff, Systems and Campaign Leadership

Athletics NZ is committed to building a high-performance environment that includes access to sports science and health experts from both within the HPSNZ system and, where required, outside the system. These support systems are essential for optimising athlete and coach health, performance, and wellbeing. By ensuring our athletes and coaches have access to top tier support services and our campaigns are based on high trust, regular communication and clear campaign plans and roles; we lay the groundwork for sustained international success.

### 4. Daily Training Environments

The quality of daily training environments (DTEs) is a significant determinant of athlete performance. Athletics NZ focuses on creating optimal DTEs that are conducive to high-performance training. While environments will generally be decentralized, it is acknowledged that competitive, yet well supported training squads are highly effective. That is, great coaches create challenging, competitive yet well supported squads. As a result, athletes develop at a faster rate and are more robust and prepared for competition. The decentralised model moves away from this, and we need to balance the desire of being decentralised with the benefits of competitive training squads. Effective DTEs are critical for athlete preparation, recovery, and overall development, directly influencing our ability to perform at pinnacle events and build a legacy of excellence.

### 5. Competition and Event Structures

Competitive opportunities and well-structured event participation are crucial for athlete and coach development and readiness. We will ensure the ongoing development of a competition calendar that aligns with athlete and coach development phases and key performance targets. This includes national competitions that serve as stepping stones and international events that offer exposure to world class competition.

### 6. Leadership and Teamwork

This plan requires strong and effective leadership, teamwork and alignment across all levels. A culture where everyone can lead, challenge and innovate within a positive environment. We will prioritise attracting and retaining great people, ensuring our team's behaviours reflect our values. The plan sets high standards, and we take care of our culture, showing we're serious about hauora and living our values while achieving inspirational performances.