



HIGH PERFORMANCE
SPORT NEW ZEALAND

TE TŪĀPAPA COACH ACCELERATOR

WORLD CLASS PODIUM POTENTIAL REALISED

Programme Summary / June 2022

**KI TE KOTAHI TE KĀKAHO, KA WHATI; KI TE KĀPUIA, E KORE E WHATI.
*KINGI TŪKĀROTO MATUTAERA PŌTATAU TE WHEREOWHERO TĀWHIO.***

**IF A REED STANDS ALONE IT CAN BE BROKEN;
IF IT IS IN A GROUP IT CANNOT.
WHEN WE STAND ALONE WE ARE VULNERABLE,
BUT TOGETHER WE ARE UNBREAKABLE.**

This whakataukī – this ancient wisdom from a great leader of the 19th century is instructive: We know that our system punches above its weight. It always has. But building the best performances – reaching the Tūāpapa – the podium - is a joined-up job. And that has always been about our connectedness.

This has many names: Community. Family. Whānau. The people I/we play for. The team behind my success. We know this and now we name it.



THE CHALLENGE

ACHIEVE AND REPEAT WORLD PODIUM SUCCESS

PODIUM SUCCESS: WHAT DO WE KNOW?

Since 2004, the pinnacle event preparation experiences of 900 elite NZ athletes, 250 coaches, and 350 support staff and programme leaders has been recorded by HPSNZ, spanning Olympic and Paralympic Games, World Championships, World Cups, and other major events. Drawing from this ongoing work, the key factors that are associated with successful preparation and performance execution include the following:

PEOPLE

- Athletes, coaches, and staff consistently displaying quality relationship dynamics.
- Health and wellbeing of athletes, coaches, and staff before and at the pinnacle event.
- Strong coaching and staff effectiveness
- High-quality international competition experience has been gained.
- Developing the whole person and the whole programme, including development of coaches and staff.

DAILY ENVIRONMENT

- Unmistakable performance culture
- Repeated planning, review, and use of learning.
- Highly competitive and measured training that is relevant and specific to demands.
- Narrowing the focus and peeling back distractions as the pinnacle event approaches.
- Repeated benchmarking against international standards of people, processes, and performance and evidence of gap closure.

EXECUTION

- Athletes, coaches, and staff displaying strong mental skills in the heat of performance.
- Effective routines that have been rehearsed, and adjustments have been tested under pressure.
- Pinnacle event logistics understood and rehearsed.
- Prepared to encounter and navigate change.
- Accurate expectations repeatedly realised.
- Consistent performance delivery under pressure.



A good medal is won in preparation...the actual day of the performance should be living the dream. The attention to detail around every moment needs to be lived and achieved.”

Dame Noeline Taurua
Head Coach, Silver Ferns

THE CHALLENGE

THE FUTURE OUTLOOK

One of the success measures for the New Zealand high performance system going forward is podium success combined with athlete and coach wellbeing. This presents an opportunity to keep building on our best work to date where we have created unique, holistic programmes that coherently combine these aspirations. Coach Accelerator: Te Tūāpapa is designed to tautoko this work, strengthen and share it across the system.

COACH ACCELERATOR – THE WHAKAPAPA

In 2009 Coach Accelerator was established with a vision to “develop coaches capable of coaching World, Olympic or Paralympic champions within five years”. From 2009 - 2018 the programme supported 83 coaches who were directly connected to multiple world class podium outcomes. The programme was paused in 2020 as part of a wider rethink of high performance coach support.

Given the role demands of high performance coaches leading campaigns with significant podium potential, there is a need to support NSOs to ensure high performance coaches get the required support they need in order to deliver and sustain world class performances. As a result, Coach Accelerator has been revamped and is now positioned as New Zealand’s dedicated platform for podium level coach support.



The Coach Accelerator Programme has had a major influence on my development as a coach. It was unlike any other professional development programme that I have experienced. It gave me the opportunity to interact with other high performance coaches in a safe environment where we were challenged, stimulated and supported over a three-year period. Just as importantly it allowed me to form coaching friendships with people who I know I can trust and continue to share ideas with even now that I’m out of the programme. There is no doubt in my mind that the programme helped me to grow as a coach and has positively influenced the way that I led the All Blacks.”

Steve Hansen

All Blacks Head Coach (2012 – 2019)

PROGRAMME PURPOSE

Partner with NSOs and podium level coaches to define and realise podium performance potential.



The Coach Accelerator Programme represents a key competitive advantage for New Zealand. The programme offers NSOs critical bespoke resource and expertise while also connecting our best coaches with their equivalent peers across the system.”

Nic Cavanagh
CEO, Snow Sports New Zealand



GUIDING PRINCIPLES

The following principles will be used to guide and inform the execution of Coach Accelerator: Te Tūāpapa.

NSO OWNERSHIP

NSOs employ the coaches and are ultimately responsible for coach performance.

NEEDS BASED

Coach Accelerator: Te Tūāpapa does not have a defined curriculum. The programme continuously emerges from the needs of each coach and their campaign.

WHOLE PERSON

Support is focused on both the person and the professional.

PERFORMANCE CENTRED

Learning is focused on current performance challenges.

SHARED PRACTICE

Network connect our “best on best” to leverage existing “what works” insights.

INNOVATION

Continuously seek new gains beyond the edge of what is known.

SAFETY

Safety is key to creating openness and vulnerability.

KIWI WAY

Keep growing and clarifying our kawa/our Kiwi way.



The best coaches know how to shift the focus from a win, to the process of learning how to win.”

Dr Richard Young
Simplify2Perform

TARGET COACH PROFILE

The programme is targeting elite coaches who are employed by NSOs who are currently in receipt of HPSNZ investment. Coaches will be selected to come onto the programme based upon their ability to demonstrate future podium potential at World, Olympic or Paralympic level competition.

“

It's important that performance support is tailored to needs of each coach and their campaign. CAP offers me a key opportunity to learn, connect and innovate so as to ensure I am bringing my very best performance to the athletes that I am working with”

Gordon Walker

Head Coach
Canoe Racing New Zealand

PROGRAMME OFFERING

Coach Accelerator:
Te Tūāpapa will offer and deliver the following supports in partnership with each NSO.



The following leaders have been confirmed for this advisory group:

Don Tricker ONZM
Director of Player Health & Performance
San Diego Padres

Professor Rich Masters Human Movement Psychology Expert
University of Waikato

Waimarama Taumaunu ONZM MBE
Silver Ferns Head Coach (2011 – 2015)

Pat Barwick
Olympian

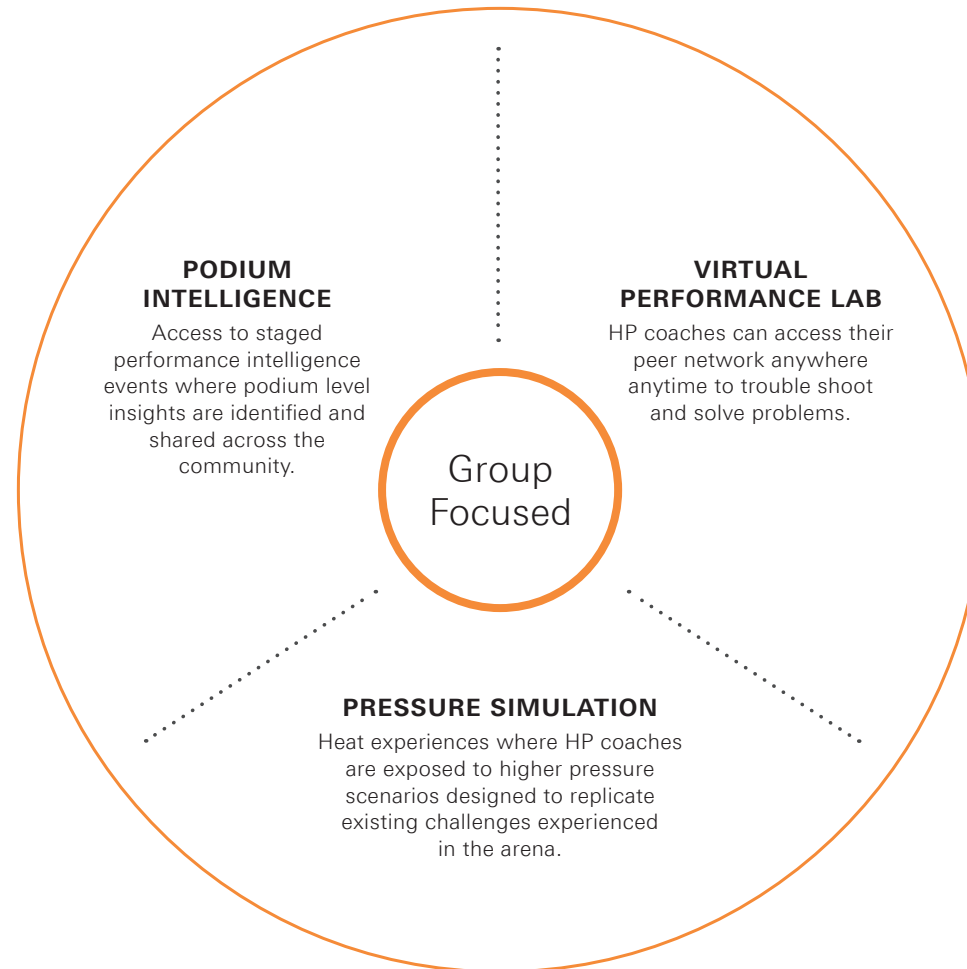
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The Coach Accelerator Programme allowed me, as a coach, to be immersed with like-minded people who shared the energy of striving for world class success. The willingness of each to share their knowledge and expertise in a safe environment, who challenged me as a coach and person, led to me being able to challenge myself and my athletes. This unique kiwi programme, I believe, has been the key attribute in the success of my athletes on the world stage.”

Raylene Bates

Lead Coach – Para Athletes
Athletics New Zealand

PROGRAMME OFFERING



PROGRAMME SCHEDULE

CAP is structured into two performance support cycles over the next three years. Each cycle will start with a comprehensive profile of both coach and campaign performance needs. From this profile a set of tailored performance supports will be agreed and executed. This will enable the programme to flex to the needs of each campaign while leveraging opportunities to connect coaches and optimise knowledge within the network.

Programme Phase	2022	2023	2024
Programme Launch	June		
NSO Endorsement	June		
Coach Support Profiling	July - August		
Support Cycle 1	September - March		
Review & Adapt		April	
Support Cycle 2		May - October	
Review			November - December



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