

HIGH PERFORMANCE
PLANNING AND INVESTMENT
2025-2028

GUIDANCE FOR PODIUM SPORTS

For the Investment Period 1 January 2025 to 31 December 2028

OVERVIEW

The purpose of this document is to provide planning guidance to National Sporting Organisations (NSOs) who wish to make a submission for high performance (HP) investment into their sports from High Performance Sport New Zealand (HPSNZ) for the investment period from 1 January 2025 to 31 December 2028 – aligned to the investment criteria for a **podium sport**, which is made up of the investment categorisation and the investment decision-making considerations.

HPSNZ INVESTMENT CRITERIA

INVESTMENT CATEGORISATION – PODIUM SPORT / SUB-CATEGORY: NSO TARGETED HP PROGRAMME

- **Descriptor:** NSO highly likely to achieve multiple podium success at pinnacle events across multiple cycles

Evidence required (seeking some or all of this evidence):

- Strong evidence of tracking towards multiple medals across multiple athletes/campaigns at the next two Olympic/Paralympic Games (i.e. summer Games 2028 and 2032, or winter Games 2026 and 2030)
- Recent history of consistent multiple medal success at Olympic/Paralympic Games and world championships
- Olympic pathway athlete depth demonstrated in the sport's performance pathway across multiple medal winning campaigns and performances of development athletes who are five to eight years away from the podium
- Paralympic pathway athlete depth within the sport's performance pathway is of sufficient quality and quantity to deliver future podium performances considering event specific details and athlete classifications

INVESTMENT DECISION-MAKING CONSIDERATIONS

- Ability to impact HPSNZ's stated strategic outcomes
- Past performance
- Future potential
- Quality of HP pathway, programme, and/or campaign(s)
- Individual sport context

For full details on HPSNZ's HP investment strategy, criteria and process, see the overarching guidance document, *HPSNZ's High Performance Investment Programme 2025-2028*.

HIGH PERFORMANCE PLANNING

NSO HP Investment Submissions

Podium sport NSOs who wish to be considered for HP investment during the 2025-2028 investment cycle should submit their HP planning documentation by email to hpinvestment@hpsnz.org.nz (and by copy to their assigned HPSNZ Performance Team Leader (PTL) by **12pm, Friday 18 October 2024**). To assist, the table in the **Appendix** outlines summary guidance for HP planning.

NSO HP Plans

HPSNZ wants to invest in the HP plans of NSOs. We anticipate that the HP plans submitted to HPSNZ by NSOs should be consistent with the HP plans that NSOs present to their Boards and other key stakeholders. We also recommend that NSOs engage with their athletes and/or athlete representative groups in the development of their HP plans. Each assigned PTL will engage with each NSO to clarify the applicable investment criteria and the core information that we would expect to see in the NSO's HP plan.

APPENDIX: HP PLANNING GUIDE – PODIUM SPORT

Focus Area	Performance Questions	Planning Documentation												
HP Strategy	<ul style="list-style-type: none"> What is the NSO seeking to achieve in HP and what are the strategic priorities and HP goals? What was learnt in the 2022- 2024 cycle and what key shifts is the NSO seeking to implement in the 2025-2028 cycle? What are the key risks to achieving your HP goals? What are the key international events and performance targets for the 2025-2028 cycle? 	<ul style="list-style-type: none"> The NSO's High Performance Strategy. 												
Leadership	<ul style="list-style-type: none"> What is your HP leadership and/ or management structure? 	<ul style="list-style-type: none"> Roles and responsibilities of HP leadership and/or management, including key support functions. 												
NSO Performance Pathway	<ul style="list-style-type: none"> What is your NSO pathway model? 	<ul style="list-style-type: none"> Describe your performance pathway (HP and pre-HP) capturing the approach to identifying, developing and supporting athletes into, through and out of high performance. Include the NSO's approach to selection, induction, transition, monitoring, review, and deselection. 												
Sport/Event Picture of Performance	<ul style="list-style-type: none"> What does it take to win in your sport/event? 	<ul style="list-style-type: none"> The Picture of Performance (POP) should be a holistic view with clearly defined components of what it takes to win on the world stage in your sport/ event. 												
HP Campaigns and Athletes	<ul style="list-style-type: none"> What/who are the key campaigns and athletes you plan to support to achieve HP goals in the 2025-2028 cycle? 	<ul style="list-style-type: none"> Identification of campaigns, including sport/event Picture of Performance (POP), and athletes aligned to HPSNZ's Performance Pathways Framework: 												
		<table border="1"> <thead> <tr> <th>Description</th> <th>Entry Criteria</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;">HP Elite Athletes and/or Campaigns</td> </tr> <tr> <td>Athletes who have demonstrated realistic medal winning capabilities and are refining performances for podium success at the pinnacle event/s in this cycle</td> <td>The athlete has achieved multiple top 8's at Olympic Games /Paralympic Games / world championships (or one Top 8 OG/PG/WC and equivalent international performances) AND shows evidence of progression against the sport's Picture of Performance towards a podium at the Olympic Games/Paralympic Games in this cycle</td> </tr> <tr> <td colspan="2" style="text-align: center;">HP Potential Athletes and/or Campaigns</td> </tr> <tr> <td>Athletes who have demonstrated performance progression, showing high potential of a Top 8 placing at the Pinnacle Event/s in this cycle and/or potential to medal at the pinnacle event/s in the next cycle</td> <td>The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a Top 8 placing at the Olympic/Paralympic Games this cycle AND tracking towards a podium at the Olympic/Paralympic Games next cycle</td> </tr> <tr> <td></td> <td>OR The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a podium at the Olympic Games/Paralympic Games next cycle</td> </tr> </tbody> </table>	Description	Entry Criteria	HP Elite Athletes and/or Campaigns		Athletes who have demonstrated realistic medal winning capabilities and are refining performances for podium success at the pinnacle event/s in this cycle	The athlete has achieved multiple top 8's at Olympic Games /Paralympic Games / world championships (or one Top 8 OG/PG/WC and equivalent international performances) AND shows evidence of progression against the sport's Picture of Performance towards a podium at the Olympic Games/Paralympic Games in this cycle	HP Potential Athletes and/or Campaigns		Athletes who have demonstrated performance progression , showing high potential of a Top 8 placing at the Pinnacle Event/s in this cycle and/or potential to medal at the pinnacle event/s in the next cycle	The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a Top 8 placing at the Olympic/Paralympic Games this cycle AND tracking towards a podium at the Olympic/Paralympic Games next cycle		OR The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a podium at the Olympic Games/Paralympic Games next cycle
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Focus Area	Performance Questions	Planning Documentation
Pre-HP Athletes	<ul style="list-style-type: none"> Who are the highest potential future athletes? 	<ul style="list-style-type: none"> Names of athletes who are confirming the attributes, ambition, and attitude, against the sport's Picture of Performance (POP), to achieve a Top 8 placing or medal at the pinnacle event/s in the next cycle and future cycles.
Planning & Learning	<ul style="list-style-type: none"> How does the NSO enable campaign planning, learning, and monitoring of progress? 	<ul style="list-style-type: none"> Description of planning, review, pre-brief/debrief systems.
HP Coaches	<ul style="list-style-type: none"> Do the priority campaigns have the coaches and coaching they need? 	<ul style="list-style-type: none"> Who are the HP coaches of the priority campaigns? How will you ensure that the coaches have the necessary capacity and capability required to support the priority campaigns?
Performance Environment	<ul style="list-style-type: none"> Do the priority campaigns have the daily training environment they need? 	<ul style="list-style-type: none"> Where and how are the athletes training? Do they have access to the facilities and equipment they need?
Wellbeing	<ul style="list-style-type: none"> What are you doing to support your people to thrive in sport and life? How are you engaging athletes in the decisions that impact them? 	<ul style="list-style-type: none"> The NSO's framework/approach to supporting their people to thrive, and measures to check that it is working. An overview of the NSO's athlete voice mechanism/representation.
Performance Support	<ul style="list-style-type: none"> How can HPSNZ best support and enable your NSO HP plan and priority campaigns? 	<ul style="list-style-type: none"> Identification of high level performance support needs for priority campaigns. <p><i>NB: The specific Athlete Performance Support services to be provided by HPSNZ to the NSO for their athletes in the new cycle, will be identified in partnership between HPSNZ and the NSO during Q1 2025.</i></p>
Budget	<ul style="list-style-type: none"> What is the budget for 2025-2028 to deliver HP strategic priorities? 	<ul style="list-style-type: none"> HP programme budget including budgeting for priority campaigns. <p><i>NB: A budget template will be provided by HPSNZ for completion by the NSO.</i></p>



**HIGH PERFORMANCE
SPORT NEW ZEALAND**

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New Zealand Government