

HIGH PERFORMANCE  
PLANNING AND INVESTMENT  
2025-2028

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# ***GUIDANCE FOR TEAM 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 **team sport**, which is made up of the investment categorisation and the investment decision-making considerations.

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## HPSNZ INVESTMENT CRITERIA

### INVESTMENT CATEGORISATION – TEAM SPORT / SUB-CATEGORY: NSO FOCUSED CAMPAIGNS

- **Descriptor:** Team sport NSO likely to achieve podium success at the pinnacle event in this cycle, and/ or across multiple cycles, and/or contribute to HPSNZ's broader investment objectives

#### Evidence Required (seeking some or all of this evidence):

##### IN PRIORITY ORDER:

1. Strong evidence of the senior national team tracking towards a medal at the agreed pinnacle event/s in this cycle (Olympic/Paralympic Games or world championship/world cup)
2. A Top 4 placing at the pinnacle event in the last cycle (Olympic/ Paralympic Games or world championship/world cup) and strong evidence of tracking towards Top 4 placing at the pinnacle event in this cycle (Olympic/Paralympic Games or world championship/world cup)
3. In sports with significant global competition environments, strong evidence of ability to qualify for the pinnacle event in this cycle (Olympic/Paralympic Games and/or world championship/world cup)
4. A Top 4 placing at the Commonwealth Games in the last cycle and strong evidence of tracking towards a medal at the Commonwealth Games in this cycle
5. Athlete depth within the pathway is of sufficient quality and quantity to deliver future podium performance

### 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*.

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## HIGH PERFORMANCE PLANNING

### NSO HP Investment Submissions

Team 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](mailto: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 a 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 – TEAM SPORT

Focus Area	Performance Questions	Planning Documentation
HP Strategy	<ul style="list-style-type: none"> <li>What is the NSO seeking to achieve in HP and what are the strategic priorities and HP goals?</li> <li>What are the key risks to achieving your HP goals?</li> </ul>	<ul style="list-style-type: none"> <li>The NSO's High Performance Strategy.</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>What is your HP leadership and/or management structure?</li> </ul>	<ul style="list-style-type: none"> <li>Roles and responsibilities of HP leadership and/or management, including key support functions.</li> </ul>
NSO Performance Pathway	<ul style="list-style-type: none"> <li>What is your NSO pathway model?</li> </ul>	<ul style="list-style-type: none"> <li>Describe your performance pathway (HP and pre-HP) capturing the approach to identifying, developing, and confirming athletes into, through and out of high-performance campaigns.</li> </ul>
Sport/Event Picture of Performance	<ul style="list-style-type: none"> <li>What does it take to win in your sport/event?</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>
HP Campaigns	<ul style="list-style-type: none"> <li>What senior national team campaigns are aligned to HPSNZ investment criteria?</li> <li>What are the key international campaigns and performance targets for the 2025-2028 cycle?</li> </ul>	<p>Identification of HP campaigns and athletes (depth chart) aligned to HPSNZ's investment criteria.</p> <ul style="list-style-type: none"> <li>Campaign plans which answer the following: <ul style="list-style-type: none"> <li>What are the campaign performance targets?</li> <li>Who are the key athletes for this campaign and what data shows you that these athletes will execute the performance targets?</li> <li>Who are the targeted HP coaches and what is their capacity and capability to achieve the performance targets?</li> <li>How do you ensure the priority campaign/s have access to the support, facilities and equipment they need?</li> <li>What are the critical domestic and international competitions the campaign/s will target as benchmark events?</li> <li>What is the NSO's and/or campaign's approach to planning, monitoring, and learning?</li> <li>What are the greatest risks to the campaign achieving its goal this cycle?</li> </ul> </li> </ul> <p><i>NB: For team sport NSOs with women's and men's senior national teams, it is expected that there would be separate campaign plans.</i></p>
Wellbeing	<ul style="list-style-type: none"> <li>What are you doing to support your people to thrive in sport and life?</li> <li>How are you engaging athletes in the decisions that impact them?</li> </ul>	<ul style="list-style-type: none"> <li>The NSO's framework/approach to supporting their people to thrive, and measures to check that it is working.</li> <li>An overview of the NSO's athlete voice mechanism/representation.</li> </ul>
Budget	<ul style="list-style-type: none"> <li>What is the budget for 2025-2028 to deliver senior international HP campaigns aligned to HPSNZ investment criteria?</li> <li>How would 2025-2028 HP Investment from HPSNZ be utilised most effectively to support the achievement of campaign performance targets?</li> </ul>	<ul style="list-style-type: none"> <li>HP budget overview including budgeting for priority campaigns.</li> <li>Commentary on how any potential HP investment from HPSNZ would be most effectively utilised to impact performance.</li> </ul> <p><i>NB: A budget template will be provided by HPSNZ for completion by the NSO.</i></p>



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