

# HIGH PERFORMANCE INVESTMENT PROGRAMME 2025-2028

# **GUIDANCE FOR PARTNER ORGANISATIONS**

For the Investment Period 1 January 2025 to 31 December 2028

VERSION 1.0 – 11 JULY 2024

## **APPENDIX 1 – TARGETED INVESTMENT FRAMEWORK 2025-2028**

### **a) Investment Categorisation of Sport**

<b>Podium Sports</b>			
<b>Category</b>	<b>Sub-Category</b>	<b>Descriptor</b>	<b>Evidence Required (Seeking some or all of this evidence alongside the investment decision-making considerations)</b>
Podium sport	NSO targeted HP programme	NSO highly likely to achieve multiple podium success at pinnacle events across multiple cycles	<ul style="list-style-type: none"> <li>• 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)</li> <li>• Recent history of consistent multiple medal success at Olympic/Paralympic Games and world championships</li> <li>• 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</li> <li>• 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</li> </ul>

## Team Sports

Category	Sub-Category	Descriptor	Evidence Required (Seeking some or all of this evidence alongside the investment decision-making considerations)
Team sport	NSO focused campaigns	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	<p><b>IN PRIORITY ORDER:</b></p> <ul style="list-style-type: none"> <li>• 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)</li> <li>• 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)</li> <li>• 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)</li> <li>• 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</li> <li>• Athlete depth within the pathway is of sufficient quality and quantity to deliver future podium performance</li> </ul>

## Aspirational Sports

Category	Sub-Category	Descriptor	Evidence Required (Seeking some or all of this evidence alongside the investment decision-making considerations)
Aspirational sport	NSO targeted HP programme	NSO with one or more campaigns likely to achieve podium success at the pinnacle event in this cycle and at the pinnacle event in the next cycle	<p><b>EITHER:</b></p> <ul style="list-style-type: none"> <li>Strong evidence of tracking towards one or more medals at the pinnacle event in this cycle (Olympic/Paralympic Games) with some evidence of tracking towards one or more medals at the pinnacle event in the next cycle (Olympic/Paralympic Games) – i.e. summer Games 2028 and 2032, or winter Games 2026 and 2030</li> </ul> <p><b>AND:</b></p> <ul style="list-style-type: none"> <li>Sport has a history of medal success at pinnacle events (Olympic Games, Paralympic Games, world championships) in the past four to eight years, together with consistent top 8 finishes at those events</li> <li>Athlete depth demonstrated by the performances of development athletes who are five to eight years away from the podium</li> <li>Sport has demonstrated culturally distinctive pathways</li> <li>Sport has demonstrated public engagement within New Zealand</li> </ul>
			<p><b>OR:</b></p> <ul style="list-style-type: none"> <li>Strong evidence of tracking towards one or more medals at the pinnacle event in this cycle (world championships or Commonwealth Games)</li> </ul> <p><b>AND:</b></p> <ul style="list-style-type: none"> <li>Sport has a history of medal success at pinnacle events (world championships or Commonwealth Games) in the past four to eight years, together with consistent Top 8 finishes at those events</li> <li>Athlete depth demonstrated by the performances of development athletes who are five to eight years away from the podium</li> <li>Sport has demonstrated culturally distinctive pathways</li> <li>Sport has demonstrated public engagement within New Zealand</li> </ul>
	Individual focused campaigns	NSO with 'stand- alone' individual campaigns likely to achieve podium success at the pinnacle event in this cycle	<p><b>EITHER:</b></p> <ul style="list-style-type: none"> <li>Strong evidence of tracking towards one medal at the pinnacle event in this cycle (Olympic/Paralympic Games or world championships or Commonwealth Games)</li> </ul> <p><b>AND:</b></p> <ul style="list-style-type: none"> <li>Sport has a history of medal success at pinnacle events (Olympic/ Paralympic Games or world championships or Commonwealth Games) in the last cycle, together with consistent Top 8 finishes at those events</li> </ul>
	High performance potential	NSO with campaigns that have demonstrated performance progression showing potential of a Top 8 placing at the pinnacle event in this cycle and/or potential to medal at the pinnacle event in the next cycle and/or contribute to HPSNZ's broader investment objectives	<ul style="list-style-type: none"> <li>Strong evidence of campaign performance progression against sport Picture of Performance (POP) towards a Top 8 placing at the pinnacle event in this cycle (Olympic/Paralympic Games)</li> <li>New events/sports added to the Olympic/Paralympic Games programme with evidence of high-potential athletes capable of fast tracking to a Top 8 placing in this cycle</li> <li>Athlete depth is still developing in pathway with evidence of future potential</li> <li>Sport has demonstrated culturally distinctive pathways</li> <li>Sport has potential to generate engagement, inspire within their own sporting community and/or the wider New Zealand community</li> </ul>

**b) Investment Decision-Making Considerations:**

Factors relevant to the determination of HP investment across all sport categorisations include:

Investment Decision – Making Considerations		
Consideration	Component	Evidence Required (Seeking some or all of this evidence)
Overarching Consideration	Ability to impact HPSNZ's stated strategic outcomes	<ul style="list-style-type: none"> <li>• Demonstrated ability to contribute to the achievement of HPSNZ's Strategy, in particular HPSNZ's investment objectives and alignment to HPSNZ's investment principles</li> <li>• The NSO's ability to demonstrate that its high performance environments are conducive to the individual wellbeing of athletes, coaches, and support staff</li> </ul>
Additional Considerations	Past performance	<ul style="list-style-type: none"> <li>• The NSO's level of achievement against the agreed performance KPIs in the investment schedules for the previous investment period</li> <li>• If there was no investment schedule for the previous investment period, then recent performances of athletes/teams at pinnacle events</li> </ul>
	Future potential	<ul style="list-style-type: none"> <li>• Clarity of definition and delivery of the NSO's performance pathway</li> <li>• The quantity and quality of athletes in the NSO's performance pathway as assessed against the sport's Picture/s of Performance (POP)</li> <li>• The progression and trajectory of the NSO's priority athletes towards the applicable outcomes for campaign/s, evidenced by progression and competition results</li> </ul>
	Quality of HP pathway, programme, and/or campaign(s)	<ul style="list-style-type: none"> <li>• The progress of the NSO against its HP plan over the previous investment period</li> <li>• The content of the NSO's HP plan and campaign plan/s for the next investment period, which must be clear and measurable</li> <li>• The NSO's capability and capacity to deliver quality HP processes including plans, leadership, coaching, systems, and culture that will enable achievement of its goals and the agreed KPIs</li> </ul>
	Individual sport context	<p>Specific factors applicable to the NSO including, but not limited to:</p> <ul style="list-style-type: none"> <li>• The nature of the sport including depth of international field in the pinnacle event, the qualification process, the number of events and disciplines and format of the competition programme</li> <li>• The designated future pinnacle event(s)</li> <li>• The level of sport participation across the entire end-to-end athlete pathway</li> <li>• Opportunities for increasing the variety of culturally distinctive HP pathways, and/or enhancing diversity and inclusion in HP sport</li> <li>• Demonstrated public engagement which could include sport membership, social and digital media following, and other engagement surveys</li> <li>• The estimated HP pathway and/or programme and/or campaign costs and other designated investment requests</li> <li>• The independent financial position and/or other sources of revenue an NSO has or can source to support its HP outcomes</li> <li>• The likely genuine impact of HPSNZ HP investment</li> <li>• Previous HPSNZ HP investment and support history and impact of this HP investment</li> </ul>

**APPENDIX 2 – HP INVESTMENT PROCESS 2025-2028 – KEY DATES**

18-Oct-24	HP plans due for submission
Oct & Nov 2024	HP planning and investment meetings
16-Dec-24	Offers of Investment
01-Jan-25 to 31-Mar-25	Transition period
15 May 2026	HP plans due for submissions for sports in the winter Olympic/Paralympic Games cycle



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