



WORLD-CLASS STRATEGY

BOWLS NEW ZEALAND 2021-2024





OUR VISION

TO CREATE WORLD-CLASS ATHLETES WHO ACHIEVE CONSISTENTLY ON THE NATIONAL AND INTERNATIONAL STAGE.





OUR MISSION

*ENSURE THE RIGHT PEOPLE WORK WITH THE RIGHT TALENT
WITHIN THE RIGHT ENVIRONMENT*



OUR APPROACH

PERFORMANCE DRIVEN
ATHLETE FOCUSED
COACH LED



OUR GOAL

CONSISTENT SUCCESS AT PINNACLE INTERNATIONAL EVENTS





OUR INVESTMENT

The RIGHT TALENT

An investment in the right talent (athletes), through a robust identification/selection process, utilising effective succession planning tools and ensuring an effective performance programme.

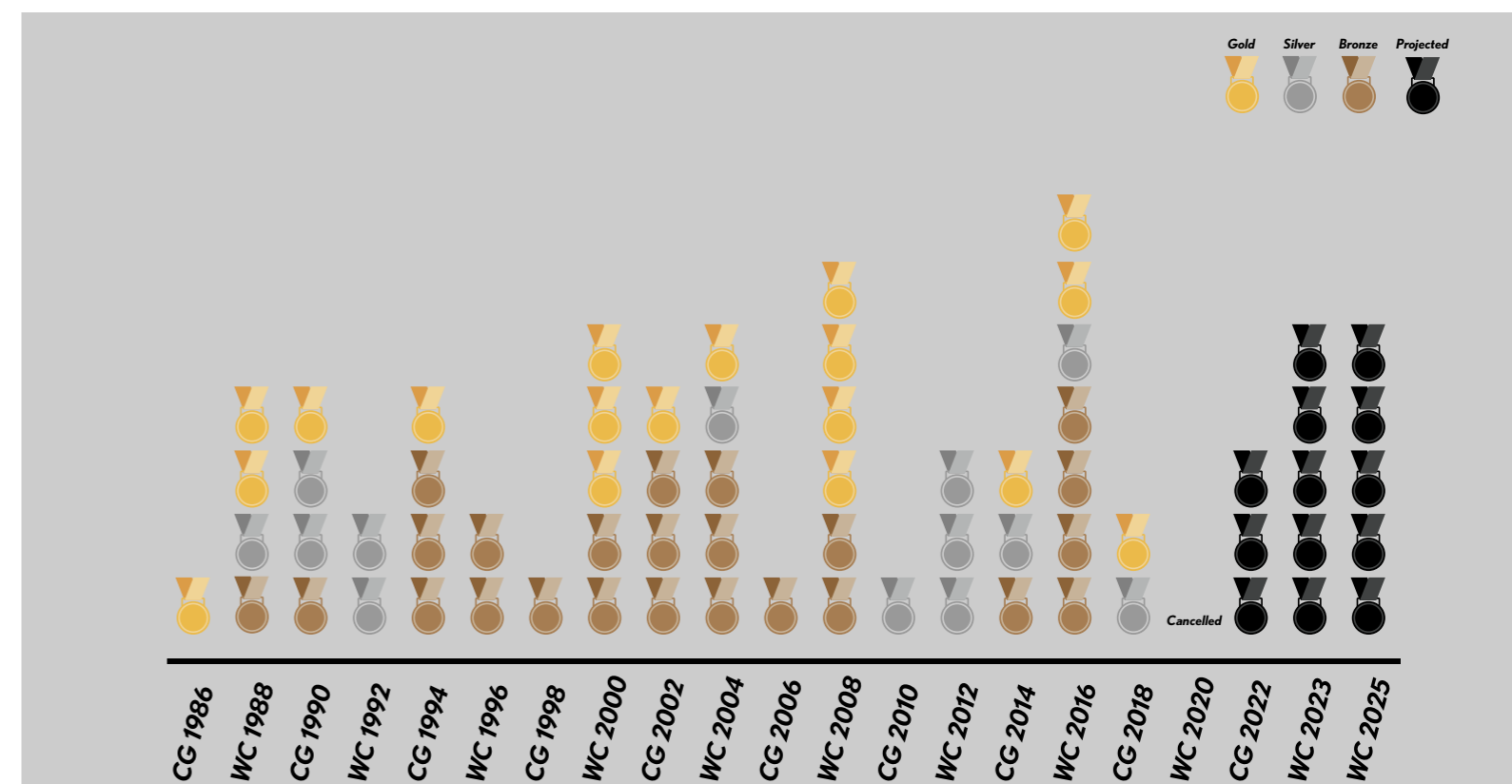
The RIGHT PEOPLE

An investment in the right people to lead and deliver our world class programme.

The RIGHT ENVIRONMENT

An investment in the right culture and environment that challenges and celebrates success.

MEDAL SUCCESS



THE ATHLETE PATHWAY



NEW BOWLER

THE RIGHT TALENT

Bowls New Zealand will make an investment in the right talent (athletes), through a robust identification/selection process, utilising effective succession planning tools and ensuring an effective individual performance plan (IPP) process that develops athletes within a structured programme.

THE PATHWAY

Bowls New Zealand will establish a clear pathway for aspiring Blackjacks, illustrating the path- way from Club Champion to Blackjacks World Champion, by establishing clear performance tiers from which athletes can be identified and evaluated.

PERFORMANCE INDICATORS

To assist both coaches and selectors, a set of performance indicators has been created that will ensure a clear, transparent, and objective way to select athletes. These “Athlete Performance Indicators” provide the Selectors and Coaches with a tool to identify, select and develop athletes for both the Talent ID and High Performance Squads, as well as Blackjacks. It is a simple but effective talent ID matrix, outlining key attributes in identifying and confirming talent.

This selection tool will be invaluable in our communication strategy ensuring all athletes are aware of the requirements to make the squad and areas they may need to work on. The Performance Indicators are:

- Current Performance
- Potential
- Experience
- Coachable
- Work Ethic
- Resilience / Mental Toughness
- Motivation to be the best
- Plans and prepares to be the best
- Leadership
- Compatibility
- Lifestyle / Athlete Welfare
- X-Factor

SUCCESSION PLANNING

Our World-class programme will have a succession planning tool to manage change, predicated by athlete retirement, injury, or loss of form.

THE RIGHT PEOPLE

Bowls New Zealand will make an investment in the right people to lead and deliver our world-class programme and campaign, leading to the 2022 Commonwealth Games, 2023 World Championships and 2025 World Championships.

NATIONAL COACHING TEAM

An investment will be made in developing world-class Bowls New Zealand coaches. With support from Sport NZ and HPSNZ, we will look to develop a Bowls New Zealand performance coach programme and series of workshops that will advance our coaches from technical and tactical advisors to world-class. Each of the national coaches will have personal development plans, similar to an athlete's individual performance plan (IPP). These IPPs will guide their progress and challenge their thinking.

The Coaching Team will be led by a National Head Coach, who will support and mentor the (upwards of 8) Performance Coaches within our structure. Each of these Performance Coaches will have responsibility for managing the progress of a small number of the High Performance and Talent ID Squad. There shall be one Performance Coach dedicated to our Para athletes.

NATIONAL SELECTORS

Three national selectors will select the High Performance and Talent ID Squads and the Blackjacks who will represent New Zealand at International events. Selection will be based on the balanced feedback of the performance coaches and athlete leadership team, using appropriate Talent ID, Selection and Succession Planning tools (see section on 'Right Talent').

The panel will also have additional talent identification support through appropriate Talent ID templates from a team of talent scouts based around New Zealand (and Australia).

The National Head Coach will be a National Selector.

HIGH PERFORMANCE SQUAD

Up to 26 athletes will be invited into the High Performance Squad. This shall comprise (approximately) ten male, ten female and six Para athletes: with the squad being the main selection group for further Blackjacks and Parajacks honours.

The athletes will be selected for this squad by the National Selectors in conjunction with the Performance Coaches. All athletes shall own their individual performance plan (IPP) and regularly communicate these with their coaches. This squad will be reviewed annually.

TALENT DEVELOPMENT SQUAD

Feeding the High Performance squad will be 15-20 identified athletes (talent). This group of athletes will be individually monitored by the performance coaches and provided additional coaching support. Each of these identified athletes shall have a dedicated individual performance plan (IPP).

LEADERSHIP

Blackjacks and Parajacks campaigns, at Tier One and Tier Two level, shall have a designated leadership group of no more than four athletes, one of whom shall be appointed the campaign team captain. This athlete leadership group will be encouraged to voice concerns to the CEO, Campaign Manager and Head Coach (Convenor of Selectors).

A leadership development programme for all athletes and especially the leadership group will be established.

INTERNATIONAL TOURNAMENTS

When an athlete represents New Zealand, one (or more) of the head coach or performance coaches will be in attendance. The selection of coaches to attend tournaments will usually be based upon the athletes selected and the needs of the overall team.

A Blackjacks campaign manager will also attend all major tournaments. This may, depending on the circumstance, be a Bowls New Zealand staff member, one of the selectors, or an experienced independent campaign manager.

SPORT SCIENCE

Supporting our world-class programme shall be a small group of sport science specialists (resource) that ensure we have the right environment supporting our coaches and talent. The minimum expectation would be a mental skills, strength and conditioning and performance analysis personnel.

PARA BOWLS

A clear and positive initiative is to include our Para athletes fully into the Bowls New Zealand world-class programme, targeting the IBD World Championships and Commonwealth Games for medal success.

A performance coach will be identified, providing specific support for the Para athletes, including managing the role of Director for the visually impaired selection(s).

Bowls New Zealand will cast the net wide for potential Para athletes that are not already identified in our system.

THE RIGHT ENVIRONMENT

Bowls New Zealand aim to invest in an environment (and culture) that challenges and celebrates success. Bowls New Zealand shall prioritise investment in building capability through the following:

1. The establishment of a Bowls New Zealand High Performance Centre
2. Better use of modern sports science tools: mental, strength & conditioning, individual performance plan (IPP), technology (coding and video), leadership
3. Develop the culture of performance coaching: professional development, performance analysis, technical and tactical support/expertise
4. The athlete pathway
5. Athlete communications.

HIGH PERFORMANCE CENTRE

Currently there is no centre for our high performance athletes and coaches to train at. A variety of bowling clubs around the country currently cater for our high performance needs; however, we do get what is 'available'.

A National High Performance Centre where greens are prepared to simulate surfaces from around the world needs to be developed. This is vital as we prepare for 2023 World Championships (Australia), 2022 Commonwealth Games (England) and 2025 World Championships (China).

Alongside athlete development, the high performance centre will be an invaluable resource for performance coach development, game analysis, sports science programmes and training camps.

TRAINING CAMPS

Bowls New Zealand will adopt purposeful athlete and coach development training camps rather than the current short event preparation camps on greens. One aspect of these camps will be to develop the mental side of the game for both the athletes and coaches, along with preparing disciplines for key events.

MENTAL SKILLS

Each high performance coach will have access to the Bowls New Zealand mental skills specialist. The role of this individual is varied, but ultimately aimed at ensuring a coach has the tools to ensure an athlete is mentally strong and focused on success. Where necessary, the mental skills person will also work with selected athletes.

STRENGTH & CONDITIONING

Athletes shall be responsible for their own strength & conditioning (S&C) programmes; however, each athlete will need to have their programme approved by the Bowls New Zealand S&C lead. In addition, they will need to provide regular reporting to their HP coach.

INDIVIDUAL PERFORMANCE PLANS (IPPS)

All athletes shall own their individual performance plan (IPP) and provide these to their respective high performance coach on a regular basis. The format and style of their IPP is to suit the athlete, appreciating it needs to cover key criteria.

LEADERSHIP

Bowls New Zealand will invest resource (in the form of camps) to build leaders within our high performance environment; through dedicated team building and leadership training opportunities. Lack of, and understanding of, leadership on the green and coaching at critical moments under pressure is a key area for improvement.

PERFORMANCE ANALYSIS

Bowls New Zealand will invest in a simplified coding tool suitable for use by all high performance coaching staff during games. Bowls New Zealand will also invest in video capability suitable for use by all high performance coaches to utilise at training and games far more effectively than it has in the last two pinnacle campaigns.

PERFORMANCE COACHING

High performance coaches and athletes will buy-in to a new culture whereby coaches are proactive in their feedback and communication with athletes. This is especially applicable on green, where coaches are encouraged to engage with athletes during a game, providing real time feedback; in short, effective intervention.

PROFESSIONAL DEVELOPMENT OF HIGH PERFORMANCE COACHES

Bowls New Zealand will invest in the professional development of high performance coaches, as directed by the coaches individual performance plans.

ATHLETE PROGRAMME AND PLAYING OPPORTUNITIES

Each high performance coach will produce an athlete programme. This shall include targeted events that Bowls New Zealand will support within its limited resources. An athletes programme needs to challenge the athlete in a variety of conditions and opposition. Each athlete's performance at events will be centrally tracked and available to the national selectors for review.

COMMUNICATION

A communication framework will be designed to ensure channels and policy are adhered to. This framework will clearly outline who communicates with whom.

OUR TARGETS

SUCCESS AT TIER ONE EVENTS BY OUR BLACKJACKS:

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|---|-------------------|
| 1. Commonwealth Games | 3 medals (1 Gold) |
| 2. World Championships (including Para) | 5 medals (2 Gold) |

SUCCESS AT TIER TWO EVENTS BY OUR BLACKJACKS:

- | | |
|--|-------------------|
| 1. Trans-Tasman Winning overall shield | |
| 2. Asia Pacific | 5 medals (2 Gold) |
| 3. Multi-Nations or Eight Nations | 4 medals (1 Gold) |
| 4. World Cup Singles | 1 medal |

SUCCESS AT TIER THREE EVENTS BY OUR HIGH PERFORMANCE SQUAD:

- | | |
|------------------------------|----------|
| 1. World Senior Champs | 2 medals |
| 2. World Youth Champs | 2 medals |
| 3. Commonwealth Youth Champs | 2 medals |
| 4. Hong Kong Classic | 1 medal |
| 5. World Champ of Champions | 1 medal |

SUCCESS AT TIER FOUR EVENTS BY OUR HIGH PERFORMANCE AND TALENT DEVELOPMENT SQUADS:

Tier Four events are significant Australian and New Zealand competitions with high-quality fields.

These include: The New Zealand National and Intercentre competitions, The Australian Open and other significant (primarily Singles and Pairs) competitions that attract a high quality field with significant prize-money.

SUCCESS AT TIER FIVE EVENTS BY OUR HIGH PERFORMANCE AND TALENT DEVELOPMENT SQUADS:

Tier Five events are other New Zealand competitions of significance.

These include Centre Championships, Bowls3Five Interclub and other 'Summer of Bowls' calendar events and regional representative fixtures.



