

He Ara Whakakotahi (Evolving Volleyball in NZ) Advisory Group (HAWAG)

Terms of Reference

Title:	He Ara Whakakotahi (Evolving Volleyball in NZ) Advisory Group (HAWAG)
Objective:	To provide advice on, and assistance with, the He Ara Whakakotahi project for volleyball in New Zealand and to ensure the project team have an accurate understanding of the system needs of the volleyball community and environment.
Timeframe:	May – December 2024
Responsible to:	The Board of Volleyball New Zealand (owners of the He Ara Whakakotahi project)

1. Background:

Volleyball NZ is excited to announce the launch of the He Ara Whakakotahi – Evolving Volleyball in NZ project (formally the VNZ Delivery Framework Review). He Ara Whakakotahi means “a collective approach to our pathway” and this new name represents the discussions, the sharing of knowledge, the understanding evolving and the commitment to come together for a strong and successful future for volleyball in New Zealand.

The He Ara Whakakotahi Advisory Group (HAWAG) plays an important role in advising on key decisions related to the direction, development and implementation plan of the delivery framework review completed in 2023. The review found that the growth of volleyball is hindered and restricted by the lack of connection, capability, and capacity of the volleyball delivery network both Nationally and Regionally. To achieve the goals of the Mahere Rautaki 2022 - 2030 strategic plan and beyond, volleyball in New Zealand must evolve to a more efficient, effective, and aligned governance and operating model at both National and Regional levels.

The goal of the He Ara Whakakotahi project is for Volleyball NZ and Regional Associations to develop and agree on a future system for the National and Regional implementation of volleyball through the process of co-design and community consultation.

2. Composition of the He Ara Whakakotahi Advisory Group:

The Advisory Group will comprise of a diverse group of up to 6-8 individuals ensuring diversity in expertise and backgrounds. It is expected that this will include individuals with experience from:

- Regional Associations
- Volleyball New Zealand
- Schools and/or clubs
- Community and/or commercial providers

The members of the Advisory Group will be selected to provide a broad perspective on all aspects of volleyball and the wider volleyball community.

3. Selection Criteria & Application Process for the He Ara Whakakotahi Advisory Group:

The members of the Advisory Group will be selected by a selection panel that includes:

- Sport NZ Representative
- Volleyball NZ Board Member
- Independent Consultant
- Volleyball NZ Project Manager

The members of the Advisory Group will be selected based on the following criteria to provide a broad and diverse perspective:

- Volleyball Practical Experience
 - Thorough understanding of the volleyball ecosystem.
 - Connected and knowledgeable within the volleyball community.
- Big Picture Thinker
 - Strategic thinking rather than operational focus.
 - Ability to see the broader perspective.
- Collaboration
 - Demonstrated ability to work collaboratively in a team.
 - Emphasis on fostering a cooperative environment.
- Respected Leader
 - High regard and respect within their field.
 - Ability to lead effectively.
- Highly Motivated
 - Demonstrated motivation and commitment to the goals of the Advisory Group and Delivery Framework Recommendations.
- Outcome-Focused
 - Demonstrated ability to achieve positive outcomes.
- Strong Governance Experience
 - Proven track record in governance roles.
 - Understanding of governance principles and best practices.
- Chairing and Facilitation skills
 - Strong experience and skills in chairing meetings.
 - Ability to facilitate discussions effectively.
- Experience in Large Change Projects
 - Previous involvement in and successful management of large-scale change projects.
- Accounting/Finance Skills
 - Understanding of financial principles relevant to the advisory role.
- Change Management Experience.
 - Proven experience in change management to ensure successful buy-in from stakeholders.
- Diversity, Mana, and Integrity
 - Commitment to diversity and inclusion.
 - Demonstrated mana and integrity in professional and personal dealings.
 - Diversity in expertise and backgrounds.

To ensure that the group has a range of skills, experiences, and competencies, the selection panel will be seeking candidates to have a range of the following also:

- Time management skills
- Cultural and diversity awareness, including Māori and Pasifika cultural competencies.
- Understanding of tikanga and protocols.
- People Management and Leadership Skills
- Strong negotiation and diplomatic skills
- Effective communication skills

- Influential leadership
- Analytical skills, particularly in data and technology
- Legal skills, especially in regulatory matters.
- International volleyball experience as a benchmark?
- Risk management experience
- Growth mindset and positive attitude.
- Objective decision-making
- Long-term thinking and visionary perspective
- Regional knowledge and understanding
- Building trust and maintaining alignment
- Whakawhanaungatanga (relationship-building)

It is important to note, that selection panel will be seeking people with a wide range of skills, knowledge and experience that will add value to the group, it is not expected for any one candidate to meet all criteria identified.

The application process shall be as follows:

- Interested candidates should submit a comprehensive application highlighting their experience, competencies, and a statement addressing each selection criterion via the online form.
- Shortlisted candidates may be invited for interviews if required.

4. Responsibilities:

The responsibilities of the Advisory Group members are to:

- Provide advice and input from their respective areas of expertise.
- Contribute to the development of new and improved delivery system concepts for volleyball in New Zealand.
- Consider the possible positive and negative operational impacts of any proposed delivery system concepts.
- Contribute to discussions actively and constructively.
- Review relevant materials prior to meetings and come prepared to discuss them.
- Respect differing viewpoints and work collaboratively towards consensus decisions.
- Provide advice, feedback and input into the preferred and recommended changes identified through the He Ara Whakakotahi project.

It is important to note that the role and responsibilities of the Advisory Group are to advise the Project Team and the Board of Volleyball New Zealand.

The Board of Volleyball New Zealand are owners of the project and process. All major decisions will be put to the volleyball community and made through an agreed process.

5. Commitment and Meetings:

Members must demonstrate the capacity to dedicate the necessary time to the Advisory Group. The time commitment to the Advisory Group will require some flexibility due to the nature of the purpose of the project to be co-designed.

There will be a need to be available for online meetings and at least one face-to-face meeting to be confirmed once the group is formed.

The Advisory Group will first convene through an online meeting to run through the terms of reference, agree on operating principles and discuss the meeting schedule.

Advisory Group Members will be provided with a full meeting agenda and pre-read at least seven days prior to the scheduled meeting.

The Advisory Group meetings will be facilitated, supported and chaired by an HT Consulting representative.

6. Project completion:

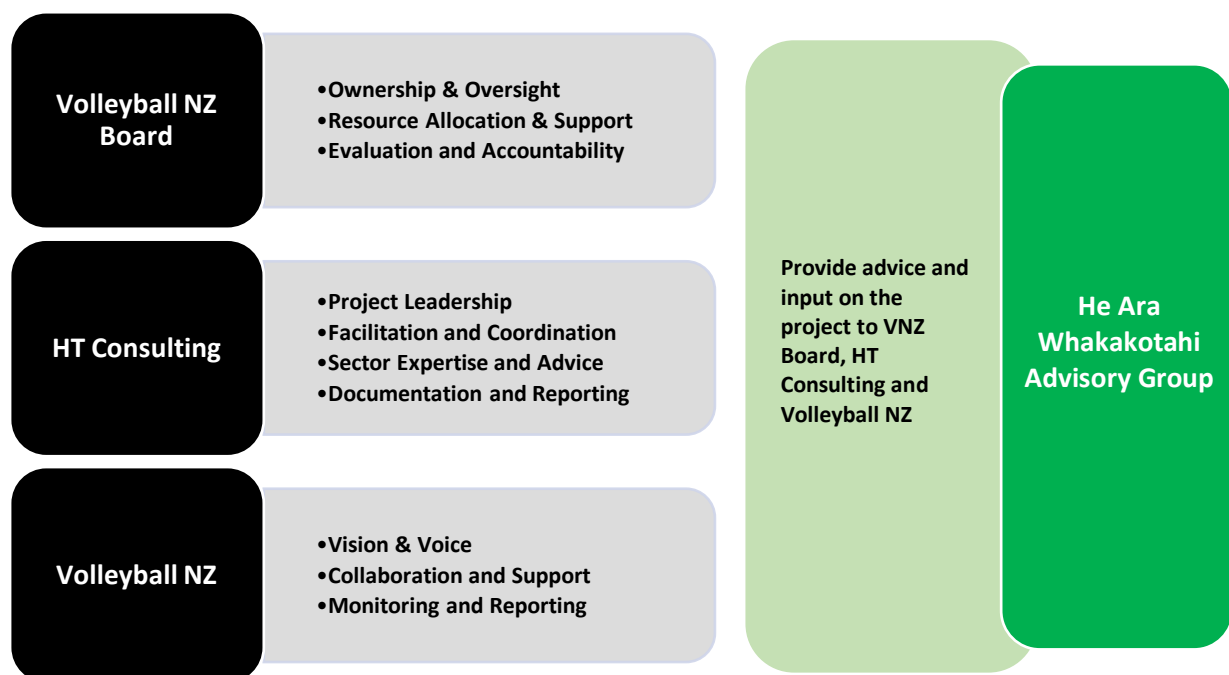
The Advisory Group will function until the recommendations from the He Ara Whakakotahi project are made to the volleyball community. It is approximated that this will be in December 2024.

7. Outputs:

The outputs of the Advisory Group include providing advice to:

- “Volleyball in NZ” resource - a full capture of current state
- Roles & Responsibilities Matrix of the proposed new system for volleyball in New Zealand
- Intervention Logic for the proposed new system for volleyball in New Zealand
- Implementation Plan for the proposed new system for volleyball in New Zealand

8. Project Roles:



9. Review:

The Terms of Reference will be reviewed and updated if required at the first meeting of the Advisory Group and thereafter as necessary.