

He Ara Whakakotahi

Evolving Volleyball in New Zealand

Project Overview

Volleyball NZ is excited to announce the launch of our project He Ara Whakakotahi - Evolving Volleyball IN New Zealand (formally the Volleyball NZ Delivery Framework Review). Following the National Forum in October 2023, the passion inspired Volleyball NZ Staff and Board, and the commitment of the representatives of our 15 Regional Associations to come together to future-proof volleyball in New Zealand, that the original project name no longer felt like it captured the intended outcomes of the project.

He Ara Whakakotahi means "a collective approach to our pathway", VNZ feels the new name represents the discussions, the sharing of knowledge, the understanding evolving and the commitment to come together for a strong and successful future of Volleyball in New Zealand, representing the emotion and commitment that as a collective we acknowledge we are all on the journey together nationally and regionally.

Why does volleyball need to evolve?

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.



How we will do it

Whakapiri Engagement

1. Establish a System Review Advisory Group, consisting of representatives from Regional Associations, Volleyball NZ and other key stakeholders in the community identified to guide the process
2. The Project Scope is designed by the VNZ Board, with input from regional delegates.
3. Sport on a page document capturing organisations and staffing levels.
4. Develop a comprehensive roles and responsibilities matrix that clearly defines each party's role within the co-designed new model - through the Advisory Group.
5. Design criteria/principles developed.
6. A detailed plan for governance structure and operational delivery of the 'National and Regional Kaitiaki Guardian' systems.
7. Test the new system through surveys, working discussion forums and group video calls with the advisory group.
8. Strategies for deeper and consistent engagement with diverse ethnic and faith-based groups are investigated where appropriate.

Whakamarama Enlightenment

1. Test and gain in-principle support for the co-designed model from membership (survey)
2. A detailed plan for phase three (Whakamana Empowerment) which includes key milestones, deliverables, and timelines.
3. A final report and set of recommendations prepared for presentation at the VNZ AGM or a Special General Meeting.

Whakamana Empowerment

1. Agreed actions from the confirmed and approved evolution proposal are implemented within a full transition plan.
2. Ongoing reflection, reviewing, and measuring of the implementation of agreed actions.

What does success look like?

At the completion of the project, Volleyball NZ and Regional Associations will have agreed to a Future System for National and Regional implementation through the process of co-design and community consultation, Volleyball will have **fit-for-purpose and future-proofed**:

1. Participant-Centred Model
2. National and Regional Kaitiaki Guardian governance structures
3. National and Regional Kaitiaki Guardian operational structures
4. Agreed areas of shared services across the National and Regional Kaitiaki Guardian Systems
5. Robust financial plans for National and Regional Kaitiaki Guardian Systems
6. Agreed implementation actions that are realistic, achievable, fit-for-purpose and future-proofed for the National and Regional Kaitiaki Guardian Systems

Project Governance

The VNZ Board will remain the owner of the project. A high-level "System Review Advisory Group" will be established, consisting of Regional Association representatives, other stakeholders and independents. This group will be responsible for finalising the Whakamarama Enlightenment plan in conjunction with an independent external lead. (HT Consulting).

The Advisory Group

The Advisory Group will be a steering body responsible for providing strategic guidance. Members will need to possess a diverse set of skills, competencies and traits to ensure effective governance and decision-making.

Interested candidates should submit their application highlighting their experience, competencies and a statement addressing each selection criteria.

Applications will be reviewed by an appointed selection panel, and shortlisted candidates may be invited for interviews and assessment of their fit.

The Focus Groups

The formation of Focus Groups aims to concentrate on targeted information gathering, and solution identification and contribute nuanced insights, thereby enhancing the overall decision-making and planning undertaken by the Advisory Group. This collaborative approach ensures a comprehensive and detailed review process for He Ara Whakakotahi Evolving Volleyball IN New Zealand.

Key Principles

Co-design: Ensuring the wider volleyball community feels like they are a part of the process

Future horizon: A long-term view is taken to all key decisions to prepare the game for the future.

How we will measure success

Measurements of impact will have a long-term plan, including monitoring, maintaining and adapting to support success. Timelines, milestones and agreed actions will be established throughout the Whakamarama Enlightenment Phase.

Retention of participation, an increase in visibility, accessibility and capability to service the community's needs will be measured

VNZ will use the following methods to gather insights;

- Surveys
- Reflection of past state, current state and future state discussions
- Regional and National Participation data
- Voice of the participant
- School Sport NZ Census
- Active NZ insights



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POIREWA AOTEAROA

