



Terms of Reference

VNZ Performance Programme Review Working Group

Purpose

The purpose of the PP Working Group is to provide expert input into the proposed review of the Volleyball New Zealand (VNZ) Performance Programme for both indoor and beach volleyball (from 2019 onwards).

Key Principles

- Maximising athlete development; with consideration also given to minimising burn out (both physical, psychological and financial).
- Maintaining an athlete centred approach.
- Maintaining integration of the indoor and beach performance pathways, where appropriate.
- Maximising the value and brand of NZ team representation, for all stakeholders.
- Operating with respect to the strategic framework of VNZ and Sport NZ.
- Optimising performance on the world stage.

Responsibilities include:

- Consult with, represent and gain feedback from coaches, players, managers, VNZ office, Sport NZ and other stakeholders.
- Within 1 month complete a draft plan that includes the process and methodology for producing the final report referenced below.
- By the July 2018 Board meeting, provide a draft report to the VNZ Board (to review/feedback) and by the August 2018 Board meeting, provide a final report to the VNZ Board.



- The draft and final reports should give consideration to the following:
 - a description of the preferred performance programme model for the next 3-5 years,
 - the supporting rationale (particularly for new initiatives or areas of significant change) with reference to an options analysis if appropriate,
 - identification of risks and potential mitigation actions, and
 - recommendations for implementation, including key actions, responsibilities and any resources needed.
- The performance programme model should give consideration to the following:
 - redefining the goals/aims of the current Strategy and the recommended number of VNZ teams to be supported,
 - recommending a policy framework for coach, manager and athlete selection, development and evaluation,
 - recommending process and outcome metrics used for evaluation of the components of the performance programme (with an emphasis on the process metrics), and
 - other useful content from the current Strategy.
- Be available to support implementation activities and contribute to a post implementation review.
- Keep a record of meetings and decisions.

Membership

Working group members will be appointed by the VNZ Board. It is expected that the group will have approximately 6 members. Membership may include a Board member, a VNZ staff member, a current performance coach and a player representative. A member from another sporting code with high performance expertise may be considered.

The working group will be administered by the VNZ office. The working group should, where needed, bring in external expertise. Meetings will take place as required (using video or phone conference) and the expected duration of membership is 9-12months.



Member Specification

Working Group members are required to have:

- Current expertise and experience in the VNZ indoor performance programme and/or the VNZ beach performance programme.
- Credibility and integrity.
- Strong networking skills to engage or develop a mechanism for communicating with and gaining buy in from stakeholders.
- A commitment to optimising the performance program and ability to think at both an operational and strategic level.
- An understanding of performance programme development and the principle of athlete centre development.
- Availability and time to participate in discussion, consultation, meetings and report preparation, particularly with consideration to the proposed timeframes.

It is also noted that this process may highlight some areas outside of the project scope that the group feels may warrant future review or further discussion.

