



VOLLEYBALL NEW ZEALAND
POIREWA AOTEAROA

NZ Representative Team Culture Policy

Purpose

To endorse the provision of support for coaches, assistant coaches, managers and other officials (volunteer management) connected to NZ representative teams and squads, to create a clear expectation of the culture and behaviours expected for management and athletes both within NZ and overseas whilst playing and in general.

Principles

CULTURE

Culture is a measure of the observable behaviors your team and organization promotes and accepts. Ultimately, culture is best defined simply as 'the way we do things around here' or 'the way we behave around here'. Culture is not what you think, or **want** to do, it is **what you do**. Some teams espouse a certain culture but actually behave in a very different way. That is, they do not 'walk the talk'. Culture is the 'talk you walk'. Your team's culture results in either effective and productive outcomes or ineffective and unproductive outcomes.

'Culture is the operating system through which people create meaning, purpose and belonging. That's why it's an organisation's most valuable asset'.

Volleyball New Zealand supports the 'talk you walk' as an organization, for volunteer management and athletes with regards to NZ representative teams / squads. This includes tour environments, VNZ events and other environments where volunteer management and athletes are identified as VNZ athletes.

CULTURAL ALIGNMENT

Cultural alignment is the degree to which everyone involved in the team is 'on the same page'. That is, their values and behaviors are congruent with the goals and strategies of VNZ and those that the team is trying to achieve.

Teams which have this cultural alignment generally are more successful, experience less conflict, less turnover and have higher levels of athlete engagement (athletes' commitment to the team goals and morale within the team).

Policy

Behaviours, goals and values should clearly align with Volleyball NZ's strategic plan. It is clear that those who embrace the culture and behaviours expected within VNZ and hold the VNZ's mission as their own are more engaged in their goals and values and in the success of the VNZ as a whole.

Volleyball NZ wishes to endorse the importance of organizational cultural development in all of its NZ representative teams / squads. There is an expectation that volunteer management and athletes will understand and agree expectations of behaviour, goals and values while on tour, at an event or in general.

A positive team culture with clear expectations enables all volunteer management and athletes to understand their roles and acceptable behaviours.

Individual athletes and teams will have a more positive experience when there is positive organizational culture leadership from volunteer management within a team and this is further reflected and endorsed by VNZ.

Parents have entrusted their children to Volleyball NZ and VNZ have a responsibility to ensure they are clear on organizational and team culture expectations.

VNZ representative athletes not on tour or involved in any event are still required as VNZ members to behave in a positive, supportive and engaging manner and not to bring VNZ into disrepute by their behaviours or actions.

Volunteer management or athletes may be removed or suspended from a team if their behaviours contravene this policy. Removal would be made under the Complaints Policy.