

Netball Central Zone High Performance Programme 2020-2023



‘Ehara taku toa, he takitahi, he toa takitini’.

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Netball Central Zone Performance Programme 2020 - 2022

Mission: A home-grown Pulse team that wins

Vision

In 2019 Netball Central Zone's (NCZ) performance vision to become the pre-eminent netball zone in the country was achieved when the Zone captured both the Beko Netball League title and the ANZ Premiership. Our strategic vision for the next three years is to maintain this pre-eminent position by continuing to achieve consistent and regular success in the ANZ Premiership and the Central Manawa Championship; by continuing to dominate Zone representation in the Silver Ferns, the New Zealand under 21 team and the New Zealand Secondary School team; by identifying early and then developing our best netball talent from across the Zone; and by continuing to support our Centres to dominate national age group competitions.

Guiding Principles

The ultimate measure of any high performance team is winning in pinnacle events and winning is the ability to consistently deliver under pressure. The premise of this strategy is that players who can deliver under pressure are produced by a strong, performance system that combines a structured learning environment with appropriately challenging competition opportunities. At NCZ we believe that to win pinnacle events, we need a performance system which produces athletes with the skill set to win and a campaign programme that equips them with the playing experience and understanding of how to win under pressure.

As NCZ, we form one part of Netball New Zealand's (NNZ) high performance system and our performance plan aligns directly with theirs. We recognise and respect that NNZ explicitly recognises the ANZ Premiership as a key driver in the Silver Ferns success.

Therefore, NCZ aims to deliver a high performance system that produces future Silver Ferns who win as Pulse players and inspire our Zone.

NCZ's high performance system is centrally led and regionally delivered. At every level of our high performance system, we seek the right people; we support them with the right processes; we place them in the right positions; and we ensure they experience the right learning and playing opportunities.

NCZ's approach to performance development is player Centred, coach lead and system wide. Our promise to every netballer who enters our high performance system at any level is simple – you will emerge a better player and a better person. Our promise to our Zone stakeholders is that our system will produce young women whose on and off court exploits will make us all proud.

At the Zone level, the NCZ high performance system encompasses the Pulse and Central Manawa programmes, which are delivered centrally through detailed campaign plans which prioritise individual development alongside team outcomes.

At the Centre level, the NCZ high performance system will comprise four targeted talent development programmes in the four lead Centres; and support for all Centres to deliver excellent age-grade representative programmes.

Strategic Framework

The NCZ performance plan aligns closely to NNZ’s performance plan.

The following diagram illustrates the strategic framework underpinning NNZ and NCZ’s high performance systems, aligning NNZ’s strategic direction with our own. This framework reinforces the critical role of the ANZP for player development in New Zealand.

Mission:	A Home-grown Pulse team that Wins					
Strategy:	A Performance Development System that produces players with the skill sets to win – physical, technical, tactical and hauora.					
Critical Success Factors:	ATHLETES: Identify, select and develop the right athletes		ENVIRONMENT: A system wide performance culture		COACHING: A strong and connected high performance coaching community	
Strategic Priorities:	Transparent and robust selection process across all programmes	NCZ Programme: Support systems - selection	System wide peer reviewed campaign planning and continuous learning systems	NCZ Programmes: Pulse, Central Manawa and NZSS programmes	Continually grow and challenge our coaches to be students of the game	NCZ Programme: Support systems - coaching
	Player development systems that consider the whole player putting the individual first	NCZ Programme: Pulse, Central Manawa and NZSS & Centre programmes	Zone structure that supports best practise and inclusive high performance leadership	NCZ Programmes: Pulse, Central Manawa and NZSS programmes	Specialist coaching network to develop fundamental, priority skills	NCZ Programme: Support systems - coaching
System Enablers:	The right people supported by the right processes in the right places at the right times.					

Figure 1: NCZ Performance Strategy Framework

Player Pathway

In contrast to previous performance player pathway models, NCZ’s new pathway embodies the reality that scarce resources mean our performance programs must be small and targeted. Therefore, our pathway is depicted as a set of narrow building blocks rather than a pyramid with a wide base. Increasingly research tells us that this is a more successful approach than the traditional model where a large base of athletes was systematically narrowed through a pathway.

This new model emphasises the importance of identifying athletes with potential to be Pulse players early; investing consistently over time in those players; and creating multiple shared experience for them to develop together. This model also emphasises the need for athletes to be able to transition in and out at every stage.

The performance system player pathway in New Zealand starts with NNZ and NCZ identifying athletes to attend the annual National Development Camp. Underpinning NDC selections, our Centres undertake annual Talent Camps to identify and develop their best secondary school age players. Centre talent development links to Zone performance initiatives through the annual Advanced Camp, where the best players at the Centre Talent Camps are further developed.

Thereafter player development is delivered at the Zone level through the Pulse and Central Manawa campaigns, which are aligned to the Silver Ferns campaign plan. NNZ campaign squads are selected annually from the domestic competitions in which our Zone team compete.

In the pathway below NNZ is responsible for the Silver Ferns, NZA, NWYC, NZSS and the NDC programmes. Competition performance measures occur in international competition.

NCZ is responsible for Franchise, Zone and Centre performance programmes. We implement a Zone pathway that feeds the national pathway to Silver Fern representation. Our competition performance measures occur in domestic competition.

Int Comp	Dom Comp	NNZ Pathway	Descriptor	NCZ Pathway	Descriptor
Pinnacle events; Quad, Constellation & TJ series; Super Club	N/A	Silver Ferns Goal: Win pinnacle events	Silver Ferns – 4 year campaign; up to 20 athletes NZA – annual plan; up to 20 athletes NWYC (21s) – 2 year campaign; up to 20 athletes per selection	N/A	N/A
Super Club	ANZ Premiership, Central Manawa,	Franchise Campaigns Goal: World class ANZP players built from local talent	6 ANZP teams, 10 athletes per team; rolling 3 year campaign plan	Franchise Campaigns Mechanism: Pulse	10 athletes; 2-4 training partners; 4 year strategic plan, annual campaign plan
NZSS	ANZ Premiership, Central Manawa, Super Club, Centre Club	Zone performance programmes Goal: Players learn performance habits	6 Central Manawa teams, up to 20 athletes per squad per annum	Zone performance programmes Mechanism: Central Manawa	40 person wider squad; 16 person squad; 10 person teams; 4 year strategic plan, annual campaign plan
NZSS	Centre Club & School; Centre Rep programmes	Talent ID & Development Goal: Introduce players to performance environment	NZSS team – 12 players P2P – up to 20 athletes; 4 year plan NDC - 50 athletes annually	Talent ID & Development Mechanism: Advanced Camp & Talent Camps Lead Centre performance programmes (x4) Centre based representative team programmes	30-40 Centre athletes in 4 locations 24 Centre athletes 4 lead Centre programmes; 13 Centre rep programmes

Figure 2: NNZ & NCZ Performance Pathway Combined

Player Development

NCZ player development occurs through four programmes with different delivery mechanisms. The Pulse and Central Manawa programmes are centrally driven by NCZ; the leadership and implementation of the New Zealand Secondary School (NZSS) identification and development programme will be shared between Centres and NCZ; the lead Centre Performance programmes and all age grade representative programmes are Centre led with support from NCZ.

The following diagram shows the pathway of an NCZ athlete from identification at Year 9 through to Pulse representation.

Level	Yr 9 – Centre lead	16s – Centre lead	18s/NZSS - shared lead	Central Manawa – NCZ lead	Pulse – NCZ lead
Player profile competency targets	Novice - education focus	Developing – education focus	Competent - commence execution	Proficient – execute consistently	Advanced – execute with excellence
Game specific player profile focus (technical, tactical, positional and hauora)	Fundamental skills	Maintain individual skill focus; introduce unit & whole team tactics	High level individual skill execution; cement unit & whole team tactics	Consistent skill & tactical execution; implement game plans effectively	Excellent skill & tactical execution; implement game plans effectively & change when required
Player profile assessment (technical, tactical, positional and hauora)	Introduction - basic coach feedback	Introduction - coach assessment	Execute - coach assessment with athlete input	Execute - coach & athlete assessment	Execute - coach & athlete assessment
Individual Performance Plan (IPP)	Educate – coach lead - 3 simple goals for rep season	Educate – coach lead - 3 complex goals for rep season	Execute - coach lead; athlete design; coach monitor	Execute - coach lead; athlete design; coach/athlete monitor	Execute - athlete lead design and monitoring
Nutrition & hydration	Educate – game day	Educate - tournament	Educate – season; introduce food diary	Execute – food diary normal practice	Execute - athlete lead design and monitoring
Game/ Performance Analysis	Understand score and shooting %	Basic game statistics with guided strengths and work-ons	Detailed game statistics. Athlete can identify strengths and work-ons with coach support. Introduce video analysis	Complex game statistics. Athlete able to self-identify strengths and work-ons; athlete able to analyse game plan; guided use video analysis	Athlete leads self and game analysis; independent use of video analysis
Game Preparation/ Recovery	Guided warm up and cool down	Self-managed warm-up, cool down and recovery programme	Pre-game routine to enable IPS	Implement IPS before and during games	Effective implementation of IPS strategies whenever required
Mental Skills	Goal setting introduced	Goals set & monitored; post-match self-reflection introduced	Goals set, monitored & achieved; self-reflection post-game & practice	Continuous improvement focus growing	Continuous improvement focus consistently applied
Time Management	Assisted planning	Assisted planning and supported completion	Assisted planning; self-directed completion	Self-directed planning and completion	Self-directed all aspects

Figure 3: NCZ Performance Pathway

Player Profiles

NNZ has developed a series of player profiles to better understand New Zealand’s athlete pool and to identify and address those athlete’s development needs. NNZ has also developed an athlete database called CYA, where athlete data can be stored, monitored and updated centrally.

NCZ uses these player profiles and CYA to provide maximum effectiveness in our zone.

- In the Pulse and Central Manawa programmes, our focus is on producing **proficient** and **advanced** athletes who can win their respective domestic competitions;
- In the NZSS identification and development programme, where the lead is shared between NCZ and the Centres, our focus is on producing **competent** athletes who dominate NZSS selections;
- Lead Centre Performance programmes and all our Centre age grade representative programmes move players from **novice** to **developing** profile standards and our Centre age grade representative teams are expected to achieve top four placings at national events.

We support our Centres to assess, feedback and develop their athletes using player profiles and CYA. We achieve this by developing, reviewing, updating and distributing appropriate resources annually and inducting Centre volunteers and staff in how to use them.

We also work with Centres to provide ongoing support for those athletes who are identified to progress further along the performance pathway. We engage with Centres to help them support their identified athletes, with the goal of getting those athletes selected into NNZ programmes.

Figure 5 below summarises the NCZ player profile performance standards at each level of performance. The following key (Figure 4) explains the assessment terminology used.

NOVICE	Rule governed. Needs structures and rules to guide performance. Response to situation is limited and inflexible
DEVELOPING	Demonstrates acceptable performance of basic techniques and can start to apply them with support and supervision
COMPETENT	Performance is efficient and organised but lacks speed and flexibility to adjust
PROFICIENT	Understands situation/skill as whole. Can adapt to situations. Techniques are performed fluidly, accurately and at pace
ADVANCED	Highly intuitive and characterised by doing the right thing at the right time

Figure 4: Key - NCZ Player Profile Performance Standards Terminology

CORE TECHNICAL COMPETENCIES		Yr 9	U16s	U18s/NZSS	CENTRAL MANAWA	PULSE
Movement	Efficient Running Technique	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Agility	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Jumping and Landing	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Turning Fully	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Ball Skill	Passing	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Catching	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
CORE POSITIONAL COMPETENCIES		Yr 9	U16s	U18s/NZSS	CENTRAL MANAWA	PULSE
Defend to Get Ball & Deny Goals	One on One	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Space	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Unit Defence	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Using Deception	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Attack to score goal	Awareness and Balance of Court	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Use of variety and timing to create availability	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Get ball of advantage line clear of defence	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Deliver quality Centre pass	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Positioning on the transverse line for support	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Quality off load of gains	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Shooting	Effective Technique	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Variation on timing and release of shot	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Accurate under pressure/critical moments/fatigue	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Feeding the Circle	Positioning on circle edge	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Ability to feed on and off the circle	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Defending In Circle	Restrict or direct circle edge positioning	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Limit and/or prevent feeding option	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Intercepting outside the circle	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Ability to keep moving in circle	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Defence of Shot	Lean	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Jump	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Intensity	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Timing variation	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Positioning	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Rebounding	Box out	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Timing	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Positioning	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Follow shot in	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED

CORE TACTICAL COMPETENCIES		Yr 9	U16s	U18s/NZSS	CENTRAL MANAWA	PULSE
Decision Making	Shot Defence Selection/ options/ accurate ball under pressure/ fatigue/critical moments	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Vision	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Reading Play	Space Awareness	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Anticipation	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
Court Presence	Deception	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Working together with unit	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Communication	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
CORE PHYSICAL COMPETENCIES		Yr 9	U16s	U18s/NZSS	CENTRAL MANAWA	PULSE
Power & Elev	Broad Jump (CM)	210CM	210CM	210CM	220-240	250+
	Vertical Jump (CM)	45CM	45CM	45CM	50-55	65+
Speed	5M	<1.10s	<1.10s	<1.10s	1.03-1.08	<1.00
	10M	<1.80s	<1.80s	<1.80s	1.80-1.90	<1.70
	40M	<7.75s	<7.75s	<7.75s	7.00-7.30	<6.95
	5-0-5	<2.45s	<2.45s	<2.45s	2.35-2.40	<2.29
YOYO Aerobic	GS	15.5+	15.5+	15.5+	16.8-17.4	18.1+
	GA	16+	16+	16+	17.6-18.2	18.6+
	WA	16.5+	16.5+	16.5+	17.8-18.6	19.2+
	C	16.5+	16.5+	16.5+	18.6-19.5	20.1+
	WD	16.5+	16.5+	16.5+	17.6-18.2	18.6+
	GD	16.5+	16.5+	16.5+	17.6-18.2	18.6+
	GK	15.5+	15.5+	15.5+	16.8-17.4	17.6+
CORE HAUORA COMPETENCIES		Yr 9	U16	U19s/NZSS	CENTRAL MANAWA	PULSE
Hauora	Grit	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Growth Mindset	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Character	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Coachability	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Mental Skills	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Life Balance	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Nutrition	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED
	Muscle Balance	NOVICE	DEVELOPING	COMPETENT	PROFICIENT	ADVANCED

Figure 5: NCZ Player Profile Performance Standards

Player Development Programmes

a) Pulse Programme

The ANZ Premiership is netball's pinnacle domestic competition in New Zealand. It is the only professional, domestic competition for women in this country, and it therefore provides netball's point of difference when compared to other professional female sports.

The Pulse programme is led and implemented by NCZ and is strongly aligned to NNZ's performance programme. The alignment of Pulse and NNZ protocols is critical in ensuring a 'one player-one plan' approach that enhances and supports individual player development.

Each ANZ Premiership team comprises 10 contracted players, up to 4 wider squad members (WSM) and an allowance of training partners. All Pulse contracted athletes are committed to a professional netball environment from November to July during which time they are expected to reside in Wellington for the duration of the competition season.

The Pulse programme begins in December, the ANZ Premiership runs from March to June and the programme concludes in July with a Super Tournament between the top 3 New Zealand ANZ Premiership teams and international invited teams of the same level.

Selection of contracted Pulse players takes into consideration appropriate skill, positional roles, attitude, experience and commitment to the Pulse performance culture and expectations. Being a Pulse player requires strong role modelling, an element of service to our game and community and a genuine commitment to self-responsibility for the betterment of performance outcomes. Wider squad members are contracted for varied periods (pre and in season) and are expected to commit to all team conditioning, netball, recovery and review sessions as directed by the Head Coach. WSM's are an option for inclusion into a Pulse team roster at any given time.

Each player completes an induction process, which includes physical screenings along with life management skills, and has an individual performance plan (IPP), which reflects her broad spectrum of on and off court needs. We use this plan to assist the player to enhance both her life and netball performances. Standards are measured and monitored against NNZ national performance guidelines and protocols.

Following inductions, all players are engaged in off-season training programmes with regular monitoring to ensure they enter the season in the best physical condition to perform. Seasonal plans are developed to reflect the demands of professional netballers and as such conditioning and netball practices occur daily relative to the competition schedule. One 'player day off' day per working week is included in the schedule along with recovery, analysis, IPP reviews and specialist sessions to ensure a performance culture and environment is sustained.

High Performance Sport New Zealand (HPSNZ) are contracted by NCZ to provide athlete services in nutrition, athlete life, conditioning, mental skills and physiotherapy. Similarly, NCZ contracts independent providers for analysis and medical services. The NZNPA (NZ Players Association) are engaged by NNZ to ensure player contracts and conditions align to professional work standards and expectations.

Currently the Pulse team has a core of young players based around three senior members, all three of whom will not play out the next four-year pinnacle event cycle. We have also enjoyed the long-term services of a mature and experienced management team, including outstanding Head Coach Yvette McCausland Durie. Three of our management group have indicated they will be stepping down in the short to medium term. Accordingly, succession planning will need to be a key driver of the Pulse programme over the next three years. This means we will focus on building a pool of coaches, managers and players ready and able to step into the ANZ Premiership as our current contingent exit.

We are mindful that as our playing roster ages we will need to be able to offer opportunities to the current playing group and our training partners to keep them growing and engaged in our programme. As we use SuperClub, so we will explore the opportunity to grow players' in other competitions and environments, for example the SunCorp Super Netball League.

b) Central Manawa Programme

The NCZ Central Manawa programme is a periodised, performance netball programme that runs from a pre-season start in September to the end of competition in July the following year. This programme is led, developed and implemented by NCZ.

The programme commences with a selection of a wider training squad from NCZ Super Zone club competition and Centre nominations of appropriately skilled players to attend a one-day screening session. At this session NCZ selectors will decide which athletes will participate in the Central Manawa pre-season training programme. All participating athletes will receive a completed NCZ player profile detailing their achievement against NNZ standards.

Successful athletes will form the Central Manawa pre-season wider training squad. These athletes will be provided strength and conditioning programmes and individualised support to help them prepare for Central Manawa trials. Monitoring of the Central Manawa wider training squad will occur at regular intervals during the pre-season from September to January.

At any time during the pre-season and before the final Central Manawa trial players may be added and/or de-selected. Performance, potential and attitude will all be considered when making decisions about selection and de-selection.

Following Central Manawa trials, a training squad of approximately 16 players will be named and these athletes will embark upon a weekly training regime comprising at least 2 netball practices, 2 supervised conditioning sessions, 2 supervised strength sessions and a minimum of 60 minutes of game play per week. Netball practices will take place in Wellington, so athletes must be prepared to travel to and from every practice or re-locate.

Central Manawa players and staff will play a stronger role in Pulse succession planning over the next three years. Player selections will continue to prioritise Pulse potential as a selection criterion and the programme will continue to strive to produce one contracted player per year. Coaching and management staff will be appointed with a view to growing the pool of Pulse ready coaches and managers in the Zone.

We will also explore what playing and other netball opportunities we could offer to Central Manawa players who do not achieve a Pulse contract in any given year. We are mindful that each year we have lost Central Manawa players to other franchises because we have re-signed most of our youthful Pulse team and therefore have not had contract openings for the next tier of talented players in our Zone. Such opportunities would include, but not be limited to, increasing the number of training partners, having 12 on the bench at all home games and participation in pre-season competition.

c) Talent Identification and Development Programmes

a) NZSS Programme

The NCZ NZSS development programme is an identification and development programme that provides fitness testing, feedback, sport science education and some programme support for promising secondary school players during the off season. It is designed to prepare participants for the NNZ Development Camp and the upcoming season.

The programme starts in October with an introductory assessment day; this is followed by an Advanced Camp for identified players; and ends with a January camp led by Netball New Zealand.

The introductory assessment day is implemented by participating Centres with implementation support from NCZ; the Advanced Camp is led by NCZ; and the January camp is implemented by Netball New Zealand.

The programme commences with end-of-season Centre nominations of age and skill appropriate players to attend an assessment session. At this session NCZ selectors will work with Centre selectors to decide which athletes might participate in the NCZ training and development camp. All participating athletes will receive a completed NCZ player profile detailing their achievement against NNZ standards.

The final list of athletes to be invited to the training and development camp will be decided by the NCZ Head of Selectors. These athletes will be provided strength & conditioning programmes and a development camp opportunity to help them prepare for the national development camp in January. All participating athletes will receive a completed NCZ player profile detailing their achievement against NNZ standards.

This is a de-centralised programme and NCZ contact with these athletes is limited. Therefore, Centres are strongly encouraged to add their support and encouragement to these young athletes during their preparation phase.

Successful NZSS athletes will be required to pay the full costs of any ongoing camps or competitions, should they be selected for the final NNZ NZSS team. Centres are encouraged to work closely with any athletes who do win national selection to ensure they can meet the additional financial obligations that will arise.

b) Performance Programmes in four Lead Centres

Following the success of Netball Wellington Centre's performance programme, a new and important component of the NCZ performance programme will be the introduction of a Centre performance programme in our other lead Centres, Netball Manawatu, Netball Taranaki and Netball Hawkes Bay. We intend supporting all four of our lead Centres to create and continue their own high performance programmes, which identify and develop their best young players. NCZ will help each lead Centre to achieve this by providing advice, guidance, regular visits and guest coaches when available.

Each performance programme will be tailored to be fit for purpose for the respective Centre taking advantage of the fact that each one has excellent leaders to provide support to their Centre programmes:

- Netball Wellington Centre: Sandra Edge
- Netball Hawkes Bay: Charissa Barham, Irene van Dyk, Adrienne Morrin
- Netball Taranaki: Jaqua Heddle
- Netball Manawatu: Yvette McCausland-Durie

This programme is an opportunity to grow the capacity of our lead Centres to implement performance programmes that will in turn underpin the Zone performance programme and grow our co-hort of emerging, talented secondary school players.

c) Centre Age-grade Representative Programmes

NCZ recognises that Centres are largely staffed by volunteers and so additional work in the performance player development area is difficult to achieve. Therefore, NCZ's approach in this space will be to continue to support all Centres with specific resources to help them enhance their current and ongoing representative team programmes. In working in this way Centres will be contributing to the Zone's overarching performance objectives without adding tasks to their already crowded calendars.

Centre representative team programmes are short campaigns that commence in April with trials and end with the national or pinnacle tournament event sometime in July.

NCZ will provide all Centres with a set of resources that could be used in conjunction with their representative teams. These resources include the following –

- Sample annual calendar detailing what events should take place and when
- NCZ age appropriate player profile
- NCZ age appropriate player training diary
- Sample selection policy
- Sample trial team list schedule to record player positions and quarters
- Simple analysis tool
- Simple campaign evaluation tool
- ‘Slack’ contact tool

NCZ will provide a one off introductory induction around these tools for all Centres. Thereafter ongoing information and/or training will occur as requested and within the normal regime of Centre visits.

There is no expectation that Centres will use all or any of these tools. They are simply made available for Centre use to help in the development of performance players.

Support Systems and Sustainability

1. Performance Coach Development

In 2016 of NCZ’s four ANZ and Central Manawa coaches, only one, Yvette McCausland Durie, had a NNZ coach qualification. In 2019 that has changed and today all our coaches are qualified to PCQ level.

We now must face the challenge of losing our more senior coaches as new opportunities arise.

Accordingly, we must build a pool of coaches with the game knowledge, experience, capability and desire to step into the ANZ Premiership. To do so we will need to continue to grow the opportunities available to our next tier of coaches. We intend to do this by appointing an Apprentice Coach with the Pulse and two Central Manawa Assistant Coaches, one of whom will be based outside Wellington. This will take the number of coaches directly involved in the two Zone campaigns to six, up from four in 2109.

We will continue to appoint specialist coaches to work with the Pulse and Central Manawa campaigns in the areas of shooting, mid court and circle defence. And as a Zone we will continue to deploy all our identified coaches into Centre Talent Camps and the Advanced Camp.

We will continue to work closely with NNZ to support the implementation of the PCQ programme, closely supporting a small number of coaches each year to complete the course. And we will extend the pilot CCQ programme, continuing to identify and fast track high potential coaches into PCQ.

Accordingly, NCZ will continue to ensure performance coach opportunities are developed and implemented within the NCZ suite of programmes to ensure that we have a surfeit of appropriately skilled home grown coaches for our next recruitment processes.

2. Zone Selectors

The Zone has appointed a Head of Selectors who has been available to help Centres in their selection work. We have also developed a network of selectors who select and de-select at every level of the zone performance programme.

As part of the talent development programme, the Zone has provided training for all Centre selectors in completing the Player Profiles and we now have a network of Zone and Centre selectors available to perform selection duties at all Zone and Centre events. In the future we will add working with CYA as a selector competency.

The role of the selector network will continue to be to give life to the NCZ performance plan by selecting the best athletes into our teams and squads thereby ensuring our squads and teams enjoy the highest levels of success.

Going forward we will strive to have an NCZ selection presence at all national domestic events – age groups, schools and any other events. This will allow us to keep an eye on the movement of our players in and out of our programmes; through our programmes; and in and out of the zone.

NCZ Performance Objectives

NCZ continue to be the pre-eminent netball zone in the country by achieving the following outcomes:

1. Achieve consistent and regular success in the ANZ Premiership
 - a. 2020 – win ANZP
 - b. 2021 – win ANZP
 - c. 2022 – win ANZP
2. Achieve consistent and regular success in the Beko league
 - a. 2020 – win Beko; 50% player retention; provide 1 Pulse player at season end
 - b. 2021 – win Beko; 50% player retention; provide 1 Pulse player at season end
 - c. 2022 – win Beko; 50% player retention; provide 1 Pulse player at season end
3. Dominant zone in Silver Ferns representation
 - a. 2020 – 5+ Pulse players in Silver Ferns squad
 - b. 2021 – 5+ Pulse players in Silver Ferns squad
 - c. 2022 – 5+ Pulse players in Silver Ferns squad
4. Dominant zone in NNZ under 21 squads and team's representation
 - a. 2020 – 6+ NCZ players in NNZ under 21 squad for NWC in Fiji
 - b. 2021 – 3+ NCZ players in NNZ under 21 team for NWC in Fiji
5. Dominant zone in NZSS team representation
 - a. 2020 – 8+ players attend NZSS trials; 4+ NCZ players in NZSS team
 - b. 2021 – 8+ players attend NZSS trials; 4+ NCZ players in NZSS team
 - c. 2022 – 8+ players attend NZSS trials; 4+ NCZ players in NZSS team
6. NCZ Centres dominate national age group competitions
 - a. 2020 – at least 1 NCZ team achieves top 4 finish in each grade at U18 national age group competitions; 2 lead Centre Performance programmes up and running
 - b. 2021 – at least 1 NCZ team achieves top 4 finish in each grade at U18 national age group competitions; 3 lead Centre Performance programmes up and running
 - c. 2022 – at least 1 NCZ team achieves top 4 finish in each grade at U18 national age group competitions; 4 lead Centre Performance programmes up and running

7. NCZ provides excellent support systems in coaching & selection

- a. 2020 – 6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and competitions; NCZ HoS reports high levels of satisfaction among selector network
- b. 2021 - 6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and national competitions; NCZ HoS reports high levels of satisfaction among selector network
- c. 2022 - 6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and national competitions; NCZ HoS reports high levels of satisfaction among selector network

Appendix 1: NNZ Strategic Priorities

NNZ has identified the following strategic objectives and mechanisms to implement its performance programme.

1. Athletes

a. Transparent and robust selection process across all programs.

Mechanisms:

- Silver Ferns led player profile selection guide National and Emerging talent selection panels
- Player identification based on developmental potential not current performance
- Zone led regional scouting connected to national programs

b. Player development systems that consider the whole player – person first

Mechanisms:

- Player welfare focus; player well-being and enjoyment is a pre-requisite to performance and longevity (not a side bar), injury risk management and physical, mental and emotional well-being are the foundation on which high performance is built.
- Zone player development hubs linked to Silver Ferns success profile, with a focus on fundamental skill and movement development.
- Mandated player loading guidelines at each point in the pathway with clear priority competitions.

2. Environment

a. Zone structure that supports best practice inclusive HP leadership – CEO, HP Leader – Head Coach – Player leaders

Mechanisms;

- Generic leadership structure with aligned position descriptions and performance leadership model
- Aligned player leadership development model across zone programs and national campaigns.

b. System wide peer reviewed campaign planning and learning systems

Mechanisms;

- 4-year Silver Ferns campaign plan aligned to HP strategy and imbedded with all key stakeholder groups
- 2-year WYC campaign plan aligned to HP strategy and imbedded with all key stakeholder groups
- Franchise campaign plans on a rolling 3 year cycle aligned to HP strategy and SFs campaign plan
- Aligned campaign review structures with transparent communication of learning outcomes.

3. Coaching

a. High Performance Coach Development program

Mechanisms;

- Clear success profile for all coaching roles
- HPCD program based on experiential learning and mentoring
- Netball focused learning to create students of the game.

b. Specialist coaching network to develop fundamental and priority skills

Mechanisms;

- Develop a network of position and developmental level specific specialists
- NNZ Resource coaches available to zones

Appendix 2: Netball Central Zone Performance Plan: A Home-grown Pulse Team that Wins

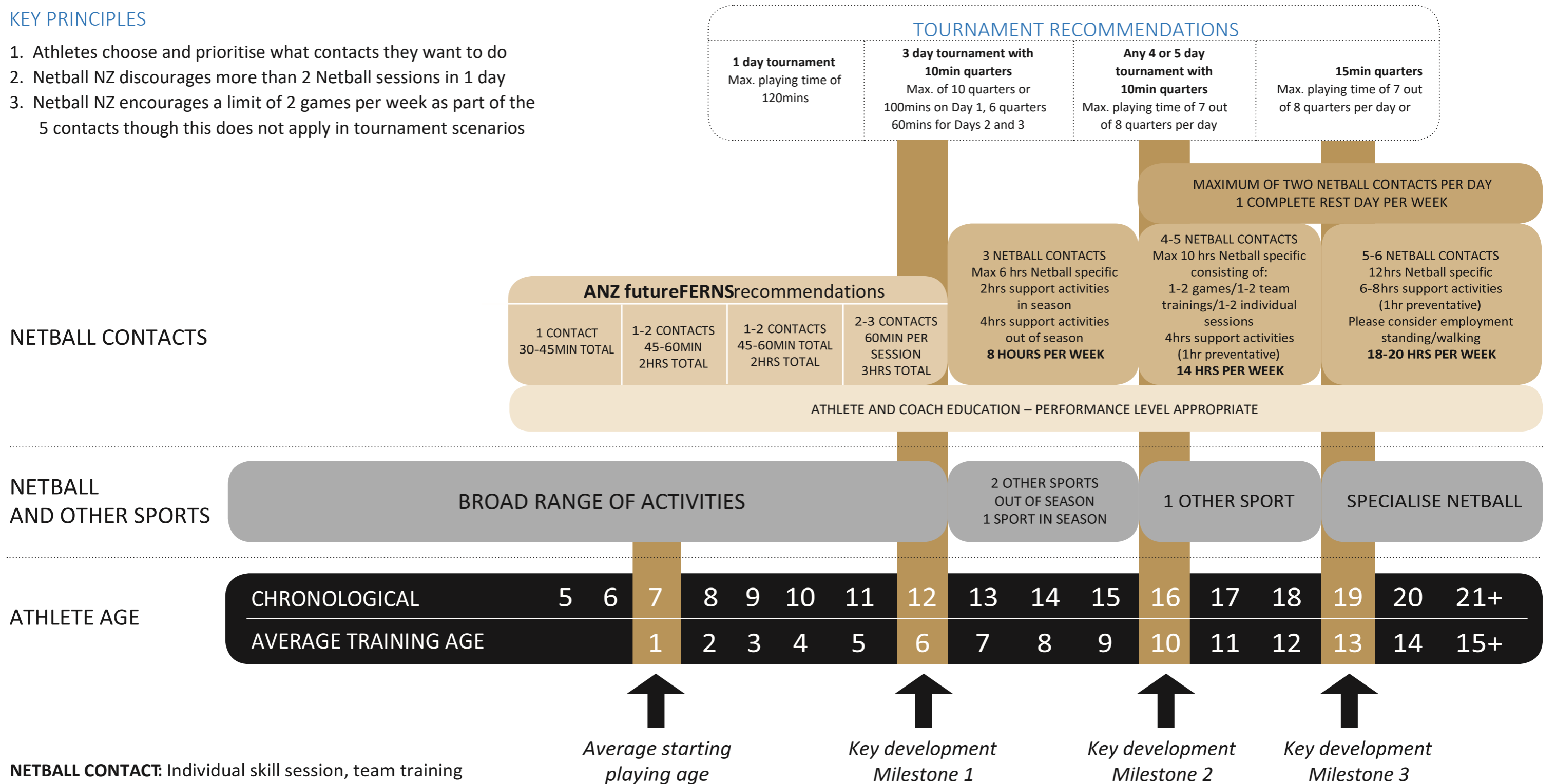
NCZ aims to remain the pre-eminent netball zone in the country by achieving the following outcomes:

Programme		2020	2021	2022
Pulse	Achieve consistent and regular success in the ANZ Premiership	Win	Win	Win
	Dominant zone in Silver Ferns representation	5+ Pulse players in Silver Ferns squad	5+ Pulse players in Silver Ferns squad	5+ Pulse players in Silver Ferns squad
Central Manawa	Achieve consistent and regular success in the Central Manawa league	Win; 50% player retention; provide 1 Pulse player at season end	Win; 50% player retention; provide 1 Pulse player at season end	Win; 50% player retention; provide 1 Pulse player at season end
	Dominant zone in NNZ under 21 squads and team's representation	6 NCZ players in NNZ under 21 team training squad	3 NCZ players in NNZ under 21 team to Fiji	Nil
NZSS	Dominant zone in NZSS team representation	8+ players attend NZSS trials; 4+ NCZ players in NZSS team	8+ players attend NZSS trials; 4+ NCZ players in NZSS team	8+ players attend NZSS trials; 4+ NCZ players in NZSS team
Centres	NCZ Centres dominate national age group competitions	At least 1 NCZ team achieves top 4 finish in each grade at U18 national age grade competitions	At least 1 NCZ team achieves top 4 finish in each grade at U18 national age grade competitions	At least 1 NCZ team achieves top 4 finish in each grade at U18 national age grade competitions
	Performance programmes in four lead Centres	NWC continue; Netball Taranaki and Manawatu commence; HB in planning stages	NWC, Taranaki & Manawatu continue; HB commence	All four lead Centre Performance programmes operational.
Support Systems	NCZ provides excellent support systems in coaching & selection	6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and competitions; NCZ HoS reports high levels of satisfaction among selector network	6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and national competitions; NCZ HoS reports high levels of satisfaction among selector network	6 NCZ coaching roles in place; 2 new PCQ coaches; 4 CCQ graduates accepted onto PCQ; CCQ co-hort report 80% satisfaction with NCZ programmes & support; NCZ selection network deployed in all Zone wide events and national competitions; NCZ HoS reports high levels of satisfaction among selector network

PLAYER DEVELOPMENT GUIDELINES

KEY PRINCIPLES

1. Athletes choose and prioritise what contacts they want to do
2. Netball NZ discourages more than 2 Netball sessions in 1 day
3. Netball NZ encourages a limit of 2 games per week as part of the 5 contacts though this does not apply in tournament scenarios



NETBALL CONTACT: Individual skill session, team training or game. Each contact up to a maximum of 120mins.

SUPPORT ACTIVITIES: Aerobic/Anaerobic conditioning, speed/strength/power/resistance/weights/movement competencies/preventative i.e stretching, dynamic movements.

TOTAL HOURS: INCLUDE NETBALL CONTACTS AND SUPPORT ACTIVITIES