

Swimming New Zealand High Performance Development Programme



“There are no short cuts to being the best”.
Lauren Boyle

Introduction

The Swimming New Zealand High Performance Development Programme has been formulated concurrently with the SNZ High Performance Strategy 2013-2020 and has closely aligned key goals, outcomes and priorities.

SNZ High Performance Vision

Inspirational Swimmers, Exciting the Nation through Exceptional Results

SNZ High Performance Mission

To provide a sustainable high performance development environment that systematically produces world class performances

SNZ High Performance Development Programme Vision

Increased depth of young New Zealand swimmers, challenging the champions and progressing through the podium pathway to achieve Olympic medals.

SNZ High Performance Development Programme Mission

Support coaches to fast track young athletes to international podium success

Key Goals / Outcomes

1. COACHES

New Zealand Coaches are fully educated and aware of the prerequisites needed to develop young athletes to Olympic Success.

2. PROGRAMMES

More programmes in New Zealand operating with HP development standards.

3. SWIMMERS

Increased number of New Zealand Swimmers ranked Top 30 (2 per country) in the world at the age of 17(F) and 18 (M).


SNZ HP VALUES

Excellence

Integrity

Accountability

Inspirational Swimmers, Exciting the Nation through Exceptional Results



KEY PRIORITIES OF THE PROGRAMME

Coach Development	<ul style="list-style-type: none"> • Help coaches to improve understanding about developing high performance swimmers. • Provide coaches with opportunities to share knowledge and experiences. • Challenge coaches thinking and help them to step up on the coaching pathway.
Athlete Pathway	<ul style="list-style-type: none"> • Provide a blue print for long term athlete development • Help swimmers to be prepared to take advantage of the opportunities to compete internationally.
Strong Team Culture	<ul style="list-style-type: none"> • Reinforce a culture based on humility and effort. • Reward hard work and dedication rather than talent. • Embrace challenge and encourage constant learning.
Strong Leadership and Direction	<ul style="list-style-type: none"> • Provide a single point of accountability around development of young NZ swimmers • Align with SNZ High Performance strategy
Podium Results	<ul style="list-style-type: none"> • NZ Youth & Age teams achieve international podium results as a result of the improvement on coaching and preparation.

KEY TACTICS

Coach Development

- Produce a high performance coaching plan aimed at both developing depth in coaching and providing appropriate professional development opportunities (such as scholarships, mentoring and immersion opportunities) to identified coaches to close the skill gap.
- Establish a coaching pathway which identifies the requirements and needs of coaches to progress to High Performance coaches.
- Put in place systems to develop a collaborative coaching environment to accelerate learning innovation and performance.
- Develop appropriate recognition and reward strategies to retain key coaches and celebrate success. Continuously profile coaching excellence.

Athlete Pathway

- Establish comprehensive Individual Performance Plans (IPPs) for all development athletes. These IPPs will be used as the basis of monitoring training and performance progression, promoting ownership and accountability of their programme.
- Produce an athlete development programme aimed at providing appropriate opportunities (such as scholarships, mentoring and High Performance programme immersion opportunities) to identified accelerating athletes.
- Launch “buddy system” between HP and development athletes.

Strong Team Culture

- Ensure that NZ coaches understand their role in influencing team culture through positive reinforcement of the SNZ team values to their swimmers.
- Develop team building opportunities on SNZ camps and teams that incorporates and promotes SNZ values.
- Ensure that any support personnel that has the potential to impact or add value to the swimming high performance programme/camp/team is provided an induction with a strong emphasis on the values.
- Build a brand and identity based on the values and culture. Reward and recognise people who consistently demonstrate the values.

Strong Team Leadership and Direction

- The HP Development coach will establish joint accountability for success of the High Performance Programme by linking individual and team KPIs into regular HP development performance reviews.
- The HP Development coach will clearly demonstrate the ability to positively impact on the programme outcomes.
- The HP Development coach will ensure professional development plans are in place for coaches and swimmers to continually improve on performance.
- The HP Development coach will continuously foster relationships with regions, clubs, coaches and swimmers alike to deliver and promote the SNZ HP Development Programme.

Podium Results

- Help coaches and athletes to better align identified/agreed goals/expectations and training and preparation requirements.
- Provide with specific support on identified opportunity areas to identified swimmers.
- Create training opportunities for identified potential medal achievers to increase training stimulus, test themselves against the best NZ swimmers and foster their drive and motivation to prepare for pinnacle events and progress along the pathway.

NATIONAL YOUTH PROGRAMME

GOAL

Prepare swimmers for National Senior Teams

TACTICS

- Strong training programmes
- Development of skills
- Hard work and discipline
- Exposure to international competitions

Selection Criteria:

Swimmers selected on the following SNZ Development Teams will be selected onto the National Youth Programme for that year:

- Youth Olympic Games
- World Junior Championships
- Junior Pan Pacific Championships
- Commonwealth Youth Games
- Australian Youth Olympic Festival

National Youth Programme – Coach Benefits & Expectations:

- Coaches and service providers sharing knowledge and together producing world class coaches
- Proactive and accountable
- Aspire to become part of the New Zealand Swimming Team
- Have a team culture driven by tirelessly pursuing the excellence

National Youth Programme – Benefits for Swimmers:

- Have clear expectations in terms of commitment and dedication
- Performance focused and head into competitions with high expectations of success

SNZ DEVELOPMENT CAMPS

Every year there will be 2-3 camps for the SNZ Development Camps. In addition to these camps there will also be other occasions to bring the athletes together for training and racing opportunities as well.

EVALUATION & TEST CAMP

30th May – 2nd June 2014

CAMP GOALS:

1. Team building initiatives
2. Gather important information for each athlete. Evaluation on the following areas will be done.
 - Swim test sets: Review and update with athletes and coach's protocols and test sets
 - Race analysis: Review athlete results using race statistics and set up a plan for improvement
 - Strength and conditioning: Review swimmer muscle balance assessments and set up a plan for improvement
 - Technique skills: Starts and turns analysis and tracking of improvement within the home programme

All coaches will be required to attend with their athletes. There will be sessions throughout the day for coach development. Coaches will also have the opportunity to work with swimming's HPSNZ providers to understand the role of these key people in our sport.

Outcomes:

- Coaches and swimmers will embrace the environment of a high performance team focussed on success
- Coaches and swimmers improve their understanding of race analysis and receive information to improve/adjust their programmes in different key areas (skill improvement, strength and conditioning etc.)

SNZ DEVELOPMENT CAMPS cont....

INTERNATIONAL YOUTH TRAINING CAMP

26th June – 3rd July 2014

Brisbane, Australia

CRITERIA:

Youth Olympic Games and Junior Pan Pacific Championships team camp (selected swimmer and coach).

BACKGROUND:

Swimming Australia extended an invitation to Swimming New Zealand for our youth pinnacle teams to come together in one camp to train and compete in a collegial and competitive environment.

CAMP GOALS:

Team Culture

- Swimmers aspire to be part of SNZ HP Development team environment;
- Team culture is driven by its values or respect, trust, honesty, transparency, accountability and integrity;
- Competitiveness within team and collegiality among team members are embraced;
- Team members are committed to excellence in all aspects and roles;
- Team celebrate successes of all members and is a united team;

OUTCOMES:

Coaches and swimmers

- Will embrace the environment of a high performance team focussed on success;
- Embody the SNZ values and a culture of excellence;
- Become a willing ambassador of the sport and a role model for others;
- Operate professionally within a high performance sporting environment;
- Are passionate about excellence, best practice and achieving world class results;
- Encompass spirit and promotes culture of “The One New Zealand Team”.

SNZ DEVELOPMENT CAMPS cont....

TRAINING AND RACING SKILLS CAMP

20th – 27th February 2014

CAMP GOALS:

1. Team building initiatives
2. Individualised programming analysis
3. Understanding of pinnacle youth team goals and accountability

All coaches will be required to attend with their athletes. There will be sessions throughout the day for coach development. Coaches will also have the opportunity to work with swimming's HPSNZ providers to understand the role of these key people in our sport.

Outcomes:

- Have a team culture developed which is HP focused and competing to win
- Learn how to cope with the appropriate training loads
- Improvement in turn times, streamline off walls, starts, finishes when racing under pressure

NATIONAL AGE PROGRAMME

GOAL

Prepare swimmers for National Senior Teams

TACTICS

- Strong training programmes
- Development of skills
- Hard work and discipline
- Exposure to international competitions

Selection Criteria:

13 – 16 year olds who place 1st, 2nd and 3rd at SNZ Age Group Champs and NZSC Champs in Olympic events only.

Key priorities for this level are:

Swimmers:

- Are skills focused and driven by perfection
- Have clear expectations in terms of commitment and dedication
- Are challenged in all aspects of their environment
- Develop to embrace competitiveness
- Understand the importance of dry land component of training

Coaches:

- Develop coaching environment to promote professional development and accelerate learning, innovation and performance
- Aspire to become part of team NZ
- Have an understanding of dry land importance and implementation
- Are proactive and accountable
- Know how to develop seasonal plans

NATIONAL AGE CAMPS

STROKE CAMPS

South:	30 th September – 2 nd October 2014
Central and Lower North:	3 rd – 6 th October 2014
Top of the North:	9 th – 12 th October 2014

CAMP GOALS:

1. Focus on stroke techniques
2. Develop racing skills
3. Testing on dry land capabilities

All coaches will be required to attend with their athletes. There will be workshops each day for coach development.

Outcomes:

- Understanding of stroke efficiency
- Know best practise race analysis
- Have body awareness in and out of the water

NATIONAL JUNIOR PROGRAMME

GOAL

Prepare swimmers for National Senior Teams

TACTICS

- Strong training programmes
- Development of skills
- Hard work and discipline
- Exposure to international competitions

Selection Criteria:

11 & 12 year olds who place 1st, 2nd & 3rd at New Zealand Junior Champs in all events, except 50m backstroke, 50m butterfly and 50m breaststroke.

Key priorities for this level are:

- Educate the coaches about long term athlete development guidelines
- Create an enjoyable environment for training and dry land
- Focus on skills and technique

NATIONAL JUNIOR PROGRAMME CAMPS

REGIONAL CAMPS

South:	13 th – 15 th June 2014
Central and Lower North:	20 th – 22 nd June 2014
Top of the North:	4 th – 6 th July 2014

CAMP GOALS:

1. Learning the principles of training
2. Develop stroke technique and skills
3. Athletic body awareness
4. Produce a fun environment

All coaches will be required to attend with their athletes.

Outcomes:

- Coaches and swimmers understand the processes of training and skills acquisition
- Understanding of basic principles of dry land and body awareness
- Development of new skills and techniques.



“The key to international success is the training regime”.
Lauren Boyle

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