

## High Performance Strategy 2018 – 2024

<b>What we aspire to</b> (Vision)	Inspirational Swimmers, Exciting the Nation through Exceptional Results
<b>Why we are here</b> (Mission)	Create a sustainable high performance environment that systematically produces world class performances
<b>What we want to achieve</b> (Goals)	To strengthen the coaching and athlete development pathways. To increase the number of swimmers with FINA 'A' and FINA 'B' times. To improve a swimmer's time from qualification event to pinnacle event. To achieve podium results at the Olympic Games and other identified pinnacle events.
<b>How we will operate</b> (Values)	We will aspire to operate with integrity and transparency and be accountable for our actions.

### In 2024 we will have: (Strategic Outcomes)

<b>Excellent Coaching</b> <i>Talented coaches demanding excellence of themselves and their swimmers lifting the standard of competitive swimming</i>	<b>Team Culture &amp; Leadership</b> <i>Culture is driven by SNZ, Coaches, Swimmers and HP Staff all pursuing the values of Excellence, Integrity and Accountability</i>	<b>Integrated Pathways</b> <i>A steady flow of well-prepared athletes and coaches achieving clear individual performance standards at each stage of development.</i>	<b>Podium Results</b> <i>Swimmers, Coaches and Support Staff are performance focused and head into competitions with high expectations of success.</i>
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### What we will focus on: (Focus Areas)

<ul style="list-style-type: none"> <li>Targeted Coach Programme</li> <li>World Class Exposure</li> <li>General Coach Development</li> </ul>	<ul style="list-style-type: none"> <li>The Targeted Athlete &amp; Coach Programme</li> <li>Strong Leadership and Direction from SNZ</li> <li>Results Focused</li> <li>Role clarity &amp; joint accountability</li> <li>Clear, continuous communication</li> <li>Increased standards in presentation, behaviour and performance.</li> </ul>	<ul style="list-style-type: none"> <li>National Training Centre</li> <li>National Teams &amp; Squads</li> <li>Zones and Targeted Performance Club Network</li> <li>Communication with overseas swimmers and coaches of NZ swimmers.</li> <li>Review how we work with Para-swimming.</li> </ul>	<ul style="list-style-type: none"> <li>Targeted Campaigns aimed at winning medals, breaking records and achieving PBs</li> <li>Targeted Athlete Programme</li> <li>Using statistical analysis to drive decision making and monitor performance.</li> </ul>
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### 2018 – 2020 Priority Initiatives (because we can't do it all at once)

<ol style="list-style-type: none"> <li>Develop and implement the <b>Targeted Coach Programme</b> and select initial group of Targeted Coaches.</li> <li>In consultation with coaches, develop a <b>Coach Development Programme</b> that matches the needs of coaches and resources available.</li> </ol>	<ol style="list-style-type: none"> <li>Appoint an exceptional <b>Targeted Performance Programme Manager</b> who will be SNZ primary liaison and relationship manager with targeted athletes, coaches and clubs.</li> <li>Work with the swimming community to ensure very clear <b>role clarity</b> and responsibility.</li> </ol>	<ol style="list-style-type: none"> <li>Re-position the HPC as the <b>National Training Centre</b> with a focus on being a key resource for all of swimming by providing access to 50m pool space for camps and clinics and the world class facilities and services provided by HPSNZ and AUT Millennium.</li> <li>Clarify the role of the <b>Zones</b> and investigate the establishment of a network of <b>Targeted Performance Clubs</b>.</li> </ol>	<ol style="list-style-type: none"> <li>Develop and implement the <b>Targeted Athlete Programme</b> and select initial group of Targeted Athletes.</li> <li>Lead and deliver a professional and team focused Tokyo 2020 campaign that provides our athletes the best possible opportunity to perform with distinction at this <b>targeted campaign</b>.</li> <li>Gathering and <b>analysis of statistical data</b>.</li> </ol>
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