



Triathlon New Zealand Inc. Coach Development Strategic Plan

July 2011 to June 2013

Mission and Vision



Mission To recruit, develop, recognise and retain coaches who understand triathletes' active lifestyle choice and can assist them to achieve their inspirational goals

Vision More coaches doing more coaching more effectively

Coach Development Strategic Initiatives

Strategic initiatives supported by the Coach Development Strategic Plan

1. Leadership

1.1

Communicate with the triathlon community in a manner which increases Tri NZ's ability to influence the strategic direction of triathlon coaching in New Zealand

1.2

Promote a culture of cooperation and continuing development amongst all triathlon coaches

1.3

Recognise and promote the value of coaching and coach accreditation

2. Capability

2.1

Secure the resources to enable the Coach Development Strategic Plan (CDSP) to be implemented

2.2

Identify and develop facilitators who can deliver the Coach Development Programme (CDP) regionally

2.3

Identify and develop coach mentors who can support developing coaches

2.4

Enhance the financial sustainability of the CDP

3. Pathways

3.1

Deliver, evaluate and refine the coach development programme

3.2

Bi-annually review the CDP to ensure it is aligned with the athlete pathway and reflects the development needs of all coaches

Coach Development Strategic Initiatives

Strategic initiatives supported by the Coach Development Strategic Plan

4. Clubs

4.1

Identify and support coaches in clubs

4.2

Implement the CDP at a regional level

5. High Performance

5.1

Support HP coaches as required

6. Technology

6.1

Provide on-line coach development opportunities and resources for coaches and clubs via the Tri NZ website

Strategic Initiative: Leadership



1. Leadership	Actions	Measures	Timeframe	Coach Outcomes
<p>1.1 Communicate with the triathlon community in a manner which increases Tri NZ's ability to influence the strategic direction of triathlon coaching in New Zealand</p>	<p>1.1</p> <ul style="list-style-type: none"> ▪ Identify who needs to be communicated with ▪ Identify the modes and frequency of communication ▪ Identify ways of getting feedback ▪ Write the plan and implement it 	<p>1.1</p> <ul style="list-style-type: none"> ▪ Plan approved by Coach Advisory Group (CAG) and Tri NZ Board ▪ Number and types of communication sent ▪ 90% of coaches support the strategic direction of triathlon coaching in New Zealand 	<p>1.1</p> <ul style="list-style-type: none"> ▪ June 2011 ▪ Annual review ▪ Annual feedback 	<p>1.1</p> <ul style="list-style-type: none"> ▪ Coaches support Tri NZ's coach development strategy
<p>1.2 Promote a culture of cooperation and continuing coach development amongst all coaches</p>	<p>1.2</p> <ul style="list-style-type: none"> ▪ Consistently remind coaches of the benefits of working together ▪ Communicate the vision, values, and principles of the CDP ▪ Keep coaches informed about the NZ Coach Strategy ▪ Spend time with coaches in their coaching environment ▪ Deliver and/or contribute to coach forums ▪ Provide coaches with individualised learning opportunities 	<p>1.2</p> <ul style="list-style-type: none"> ▪ References to culture, the CDP and the NZ Coach Strategy appear consistently in newsletters, e-mails, on courses, and on the Tri NZ website ▪ Record coach visits and/or contacts ▪ Attendance at HP coach forums 	<p>1.2</p> <ul style="list-style-type: none"> ▪ Ongoing ▪ Annual review ▪ As they occur 	<p>1.2</p> <ul style="list-style-type: none"> ▪ Coaches are working together and sharing information (e.g., 'team' coaching of elite athletes, HP coach forums) ▪ Accredited coaches meet continuing coach development requirements
<p>1.3 Recognise and promote the value of coaching and coach accreditation</p>	<p>1.3</p> <ul style="list-style-type: none"> ▪ Continue to publish coach profiles in Triathlon magazine ▪ Issue Tri NZ accredited coach branded gear ▪ Issue Tri NZ accredited coach cards 	<p>1.3</p> <ul style="list-style-type: none"> ▪ Profiles published monthly ▪ Gear issues annually ▪ Cards issues annually 	<p>1.3</p> <ul style="list-style-type: none"> ▪ Monthly ▪ Annually ▪ Annually 	<p>1.3</p> <ul style="list-style-type: none"> ▪ Increased recognition ▪ Increased recognition ▪ Increased 5 recognition

Strategic Initiative: Capability

2. Capability	Actions	Measures	Timeframe	Coach Outcomes
2.1 Secure the resources to enable the CDSP to be implemented	2.1 <ul style="list-style-type: none"> Identify the resources needed to implement the CDSP (e.g., administrative support, accounting support, lap top, mobile phone) Identify any resource gaps Fill the gaps 	2.1 <ul style="list-style-type: none"> The CDSP is implemented without being compromised due to lack of resources 	2.1 <ul style="list-style-type: none"> Ongoing 	2.1 <ul style="list-style-type: none"> Director of Coaching position in place and resourced to deliver the CDSP
2.2 Identify and develop facilitators who can deliver the Coach Development Programme (CDP) regionally	2.2 <ul style="list-style-type: none"> Identify the knowledge and skills needed to deliver the programme Identify, recruit and develop the people with the knowledge and skills to deliver the CDF 	2.2 <ul style="list-style-type: none"> There are enough CDP facilitators to meet Tri NZ's needs 90% of feedback on CDP and facilitators rates as good or very good 	2.2 <ul style="list-style-type: none"> June 2013 Annual feedback Annual feedback 	2.2 <ul style="list-style-type: none"> Tri NZ is delivering what coaches want and need The people delivering the CDP are effective at meeting coaches' development needs
2.3 Identify and develop coach mentors who can support developing coaches	2.3 <ul style="list-style-type: none"> Identify the knowledge and skills needed to be a coach mentor Identify, recruit and develop the people with the knowledge and skills to be mentors 	2.3 <ul style="list-style-type: none"> 10 coach mentors on database 	2.3 <ul style="list-style-type: none"> June 2013 	2.3 <ul style="list-style-type: none"> Coaches have a pool of coach mentors available to support them
2.4 Enhance the financial sustainability of the CDP	2.3 <ul style="list-style-type: none"> Deliver overall CDP activities at a profit Develop business relationships with commercial partners 	2.3 <ul style="list-style-type: none"> Income exceeds costs on CDP delivery Contracts signed by commercial partners tangibly supporting coach development Commercial partners satisfied with partnership with Coach Development and Tri NZ 	2.3 <ul style="list-style-type: none"> Ongoing June 2013 Ongoing 	2.3 <ul style="list-style-type: none"> CDP is easily accessible to 90% of all tri coaches

Strategic Initiative: Pathways



3. Pathways	Actions	Measures	Timeframe	Coach Outcomes
<p>3.1 Deliver, evaluate and refine the coach development programme</p>	<p>3.1</p> <ul style="list-style-type: none"> ▪ Deliver the CDP ▪ Communicate the CDP to key stakeholders via the website, e-mails, newsletters, and other correspondence ▪ Coaches complete coach accreditation requirements 	<p>3.1</p> <ul style="list-style-type: none"> ▪ CDP published on the Tri NZ website ▪ Number of Tri-Start Leaders ▪ Number of Level 1 accredited coaches ▪ Number of Level 2 accredited coaches ▪ Number of Level 3 accredited coaches ▪ Coaches doing more coaching (triathletes and/or hours) ▪ Coaches more effective at meeting needs of triathletes 	<p>3.1</p> <ul style="list-style-type: none"> ▪ Ongoing ▪ June 2013 (Tri-Start, 1, 2, 3) ▪ Ongoing 	<p>3.1</p> <ul style="list-style-type: none"> ▪ Coaches understand and support the CDP ▪ Greater opportunity for peer support
<p>3.2 Bi-annually review the CDP to ensure it is aligned with the athlete pathway and reflects the development needs of all coaches</p>	<p>3.2</p> <ul style="list-style-type: none"> ▪ Review the athlete pathway bi-annually ▪ Make recommendations based on the review 	<p>3.2</p> <ul style="list-style-type: none"> ▪ Report and recommendations published ▪ Recommendations implemented as appropriate 	<p>3.2</p> <ul style="list-style-type: none"> ▪ Bi-annually ▪ Ongoing 	<p>3.2</p> <ul style="list-style-type: none"> ▪ Coaches understand the CDP is reviewed bi-annually to ensure it is meeting their development needs

Strategic Initiative: Clubs



4. Clubs	Actions	Measures	Timeframe	Coach Outcomes
<p>4.1 Identify and support coaches in clubs</p>	<p>4.1</p> <ul style="list-style-type: none"> ▪ Identify club coaches and coach support people ▪ Update contact details ▪ Identify and/or provide coach development opportunities for all coaches ▪ Identify coaches from other sports supporting triathletes 	<p>4.1</p> <ul style="list-style-type: none"> ▪ Current database of club coaches and coach support people ▪ Publicise coach development opportunities ▪ Number of Endorsed coaches 	<p>4.1</p> <ul style="list-style-type: none"> ▪ Ongoing 	<p>4.1</p> <ul style="list-style-type: none"> ▪ Tri NZ is working with clubs and club coaches (e.g., club visits, supporting club coaches)
<p>4.2 Implement the CDP at regional level</p>	<p>4.2</p> <ul style="list-style-type: none"> ▪ Send the CDP material to clubs ▪ Speak to key coach personnel at clubs ▪ Visit clubs ▪ Facilitate the delivery of the CDP regionally ▪ Make resources available to clubs ▪ Develop links with RSTs ▪ Assist the development of regional facilitators where appropriate 	<p>4.2</p> <ul style="list-style-type: none"> ▪ Record of CDP being sent to clubs ▪ Record of coach contact ▪ Record of club visits ▪ RST contact ▪ Record of resources made available to clubs ▪ Regional facilitators able to deliver Level 1 courses 	<p>4.2</p> <ul style="list-style-type: none"> ▪ Ongoing 	<p>4.1</p> <ul style="list-style-type: none"> ▪ Tri NZ is delivering the CDP to coaches in the regions (e.g., workshops and modules are available throughout New Zealand) ▪ Tri NZ is communicating coach development opportunities available through RSTs

Strategic Initiative: High Performance



5. High Performance	Actions	Measures	Timeframe	Coach Outcomes
5.1 Support HP coaches as required	5.1 ▪ Respond to support requests as needed	5.1 ▪ HP coach support requests met	5.1 ▪ Ongoing	5.1 ▪ HP Coaches feel supported by Tri NZ

Strategic Initiative: Technology



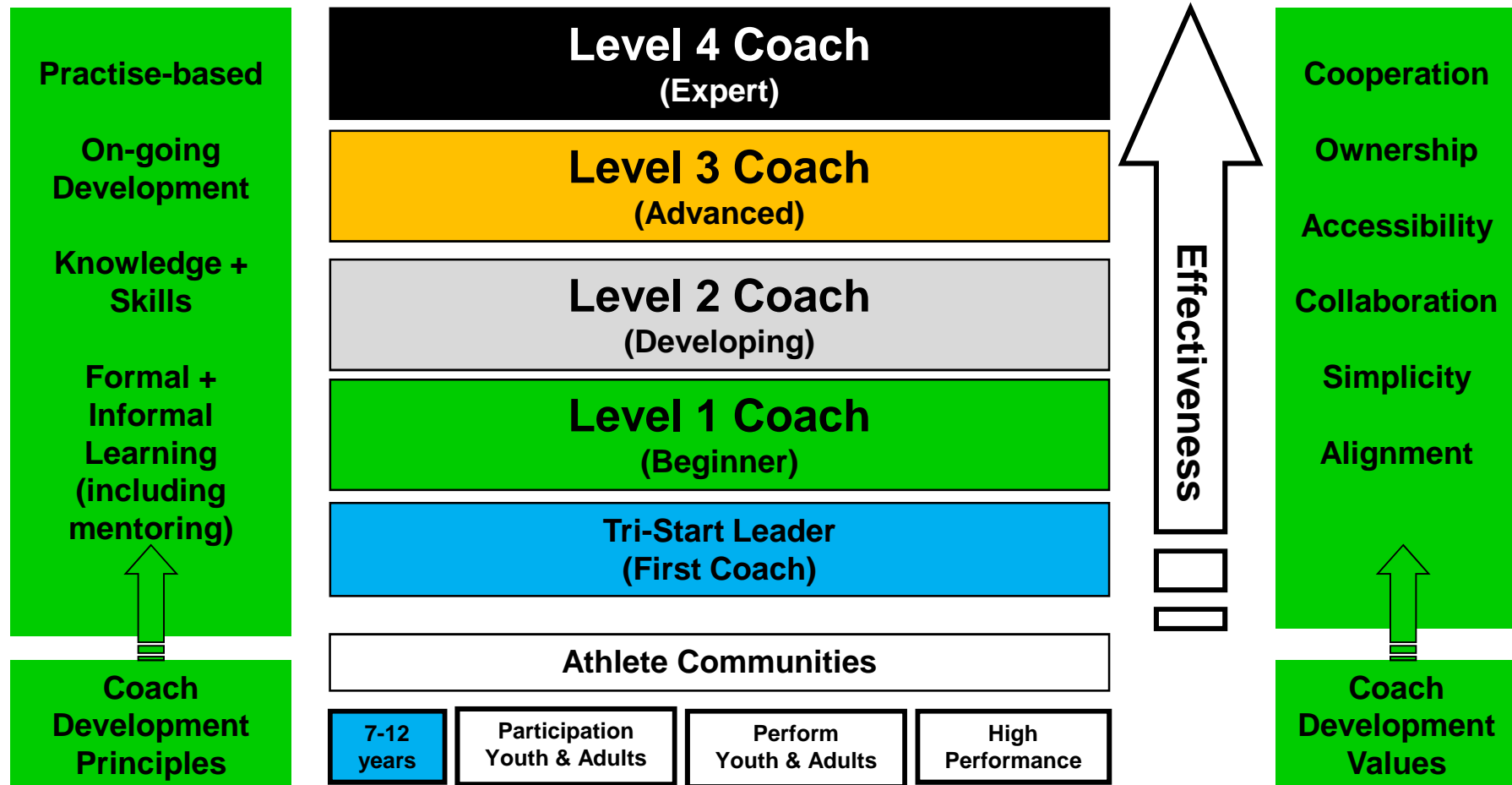
6. Technology	Actions	Measures	Timeframe	Coach Outcomes
<p>6.1 Provide on-line coach development opportunities and resources for coaches via the Tri NZ website</p>	<p>6.1</p> <ul style="list-style-type: none"> ▪ Develop and deliver triathlon-specific coach development opportunities on-line to be accessed via the Tri NZ website ▪ Identify appropriate resources to make available via the Tri NZ website ▪ Communicate the availability of resources to coaches and clubs 	<p>6.1</p> <ul style="list-style-type: none"> ▪ Coach development opportunities are available on-line via the Tri NZ website ▪ Resources for coaches (e.g., articles) are available via the Tri NZ website ▪ 90% of clubs are aware of resources being available via the Tri NZ website 	<p>6.1</p> <ul style="list-style-type: none"> ▪ Ongoing 	<p>6.1</p> <ul style="list-style-type: none"> ▪ Coaches are accessing development opportunities via the Tri NZ website ▪ Coaches and clubs are accessing resources via the Tri NZ website

Coach Development

Appendices

Coach Development Pathway
Coach Development Values
Coach Development Principles

Coach Development Pathway



Coach Development

Vision

**More coaches doing more coaching
more effectively**

Coach Development

Values

Cooperation

By working together triathlon coaches will give New Zealand triathletes effective coach support

Ownership

Coach development will be owned by coaches and those responsible for supporting coaches

Accessibility

Coach development will be accessible by all coaches

Collaboration

The knowledge and experience of the broad coaching community will be used for the benefit of all coaches

Simplicity

Coach development will be simple to understand, administer and maintain

Alignment

Coach development will be aligned with the Tri NZ strategic Plan and the NZ Coach Strategy

Coach Development

Principles

Practise-based learning is best

Coaching practice *plus reflection* is the best way to learn

Coach development is an on-going process

Coaches can develop right across their coaching lifespan

Coaching is more than just instructing

Effective coaching requires an understanding of how to use knowledge and skills to safely maximise an athlete's potential

Learning can take place anywhere

Learning occurs in both formal (e.g., workshops) and informal (e.g., conversations with other coaches) situations