



## Academy Development Plan 2017

### 1 INTRODUCTION

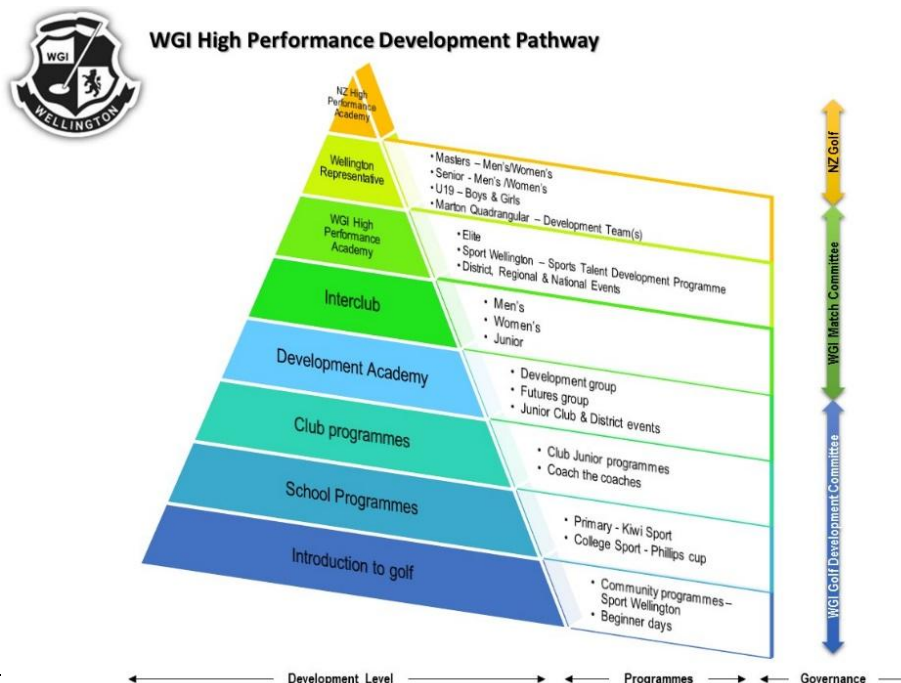
Wellington Golf Inc. has an established U19 Academy programme that is used to identify talented young golfers across the greater Wellington region, and provides them with specialised programmes to build on their golf skills and maximise their potential – so they can go on to represent their Clubs, Wellington and ultimately New Zealand in the future.

The Academy is structured to cater for young golfers at different stages of their development, and to allow more talented golfers to participate, providing them with a clear pathway for progress. While the Academy has been delivering success in the development of our young players, in recent years success on the National Stage has been limited to one or two talented individuals. Wellington Golf has identified that to increase our success at this level it is time to refresh and revitalise the player development programme and its pathway stages. These changes will also align our Academy to the NZ Golf High Performance Player Development Plan.

### 2 THE DEVELOPMENT PATHWAY

Our Development Programme is about developing Wellington golfers to win on the National Stage and inspire the next generation of golfers. The Development Pathway identifies emerging talent, supports growth and promotes a winning culture as both an individual and as part of a Wellington team.

The Development Pathway is shown below:



Identifying the different needs at each step of the pathway allows us to focus on the group of players at this level and to design a programme specific to their needs - taking them to the next level in their development.

As can be seen in the diagram, and in accordance with the WGI Constitution, the governance of the pathway steps are separated into two sections.

The Match Committee are responsible for the steps that involve our Representative Squads, our High Performance Academy and Interclub. The focus of this section of the pathway is to “establish frameworks that promote excellence, create the desire for players to represent Wellington and successfully compete at all levels of golf”, which in turn will result in more Wellington players winning on the National stage.

The Golf Development Committee are responsible for the steps that involve growing the game. This is achieved through the development of Regional and Club programmes that increase participation and deliver the best possible experience for players such that golf becomes *Wellington's favourite pastime*. The programmes developed by our member Clubs, with our assistance, will strengthen players' capacities to improve and develop both as golfers and as people. As players progress through the various programmes, WGI will be able to identify and monitor emerging talent, and will work with Clubs to support and grow those players for both the benefit of the Club and the player, and ultimately to transition them into our High Performance section.

A key component of the Development Pathway, is the Wellington Golf Academy. It comprises two key groups of aspiring golfers – Performance and Development. The "Performance" category are the group of players (c. 12) that have been identified as being golfers with strong skills and the potential to succeed at a National level. The “Development” category includes the group of players (c. 20) that have been identified as having good skills and clear potential, and the group of players (c.10) that have been identified as beginning to show potential.

For the 2017 season, and beyond, the programme for each Academy level will be specific to advancing the player from one Academy level to the next, with the expectation that our Performance Academy level will form the basis of our Representative Squads, and representing Wellington on the National stage. However, any player of a suitable skill and performance level may be selected for any Wellington Representative team.

Each Academy level's programme is designed in consultation with our Academy Support Team, Representative Selection Panel and the WGI Board. The Academy Support Team, who are responsible for the delivery of the Academy objectives include the:-

- Academy Manager
- Academy Coaches
- Chair of the Match Committee, and the
- Chair of the Golf Development Committee
- Operations Manager
- Support Officer.

The Academy Support Team is further assisted by the selectors, team managers, Club coaches and professional experts (high performance mentors, physiotherapists, fitness specialists and nutritionists).

The changes to the Academy for 2017, align our Academy to that of the NZ Golf High Performance Player Development Plan.

## **3 THE WGI HIGH PERFORMANCE ACADEMY GROUP**

---

### **3.1 PURPOSE**

The purpose of the Performance Academy Group is to create the next generation of golfers able to consistently perform to the best of their ability, whilst meeting the needs of Wellington Golf to build a competitive, sustainable and highly successful Representative Squad.

### **3.2 VISION**

To attract, develop and retain the most successful District golfers in New Zealand.

### **3.3 MISSION**

To establish and manage a performance player development programme and pathway that promotes excellence, creates a desire to represent Wellington and be part of a successful team, strengthens our capability to win at the National level, and inspires the next generation.

### **3.4 DESIRED OUTCOMES**

The WGI Performance Academy will create:-

- Wellington players that understand the attributes that are required to succeed in a performance environment.
- Wellington players that succeed on an individual basis at the Regional and National level
- A Wellington Representative Squad that successfully compete at all levels of Representative Golf – Provincial and Interprovincial.
- A team culture that nurtures emerging talent, supports growth, embraces competition, and celebrates success.

### **3.5 ANNUAL GOALS**

At the end of each Academy year the High Performance Academy Group will have:-

- Learnt to work in and positively contribute to a team environment
- Set clear objectives, measurable targets and demonstrated growth in all aspects of their golfing life - Technical, Tactical, Psychological, Physical and Organisational
- Successfully represented the Wellington district with pride, either individually or as part of a Representative Team, and upheld our winning team culture, and will
- Be on New Zealand Golf's Talent Development Radar.

### **3.6 FORMAT**

To manage the Academy Programme, Wellington Golf work in conjunction with NZ Golf, the players' and their families, the primary coaches and the Academy Support Team. The Academy activities are funded by way of grants and sponsorship. The majority of the programme is currently funded by grants from the Pelorus Trust, Pub Charity Ltd and the Eagles Society of Wellington, with additional support from Wellington City Council and Sport Wellington.

The Performance Academy operates on a calendar year programme format, with up to 12 Elite junior golfers selected to participate. The Selection Policy for the Performance Academy is available on the Wellington Golf Inc website ([www.wgi.co.nz](http://www.wgi.co.nz))

Each Junior Golfer is advised of the selection criteria, selection events and Wellington Golf's expectations of them in regard to code of conduct, preparations and performance. To be eligible for the Performance Academy Group each Junior must meet the agreed criteria, and once selected sign a player agreement, which outlines the responsibilities of both them as players and the Service Providers involved in delivering the Performance Development Programme and includes the WGI code of conduct.

Each Junior selected for the Performance Academy Group will also be advised that there may be additions &/or deletions from the Group based on attitude, form and performance.

### **3.7 PERFORMANCE ACADEMY WORK PLAN**

The Performance Academy players will work with their support network, including their parents, their Primary Coach, the Academy coaches and the support professionals made available to them in accordance with the following annual work plan.

## WGI ACADEMY PERFORMANCE WORK PLAN

### Academy selection

- Review performance of players who have registered for selection
- Review of :-
  - Current time spent in golf lessons & independent, self-motivated practice
  - NZ handicap ranking & number of handicap rounds played
  - Club & Junior Interclub teams played for
  - Representative teams played for
  - Tournament results
  - WGI U19 OOM
  - On course attitude, management, routines, nutrition & fitness
  - Technique

### Academy preparation

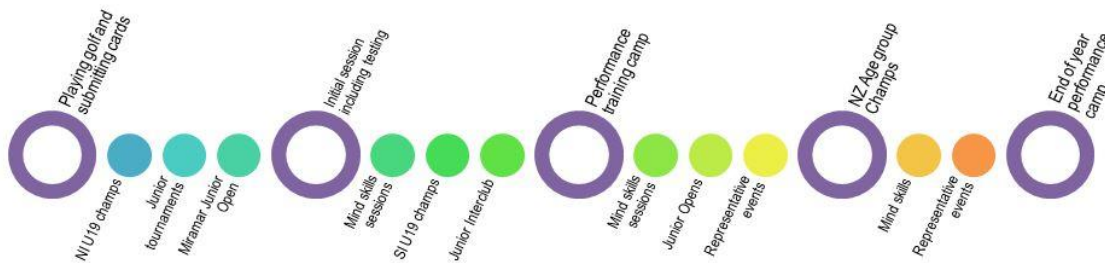
- Creating a baseline of performance through skills testing
- Working with primary coach on key development areas
  - Technical Mastery
  - Tactical Mastery
- Working with Sports Psychologist
  - Mind skills
- Working on physical development
  - Physiotherapy
  - Strength & conditioning

### Performance Training Camp

- Focus on preparation for performance at the National level
- Preparation of work programme to succeed at NZ Age Group Champs
- Working with academy coaches and support personnel on key development areas
  - Performance Mastery
  - Technical Mastery
  - Tactical Mastery
  - Mind skills
  - Physiotherapy
  - Strength & conditioning

### Training Camp

- Measure of performance improvement through skills testing
- Further development in
  - Technical Mastery
  - Tactical Mastery
  - Course management
- Preparation for future events
  - Junior Opens
  - Open tournaments
  - Junior Interclub



## 4 THE WGI DEVELOPMENT ACADEMY GROUP

### 4.1 PURPOSE

The purpose of the Development Academy Group is to identify and nurture the next generation of developing golfers to perform at the best of their ability, whilst meeting the needs of Wellington golf to build a broader base for succession feeding into the Performance Academy Group, and ultimately Wellington's Representative Squad.

### 4.2 VISION

To identify, attract, develop and retain emerging golfing talent in the Wellington District.

### 4.3 MISSION

To establish and manage a player development programme and pathway that supports growth in terms of technical mastery and creates aspiring golfers to represent their Clubs and the District.

### 4.4 DESIRED OUTCOMES

The WGI Development Academy will create:-

- Wellington players that succeed on an individual basis at the Club and District level
- A broader base of talent for a sustainable succession plan for Wellington Representative Squads, now and into the future.
- A team culture that nurtures emerging talent, supports growth, embraces competition, and celebrates success, and
- Will provide the players the high level framework and requirements to enable them to challenge for a space in the Performance Academy Group.

#### **4.5 ANNUAL GOALS**

At the end of each Academy year the Development Academy Group will have:-

- Learnt to work in and positively contribute to a team environment
- Learnt and comprehended the key aspects of player performance - Technical, Tactical, Psychological, Physical and Organisational
- Set clear objectives, measurable targets and demonstrated growth in at least two of the aspects of player performance
- Successfully represented, on an individual basis, their Club and Wellington district in both Club, Interclub and District events, and will
- Be on the radar for potential inclusion in the Performance Academy in subsequent years.

#### **4.6 FORMAT**

As noted in section 3.6 above, to manage the Academy Programme, Wellington Golf work in conjunction with NZ Golf, the players' and their families, the primary coaches and the Academy Support Team. The Academy activities are funded by way of grants and sponsorship. The majority of the programme is currently funded by grants from the Pelorus Trust, Pub Charity Ltd and the Eagles Society of Wellington.

The Development Academy operates on a calendar year programme format, with up to 30 junior golfers selected to participate in the Development Academy. These junior golfers consist of golfers with good skills and clear potential (c. 20) and golfers beginning to show potential (c. 10) The Selection Policy for the Development Academy is available on the Wellington Golf Inc website ([www.wgi.co.nz](http://www.wgi.co.nz))

Each Junior Golfer is advised of the selection criteria, selection events and Wellington Golf's expectations of them in regard to code of conduct, preparations and performance. To be eligible for the Development Academy Group each Junior must meet the agreed criteria, and once selected sign a player agreement, which outlines the responsibilities of both them as players and the Service Providers involved in delivering the Development Programme and includes the WGI code of conduct.

Each Development Junior selected for the Development Academy Group will also be advised that there may be additions &/or deletions from the Group based on attitude, form and performance.



## 4.7 DEVELOPMENT ACADEMY WORK PLAN

The Development Academy players will work with their support network, including their parents, their Primary Coach, the Academy coaches and the support professionals made available to them in accordance with the following annual work plan

### WGI ACADEMY DEVELOPMENT WORK PLAN

#### Academy selection

- Review performance of players who have registered for selection
- Review of :-
  - Current time spent in golf lessons & independent, self-motivated practice
  - NZ handicap ranking & number of handicap rounds played
  - Club & Junior Interclub teams played for
  - Representative teams played for
  - Tournament results
  - WGI U19 OOM
  - On course attitude, management, routines, nutrition & fitness
  - Technique

#### Academy Day 1

- Introduction to the Academy
  - Expectations
  - Key people
  - Roles & Responsibilities
  - Code of conduct
- Creating a baseline of performance through skills testing
- Working with primary coach on key development areas
  - Technical
  - Tactical
  - Physical
  - Psychological
  - Organisational

#### Academy Day 2

- Measurement of performance improvement through
  - skills testing
  - Statistics
  - Events/Tournaments
  - Individual player progress
- Working with primary coach on key development areas
  - Technical
  - Tactical
  - Physical
  - Psychological
  - Organisational

#### Academy Day 3

- Measurement of performance improvement through
  - skills testing
  - Statistics
  - Events/Tournaments
  - Individual player progress
- Working with primary coach on key development areas
  - Technical
  - Tactical
  - Physical
  - Psychological
  - Organisational

