



Talent Development Programme (TDP) Plan 2018

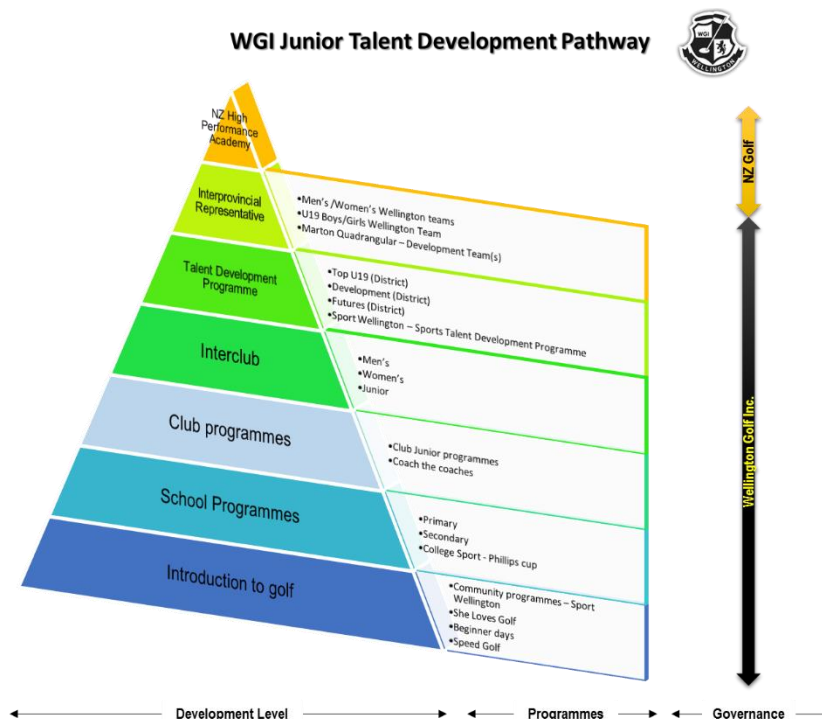
1 INTRODUCTION

Wellington Golf Inc. has an established U19 Talent Development Programme (TDP) 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 TDP 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. With the recent successes on the National Stage of a few talented individuals who have come through the programme, Wellington Golf is focused on increasing our success at this level. We strive for continuous improvement each year, refreshing and revitalising the player development programme and its pathway stages so as to promote mastery and excellence for the players and the district. These incremental changes continue to align with the focus of the NZ Golf High Performance Player Development Plan.

2 THE DEVELOPMENT PATHWAY

Our Development Programme is about developing Wellington golfers to perform on the National Stage and inspire the next generation of golfers. The Development Pathway identifies emerging talent, supports growth and promotes a performance culture as both an individual and as part of a Wellington team. The Talent 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 – providing them support structures to assist them attaining the next level in their development.

The governance of the TDP is the responsibility of the WGI Board, with the operation being the responsibility of the TDP Support Team.

The focus of the performance 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.

A key component of the WGI Strategy is to “grow the game”. The focus of the development section of the pathway is aligned with this strategy. In addition, WGI believes we can also achieve growth 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 Performance pathway.

The Talent Development Programme 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. 12) that have been identified as having good skills and clear potential, and the group of players (c.12) that have been identified as beginning to show potential.

For the 2018 season, and beyond, the programme for each level will be specific to advancing the player from one TDP level to the next, with the expectation that our Performance group of athletes 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 level of the TDP is designed in consultation with our TDP Support Team, Representative Selection Panel and the WGI Board. The TDP Support Team, who are responsible for the delivery of the Academy objectives include the:-

- TDP Manager
- TDP Coaches
- Operations Manager
- Support Officer.

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

Our Talent Development Programme has been structured to align with the NZ Golf High Performance Player Development Plan, and incorporates aspects of High Performance Sport taken from other sporting disciplines.

3 THE PERFORMANCE GROUP

3.1 PURPOSE

The purpose of the Performance 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 perform and excel at the National level, and inspires the next generation.

3.4 DESIRED OUTCOMES

At the performance level, the TDP aims to develop:-

- 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, promotes mastery and excellence, and celebrates success.

3.5 ANNUAL GOALS

At the end of each year the Performance Group is expected to 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
- Up-held our performance team culture.

3.6 FORMAT

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

The Performance Group operates on a calendar year programme format, with up to 12 top junior golfers selected to participate. The Selection Policy for the TDP Performance group is available on the Wellington Golf Inc website (www.wqi.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 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 Programme and includes the WGI code of conduct.

Each junior selected for the Performance 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 athletes will work with their support network, including their parents, their Primary Coach, the relevant TDP coaches and the support professionals made available to them in accordance with the following annual work plan.

The plan below is an outline of the year. The final details of each session will be determined by the TDP performance coaches, who will take into consideration the specific development needs of each of the athletes selected for the performance group, so that the athletes get the most out of the sessions.



PERFORMANCE WORK PLAN

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
 - Senior InterClub & Junior Interclub teams played for
 - Representative teams played for
 - Tournament results
 - WGI OOM (U19)
 - On course & off-course attitude, management, routines, nutrition and fitness
 - Technique

Baseline performance

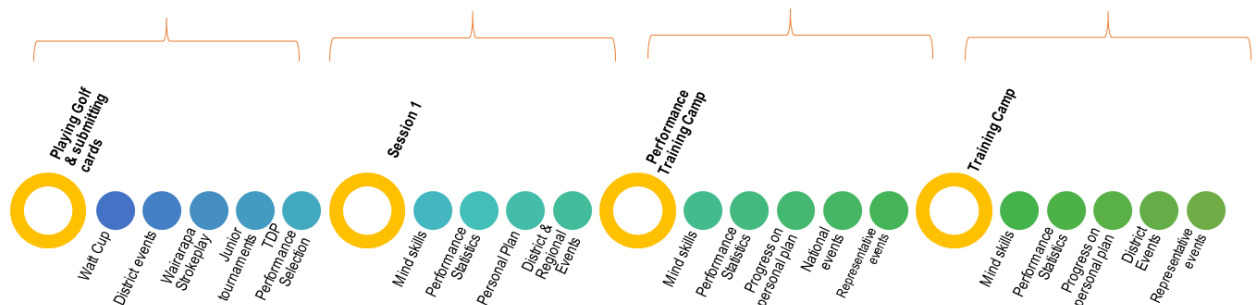
- Crating a baseline of performance through skills testing
- Working with primary coach on key development areas
 - Technical
 - Tactical
 - Organisational
- Working on physical development
 - Physiotherapy
 - Strength and conditioning
- Working on Mind skills
 - Sports Psychology coach

Performance Training Camp

- Focus on preparation for performance at the National Level
- Preparation of work programme to succeed at NZ Age Group Champs
- Actively working through personal development plan, including identification on additional areas for development
 - Performance Mastery
 - Technical Mastery
 - Tactical Mastery
 - Organisational
 - Physical
 - Psychological

Training Camp

- Measure of performance improvement through skills testing.
- Further development in
 - Technical Mastery
 - Tactical Mastery
 - Course Management
- Ongoing support (as required)
 - Organisational
 - Physical
 - Psychological
- Preparation for future events
 - Junior Opens
 - Open tournaments
 - Interclub – Senior & U19
 - District, Regional &/or National



4 THE DEVELOPMENT GROUP

4.1 PURPOSE

The purpose of the Development 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 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 and tactical mastery, starts to build the foundations for the development of the other pillars of performance sport and creates aspiring golfers wanting to represent their Clubs and the District.

4.4 DESIRED OUTCOMES

At the development level, the TDP aims to develop:-

- 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 Group.

4.5 ANNUAL GOALS

At the end of each year the Development Group is expected to 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
- Demonstrate an aspiration to be on the radar for potential inclusion in the Performance in subsequent years.

4.6 FORMAT

As noted in section 3.6 above, to manage the TDP, Wellington Golf work in conjunction with the players' and their families, the primary coaches and the TDP Support Team, with support from

NZ Golf as required. The TDP activities are funded by way of grants and sponsorship. The majority of the programme is currently funded by grants from the Pelorus Trust, with some support from the Eagles Society of Wellington.

The Development programme operates on a calendar year programme format, with up to 24 junior golfers selected to participate. These junior golfers consist of golfers with good skills and clear potential (c. 12) and golfers beginning to show potential (c. 12), or any other combination of, based on the quality of the applicants. The Selection Policy for the Development Group is available on the Wellington Golf Inc website (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 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 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 athletes will work with their support network, including their parents, their Primary Coach, the relevant TDP coaches and the support professionals made available to them in accordance with the following annual work plan.

The plan below is an outline of the year. The final details of each session will be determined by the TDP development coach, who will take into consideration the specific development needs of each of the athletes selected within the development group, and the mix of competencies across the 24 athletes, so that all the athletes get the most out of the sessions.



DEVELOPMENT WORK PLAN

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
 - Senior InterClub & Junior Interclub teams played for
 - Representative teams played for
 - Tournament results
 - WGI OOM (U19)
 - On course & off-course attitude, management, routines, nutrition and fitness
 - Technique

Session One

- Introduction to TDP and expectation management
- Crating a baseline of performance through skills testing
- Working with primary coach on key development areas
 - Technical
 - Tactical
 - Organisational
- Introduction to physical development
 - Physiotherapy
 - Strength and conditioning
- Introduction to Mind skills
 - Sports Psychology coach

Session Two

- Measurement of performance improvement through
 - Skills testing
 - Statistics
 - Events/tournaments
 - Individual player plans
- Working with TDP & Primary coaches on key development areas
 - Technical Mastery
 - Tactical Mastery
 - Organisational
 - Physical
 - Psychological

Session Three

- Measurement of performance improvement through
 - Skills testing
 - Statistics
 - Events/tournaments
 - Individual player plans
- Working with TDP & Primary coaches on key development areas
 - Technical Mastery
 - Tactical Mastery
 - Organisational
 - Physical
 - Psychological
- Preparation for future events
 - Junior Open Tournaments
 - InterClub – Senior & U19
 - District, Regional &/or National

