



CYCLING NEW ZEALAND  
**ATHLETE  
DEVELOPMENT  
FRAMEWORK  
AND RIDER  
PATHWAY**

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**Cycling New Zealand** has a purpose of **Unlocking People Potential**, at the heart of this is seeing the value in people for who they are today and who they could become in the future. The athlete pathway aligns strongly with this purpose and how we can maximise the attributes of all those across the system as they interact with aspirational young athletes, coaches, supporters and administrators.

The values of Cycling New Zealand will deliver a positive experience as you establish your dreams and chase your goals as athletes within the system that is cycling in New Zealand, connected with the global sport.

 Integrity

*We are honest and transparent, uncompromising in our commitment to strong moral, respectful and ethical principles.*

 Innovation

*We constantly look at working smarter and more efficiently – seeking improvement in all we do.*

 Excellence

*We aim high in everything we do, striving to be better in all we do.*

 Collaboration

*We connect to achieve our purpose, we build trust in our relationships.*

At CNZ we are dedicated to providing the tools, support and environment that enable individuals and the collective to experience a positive state of wellbeing. We strive to provide environments that are transparent, inclusive and promote continuous growth.

As an individual we each have a responsibility to look after our own wellbeing. The Māori philosophy of hauora as displayed through the Te WhareTapa Whā model, describes health and wellbeing as a whareniui/meeting house with four walls. The walls represent taha wairua/spiritual wellbeing, taha hinengaro/mental and emotional wellbeing, taha tinana/physical wellbeing and taha whānau/family and social wellbeing. Our connection with the whenua/land forms the foundation. When all these things are in balance, we thrive. When one or more of these is out of balance our wellbeing is negatively impacted. It is important we learn to understand

what's important to us and to be deliberate about investing time and energy into our own wellbeing. In order to unlock our potential on and off the bike, we must be intentional around looking after ourselves as a person first.

**Cycling New Zealand** is creating a legacy of performance in a number of events and disciplines. This legacy is driven through consistent performances in pinnacle events including Olympic and Commonwealth Games, and World Championships. To ensure Cycling New Zealand has the talent to deliver world class performances at these events, we must create the structures and systems that will enable us to systematically drive our high performance rider development. Important to this is the establishment of a structured system of athlete development that ensure a pathway from club to international performer.

This effective framework and pathway will enable more athletes to access targeted development that will drive world class performance through clearer tracking and understanding of their development. Critical to the success of these systems and programmes is:

1. Alignment within the rider development pathways with the Cycling New Zealand High Performance Programme.
2. The right people, in the right place at the right time to meet the needs of the developing athletes.
3. A clear understanding of our future riders' targeted development progressions along the pathway, and their ongoing development needs at these stages including effective competition structures.
4. The appropriate level and type of athlete performance support within the developing riders' daily training environments.

Cycling New Zealand has identified the need to develop well rounded and adaptable athletes who are able to perform on and off the bike. This holistic approach will ensure our athletes are physically dynamic, have world class tactical and technical attributes who demonstrate the work ethic, decision making and the ability to perform under pressure.

From this they will be able to realise their physical potential. While result and time goals are important, we must first focus programmes on the development of these critical attributes to ensure future success.

Alignment of programmes with the lessons of the High Performance programme is especially important to ensure clarity of pathway and development that supports future performance. To understand this, we looked at the history of our current and previous world class performers and their progression to world class. From this we were able to create a model that understand the progression of our current developing athletes and to inform coaches and athletes throughout the pathway.

We understand that development is a non-linear, dynamic environment that will need to adapt and evolve as athlete's progress through that system. As we better understand the needs of these athletes, we can ensure the environment created is fit for the purpose of creating world class performers.

Cycling New Zealand's framework for the High Performance athlete pathway looks to identify the periods in an athletes evolution to world class, outlining the environment, expectations and opportunities at each stage. Understanding the non-linearity of the pathway, athletes may have different experiences at each stage, they may move more slowly or faster than others. These must be factored into the individual requirements of the athlete to ensure progression through the pathway.

This document provides a guide for athletes, coaches, and parents to understand the stages of the pathway, the requirements based on that stage and how the transition between stages may occur. Understanding that at each stage the environment is fluid rather than rigid, this will enable the most appropriate, age and stage development for athletes as they transition through the pathway.

## TAILORED ATHLETE PATHWAY SUPPORT (TAPS)

The TAPS system supports the performance and wellbeing of athletes in the New Zealand high performance sporting environment. This is achieved through the collaboration between High Performance Sport New Zealand and Cycling New Zealand's resources, facilities, and expertise.

To enter the Pathway, considering the Pre HP space, you, supported by CNZ will provide evidence of realistic (future) winning capabilities against sport benchmarks and confirm the required attributes, attitude and motivation for future international success.

To continue to move through the pathway system, evidence of progression towards these future objectives must be demonstrated to ensure access to the pathway resources to enable your future success. The resources made available to you will have an impact on growing future performance.

Critical to this will be in you completing and managing and Individual Performance Plan (IPP) which will identify areas you will need to work on, the people, resources and opportunities needed to further develop towards your goals.

The IPP drives the partnership between you and your support services. The IPP is a living document which drives accountability and ownership of your plan.

While your IPP is your living document, standardisation of content is important. This will enable you to:

- Ensure you have the knowledge and the information of “what it takes to win”.
- Have open conversations of where you are at, relative to what it takes to perform, and how to close the gaps with future focussed goals.
- Have regular reviews with coaches and your support team.
- Have robust documentation for external critique; and

- There is no ‘specific template’. You can create a personalised document or format to ensure you truly own the document and process of your IPP.

Your IPP, training and competition information will form a great deal of the evidence required to ensure continuation in the TAPS pathway. Ongoing eligibility for TAPS is subject to you continuing to adhere to the training and performance requirements outlined in your IPP.

Central to any, and all transitions in sport and life is preparedness or readiness on entry, through the pathway and in preparation for exit. When considering readiness to transition, you will be demonstrating the following:

- **Situational awareness**, what are your living arrangements, what is your present sporting environment and what may or will change?
- **Support team**, who are the people central to your support (emotional, financial etc)?
- **Self-awareness**, understanding your strengths and weaknesses and where you are on the pathway?
- **Self-management**, how do you manage your time and energy, how do you regulate your emotions when dealing with disappointment?

## Tailored Athlete Pathway Support Framework

HPSNZ	Post HP	LIFE AFTER COMPETITION	Supporting athletes and coaches to continue to contribute to New Zealand through what they do post their competitive careers	Perform	Cycling New Zealand	
	HIGH PERFORMANCE	TRANSITION	Retirement from sport to future aspirations in life, career, and relationships.		Podium	
		ELITE PERFORMANCE - PROBABLE	Elite performance athletes that have achieved repeated podia success at Pinnacle event/s (Olympic/Paralympic Games or World Championships) and continue to polish their proven international performances.			
		TRANSITION	Ready to perform under pressure, adapt and refine performance to performance, lead themselves and others. Deliver medals.			Podium Potential
		PERFORMANCE - CONVERT	Future performance athletes that have demonstrated realistic medal winning capabilities and are refining performances for podia success at next Pinnacle events/s (Olympic/Paralympic Games or World Championships)			
		TRANSITION	Stable platforms, performance routines and skills evolving, learning to perform under pressure. Performance not yet consistent.			Podium Transition
		FOUNDATION PERFORMANCE - OPPORTUNITY	Foundation performance athletes confirmed to transition to high performance, they are learning how to operate within a world class environment and meet the demands of Pinnacle event performances, graduating within 4 years.			
		TRANSITION	Fundamentals and a learning environment focused on critical personal performance and wellbeing requirements are a priority.			
		PERFORMANCE - POTENTIAL	Athletes that have demonstrated realistic (future) winning capabilities against sport benchmarks, together with the required attributes, attitude and motivation for internal success as confirmed by their National Sporting Organisation as determined by their evidence-based HP pathways.			
	PRE-HP	TRANSITION	Planning/life skills to manage multiple commitments, challenge/change and to develop support networks and learning processes for success.		Develop	Development
TALENT IDENTIFICATION & CONFIRMATION		Athletes that have demonstrated realistic (future) winning capabilities against sport benchmarks developing and confirming the required attributes, attitude and motivation for international success.				
Sport NZ	DEVELOPMENT	TALENT DEVELOPMENT	Talent development is developing athletes to realise their potential in sport and in life. These processes ensure that people and organisations are working with the "right attributes" at the "right time".	Participate	Emerging	
		BALANCE IS BETTER	Athletes need balance, development programmes have to be holistic, recognise and cater for all four physical literacy quadrants while developing the person as well as the athlete, encourage them to play, to explore a range of sports, to develop a range of skills, creativity and decision making.		Play	Foundation
		PRINCIPLES OF PLAY	Play is the foundation of physical literacy, as a child's earliest physical experiences are through play, and vitally important for a young person's resilience and wellbeing development. It is vital in ensuring young people have the best possible start in life and develop a lifelong love of community sport and being physically active.			

	FOUNDATION	EMERGING	DEVELOPMENT	PODIUM TRANSITION	PODIUM POTENTIAL	PODIUM
<b>Phase Description</b>	<p>Learning the fundamentals of movement and control through numerous activities.</p> <p>All sport should focus on basic skill development.</p> <p>Participation across a number of sports and activities. Likely participating in other cycling disciplines.</p>	<p>Beginning to demonstrate the potential for future performance.</p> <p>Competing in local, schools and regional competitions.</p> <p>Able to access multiple sports and activities.</p>	<p>Beginning the process of Identification as an athlete with the potential to transition into high performance pathway programme</p>	<p>Confirmation of potential to transition into a full-time high-performance environment.</p> <p>Transitioning to a full-time High-Performance programme</p>	<p>Developing the attributes of consistent international performance</p>	<p>Consistent international podium performance</p>
<b>Athlete Description</b>	<p>Competing in local, schools and regional competitions.</p> <p>Able to access multiple sports and activities.</p> <p>Coaching sessions are very generic and focus on fun and learning.</p>	<p>Identified as a potential talent for Regional and National development programmes and competitions.</p> <p>Committed to regular training and competition within regional and national development programmes and competitions.</p>	<p>Elite Development, or an Elite U19 squad member competing in junior World Championship, Oceania Championship, age group development and competitions to maintain development</p>	<p>Elite Development athlete developing towards major events and competitions. Competitions include World Cup and international development competitions.</p>	<p>A member of the Elite programme a consistent member of and medal winner in World Championship, World Cups, and major competitions.</p>	<p>A consistent performer in the Elite programme winning medals at Olympics, World Championships, Major international competitions, World Cups and Commonwealth Games</p>
<b>Age</b>	Under 14	14 - 16	16 – 18	18 - ~ 22	~ 22+	
<b>Tailored Athlete Pathway Support</b>			TAPS TID and Confirm	TAPS Opportunity and Potential	TAPS Performance Convert	TAPS Elite Performance Probable
<b>CNZ Programme</b>	School, Club and Regional Development Programmes		Regional Performance Programmes		High Performance Programme	
<b>Daily Training Environment</b>	Potential Emerging athletes will be developed and supported through school, club and regional programmes		TAPS athletes will have support within the Pathway programme and HSPNZ regional performance PODS and HUBS. Contact with HP programme will be through camps and gisting.		TAPS athletes supported by CNZ and HPSNZ coaching and support resources.	
<b>Competitions</b>	<p>Participants enter their first competition pathway in the club and school environment. The key objectives are sound execution of basic skills, safety on the road and track, developing tactical appreciation. Including the understanding and development of workload capacity while integrating and growing social aspects.</p>	<p>Junior school and regional competitions encourage accelerated development of technical and tactical requirements within an advanced age group and peer level of competition. Structured preparation periods offer insight and understanding into the elite pathway.</p>	<p>Developing competition experience through international, regional, and domestic competitions.</p> <p>Targeting top 4 performances in team and top 6 in individual events.</p>	<p>Developing performances capability at pinnacle events. Podium at World Cups, Oceania Championships, and international competitions.</p>	<p>Developing consistent performances at pinnacle events. Podium at World Championships and World Cups and international competitions.</p>	<p>Consistent performances and podium at pinnacle events. Olympic, World Championships and World Cups.</p>





# FOUNDATION

## THE ATHLETE

You will be up to about 13 and beginning your journey as a young athlete. Learning the fundamentals of movement and control through numerous activities.

All sport should focus on basic skill development. Participation across a number of sports and activities is embraced.

## CATEGORY

You will be considered as part of the Youth Participation area of the sport.

## SUPPORT

You will receive support through local programmes delivered through clubs and schools. The focus will be on encouragement that supports a lifelong commitment to sport.

## COMPETITION

You will participate in a range of cycling activities and events including other sports where the focus is on fun and enjoyment of movement and physical activities with peers. The distance and course severity will be age and stage dependent.

Activities and events are designed to acquire the basic skills and movement patterns required to participate in cycling. These should be applied in a stimulating environment that supports longevity in the sport.

## DAILY TRAINING ENVIRONMENT

Family and friends will play a major part of your early development. Clubs and schools will support access to local facilities, tracks and trails that provide the opportunities for development.

Early sampling supports long term development through higher deliberate play and low deliberate practice across several sports.

## PERFORMANCE

Performance expectations at this stage of your development will begin with learning the attributes required to compete in the future.

## TECHNICAL

You will focus on safe and legal riding on the road and public space. With developing the principles of riding a bike fast and effectively being the primary aims.



## TACTICAL

Through strong mentoring you will begin to understand decision making in the tactical sense through age and stage appropriate competition and game-based learning.

## PHYSICAL

Game and fun based early physical development that begins to develop holistic cycling requirements across a range of motor patterns.

## PSYCHOLOGICAL

You will lay down the foundations of fun and passion that will provide the background to a long-term future in sport.

## COACHING

Your coaches will create an engaging environment where young athletes can develop their love of the sport in a safe, enjoyable learning environment. Coaches have the ability to coach the core skills and to identify technical weaknesses and correct them as a normal part of training. Coaches are also able to develop basic concepts that assist athletes to “play” small games based around basic competitions.

Your coach will encourage development across a range of cycling activities and sports where the principles of movement and balance are a real focus.

Coaches have the ability to develop the core skills to develop basic concepts that assist athletes to play small games based around game sense concepts.

Coaches are able to:

- create a safe and fun learning environment, where enjoyment and social connection are at the core.
- Identify and correct fundamental movement patterns within technical skills to ensure competence leads to mastery.
- Instruct on foundation tactical structures and formations within training sessions and games.

- Introduce evidenced based coaching techniques and basic sport science theory.



# EMERGING

## THE ATHLETE

You will be 13 - 16 and beginning your journey as a young athlete. You will likely be involved in a number of sports and pastimes with a passion to grow and develop as an athlete.

Beginning as a competitive cyclist learning the basics of the events and disciplines and performance.

Through domestic competitions, demonstrate the potential for future performance.

## CATEGORY

You will be considered as part of the Youth Participation area of the sport.

## SUPPORT

You will receive support through local programmes delivered through clubs and schools. The focus will be on encouragement that supports a lifelong commitment to sport.

Where you meet World Performance benchmark standards, you may be invited into the TAPS, Pre-HP programme, delivered through HPSNZ Regional Projects. Cycling New Zealand will work with you on sport specific requirements to ensure you are progressing towards meeting future performance

expectations. The focus of identification at this stage will predominantly come through your competition performances looking at both timed and bunch events. You will demonstrate the following attributes:

You may receive a range of regionally based Athlete Performance Services (APS) including workshops, escalated 1:1 delivery and athlete development services across strength and conditioning, nutrition, mental skill, and sport specific requirements with a focus towards future performance.

## COMPETITION

You will participate in a range of cycling activity and events including other sports where the focus continues to be on fun and enjoyment of movement and physical activities with peers. The distance and course severity will be age and stage dependent.

As an emerging athlete, activities and events are designed to continue the acquisition of the basic skills and movement patterns required to participate in cycling. These should be applied in a stimulating environment that supports longevity in the sport.

## DAILY TRAINING ENVIRONMENT

You will be developed and supported through school, club and regional programmes.

Your performances and ability to learn may see you progress into Cycling New Zealand camps.

## PERFORMANCE

You will be assessed during school and club regional and national programmes and competitions. You will begin to access international competitions that support development such as Trans-Tasman competitions.

## TECHNICAL

Your focus is on continuing to develop individual and team skills along with specialist skill development. You will begin to learn the ability execute skills under pressure and in competition. The development of skills acquisition and decision making are a key component at this stage of development.

## TACTICAL

Your focus is on advanced decision making and strategy development. You continue the focus on team performance and the execution of skills under pressure.

## PHYSICAL

You continue to be exposed to a range of training stimulus to develop holistic cycling requirements across a range of motor patterns. You will begin refining your cycling specific physiological attributes including increasing your workload, intensity, speed, strength and power. With additional focus on injury prevention.

You will begin age and stage Strength and Conditioning (S&C) guidance where you will begin

the development of the movement patterns that enable the future development of discipline and event specific strength and power that delivers future performance.

## PSYCHOLOGICAL

You are introduced to performance psychology. Targeted development in:

- Goal setting and planning.
- Mental toughness and resilience.
- Building confidence and passion. Dealing with adversity. Event preparation and preparedness.

## COACHING

Your coach will enable and create an environment where young athletes can further develop the passion and love of the cycling in a safe, enjoyable learning environment.

Coaches will continue the progression into a more advanced training environment. Coaches will have a focus on:

- Developing the fundamental requirements of the sporting disciplines through the acquisition of core skills and understanding.
- The foundations tactical awareness through training and multiple competition opportunities.
- The development of key mental skills requirements to support athlete development.
- Age and stage appropriate evidence based coaching techniques and basic sport science theory.



# DEVELOPMENT

## THE ATHLETE

You will be a consistent performer as a junior where you will demonstrate the potential for future high performance. You will be aged 16 – 19 and a competitive Junior World Championship athlete.

## CATEGORY

You will be developing and demonstrating the attributes of future performance.

## SUPPORT

You are a nationally identified athlete likely attending Junior World Championships. Meeting performance benchmarks may see you invited to the TAPS Pre-HP programme where you will receive a range of regionally based APS services including workshops, escalated 1:1 delivery and athlete development services.

You are considered as being 1 – 3 years from TAPS HP performance programme.

## COMPETITION

Your International representation at Junior World Championship and other international competitions will indicate future potential at High Performance.

Your participation at Oceania and international competitions would assist your development as it replicates and prepares you for international competitions. These events ensure a high competition standard which grows future performance.

You will be a consistent performer in domestic and regional competitions.

## DAILY TRAINING ENVIRONMENT

You would be predominantly supported through the TAPS programme with support for targeted development enabled by regional development opportunities through HPSNZ regional PODS and HUBS.

Your development and support through school, club and regional programmes will continue to be important.

## PERFORMANCE

You will be demonstrating realistic (future) winning capabilities against sport benchmarks, together with the required attributes, attitude, and motivation for future international success.

You will be assessed through international competition, national championships, training camps and major domestic competition.

## TECHNICAL

Your focus is on national elite skill level development, national elite specific and specialist skill development as well as national elite skill acquisition and decision making.

## TACTICAL

Your focus is on national elite decision-making development, international elite strategy development and skills under pressure as well as national elite skills under pressure and in event situations.

## PHYSICAL

Your focus is developing your key physiological attributes of capacity, speed, strength, and power that supports performance.

You will continue developing fundamental movement patterns moving into the development of discipline and event specific strength that supports future high performance and delivers future performance.

## PSYCHOLOGICAL

Your focus is around continuing to develop in:

- Goal setting and planning. Mental toughness and resilience.
- Building confidence and passion.
- Dealing with adversity.
- Event preparation and preparedness and personal organisation.
- Building confidence.
- Team dynamics.

## COACHING

Your Performance coaches will be able to continue your development towards future performance goals.

Coaches have the ability to:

- Identify and provide technical instruction on advanced skills within the training and competition environment.
- Identify and provide instruction on advanced formations and tactics within the training and competition environment.
- Knowledge of a range of applied evidenced based coaching techniques and an understanding of range of sport science theory, and when to apply it.
- Clear understanding of long term program development and leadership characteristics;
- Developing campaign and programme leadership across the coaching and support team.



# PODIUM TRANSITION

## THE ATHLETE

You will have demonstrated success as a junior, and/or the potential of future success as an U23 athlete.

You will be developing consistency as a performer in the HP programme, 3 - 8 years from podium at Olympic and Commonwealth Games, World Championships, World Cups and Major international competitions.

You will be aged 18 – 23.

As a period of significant change or transition you will be confronted with many challenges as you move on to new education, career, and sporting environments. We must ensure that in beginning to overlay a sporting performance environment that we understand and consider your development from a BioPsychoSocial (Biological, Psychological and Social) perspective. This holistic approach will prepare for and assist with your readiness prior to you moving towards a performance environment.

We know that athlete development and pathways are non-linear, athletes will develop and progress at different rates. This makes it essential that your support system offer the flexibility, individual optimisation to offer you the best chance of achieving your goals.

## CATEGORY

You will be transitioning towards high performance environments.

## SUPPORT

You will be TAPS, HP athlete in the pathway which aligns with the Podium Transition space in the CNZ pathway. Your Daily Training Environment will continue to be your home environment, you will begin to access CNZ systems and resources through a process of camps and guesting where you may be invited to work alongside HP athletes and attend campaigns or competitions.

You will receive a Development Grant of circa \$10,000.

Your IPP will define the resources you require to achieve performance expectations, ensuring that Performance Partners, CNZ and HPSNZ, are able to provide the support where and when it is required.

## COMPETITION

Your international representation at World Cups and other international competitions will indicate future potential at World Championships and Olympic Games.

Oceania and international high performance competitions integrating Development, HP and Elite athletes to a defined development structure which replicates and prepares for international competitions. Ensures a high competition standard which grows these athletes.

## DAILY TRAINING ENVIRONMENT

**Track** – As a TAPS supported rider, your DTE will be regional, with access to facilities and services through HPSNZ regional HUBS and PODS, and sport specific guidance through CNZ, working in collaboration with performance partners. You may be invited and supported to attend training, campaigns or competitions with the HP programme in a guesting capacity, this offers the ability to train with HP athletes, coaches and support staff with a view to preparing you for future performance outcomes.

You may be supported by teams utilising their facilities and accessing competition that supports development toward pinnacle events.

**Road** – As a TAPS supported rider, your DTE will be regional, with access to facilities and services through HPSNZ regional HUBS and PODS. Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

You are likely to be supported by trade teams utilising the team's facilities and competition that supports development toward pinnacle events.

**BMX** – As a TAPS supported rider, your DTE will be regional, with access to facilities and services through HPSNZ regional HUBS and PODS. Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

You may be supported by teams utilising their facilities and accessing competition that supports development toward pinnacle events.

**MTB** – As a TAPS supported rider, your DTE will be regional, with access to facilities and services

through HPSNZ regional HUBS and PODS. Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

You may be supported by trade teams utilising the team's facilities and competition that supports development toward pinnacle events.

## PERFORMANCE

You will be demonstrating realistic (future) winning capabilities against sport benchmarks.

Through your performances you will demonstrate your ability to transition towards high performance, learning how to operate within a world class environment, meeting the demands of pinnacle event performance.

There will be managed performance expectations at this stage of your development. You will begin learning the attributes required to compete in the future. The focus will be on completing a strong BioPsychoSocial (Biological, Psychological and Social) transition to ensure a high level of consistent future performance. You will demonstrate performance improvement throughout this period.

## TECHNICAL

Your focus is on international elite skill development, international specific and specialist skill development as well as international elite skill acquisition and decision making.

## TACTICAL

Your focus is on:

- International elite decision-making development.
- International Elite strategy development and skills under pressure.
- International Elite skills under pressure and in event situations.
- International Elite performance analysis.

## PHYSICAL

Your focus is on maximisation of training key physiological benchmarks for capacity, speed, strength, and power attributes. As well as targeted programming to mitigate physical deficiencies identified through regular physiological testing.

Having developed fundamental movement patterns, you will be developing the discipline and event specific strength that delivers future performance.

## PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development and servicing.
- Specialist individual and team development in: Self-regulation, mental toughness and resilience with concentration and focussing strategies.
- Maintaining and building confidence and dealing with adversity.
- Team dynamics and leadership.
- Event preparation and preparedness.
- Performance psychology strategies.

## COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes.

Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment.
- Lead the learning process for developing High Performance coaches.
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise.
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme.
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise;
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders.





# PODIUM POTENTIAL

## THE ATHLETE

You will be a consistent performer in the Elite Development programme, 2 - 4 years from podium at Olympic and Commonwealth Games, World Championships, World Cups and Major international competitions.

## CATEGORY

You will be showing potential to perform at the Elite level.

## SUPPORT

You will be considered for the HP space in the TAPS pathway which aligns with the Podium Potential space in the CNZ pathway. Your IPP will outline the resources you require to achieve you to deliver agreed performance outcomes.

You will receive a Base Training Grant of circa \$30,000. Results at pinnacle events may enable access to Excellence Grants, with a focus on supporting further performance excellence. The Excellence Grants are stable and dependable multi-year grants to ensure you can plan with more certainty.

Your IPP will define the resources you require to achieve performance expectations, ensuring that

Performance Partners, CNZ and HPSNZ, are able to provide the support where and when it is required.

Your Daily Training Environment will now align with the high performance programme and will include more significant periods of training within the centralised system. The sprint programme will spend a considerable amount of time in a centralized training environment to prepare for campaigns and competitions. Endurance athletes may spend extended periods of time competing and training with road teams. At all times aligned with the high performance programme.

## COMPETITION

International representation at World Cup and other international competitions will indicate future potential at World Championships and Olympic Games.

Oceania and international high performance competitions integrating Development and Elite athletes to a defined development structure which replicates and prepares for international competitions. Ensures a high competition standard which exposes these athletes.

## DAILY TRAINING ENVIRONMENT

**Track** – As a TAPS, HP supported rider, you will have access to HPSNZ facilities and services working in collaboration with CNZ.

Your Daily Training Environment will now align with the high performance programme and will include more significant periods of training within the centralised system. The sprint programme will spend a considerable amount of time in a centralized training environment to prepare for campaigns and competitions. Endurance athletes may spend extended periods of time competing and training with road teams. At all times aligned with the high performance programme.

You may be supported by teams utilising their facilities and accessing competition that supports development toward pinnacle events.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**Road** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**BMX** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through a combination of access to HPSNZ and CNZ facilities alongside those you establish whilst on campaign, and Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**MTB** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

## PERFORMANCE

You will be demonstrating realistic medal winning capabilities and developing consistency of performance that supports podium success at next Pinnacle events/s (Olympic/Paralympic Games or World Championships)

The performance expectations at this stage of your development will be aligned with your transition into High Performance systems. You will begin developing the consistency of performance that will enable future success.

## TECHNICAL

You will be assessed during international competitions, national and team training camps and the training environment.

## TACTICAL

Your focus is on:

- International elite decision making development.
- International Elite strategy development and skills under pressure.
- International Elite skills under pressure and in event situations.
- International Elite performance analysis.

## PHYSICAL

Your focus is on:

- Maximisation of training key physiological benchmarks for capacity, speed, strength, and power attributes.
- Targeted programming to mitigate physical deficiencies identified through regular physiological testing.

- Developing the strength requirements to meet discipline and event requirements that supports future performance.

## PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development and servicing. Specialist individual and team development in: Self-regulation, mental toughness and resilience with concentration and focussing strategies.
- Maintaining and building confidence and dealing with adversity.
- Team dynamics and leadership.
- Event preparation and preparedness.
- Performance psychology strategies.

## COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes. Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment.
- Lead the learning process for developing High Performance coaches.
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise.
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme.
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise;
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders.



# PODIUM

## THE ATHLETE

You will be a consistent performer in the Elite programme, 0 – 2 years from podium at Olympic and Commonwealth Games, World Championships, World Cups and Major international competitions.

## CATEGORY

You will be an Elite performer, with consistent performances and results at events at the highest levels of the sport. Within the TAPS system you will be an Elite Performance – Probable athlete.

## SUPPORT

As a supported athlete, you will receive resources through the TAPS HP system. These resources and services will contribute to the achievement of success at pinnacle events.

You will receive a Base Training Grant of circa \$30,000. Results at pinnacle events may enable access to Excellence Grants, with a focus on supporting further performance excellence. The Excellence Grants are stable and dependable multi-year grants to ensure you can plan with more certainty.

Your IPP will define the resources you require to achieve performance expectations, ensuring that

Performance Partners, CNZ and HPSNZ, are able to provide the support where and when it is required.

Where you are in a programme such as track sprinting, where there is considerable performance advantage in training together and collaboratively in a centralised environment where access to performance services and facilities can be managed with you. Training with teammates is seen as a significant performance advantage. You will have access to the full range of support personal that ensure you are capable of consistent podium success.

Where you are able to access ongoing development and competitions through connection with “Trade Teams”, your connection with the centralised programme may look quite different, with camps that prepare for upcoming and future campaigns taking the place of a fully centralised environment. You will continue to prove performance at pinnacle events.

## COMPETITION

Your focus is on international representation for Olympic Games and World Championship performances.

Oceania and international road high performance competitions integrating Development and Elite athletes to a defined development structure which replicates and prepares for international

competitions. Ensures a high competition standard which exposes these athletes.

## DAILY TRAINING ENVIRONMENT

**Track** – As a TAPS, HP supported rider, your DTE will be considered as centralised, with access to HPSNZ facilities and services working in collaboration with CNZ.

You may be supported at times by teams, utilising their facilities and accessing competition that supports development toward pinnacle events.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**Road** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**BMX** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through a combination of access to HPSNZ and CNZ facilities alongside those you establish whilst on campaign, and Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

**MTB** – As a TAPS, HP supported rider, your DTE will be based on your needs, with access to facilities and services through Trade Teams.

Resources offered will assist you to in accessing competitions and materials that will support agreed performance outcomes.

## PERFORMANCE

You will achieve repeated podium success at pinnacle events (Olympic/Paralympic Games or World

Championships) and continue to polish your proven international performances.

You will be assessed against performance targets through international competitions, national and team training camps and the training environment.

## TECHNICAL

Your focus is on:

- International elite skill development, International specific and specialist skill development.
- International elite skill acquisition and decision making.

## TACTICAL

Your focus is on:

- International elite decision making development.
- International Elite strategy development and skills under pressure.
- International Elite skills under pressure and in event situations.
- International Elite performance analysis.

## PHYSICAL

Your focus is:

- Maximisation of training key physiological benchmarks for capacity, speed, strength and power attributes.
- Targeted programming to mitigate physical deficiencies identified through regular physiological testing.
- You will have developed the strength requirements to meet discipline and event requirements that supports performance.

## PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development and servicing.

- Specialist individual and team development in: Self-regulation, mental toughness and resilience with concentration and focussing strategies.
- Maintaining and building confidence and dealing with adversity.
- Team dynamics and leadership.
- Event preparation and preparedness.
- Performance psychology strategies.

## COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes.

Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment.

- Lead the learning process for developing High Performance coaches.
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise.
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme.
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders;
- Provide campaign and programme leadership across the coaching and support team.