

High Performance Strategy 2018 – 2024

What we aspire to (Vision)	Inspirational Swimmers, Exciting the Nation through Exceptional Results
Why we are here (Mission)	Create a sustainable high performance environment that systematically produces world class performances
What we want to achieve (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.
How we will operate (Values)	We will aspire to operate with integrity and transparency and be accountable for our actions.

In 2024 we will have: (Strategic Outcomes)

Excellent Coaching <i>Talented coaches demanding excellence of themselves and their swimmers lifting the standard of competitive swimming</i>	Team Culture & Leadership <i>Culture is driven by SNZ, Coaches, Swimmers and HP Staff all pursuing the values of Excellence, Integrity and Accountability</i>	Integrated Pathways <i>A steady flow of well-prepared athletes and coaches achieving clear individual performance standards at each stage of development.</i>	Podium Results <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"> Targeted Coach Programme World Class Exposure General Coach Development 	<ul style="list-style-type: none"> The Targeted Athlete & Coach Programme Strong Leadership and Direction from SNZ Results Focused Role clarity & joint accountability Clear, continuous communication Increased standards in presentation, behaviour and performance. 	<ul style="list-style-type: none"> National Training Centre National Teams & Squads Zones and Targeted Performance Club Network Communication with overseas swimmers and coaches of NZ swimmers. Review how we work with Para-swimming. 	<ul style="list-style-type: none"> Targeted Campaigns aimed at winning medals, breaking records and achieving PBs Targeted Athlete Programme Using statistical analysis to drive decision making and monitor performance.
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2018 – 2020 Priority Initiatives (because we can't do it all at once)

<ol style="list-style-type: none"> Develop and implement the Targeted Coach Programme and select initial group of Targeted Coaches. In consultation with coaches, develop a Coach Development Programme that matches the needs of coaches and resources available. 	<ol style="list-style-type: none"> Appoint an exceptional Targeted Performance Programme Manager who will be SNZ primary liaison and relationship manager with targeted athletes, coaches and clubs. Work with the swimming community to ensure very clear role clarity and responsibility. 	<ol style="list-style-type: none"> Re-position the HPC as the National Training Centre 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. Clarify the role of the Zones and investigate the establishment of a network of Targeted Performance Clubs. 	<ol style="list-style-type: none"> Develop and implement the Targeted Athlete Programme and select initial group of Targeted Athletes. 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 targeted campaign. Gathering and analysis of statistical data.
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