



Surf Life Saving New Zealand  
High Performance  
Strategy Summary 2022 – 2024

**OUR VISION**

Creating champions and role models that inspire New Zealanders

**OUR VALUES**

ONE TEAM, ONE ROAD, ONE GOAL

The ONE symbol continues to evolve and represent our values (Appendix 1)

**OUR MISSION**

Maximise the potential of our athletes to achieve excellent and inspiring performances at pinnacle events

**WHAT WE DO**

Ocean, Beach and pool rescue  
Inflatable rescue boat (IRB)  
Surfboats

Our mission and our culture define how we do what we do

**WHO WE ARE**

We are passionate about surf lifesaving, the sport, the Movement  
We strive to be better today than we were yesterday and better tomorrow than we are today

**KEY STRATEGY AREAS**

**Performance**

Thriving to win  
Team is our strength  
Athletes performing on world stage in multiple sports

**Wellbeing**

Healthy people who perform on world stage  
A healthy HP system

**Development**

World class coaches  
Develop into best versions of self  
Attract, develop and retain

**Inspiration**

Great people, great athletes  
More than a sport  
Families & fans on the journey

**OUR PRINCIPLES**

An HP SYSTEM creates sustainability - resources, capabilities, leadership, communication & collaboration across the HP Programmes.  
People are at the heart of the system and decision-making

**APPENDIX 1: STRATEGY SUMMARY**



## PERFORMANCE

Inspirational and winning performances | Knowing and doing what it takes to perform | No one person bigger than the team

- Use culture, innovation, and diversity as our edge
- Selection of teams capable of winning – Knowing our strengths so we choose the right team strategy
- Depth of athletes with specialist and multiple event discipline skillsets
- Continuing to develop, support and connect with athletes who transfer into other sports and benefit from their return as genuine high performing athletes
- Training to win
- Focused Campaigns
- Quality domestic and international events alongside team camps to develop & prepare athletes and support team to perform under pressure - as a team
- World class coaches and coaching aligned with campaign, sport disciplines and athlete needs
- Athletes have access to what they need when they need it in preparation for performance (facilities, coaching, programmes, events, support services)
- Collaborative campaign planning (Coach, Operational & Health teams)
- Quality rolling process for planning - action – debrief – learning – planning
- Connecting people regularly to build and evolve culture for Pathway and critical Team culture
- International competition intel so we know our competitors, our gaps and our opportunities
- Annual objective performance analysis

## WELLBEING

Wellbeing enables | People are our greatest asset | Living the ONE culture & values

- Athletes & support team have access to preventative and reactive wellbeing support from a 3<sup>rd</sup> party
- Athlete leadership and athlete voice
- Build and evolve the ONE legacy
- Holistic individual athlete performance planning (Haoura) – knowing self, building healthy routines and habits
- Athlete Life, nutrition and mental skills education and support
- Build capacity of HP programmes campaign leadership, coaching, and operations
- Collaborative and connected culture and planning across HP programmes & throughout pathway
- Bring families and supporters on our journey
- Positive transition experience – taking skills into life
- Integrated performance health and athlete management system
- Financial support for athletes

## DEVELOPMENT

Highly capable people | Athletes fulfilling potential

- Aligned pathway for athletes, coaches and support people development
- Alignment of pathway stages with events, workshops & camps activities, support services, and coaching
- Increase capacity of coaching and operations support for the system
- Implement the HP Coaching Strategy (Appendix 3) and align to SLSNZ coaching strategy
- Develop and implement an HP Athlete Development Strategy
- Develop athlete leaders to drive athlete representation, engagement and growth of people
- Develop tactical and technical competencies early in pathway development through HP workshops and camps
- Develops people, not just performance through Haoura concept and individual development plans
- Tapping into local 'Hubs' to learn, develop and benefit from cross sport collaborations
- Integrate campaign learnings into pathway development activities
- Equitable opportunities for those aspiring to the performance pathway
- Attract, develop, retain people, and succession plan
- Robust and consistent objective and subjective learning and feedback methods for events, activities, support, and planning

## INSPIRATION

Role models that inspire | Assuring our future success

- Our Athletes showcase surf lifesaving sport at its best and the skills of lifeguards
- Our programmes develop leaders in the Movement and in their communities 'In It For Life'
- Our families, fans and grass roots are connected to our journey
- Sponsors and partners value us because they relate to our vision and align with our culture and values
- Enhanced media exposure to increase profile of the sport, the people and the Movement
- Applied learnings through each Campaign cycle into the HP Strategy
- Support International Lifesaving Federation in targeting 2032 Brisbane Olympics inclusion of Surf Life Saving