

## HIGH PERFORMANCE POLICY

### **Principle**

Tri HB will support high performance triathletes and those that qualify for international events, within the resources at its disposal, recognising that these triathletes will often act as promoters and ambassadors of the sport.

### **Coaching**

Talented triathletes will be supported by access to coaching support both within and external to the club.

### **Fund raising**

Where possible Tri HB will assist athletes with promoting any fundraising events that the athletes organise.

### **Youth Squad**

#### *Rationale*

Young triathletes, from around 13 years of age who have the potential to become elite or sub-elite triathletes are the target group of the Youth squad. The aim is to develop solid training habits, train as a team and learn fundamental training and racing skills.

#### *Youth Squad Goals*

The Youth Squad has several goals including but not limited to:

- Provide a bridge for talented young athletes to become elite or sub-elite triathletes.
- To develop carded athletes
- To assist the club achieve not only in the 'participation' end of the sports continuum but to further achieve at the 'performance' end of the continuum
- Provide a career path for ambitious coaches

#### *Duration and relationship*

The Youth squad will train together throughout the year. Over the winter a different routine will follow the summer routine and the coach will direct them work on their discipline weaknesses with swim, run or bike squads or clubs.

The relationship between the member and the club will be contractual.

#### *Resourcing*

The Youth Squad will be self-funded from a combination of sponsorship and athlete coaching fees. Gaming machine trusts claims will only be made if assurance is gained that the club's core business of event management is not jeopardised.

#### *Coach selection and remuneration*

The club will appoint the best qualified coach available. A hierarchy of formal coaching qualifications will be used to appoint as the main criteria (TriNZ coaching levels, other coaching qualifications) but other criteria, such as ability to work with youth, preparedness to align to the club's objectives and relationship management skills will also be used.



The coach's relationship with the club will be a contractual relationship. This contractual relationship will contain a job description, performance measures and cessation procedures. The relationship with the club may be via another legal entity, such as a swim provider. In such cases the relationship with the club will still be contractual.

The club's development manager will provide administrative support such as arranging and managing the selection panel, developing and arranging contracts, supporting the training camp, website management, media management, sponsor strategy and relationship management, and financial management of the Youth Squad