

NATIONAL COACHING DIRECTION

A nationally aligned approach to creating positive impact through coaching

We aspire to have coaches developing, growing and inspiring the hockey whānau.

To achieve this, we believe the greatest impact comes from a coaching network that is



A focus on the core actions of impactful coaching



Coaching impact being measured through people's



Background

Over the past decade, Aotearoa New Zealand's coaching system has progressed significantly. Guided initially by the Community and High-Performance Coaching Plans, a number of key projects have helped shape the direction of coaching. While this progress is important, challenges remain. Coaching has the potential to strongly influence national priorities, including opening and growing the game and achieving sustained global success. Fully realising this potential requires a more unified, nationally aligned approach. To support the coaching network to maximise its impact, the National Coaching Direction outlines the aspirations of the coaching system, defines what we believe are the core actions of impactful coaching, clarifies what should be prioritised within the coach network, and identifies how the impact of coaching should be measured. This document describes the National Coaching Direction, identifies who can contribute, and explains the roles and responsibilities of organisations and individuals within the coaching system.

Our Aspirations

'We aspire to have coaches developing, growing and inspiring the hockey whānau.'

This sets a shared direction for coaching by defining what we are collectively working towards, while allowing flexibility and local expression across the coaching network.

How will we do this

To achieve this, we believe the greatest impact comes from a collective focus on:

1) A coaching network that is



The coaching community fosters belonging, embraces diversity and creates a positive environment for coaches of all backgrounds.

Coaches share knowledge, support each other, and work together to strengthen the hockey coaching network.

By concentrating on the coaching network as a whole, we strengthen the community of coaches instead of having them work independently.

2) A focus on the core actions of impactful coaching



Coaches lead themselves, others, and are motivated to produce positive outcomes.



Coaches foster trust and communicate effectively to support meaningful relationships.



Coaches create safe and high-quality experiences, based on the needs of those they work with.



Coaches contribute to the growth of themselves and others, on and off the field.



Coaches seek important coaching knowledge and adapt it to the needs of who is in front of them.

These core actions help to prioritise what's most important for coaches to do and develop while recognising the breadth of capability that sits behind them.

3) Coaching impact being measure through people's



ENJOYMENT



DEVELOPMENT



SUCCESS

We define these as the outcomes of impactful coaching, providing a clear and consistent way to understand whether our coaches individually are making a difference.



Who is involved

A coach is someone who helps people develop through regular and purposeful interactions.

In the Aotearoa coaching system, there are a number of coaching cohorts and layers. These are outlined below.

Coaching Cohort

Coaches of Players

Coaches of Coaches

Coaches of Officials

Coaching Layer

Coaches of Foundation Players
Coaches of Social Players
Coaches of Competitive Players
Coaches of Performance Players
Coaches of High-Performance Players

Coach Developers
FIH Educators
Trainers of Coach Developers

Umpire Coaches
Umpire Managers
Coaches of Technical Officials

Roles & Responsibilities

Progress towards the National Coaching Direction relies on the hockey community and wider sporting sector working together to understand and fulfil their role and responsibilities.

Organisation

**FIH Academy &
Oceania Hockey**

Key Responsibility

Support resourcing of internationally certified programmes for coach development

Sport New Zealand

Provide national guidance for coaching

**High Performance
Sport New Zealand**

Provide support and development to HNZ High-Performance coaches

Hockey New Zealand

Lead the National Coaching Direction
Deliver on the HNZ Coaching Game Plan
Lead Associations and Franchises in the delivery of coach support and development

**Associations &
Franchises**

Support the growth of local Developer Networks
Lead delivery of local coach development opportunities
Support the connection and collaboration of the coaching community
Appoint coaches in alignment with National Coaching Direction

Clubs & Schools

Appoint coaches in alignment with National Coaching Direction
Create positive environments for coaches to connect and develop
Support the delivery of local coach development opportunities

Roles & Responsibilities continued...

Individuals

Key Responsibility

Trainers

Train and support the Developer Network

Lead the connection and development of local coaching systems

FIH Educators

Facilitates FIH Academy Coaching Courses

Developers

Actively engage in delivery of Coach Development opportunities in their local community

Connect coaches with others and to coaching resources

Coaches

Engage in on-going learning to provide a positive experience for players/officials/coaches who they work with

It is the responsibility of all coaches within the New Zealand coaching system to seek to understand and role model the core elements of impactful coaching.

