



New Zealand Golf Inc.

Selection Policy

2015 - 2017

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Objective

The objective of this policy document is to outline the processes and criteria used to select the best possible New Zealand representatives, whether that be as an individual, team or development programme member.

Overview

This document is presented in two distinct sections.

Section One:

Section one defines the criteria for selection into New Zealand Representative teams, such as, but not limited to;

- **Men:** The World Junior Boys Championship, Sloan Morpeth Cup, Claire Higson Trophy, Nomura Cup, Ten Nations Trophy and the Eisenhower Trophy (World Amateur Teams Championship)
- **Women:** World Junior Girls Championship, Tasman and Junior Tasman Cups, Queen Sirikit Cup, Astor Trophy and the Espirito Santo (World Amateur Teams Championship)

Section Two:

Section two outlines the criteria considered when selecting players into the National Academy and National Junior Training Camps. The primary role of these programmes is to support the long term development of the players selected.



Eligibility for Selection: General Criteria

To be eligible for selection in any New Zealand Golf representative teams or the national development programme an athlete must:

- Be a financial member of a club affiliated to New Zealand Golf
- Be a New Zealand citizen as of 1 January 2015 (or hold a New Zealand residency permit and have demonstrated that application for citizenship has been lodged with New Zealand Internal Affairs department)
- Demonstrate a genuine desire to reside in New Zealand and play for New Zealand
- Have a tournament playing schedule primarily made up of recognised tournaments from the New Zealand Golf Order of Merit and/or the World Amateur Golf Ranking (WAGR) listing (or events as agreed by New Zealand Golf)
- Comply with any applicable age prescription
- Comply with the WADA and Drug Free Sport New Zealand anti-doping codes
<https://www.wada-ama.org/en/what-we-do/the-code> <http://drugfreesport.org.nz/>
- Comply with the New Zealand Golf Discipline Policy and Code of Conduct policy

In addition:

A New Zealand athlete living overseas who retains their New Zealand citizenship and does not represent another country in any tournament or event within the 12 months preceding selection of a New Zealand team will be eligible for selection in that team provided they fulfil the criteria above.

For athletes named on the New Zealand Olympic Committee (NZOC) long list for Golf at the 2016 Rio Olympic Games please refer to the Golf selection documentation on the NZOC website;
<http://www.olympic.org.nz/nzoc/rio-de-janeiro-olympic-games-2016>

Selection Panels

The national selection panels consist of two male selectors for men's golf and two female selectors for women's golf. The selector's primary objective is to select New Zealand Teams, such as but not limited to the Queen Sirikit Cup, Astor Trophy, Nomura Cup, Ten Nations Trophy, Espirito Santo and Eisenhower Trophy (World Amateur Teams Championships).

Selection into the Talent Development Programme phases and/or New Zealand Golf traveling squads will be led by the High Performance Manager. For such selections the National Selectors will be consulted as will the National Talent Development Programme service providers. Input from regional talent development coordinators, or a similarly identified regional / district position (or person) will also be considered when finalising these selections.

A commitment to this structure has been made through to August 2017. The role of the selector is governed by the Selectors Position Description (not included here). Selectors report directly to the High Performance Manager.

Section One:

New Zealand Team Representation

Selection Criteria

Players' performance will be monitored progressively over time; particularly during the events listed within the NZOOM and WAGR. While the overall OOM results are a fair reflection of a player's performance over a calendar year (January to December) the more relevant data for player selection sits within the results of each event. Performance will be assessed against the field of competitors. The selectors will take into account the playing environment and category level of each event.

- Also to be considered in selection: Performance in previous New Zealand teams and Squads (where applicable)
- Playing and performance statistics (with a focus on performance at the relevant level to the selection being considered)
- Suitability of the individuals game for each competitive venue
- Event type: stroke play vs. match play
- The athlete's ability to cope with the demands of travel
- The ability for an athlete to fit into a team environment and act cooperatively
- The athlete's attitude and conduct on and off the course
- The athlete's desire and pride in representing New Zealand
- Qualities as an ambassador of New Zealand Golf
- Any discipline issues.

Event Category and Selection Criteria

Only a select number of events on the international playing schedule are considered full New Zealand Team representative events, as previously outlined on page one.

For all other events players will travel as squads or individuals representing New Zealand Golf Inc as National Academy or traveling squad members. Selection to these events is managed by the High Performance Manager as outlined in section two.

Athletes Living Overseas

Athletes living overseas who meet the eligibility criteria and wish to be considered for selection:

- The High Performance Manager will maintain regular contact with offshore players and seek confirmation of future availability for representation
- Upon request players are responsible for making their availability known to the New Zealand Golf High Performance Manager
- If attending college outside New Zealand, notice of availability must be accompanied by written certification from the athlete's coach/team manager/relevant authority that should they be selected

in a New Zealand team they will be released from college commitments for the time necessary to travel to and compete in the event, and to attend a preparation camp if so required

- Players must regularly forward statistics and results about tournaments played or provide necessary information to the High Performance Manager. The High Performance Manager, along with the two selection panels, will actively monitor offshore players' performance.

Conditions of Selection

An athlete's selection in a New Zealand representative team is conditional on:

- **Provincial Representative Golf:**
where the athlete has shown commitment to provincial golf, the athlete must have made themselves available for selection in provincial teams whenever reasonably possible (however, this is not at the detriment of educational requirements, attendance at a New Zealand Golf selection event, New Zealand representation at an International event or at the detriment of the well being of an athlete) Appendix 1 defines the phrase "commitment to provincial golf"
- **Recent Tournament Participation:**
The athlete will need to show a current (within the last 3-6 months) relevant level of tournament play that will allow for performance comparisons against others to be eligible for selection
- **Selection Events:**
Ideally an athlete will have played a reasonable number of events that appear on the NZOOM and WAGR lists during the 12/24 months previous to selection
- **Availability for Team Preparation:**
The athlete should make all reasonable efforts to be available for, and commit to, any team preparation programme prescribed by New Zealand Golf. This includes non-golf preparation such as physical conditioning or mental skills training
- **Health:**
If requested to do so the athlete must return a Medical Certificate from a doctor nominated by New Zealand Golf stating that they have no health problems or conditions which will adversely affect their fitness to travel or their potential to perform to their best ability
- **Code of Conduct/Athlete Agreement:**
The athlete must sign a New Zealand Golf Code of Conduct/Athlete Agreement and return it to the High Performance Manager by the specified date. In signing the code of conduct the athlete agrees to abide by the code and acknowledges that failure to do so may result in removal from the representative team.

NOTE: Failure to comply with any of the above may impair an athlete's selection for New Zealand Golf Representative teams. New Zealand Golf reserves the right to amend this criteria at any time.

Section Two:

New Zealand Golf Talent Development Programme

Selection as a member of the National Academy is recognition that a young athlete has attained a standard of play regarded as being at the elite amateur (Tier One) or pre elite (Tier Two) level within New Zealand and has the potential to become an internationally successful golfer. The Player Development Plan document describes the objectives of the National Academy, the phases of the national development programme and the support provided within each tier.

Selection into the Talent Development Programme phases and/or New Zealand Golf traveling squads will be led by the High Performance Manager. For such selections the National Selectors will be consulted as will the National Talent Development Programme service providers. Input from regional talent development coordinators, or a similarly identified regional / district position (or person) will also be considered when finalising these selections.

Membership

- The National Academy year will run from 1 May to 30 April the year following
- The High Performance Manager will notify the newly selected and returning members during the month of May by phone or at an event where appropriate
- Commitment will be made to players for terms specific to each tier of the programme. Generally the National Academy will be reviewed twice a year, but athletes may be added to, or removed from, the Academy at any time
- The Player Development Plan document outlines the approximate number of players that may be included in the Academy structure. The final decision will be made from this number as well as consideration of the player base / depth at the time of selection.

Selection Criteria

The primary areas a player will be assessed for selection into the national development programme are their;

- ***Current and Historical Golf Mastery***
- ***Additional Dimensions for Golfing Success***

The following pages (7 to 10) break down the two primary areas above to explain further the many aspects that will be considered when selecting players into the national development programme or for when they are to be elevated from one level to the next.

It is acknowledged that a player entering the programme may do so from a primarily performance based criteria with the view to building the additional dimensions for golfing success overtime. The information on pages 7-10 could best be considered the outcome goals (for those players who first enter into the programme as junior golfers) across each of the skill development pillars (Physical, Technical, Tactical and Mind Skill development).

For a player to remain in the programme there is an expectation any 'gaps' in the identified criteria will be addressed and coaching strategies developed to ensure the correct skill development is being carried out within their personal coaching programmes.

Selection Criteria Expanded:

Current and Historical Golf Mastery
<p>Below is an overview to the following components of selection:</p> <ul style="list-style-type: none"> a) Performance Mastery b) Technical Mastery c) Tactical Mastery
a) Performance Mastery
<p>A players' performance will be monitored progressively over time; particularly during the events listed within the New Zealand Golf Order of Merit.</p> <p>While the overall OOM results are a fair reflection of a player's performance over a calendar year (Jan to December) the more relevant data for player selection sits within the results of each event, those being either district, national or international tournaments. The World Amateur Golf Rankings are also considered a tool for selection.</p> <p>Performance will be assessed against the field of competitors. The selectors will take into account the playing environment and category level of each event.</p>
b) Technical Mastery
<p>A players' full swing technique will ideally be of a level that will enable them to compete consistently within an internationally competitive environment, relevant to their age and stage of development.</p> <p>Their short game mastery, including putting, will be of an equally high standard. This will be measured by both their levels of performance and displayed technical proficiency / consistency.</p> <p>Their full swing biomechanics will be such that stress on their body is minimal therefore limiting the potential for injury.</p> <p>The players' technique for all shots will produce repeatable movement patterns and dynamics that allow for a high degree of consistency. Their full swing will generate high club head speed and ball speed.</p> <p>The player should also have a level of adaptability that allows them to produce multiple shot shapes with minor changes in swing mechanics.</p> <p>The efficiency of a swing can be assessed through 3D biomechanical analysis in conjunction with launch monitor ball tracking / shot dispersion testing.</p>
c) Tactical Mastery
<p>Tactical Option Taking</p> <p>The player will have the ability to visualize a variety of shot options and mostly chooses the correct shot to play based on their current level of skill or shot difficulty at hand.</p>

Understands Course Mapping and Game Planning

The player makes comprehensive course notes and mapping information of the course during event preparation. These notes are specific to their own game and style of play. Good understanding of potential game plan and the various options open to them to allow for the flexibility required within a game plan. Understands what and why they are undertaking this process as part of their pre event preparation.

Additional Dimensions for Golfing Success

Further to the primary factors above are the following addition dimensions for golfing success:

- a) **Mental Dimension**
- b) **Physical Dimension**
- c) **Character / Behavioural Dimension**
- d) **Organisational Dimension**

a) Mental Dimension

High Level of Performance Readiness

The player understands the mental skill level required of world class performers. They have the ability to consistently prepare mentally and be ready to play and train at a high level.

High Level of Performance Focus

The player has the ability to remain focused on performance related tasks (i.e. pre shot evaluation process, pre shot routine application, post shot routine) and to be able to perform at a consistently high level.

High Level of Performance Review

The player has the ability to learn from tournament performance and take these learnings to the next training or event allowing for skill refinement to occur that is focused and relevant to both immediate and long standing issues.

b) Physical

These are the key physiological areas that a player needs to address to ensure the on-going progression of their physical development.

Stability, mobility and flexibility, balance and coordination, strength and conditioning, injury management, diet and nutrition

Completion of appropriate screening in the following areas is also a requirement:

Health screening, optometry, podiatry

c) Character / Behavioural Dimension

Resilience

This is displayed by a players ability to “bounce back” from difficult experiences (such as a bogey or bad shot; or a bad round). Also shows the ability to surge forward when things are going well (e.g. going under par, continue to go further under par).

Work ethic

A players' work ethic and discipline, both on and off the course reflects the attitude that they will do whatever it takes, within the bounds of their core values, to reach their true potential.

Coachability and ability to learn

A coachable player will show willingness and ability to learn, is open to and evaluates advice, is a creative problem solver, learns from successes and failures, progresses quickly, and is persistent. This type of player will benefit most from the opportunities that come from being a part of the national programme.

Quality training habits

A player will show a reliable pattern of quality, deep, deliberate and effective practice. They plan practice sessions and are able to mentally and physically prepare themselves to be ready to practice and complete their plan.

Support network

The player has a support network consisting of people who provide continuous, reliable, non –judgmental, caring support, such as parents, guardians, wider family members, friends or a mentor.

Life balance

The player has interests outside of golf, is working /doing meaningful study or a trade or is offering services voluntarily and knows what to do to switch off from golf and relax.

Team person

Where applicable the player contributes to team cohesion, adheres to positive team vision and values, and assists others.

d) Organisational

The player will have a strong coaching team whose player development philosophy aligns sufficiently closely to that of the New Zealand Golf Player Development Plan. The key area of alignment is that a support teams coaching programmes are integrated and allow for high levels of communication across the various service providers to ensure a cohesive approach to a players development.

This coaching and player development support group would include, as a minimum, the following members:

- Primary (home) coach
- Sport Psych / mental skills coach
- Physiotherapist
- Strength and conditioning coach

The psychological and physiological coaching specialists should have a good understanding of the sport of golf but ideally would have a high level of understanding.

Age and stage of development

As already mentioned a player may enter the national programme through success primarily from their current and historical golf mastery. For young emerging talent this maybe through district and national talent identification structures that are either existing or to be developed.

One of these structures is the national junior training camps held for the leading group of boys and girls every year that are not already in the top two tiers of the national programme. These camps are held over two to three days in the July school holiday period.

The objective is to introduce these players to the national development philosophy of Long Term Athlete Development. A by-product of these camps is the opportunity to gather important player data and assist the players own coaches through the dissemination of this evidence based coaching approach.

Once a member of the programme it is expected that players will build on their own additional dimensions for golfing success as well as continue to improve their overall golf performance.

Also important to note is that while the New Zealand Golf junior training camps and the National Squad Tier Two selections are based on both the age and stage of a player's development, i.e. mostly emerging junior aged and pre-elite talent, the Academy is primarily stage based (elite amateur level).

Those players selected into the Academy are considered as being amongst the top players in the country. They have not necessarily had to come through the tiered programme but are deemed the most likely to progress further within a structured development programme and reach a world class level of play at the amateur, and ultimately professional, level of competition.

Player interviews

Player interviews may be conducted to assist the selection process. These interviews may be conducted at national events and / or development camps.

The National Development Programme Selection Procedures

The role of the national selection panels is to select New Zealand representatives and representative teams as outlined in section one of this selection policy document (see Section One, page 4).

While the national representative selectors will also have input into the National Academy, Junior Training Camp and traveling squad selections the final formation of these squads will be made in consultation with a wider group.

This wider group will include the input from The High Performance Coordinator, High Performance Programme Service Providers and when specifically considering junior training camp attendees, district talent development coordinators, or a similarly identified regional / district position (or person).

This consultation process will be conducted by the High Performance Manager who will manage the final selections.

The selection of players into the national development programme are based on the two primary areas outlined below (and as expanded on previously);

- ***Current and Historical Golf Mastery***
- ***Additional Dimensions for Golfing Success***

The High Performance Manager will make the final recommendations to the Chairman of New Zealand Golf for ratification at the conclusion of the Muriwai Open. With the final squad make ups confirmed, and upon completion of the previous Academy year the new and returning squad members will be announced for the coming Academy year.

Athletes Living Overseas

Athletes living overseas will not be considered for selection to the Academy except in special circumstances and at the discretion of New Zealand Golf.

Other Player Support Options

From time to time situations may arise that require an individualised approach to player support rather than a squad based approach. Such occasion's will most often be when a highly ranked player no longer resides in New Zealand but is deemed to be of importance to the success of The National Development Programme.

Such a player may well be entering their final phase of amateur play as they look toward a progression into the rookie professional ranks. Any such player will be assessed and offered support on a case by case scenario. For a candidate to be considered they would most likely be an incumbent national representative and show the traits and behaviours identified within section two of this selection document.

Conditions of Selection

Successful athletes will be required to sign the New Zealand Golf Athlete Agreement and return it to the High Performance Manager on or before the date specified. In doing so athletes acknowledge their responsibilities and agree to abide by the agreement. Failure to do so may result in the athlete being withdrawn from the Academy or Squad.

Removal from the National Academy

An athlete will be removed from the Academy if they:

- Do not demonstrate full commitment to the Academy and adhere to their agreed development plan
- Do not comply with Drug Free Sport New Zealand Anti-Doping Rules, New Zealand Golf Discipline policy or the New Zealand Golf Athlete Agreement
- Performance standard does not warrant continued support

The High Performance Manager will inform athletes being removed from the National Academy in person. In the event that investigation is required into the continuing suitability of an athlete, the athlete may be suspended from the programme and from receiving support during the time the investigation is conducted.

Appeal Process

- i) An athlete who is eligible for selection to represent New Zealand in a “first team” event and who fails to obtain selection may appeal the decision of the selectors
An athlete wishing to appeal must give written notice of the appeal (**Appeal Notice**) to the CEO of New Zealand Golf within five (5) working days of any public announcement of the selection in question
- ii) Within two (2) working days of the CEO receiving the appeal notice, the CEO shall consult with the athlete and arrange a meeting between the athlete, the CEO and their representatives (if any) at which meeting the parties shall endeavour to resolve the appeal by further discussion. Such meeting (which may be held in person, by telephone or such other agreed means) shall be held as soon as possible and within ten (10) working days of the appeal notice being received by the CEO
- iii) The meeting referred to in point iii shall be held on a confidential and without prejudice basis so that the content of it may not be used in the appeal referred to in points v and vi
- iv) If the appeal is not resolved in the meeting held pursuant to point iii and the athlete wishes to proceed to a hearing, the athlete shall file an application for appeal with the sports Disputes Tribunal of New Zealand (the **Tribunal**). Any appeal to the Tribunal shall be lodged within two (2) working days of the meeting referred to in point iii
- v) The appeal to the Tribunal shall be heard and determined in accordance with the rules of the Tribunal and may only be made on one or more of the following grounds:
 - (i) The selection criteria has not been properly followed and/or implemented;
 - (ii) The athlete seeking selection was not afforded a reasonable opportunity to satisfy the applicable selection criteria;
 - (iii) The selection decision was affected by actual bias; or
 - (iv) There was no material on which the selection decision could reasonably be based.

Right To Amend

New Zealand Golf Reserves the right to amend this policy at any stage. Notification of amendment will be made via the New Zealand Golf web site.



Appendices

Appendix 1

Commitment to Provincial Golf

- i. NZ Golf will assist in the management of the playing schedules of National Academy and NZ representative golfers. NZ Golf actively promotes players to support their province and will encourage players to be available for provincial fixtures where possible. It is important to recognise that the definition of provincial support means availability for selection for a set of nominated fixtures, not an obligation to play every fixture on the provincial calendar.

The players schedule should be a shared plan to which the province will be party. Provincial representation will be one consideration for selection into the Academy and NZ Teams; with respect to this the main criteria will be a positive commitment to play provincial golf.

- ii. Provinces and districts will be responsible for formalising availability arrangements with players who are not formally in the NZ Golf National Academy; NZ Golf encourages the same approach as per point 1, that is developing a shared club, province and player plan with respect to tournament schedules.
- iii. Considering the points above there will be provincial fixtures for which “first choice players” are not available because of participation in other events (domestic and international), development camps or because a period of rest has been prescribed. We encourage clubs, districts and provinces to view this as other sports do, as an opportunity to field developing golfers in upper level provincial golf.

These opportunities are important within the player development pathway, that is, they provide stepping-stones for developing golfers and a means by which to transition into senior teams.