



# STRATEGIC PLAN

## 2020-2023

# OWNZ

- FUNCTION (Why do we exist? What do we need to achieve? etc)
- **determines**
- STRUCTURE (rules, policies, organisation format, etc)
- **determines**
- RESOURCES (what is needed to achieve FUNCTION? – human, financial, skill, knowledge, etc)

# OUR MISSION

*To lead, strengthen, support,  
and promote weightlifting in  
New Zealand*



# OUR VISION

**“Kiwis Choose Weightlifting”**



# OUR VALUES

- **INTEGRITY**

We demonstrate honesty & trust in uniting our sport

- **LEADERSHIP**

We create strong people & cultures within our communities

- **EXCELLENCE**

We strive to be the best we can be in all areas of our sport

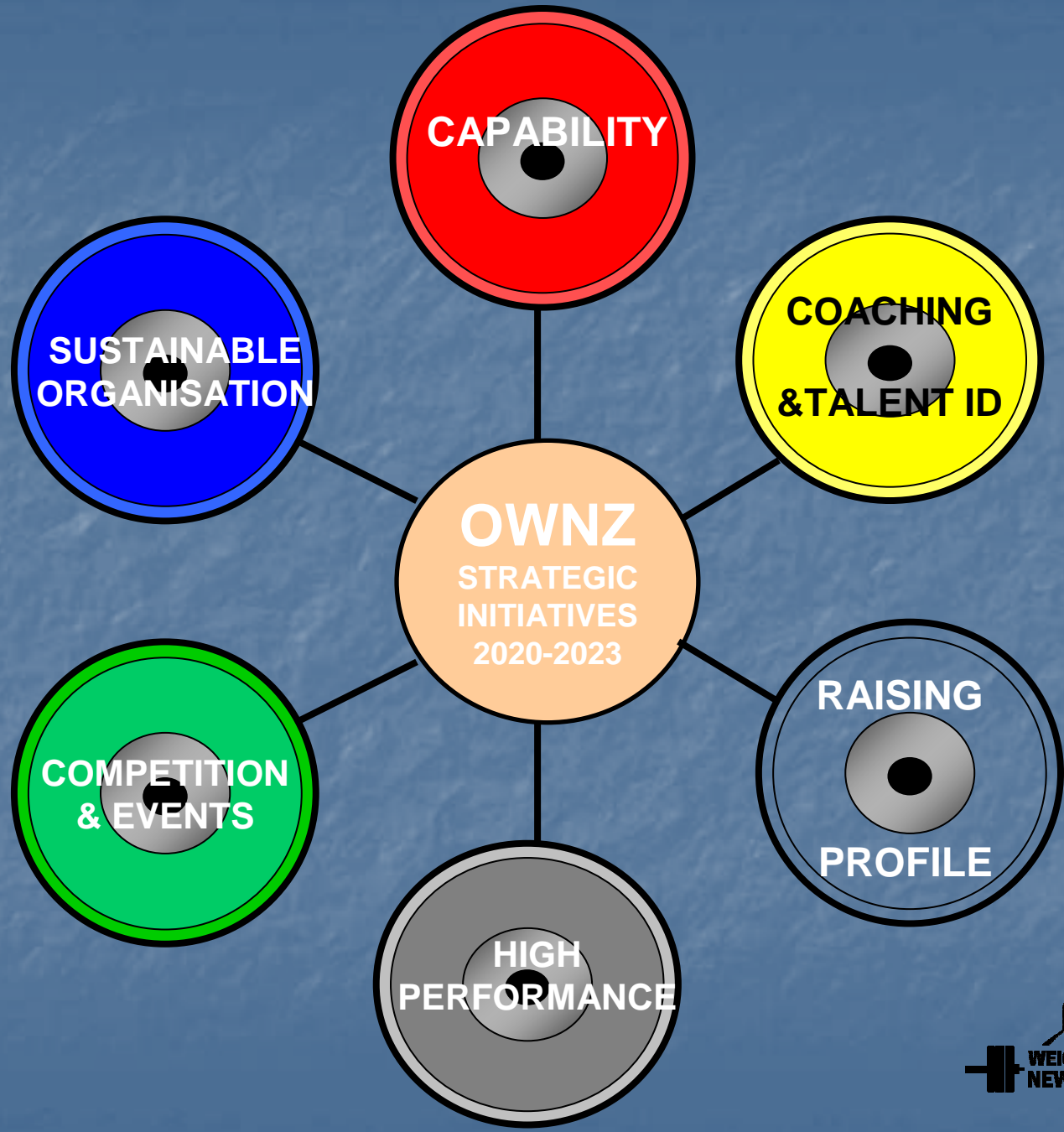
- **RESILIENCE**

We demonstrate passion & perseverance to achieve our goals

- **RELATIONSHIPS**

We grow and maintain positive internal and external relationships





# CAPABILITY (Settings & Products)

Outcomes	Initiatives
Deliver valued products and quality services/experiences to existing participants and potential participants	<ul style="list-style-type: none"><li>• Collaboration &amp; development with potential settings that deliver weightlifting</li><li>• Workshops to educate all participants of our sport (competitors, officials, coaches, club managers etc)</li></ul>
Build capability in our existing settings	<ul style="list-style-type: none"><li>• Provide tools for growth for our Clubs eg. Club delivery of school programs, increase capacity, funding help etc</li><li>• Link closely with our Coach &amp; Talent Development pathways</li></ul>

# SUSTAINABLE ORGANISATION

Outcomes	Initiatives
Become & maintain financial sustainability	<ul style="list-style-type: none"><li>• Income generating models</li><li>• Budgeting</li><li>• Succession planning</li><li>• Legal Agreements</li><li>• Health &amp; Safety</li><li>• Constitution &amp; By-Law review &amp; alignment</li><li>• Employee procedures &amp; development</li><li>• Stakeholder development &amp; communication</li></ul>
Improve & develop the governance of the board and our organization	
Identify & implement Risk Management Plans throughout our organization	
Increase opportunities & professionalism by reviewing and implementing our formal policies & procedures	
Facilitate stakeholders to align with our plan to increase unity	
Ongoing research into potential areas of development and growth	



# COACHING & TALENT DEVELOPMENT

Outcomes	Initiatives
Build and develop a coaching system & align this with potential stakeholders	<ul style="list-style-type: none"><li>• Deliver system of accreditation for coaches eg. Certifications etc</li><li>• Contact potential stakeholders eg. ACC, NZQA, tertiary education facilities etc</li><li>• Deliver school program/s to increase links back to clubs</li><li>• Align with school curriculum and other educational institutions with our school program/s</li><li>• Workshops to educate coaches on how to deliver quality experiences to all age groups and abilities</li></ul>
Build capability in our coaches to deliver quality experiences	
Increase the pathway for Young People to choose weightlifting	

# COMPETITIONS & EVENTS

Outcomes	Initiatives
Run a series of competitions & events relevant to our participants (Domestic) that are of high quality and attraction	<ul style="list-style-type: none"><li>• Deliver club and school leagues</li><li>• Assist clubs in delivering quality regional and national championship events</li><li>• Ongoing calendar alignment with clubs, regions, national &amp; international events</li><li>• Publish our procedures for hosting bids, proposals, guidelines, requirements &amp; assistance for running national events</li><li>• Develop a feedback framework for our officials development when volunteering at competitions</li><li>• Future planning to potentially deliver an international competition</li><li>• Implement our legal documents and health &amp; safety procedures in all areas of competitions &amp; events</li></ul>
Finalize & continue to review our processes of event management & delivery (Domestic)	
Provide pathways for our technical officials & volunteers through our competitions (Domestic & International)	
Investigate the possibility to host an international competition (International)	
Address risk management areas in event management (Domestic & International)	

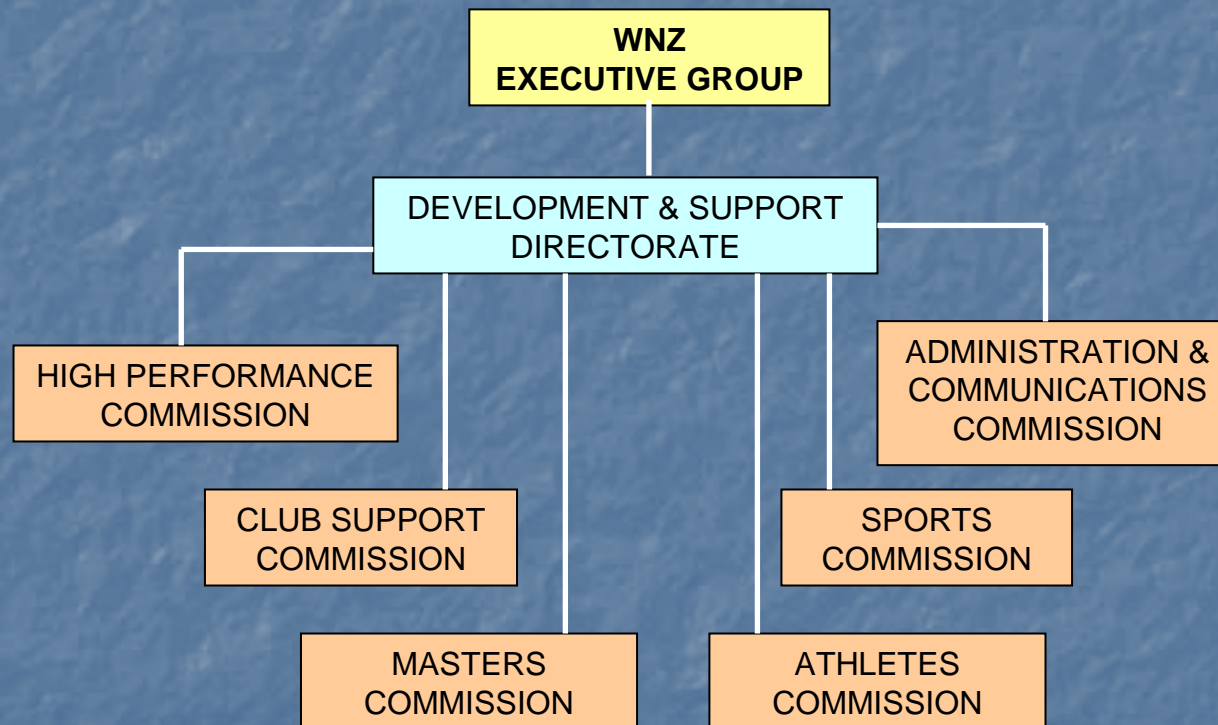
# RAISING THE PROFILE

Outcomes	Initiatives
Increase recognition & understanding of weightlifting in New Zealand	<ul style="list-style-type: none"><li>• Improve media engagement &amp; exposure through development of relationships</li><li>• Create marketing initiatives that explain our story &amp; value eg. HP stories, community stories etc</li><li>• Identify &amp; capture stakeholders and work to become a valued, respected and an influential partner &amp; brand</li></ul>

# HIGH PERFORMANCE

Outcomes	Initiatives
Provide & communicate opportunities for our participants to represent NZ on the international stage	<ul style="list-style-type: none"><li>• Clear standards, qualification dates, HP targets reinforced to all potential participants</li><li>• Communication &amp; expressions of interest asked for all potential participants (athletes, coaches &amp; managers)</li><li>• Up to date website information of HP plans &amp; results</li></ul>
Develop an environment & pathway that leads to success on the world stage	<ul style="list-style-type: none"><li>• Long term planning that addresses retention &amp; commitment of athletes</li><li>• Annual training camps to build team culture, educate and prepare our athletes &amp; coaches for international competitions</li><li>• Increase relationship strength with OWF, CWF HPSNZ, NZOC and other potential stakeholders</li></ul>
Align high performance planning with other stakeholders	<ul style="list-style-type: none"><li>• Investigate potential sponsors &amp; revenue streams for HP team</li></ul>

# ORGANISATIONAL STRUCTURE



# Development and Support Directorate (DSD)

## Prime Functions

- To work towards achieving the agreed strategic outcomes of OWNZ
- To ensure that OWNZ is provided with qualified technical and business guidance and advice.
- To ensure that relevant technical and business standards of OWNZ are established and maintained at the level currently applicable within the statutes of New Zealand, and – where applicable - International Weightlifting Federation, and the Oceania Weightlifting Federation.
- To ensure communication between Commissions and EG regarding policy and resource development and implementation
- To “free up” the EG to focus on governance, strategy, and oversight.



# High Performance Commission

## Strategic Initiatives;

- High Performance
- Coaching & Talent Development
- Raising the Profile



# High Performance Commission

## Roles and Responsibilities

- Advising the DSD and OWNZ Governing Bodies in general.
- To be the authority on interpretation and other matters concerning high performance.
- Organising camps, courses and seminars throughout New Zealand and generally promote high performance.
- Providing the EG with nominations for Coaches to be rostered for seminars, training camps, courses and development opportunities.
- National Coaches - OWNZ shall from time to time appoint National Coaches to control its national squads. These coaches shall be nominated by the HPC and approved by the EG.
- Touring Coaches – The HPC shall make recommendations to the EG for the selection of coaches for National Teams.
- Team Selection – The HPC will make recommendations to the DSD for selection criteria.
- National Squad(s) – The HPC shall be responsible for all National Squad activities and the development of its members.
- National Squad(s) - The HPC shall recommend criteria to the DSD for membership of the National Squad and manage membership of the Squad.
- National Squad(s) Calendar – The HPC shall set the National Squad(s) calendar of activities for the year prior to the commencement of that year.
- Administering and reviewing a co-ordinated development program for elite competitors, including youth.





# Club Support Commission

## Strategic Initiatives;

- Capability
- Sustainable Organisation
- Coaching & Talent Development



# Club Support Commission

## Roles and Responsibilities

- Advising the DSD and OWNZ Governing Bodies in general.
- To be the authority on interpretation and other matters concerning club support.
- To organise, develop, administer, and deliver relevant courses and seminars throughout New Zealand that support clubs, and to generally promote clubs.
- To provide the DSD with recommendations nominations for seminars, courses and development opportunities.
- Developing resources and assist the growth of existing clubs.
- Developing resources and assist the growth of new clubs.
- Develop promotional resources to support clubs.
- Develop and deliver club coaching resources
- Administering and reviewing a co-ordinated development programme for clubs.
- Developing policy and resources that assist Clubs in promoting and providing safe, enjoyable weightlifting experience for members
- Developing and deliver club level coaching resources and assessments
- Administering and reviewing a co-ordinated development programme for clubs
- Approving and recognising club level coaching qualifications
- Maintain a list of qualified club coaches



# Masters Commission

## Strategic Initiatives;

- Competition and Events
- Sustainable organisation
- Raising the Profile



# Masters Commission

## Roles and Responsibilities

- Advising the DSD and other OWNZ Governing bodies in matters relating to Masters.
- Completing tasks and resolving problems related to Masters members referred by the DSD or EG.
- Providing assistance and advice to Commissions in matters relating to Masters.
- Developing and providing guidance, policy, and resources that assist clubs in promoting and providing for Masters members.
- Determining and submitting annual budget and Calendar of Events proposals to the DSD.



# Administration & Communications Commission

## Strategic Initiatives;

- Capability
- Sustainable organisation
- Raising the profile



# Administration & Communication Commission

## Roles and Responsibilities

- developing administration policy and resources
- developing and implementing OWNZ's communication strategy
- developing and implementing OWNZ's external promotion strategies and activities
- sourcing funding and income streams
- Developing and maintaining membership database and website resources
- Maintaining rules and policies to ensure statutory compliance
- General admin services

# Athletes Commission

## Strategic Initiatives;

- High Performance
- Raising the profile
- Competition and Events
- Sustainable organisation



# Athletes' Commission

## Roles and Responsibilities

- being a consultative body within OWNZ so that athletes may have a voice in executive decisions.
- consulting with other bodies within and outside of OWNZ to best advocate for the athletes of OWNZ
- Communicate with members of other Commissions regarding the affairs of the AC
- Having a minimum of one member of the Commission present at all major senior OWNZ events





# Sports Commission

## Strategic Initiatives;

- Competitions and Events
- Raising the Profile
- Sustainable Organisation



# Sports Commission

## Roles and Responsibilities

- Advising the DSD and OWNZ Governing Bodies in general.
- To be the authority on interpretation and other matters concerning the Sporting Code and rules.
- Liaison with the tournament organisers for the National Championships, National Masters Championships, Island Championships & NZ Secondary Schools Championships.
- To ensure that OWNZ organised national or international tournaments, or other sanctioned competitions are organised and run to the highest possible standard.
- To advise on and recommend on new methods, procedures and developments applicable to tournament organisation.
- To ensure efficient, timely recording and availability of results
- To keep a record of all qualified Tournament Officials
- To organise courses and seminars throughout New Zealand and generally promote the interest of Tournament Officiating.
- To provide the DSD with nominations for Referees to be rostered for overseas tours, seminars, competitions or exams.
- To conduct instructional seminars, clinics, assessments and examinations on behalf of OWNZ. The results of examinations shall be advised to the EG and National Statistician in a timely manner.



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- Capability
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- Coaching & Talent Development



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