

2020 – 2025: LEADERSHIP → PARTICIPATION → PERFORMANCE

CONTINUAL IMPROVEMENT WE SEEK TO BE BETTER | TRUST TOGETHER WE ARE ONE TEAM | ACCOUNTABILITY OWN OUR OWN OUTCOME

WE CARE WE ARE SUPPORTIVE | HONOUR WE WANT TO MAKE HISTORY

SUSTAINED HIGH PERFORMANCE

PEOPLE

- Identify, attract, retain, & develop people who are driven by a relentless pursuit of excellence
- Support athletes as they move into, through & out of their athletic career

WELLBEING

- Enable our people to thrive inside & outside our organisation
- Create high performers by sustaining the health & happiness of our people

TEAMING

- Bring the best minds to the table & collectively work together
- Ensuring our people are flexible & trusting
- Encourage questioning, sharing of knowledge & respectful communication
- Remain resilient & adaptable

CULTURE

- Live & breathe our values, hold ourselves to account

A THRIVING DOMESTIC COMMUNITY

- Investigate new domestic structures & delivery possibilities post covid 19 impacts
- Create an aligned domestic rowing community through stakeholder engagement
- Deliver relevant events which provide participation opportunities that reflect NZs diverse population
- Proactively promote safe on water practices regionally & nationally
- Implement the protection of young people policy
- Implement the RNZ Coaching Strategy
- Provide clear pathways & development opportunities for new & current officials
- Investigate alternative competition structures & disciplines including coastal rowing

PEOPLE WELFARE & WELLBEING

- Prioritise the wellbeing of;
Athletes:
Coaches:
RNZ staff &
HPSNZ staff
- Recognise & support volunteers
- Embrace Athlete Rep Group (ARG) and resource appropriately
- Support family time where resources allow
- Embrace Diversity & Inclusion
 - Complete D&I strategy
- Implement the Women in Coaching pilot & ensure the ongoing development of women in coaching
- Apply best practise HR support & positive employment initiatives

OPERATIONAL EXCELLENCE

- Develop & retain an appropriate workplace culture reviewed bi-annually
- Ensure Governance reflects diversity, inclusion & best practice models.
- Look after our environment through long term sustainability approaches
- Engage with key partners & donors in strategic considerations & our international success.
- Engage in financial stewardship that provides long term sustainability
- Revisit marketing & communication projects / opportunities post covid 19
- Embrace & develop technology opportunities