

Annual Business Plan 2023-2024



OVERVIEW

The Volleyball New Zealand Strategic Plan – Mahere Rautaki has established the roadmap for the evolution of volleyball in New Zealand from 2022-2023.

Our holistic approach to achieving our vision covers four key pou (pillars):

1. Enable all forms play

Volleyball has transformed into a multi-code sport, recreation & play activity at community through to international level with a significant footprint on the sporting landscape

2. Achieve International Success

New Zealand is respected on the international stage and national teams are a source of pride and achieve targeted international success

3. Provide Leadership & Develop Capability

Volleyball has strong leadership across Aotearoa with increased capability to develop and grow the sport

4. Hauora / Wellbeing

All participants experience a strong sense of hauora from playing volleyball

HOW WE WILL WORK

The 2022-2030 Strategic Plan builds on the foundations of the previous strategic efforts.

The horizon is broken into three phases, providing the opportunity to build incrementally towards achieving the vision set out for the sport in New Zealand.

In the Foundation phase (2023-2025), there is a sharp focus on a small set of high impact key initiatives to enable successful pursuit of our vision in the long term.

While we would like to do so much more, we are conscious of operating in a sustainable and responsible manner on behalf of the community we serve.

We have a small team charged with making our plan a reality. Our commercial base is in its infancy, and we will be working towards growing our financial assets and resources over the long term.

Therefore, we want to focus on making a strong impact in a narrow range of activities that are strongly aligned with our strategic goals, capability, and capacity to deliver within the next 5-7 years.

It is important that we avoid duplicating what is already happening and we work within our area of responsibility in our landscape.

TE PAE TATA - OUR MISSION

Unlocking the ihiihi of volleyball for all

TE PAE TAWHITI – OUR VISION

Whanau thriving through volleyball

NGA UARA - OUR VALUES

Manaakitanga – *we give, we care, we respect*

Mahi Tahī – *we listen, we connect, we inspire*

He Tangata – *we embrace diversity, we promote equity*

STRATEGIC AREAS OF FOCUS 2023-2024

Enable all forms of play

- Retention of current and increase in new rangatahi playing and having quality experiences across beach, indoor and grass formats of the game

Achieve international success

- Implementation of Team Plans and targeting resources to support to achieve performance outcomes

Provide Leadership & Develop Capability

- Volleyball New Zealand's Delivery System structure is aligned and fit for purpose to evolve the sport
- Volleyball New Zealand builds commercial relevance and relationships that benefit community and performance volleyball
- Volleyball New Zealand provides leadership in capability development and continually improves learning and development opportunities

Hauora/Wellbeing

- Athletes in High Performance environments rate wellbeing support as a strength of VNZ
- VNZ strengthens the volleyball culture by living the values, embracing differences in the community and promoting social inclusion and equity

2023-2024 – Our Deliverables



VOLLEYBALL NEW ZEALAND
POIREWA AOTEAROA

Strategic Plan Pou (Pillar)	2022-2030 Strategic Goal	2023-2024 Action	Target 2023-2024	Measure	Timing	Matched Resources	Owner
1. Enable All Forms of Play	Retention of current & increase of new rangatahi playing and having quality experiences across beach, grass & indoor formats	Competition Review	Delivery of Phase 1 and 2 of VNZ formal competition calendar and pathway	Consolidated feedback from Phase 1 and 2 collated and presented to VNZ Board and Stakeholder groups	Q4	VNZ Support	CEO
		Regulations Refresh	Delivery of review of competition and participation regulations and framework	Review delivered and recommendations presented to board for ratification	Q4	VNZ Support	CEO
2. Achieve International Success	Beach Top 16 Result at Olympic Games	Participation for 4-5 months on FIVB Beach Pro Tour	2 medals in Challenge level events	Participation in 12 events, medals at 2 challenge events	Q4	HPSNZ funding / VNZ support	Performance Manager
		Participation in Continental Cup qualifying	Asian Champions	Asian Continental Cup Phase 2 & 3 champions	Q4	HPSNZ funding / VNZ support	Performance Manager
		Development of plans for High Performance Beach Centre of Excellence Facility	Identification of appropriate site for development of COE facility	Presentation of business case outline to Board and FIVB for further investigation	Q4	VNZ Support	CEO / Performance Manager
	Beach pinnacle event medal/placing goal & indoor continental ranking goal	Performance Strategy	Development of refreshed VNZ Performance Strategy	Draft strategy completed and presented to VNZ Board for ratification	Q4	VNZ Support	Performance Manager
	Indoor Continental Ranking - 12 (men), 10 (women)	Development & Implementation of international senior cycle plans	Implementation of international senior cycle plans & competitive international matches secured	Cycle plan in place and operational - Volley Blacks & Volley Ferns	Q2	VNZ support	Performance Manager
	Indoor Junior Teams access international competition & development	Development & Implementation of international junior cycle plans	Implementation of international senior junior plans & competitive international matches secured	Cycle plan in place and operational for Junior teams	Q2	VNZ support	Performance Manager
	All pillar goals	VNZ Player Development	Player Development Framework finalised and ready for implementation beginning late 2024-2025	Framework finalised and presented for Board ratification	Q4	VNZ Support	Performance Manager

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3. Leadership & Capability	VNZ's Delivery System structure is aligned and fit for purpose to evolve the sport	Framework created Delivery Framework Review	Delivery of full review of VNZ structure of the game	Review delivered and recommendations presented to board for ratification	Q4	SNZ funding / VNZ support	Partnerships Manager
	Volleyball has a talented & capable workforce	Events delivery model evolved to partner with Regional Associations	Documented and mutually beneficial VNZ event delivery partnerships with Regional Associations	Partnership agreements finalised and in place covering all VNZ events in 2023-2024 year	Q2-Q4	VNZ Support	CEO
		Delivery of VNZ-Regional Association National Conference	2-day conference (including AGM) for Regional Association representatives, VNZ Board and appropriate VNZ staff	All regions attend 2-day conference with survey delivered assessing quality of experience	Q2	VNZ Support	Partnerships Manager
		VNZ Operating Structure confirmation	Scope and implement the appropriate VNZ staffing structure	Implementation and on-going review of appropriate staffing structure	Q3	SNZ, Grant Funding & VNZ support	CEO
		VNZ investigates, selects, and moves its administration base to an appropriate new location	VNZ Staff working consistently from new location	VNZ Staff working consistently from new location	Q4	VNZ Support	CEO
		Strengthen & Adapt project outcomes are captured	Opportunities for wider community application of pilot programmes delivered are explored and confirmed	Minimum of 3 case studies identified and created for future wider delivery	Q4	SNZ funding / VNZ support	Partnerships Manager

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3. Leadership & Capability <i>Continued</i>	Volleyball has a talented & capable workforce	Women and Girls Coaching Development creating framework for female coaches to see themselves in performance coaching environments	Current female coaches in pathway can see themselves continuing and attracting those outside performance environments to be involved	Female participant voice (x6) captured currently compared to the end of 2024	Q4	HPSNZ funding	Performance Manager
		Coach & Referee Development frameworks evolved and operational	Coach Development Framework fully operational. Referee Development Framework reviewed and prepared for implementation 2024-2025	All levels of coaching courses delivered to achieve baseline participation understanding. Referee Framework draft finalised for future adoption	Q4	SNZ funding / VNZ Support	Coach Development Manager / CEO
	VNZ provides commercial and business support to the community	VNZ scopes, drafts, and delivers an appropriate Commercial Strategy for the game	Adoption and implementation of Commercial Strategy for volleyball	Presentation of strategy to Board for ratification	Q4	VNZ Support	CEO
		VNZ refreshes and delivers an appropriate Digital Strategy for the game	Digital Strategy refreshed - including identification of preferred supplier of national database solution for volleyball	Presentation of strategy to Board for ratification	Q4	SNZ funding / VNZ Support	CEO

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4. Wellbeing / Hauora	Volleyball increases physical, mental & social wellbeing for participants, including Tangata Whenua & Pasifika	VNZ connects & partners with organisations offering services in wellbeing support	VNZ confirms partnerships with multiple entities providing access to resources via Volleyball NZ events, programmes & website	Resources and access provided via Volleyball NZ events, programmes & website	Q2-Q4	VNZ Support	CEO
	Strengthen Volleyball culture by living VNZ values & demonstrate commitment to Te Tiriti o Waitangi	Education delivered to VNZ staff in cultural competency & Te Whare Tapa Wha	VNZ staff understanding and capability increases to deliver Strategic Plan values & Te Tiriti o Waitangi leadership	Staff survey demonstrates increase in understanding and capability improvement	Q2-Q4	VNZ Support	CEO
		Social media & website consistently features Te Reo content	Externally facing content reflects both Maori and full diversity of those engaged in volleyball	Website and social media quarterly snapshots reflect balanced content creation and publication	Q2-Q4	VNZ Support	CEO
	Athletes in High Performance environments rate wellbeing support as a strength of VNZ	Formal inclusion of wellbeing resourcing in all High Performance programmes	Participants in High Performance programmes have a clear understanding of how to access support within VNZ programme	Participant surveys capture 100% reflection of understanding of availability and access to wellbeing support and resources	Q2-Q4	HPSNZ funding / VNZ support	Performance Manager