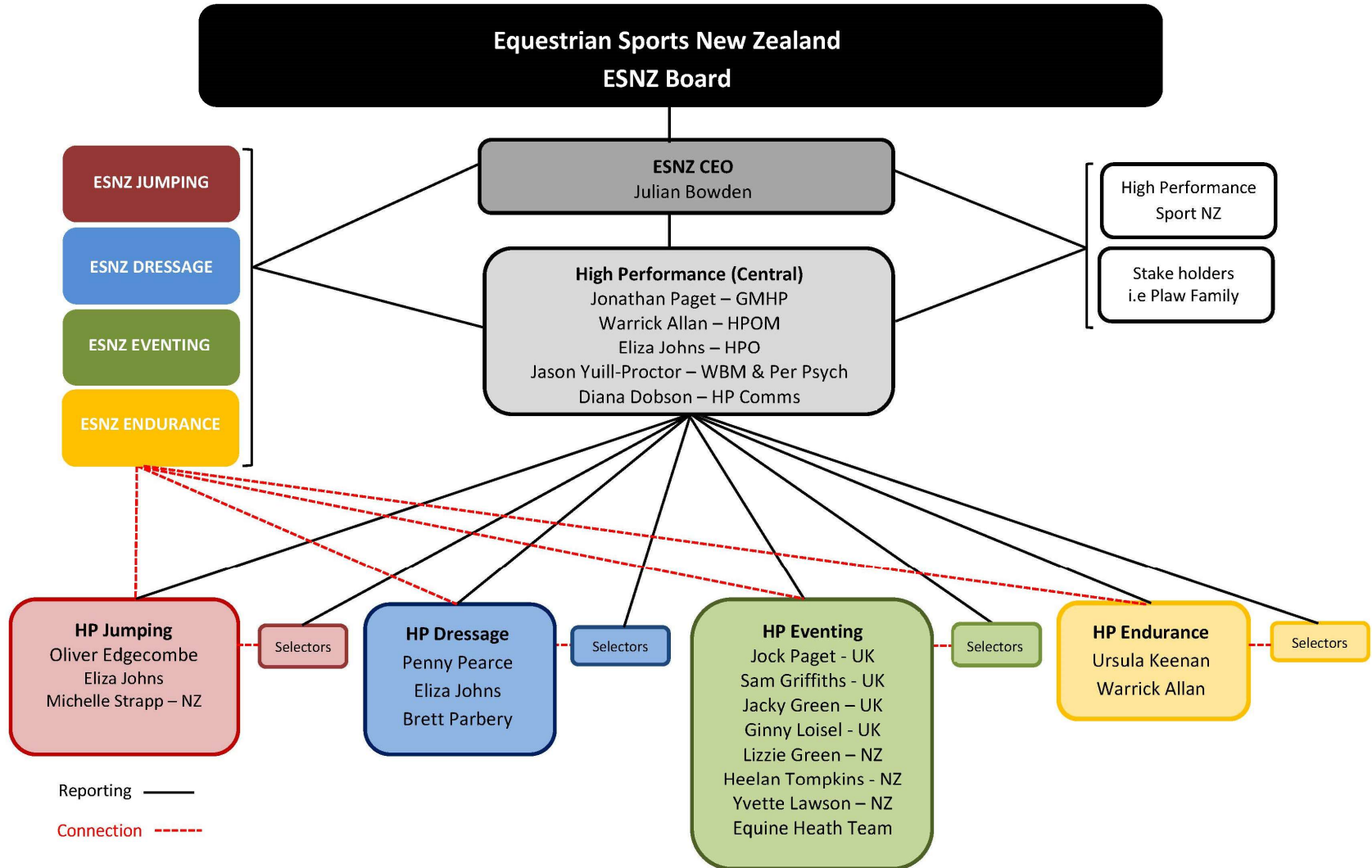




# HIGH PERFORMANCE

EQUESTRIAN SPORTS  
NEW ZEALAND

# ESNZ HIGH PERFORMANCE OPERATING SYSTEM





# High Performance Pathway System

The Pathway is split into two parts:

- **Pathway Programme** - Exploring and Developing phases of the program
- **Campaign Programme** - Established and now focusing on Championships

The two parts of the program are connected though have different deliverables and outcomes





| Squad  | Talent ID   | Talent Development  | High Performance Potential   | High Performance Futures   | High Performance  |
|--|---|---|--|--|---|
| <b>Aiming at</b>   | Exploration/Development   | Development/Future Championships  | 2026/2028  | 2026/2028 World Championship   | 2026 World Championships  |
| <b>Pathway Objective</b>   | Identify talented athletes and introduce to new learnings, skills and opportunities   | Develop system, skillset and mental attributes for HP capability  | Establish a strong system and individualised pathway to future championships   | Enabling and supporting high performance combinations that are committed to and capable of contributing to team outcomes at future championships   | Enabling and supporting high performance combinations that are committed to & capable of contributing to our team target at Championship Events with the ability to achieve a top 16 individual placing   |
| <b>Programme Delivery</b>  | <p>Introduction to concepts and skillsets required for performance, including:</p> <ul style="list-style-type: none"> <li>Horse management</li> <li>Horse health education</li> <li>Access to mentors/coaches</li> <li>Individual Performance Plans (IPPs)</li> <li>1 x Clinic per year</li> <li>1 x Off horse camp per year</li> <li>Competition support</li> <li>Livelihood education</li> <li>Rider education</li> <li>Horsepower education</li> </ul>   | <p>Developing skillsets required for performance via access to:</p> <ul style="list-style-type: none"> <li>Horse management</li> <li>Horse health education</li> <li>Access to mentors/coaches</li> <li>Individual Performance Plans (IPPs)</li> <li>1 x Clinic per year</li> <li>1 x Off horse camp per year</li> <li>Competition support</li> <li>Livelihood education</li> <li>Rider education</li> <li>Horsepower education</li> </ul>  | <p>HP Potential Programme including:</p> <ul style="list-style-type: none"> <li>1 x Clinic per year</li> <li>1 x Off Horse camp per year</li> <li>Individual Performance Plans (IPP's)</li> <li>Access to specialist coaches</li> <li>Livelihood Education</li> <li>Horse Management</li> <li>Competition Support</li> <li>Rider Education</li> </ul>  | <p>HP Programme and individualised support, including:</p> <ul style="list-style-type: none"> <li>1:1 access to HP Manager &amp; Coaches</li> <li>Individual Performance Plans (IPPs) &amp; IPP Support</li> <li>Competition mentoring on request</li> <li>Access to team training</li> <li>Access to Off Horse Camp</li> <li>Horse Management</li> <li>Competition Support</li> </ul>   | <p>HP Programme and individualised support, including:</p> <ul style="list-style-type: none"> <li>1:1 access to HP Manager &amp; Coaches</li> <li>Individual Performance Plans (IPPs) &amp; IPP Support</li> <li>Competition mentoring on request</li> <li>Access to team training</li> <li>Access to Off Horse Camp</li> <li>Horse Management</li> <li>Competition Support</li> </ul>  |
| <p><b>Selection Guidelines</b></p> <p><i>*NB: This is purely a summary. Please refer to full Selection Criteria for each Squad</i></p> | <ul style="list-style-type: none"> <li>Selection annually with 6 monthly reviews</li> <li>Selection upon application</li> <li>Wild Card selection</li> <li>Based in NZ</li> <li>Execution of an athlete agreement with ESNZ</li> <li>Minimum Eligibility Requirement – 80km open level</li> <li>Demonstrating &amp; embracing the following characteristics:               <ul style="list-style-type: none"> <li>Coachable</li> <li>Desire to learn</li> <li>Self-reliance</li> <li>Resilience</li> <li>Strong work ethic</li> <li>Ability to work with others</li> <li>Embracing new learnings</li> <li>Horsemanship</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Selection up to twice annually</li> <li>New athletes to be interviewed</li> <li>Execution of an athlete agreement with ESNZ</li> <li>Athletes/horse competing at CEI1* level</li> <li>Developing future horses (mileage &amp; champions)</li> <li>Demonstrating &amp; embracing the following characteristics:               <ul style="list-style-type: none"> <li>Coachable</li> <li>Desire to learn</li> <li>Resilience</li> <li>Strong work ethic</li> <li>Ability to work with others</li> <li>Embracing new learnings</li> <li>Horsemanship</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Selection up to twice annually</li> <li>Execution of Athlete Agreement with ESNZ</li> <li>Demonstrating form at CEI1* level</li> <li>Showing ability to advance to or already competing at CEI2*</li> <li>Showing commitment to becoming a High Performance athlete</li> <li>Capable &amp; committed to developing future championship horses</li> <li>Maximum term on squad of 4 years</li> <li>Can include overseas based riders</li> </ul> | <ul style="list-style-type: none"> <li>Selection up to twice annually.</li> <li>Execution of an athlete agreement with ESNZ</li> <li>Combinations tracking towards 2026 World Championships &amp; showing ability to be considered for selection</li> <li>Strong form at CEI3* level</li> <li>Athletes showing result improvement</li> <li>Athletes taking ownership of &amp; responsibility for their performances</li> <li>Athletes demonstrating an ability to function within a team environment</li> <li>Display ability to compete consistently at targeted events approved by HP Manager</li> </ul> | <ul style="list-style-type: none"> <li>Selection up to twice annually.</li> <li>Execution of an athlete agreement with ESNZ</li> <li>Combinations tracking towards and committed to 2026 World Championship</li> <li>Combination with proven &amp; consistent form at CEI3*, with finishing time/s that can be globally competitive</li> <li>Athletes demonstrating an ability to function within a team environment</li> <li>Athletes showing ongoing result improvement</li> <li>Athletes challenging performance levels</li> </ul> |
| <b>Performance Targets</b><br><i>(Targets once on Squad)</i>   | Athletes getting exposed to a performance environment, showing growth, understanding the value of a system, and committed to the process of learning one.   | <ul style="list-style-type: none"> <li>Showing growth</li> <li>Desire &amp; commitment to compete at future World Championships</li> <li>Contributing to &amp; working within a HP structure</li> <li>Embracing &amp; improving the above characteristics</li> <li>Showing openness to learning, developing their skills in management, performance &amp; horsepower selection</li> <li>Thinking about a business plan, operating base and building their support team</li> </ul>   | <ul style="list-style-type: none"> <li>Demonstrating system</li> <li>Athletes taking on a level of independent thought and execution</li> <li>Athletes beginning to drive their own sessions</li> <li>Improving results and closing the gap to HP Futures</li> </ul>   | <ul style="list-style-type: none"> <li>Capable of meeting High Performance Squad Selection Criteria</li> <li>Performance tracking toward top 8 team score at future World Championships</li> </ul>   | <ul style="list-style-type: none"> <li>Top 8 Team finish</li> <li>Top 16 individual finish</li> </ul>   |
|  | ENGAGE  | DEVELOP   | PERFORM  | EXCEL  | SUCCEED   |

# Selection



- Selections all managed by HP Central
- New Selection approach - Selection Advisory Panel
- New Selection Advisory Panel to be established
- Selection Process
- Squad selections reviewed twice yearly with ability for selections to be made at any time

# Next Steps



- Publication of Endurance Performance Pathway and Selection Criteria
- Confirm Members of the Selection Advisory Panel
- Selection of High Performance Futures and High Performance Potential – By end of July early August
- Advertising for Applications and process for selection of Talent ID and Talent Development Squads



# Questions