



## TALENT DEVELOPMENT PROGRAMME SELECTION POLICY AND PROCESS

Selection for the WGI Talent Development Programme (TDP) – Performance & Development Groups is recognition that a young golfer has attained a standard of play regarded as being at the top amateur (Performance Group) or emerging (Development Group) level within the Wellington District, is expected to represent Wellington at both U19 and Senior Men's/Women's levels, and has potential to become a nationally successful golfer.

### Membership of the TDP

- Membership of the TDP year will run from 1 April to 31 December each year
- The Manager will notify the newly selected and returning TDP members during the month of April, individually or at an event where appropriate
- Commitment will be made to players for terms specific to each tier of the programme. Generally the Performance and Development Groups will be reviewed twice a year but players may be added to, or removed from, the Groups at any time
- The number of players that may be included in the TDP structure will be reviewed annually. The final decision on membership will be made based on this number as well as consideration of the player numbers/depth at the time of selection

### Selection Criteria

***Following on from 2017, the Talent Development Programme selection criteria for 2018 are aligned with those set down by New Zealand Golf for selection to the National Talent Development Programme, with the aim of support the elite player pathway.***

Players will be assessed for selection into either the Performance or Development level of the Wellington Talent Development Programme based on their:

- ***Current and historical mastery of the game of golf - Performance, Technical and Tactical***
- ***Additional dimensions for golfing success, including mental, physical, behavioural and organisational.***

In this document, we explain the many aspects that will be considered when selecting players into the programme. The general principle is that a player may be selected at entry level primarily on performance based criteria with a view to building the additional requirements for golfing success over time. Outcome goals will be developed for each player across each skill development area. For a player to remain in the programme there is an expectation that any 'gaps' will be addressed and coaching strategies developed for correct skill development within each player's personal coaching programme.

**Selection Criteria Explained:****Current and Historical Golf Mastery**

Below we provide an overview of the following components of selection:

1. Performance Mastery
2. Technical Mastery
3. Tactical Mastery

Selection criteria are developed for selection to the TDP, with selection to the Development Groups taking into account the age and stage of the individual, and their potential for advancing to the TDP level, as far as this is able to be assessed.

**Performance Mastery**

A player's performance will be monitored progressively over time, particularly in the months leading up to selection, during the events listed with the Wellington Golf Order of Merit (OOM) from the previous year and those held in the current year prior to selection. Please refer to Appendix 1

While the OOM results are considered a fair reflection of most player's performance over a year, the more relevant data for player selection will be taken from regular rounds recorded in DotGolf and the results of each event in which a player has competed.

At this level, performance in club open events and WGI Interclub, are carefully analysed as well as those at District or National level. Performance will be assessed against the field of competitors, and the selectors will take into account the playing environment, the category and level of each event, and the age and stage of development of the player.

**Technical Mastery**

For selection into the TDP, a player's full swing technique will ideally be of a level that will enable them to compete consistently within a district and national competitive environment, consistent with their age and stage of development.

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.

The player's 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 speed and ball speed.

The player should also have a level of adaptability that allows them to produce multiple shot shapes with minor changes in swing mechanics.

**Tactical Mastery****Tactical Option Taking**

The player will have the ability to visualise a variety of shot options and mostly chooses the correct shot to play based on their current skill level or shot difficulty at hand.

**Course Mapping and Game Planning**

Makes comprehensive course notes for event preparation specific to their own game and style of play. Understand what and why they are undertaking this process as part of their pre event preparation.

**Additional Dimensions explained:**

<b>Additional Dimensions for Golfing Success</b>
<ol style="list-style-type: none"> <li><b>1. Mental Dimension</b></li> <li><b>2. Physical Dimension</b></li> <li><b>3. Character/behavioural Dimension</b></li> <li><b>4. Organisational Dimension</b></li> </ol>
<b>Mental Dimension</b>
<p><b>Readiness</b></p> <p>The player has the ability to consistently prepare mentally and be ready to play and train at a high level.</p> <p><b>Focus</b></p> <p>The player demonstrates the ability to remain focussed on performance related tasks and be able to perform consistently at a high level.</p> <p><b>Performance Review</b></p> <p>The player demonstrates the ability to learn from tournament performance, and take these learnings to the next training or event</p>
<b>Physical Dimension</b>
<p>The following key areas will be being addressed by a player to ensure on-going physical development:</p> <p><i>Stability, mobility and flexibility, balance and co-ordination, strength and conditioning, injury management, diet and nutrition</i></p> <p>Completion of appropriate screening in the following areas is also a requirement:</p> <p><i>Muscle balance, optometry, podiatry and general health screening</i></p>
<b>Character/Behavioural Dimension</b>
<p><b>Resilience</b></p> <p>This is displayed by the player's ability to 'bounce back' from difficult experience (eg a bad round). Also required is the ability to progress forward when things are going well (eg if under par, continue to go further under par)</p> <p><b>Work ethic</b></p> <p>A player's work ethic and discipline, on and off the course, reflects the attitude that they will do whatever it takes to reach their full potential.</p> <p><b>Coach-ability &amp; ability to learn</b></p> <p>A coachable player will show willingness to learn, be open to and take advice, learn from success and failures, and progress quickly.</p>

## Character/Behavioural Dimension continued

### Team player

Entering the development programme is joining and contributing to a team. Selection for a Wellington representative team requires a commitment and enthusiasm to contribute to team results, taking on board the positive team values that Wellington Golf is expecting, and assisting others to be successful. Within both TDP groups, enjoying the team effort to learn and progress as a golfer is very important, and this will include helping others to succeed

### Quality training habits

A player will demonstrate that they plan practice sessions and are able to mentally and physically prepare themselves to be ready to practice and complete their plan.

### Support network

A player will have a support network of people who provide reliable support such as parents, guardians, wider family members, club members and friends.

### Life balance

A player will have interests outside of golf, and know what to do to switch off from golf and relax.

## Organisational

The player will have a strong coaching team whose player development approach aligns well with that of the Wellington Golf TDP model. Wellington Golf is setting a standard for the TDP Support Group to work closely with each player's coaching development support group to ensure alignment and integration of programmes. The coaching and player support development support group would include, but is not limited to:

- Parent/Caregiver
- Primary (home) coach
- Sport Psychology/mind skills coach
- Physiotherapist
- Strength and conditioning coach

## A Tiered Development Programme

Those players selected for the TDP are considered to be amongst the top players in the District. They have not necessarily come through the development programme, but are selected because they are the most likely to benefit from the structured development provided in the TDP and reach the level where they will be selected by New Zealand Golf into their National Development Programme, and ultimately represent New Zealand.

## Selection Procedures explained:

### Selection Procedures for Junior Golf TDP and Representative

Following on from previous years, Wellington Golf has integrated the management of its Representative and TDP selection processes to ensure structured succession planning for its representative teams, and for a consistent approach with the selection and support of players.

Members of the selection panel and TDP coaches will attend various district and representative events during the year, and they monitor the performance of a wider group of players for Wellington representation. Their input into the selection for, and programmes of the Development and Performance groups is a crucial factor in Wellington's golfing success.

Following the Wairarapa 54 hole Strokeplay, the TDP Coaches and the selection panel will put forward their nominations for the Performance & Development levels to the TDP and WGI Operations Managers.

These nominations will be reviewed and ratified by the WGI Board.

The WGI TDP coaches and the selection panel members are noted on the Representative page of the WGI website. <http://wgi.co.nz/representative/selectors>

The new and returning Performance and Development TDP members for the year will be announced in mid-late April allowing preparation time before the first TDP programme day, and/or first representative fixture.

### Conditions of Selection

Those players selected for the Performance and Development TDP and U19 Representative teams will be required to sign the Wellington Golf Player Agreement to acknowledge their responsibilities, as do all Wellington Representative team members.

### Removal from the TDP or Development Groups

A player will be removed from the Performance or Development TDP if they:

- Do not demonstrate full commitment to the TDP or their fellow Group members and adhere to their development programme
- Do not comply with the Wellington Golf Player Agreement or Disciplinary Policy
- Performance standard does not warrant further support

The WGI Operations Manager will inform players being removed from the Performance or Development TDP in person and with a clear explanation of the decision.

Should an TDP member wish to appeal a decision regarding membership in the TDP, they are to submit their request in writing to the Chair of the Match Committee, c/- WGI office, PO Box 38-856, Wellington Mail Centre, Lower Hutt 5045 or via email [office@wgi.co.nz](mailto:office@wgi.co.nz)

Wellington Golf reserves the right to amend this policy at any stage, and notification of amendments will be made via the Wellington Golf Website [www.wgi.co.nz](http://www.wgi.co.nz)

## **Appendix One: Order of Merit Events**

A list of U19 Order of Merit Events can be viewed and downloaded at <http://wgi.co.nz/representative/oom>