

# ORIENTEERING NEW ZEALAND

BUSINESS PLAN PRIORITIES FOR 2023

DRAFT FOR CONSULTATION



## **Our Vision**

*To enrich lives through the fun, adventure, challenge, achievement, and community that orienteering provides*

## **Responsibilities of Orienteering New Zealand**

Our **mission** is to see orienteering enjoyed as a “sport for life” by New Zealanders of all ages and abilities, through enabling clubs to thrive, events to flourish, and where people can find their own sense of adventure, aspiration, community, and fun

We do this by:

- Promoting the sport at a national level which strengthens the brand of orienteering in NZ
- Building club capability through the provision of resources, knowledge, training, and advice
- Setting, promoting, and embedding the rules and quality standards which underpin the sport and form the foundation for fair and high quality orienteering events and competition
- Developing systems and processes that make it easy for people to manage, administer, and participate in orienteering
- Coordinating the allocation and promotion of major events in the national Calendar, and international events happening on NZ soil
- Selecting, coaching, managing and supporting New Zealand teams on the world stage
- Facilitating development pathways and training resources which enable athlete performance at Junior, Elite, and Age Grade levels, and which build coach capability, and technical expertise
- Forging relationships and connections with key stakeholders which strengthen orienteering in NZ
- Leading and facilitating progress with clubs on strategic issues of national importance
- Being socially responsible, and promoting good practices that benefit the community at large, including environmental sustainability, inclusiveness, and a greater awareness of Kaupapa Maori principles including kaitiakitanga, manaakitanga, kotahitanga, and an appreciation of the historical significance of the lands we orienteer on
- Championing the safety and wellbeing of participants involved at all levels of the sport
- Providing effective governance based on listening to and representing member interests, staying abreast of trends and issues impacting the sport, and through good leadership, decision making, and financial management.

## Our Culture

Our values express the essence of the sport, what has made us *successful and what will support success* going forwards. We are proudly unique, with a strong culture that shapes the orienteering experience. Our club rooms are the outdoors; the parks, reserves, farms, forests, and urban areas that events happen in, and which influences a down to earth, authentic, fun and adventurous vibe.

These core values are at the heart of what makes orienteering special and unique:

- **Community** – volunteering, collaborative, greater good, welcoming, inclusive, family/whanau, relationships
- **Encouragement** – supporting, empowering, positive, growing, sharing, learning
- **Achievement** – fun, excitement, solving problems, sense of adventure, striving, making things happen, confidence building, competition
- **Wellbeing** - outdoors, physical and mental health, positive sense of achievement, social connection
- **Quality** – excellence, technical skills, fairness, accuracy, systems and processes, great participant experience, learning/adapting, value

## BUSINESS PLAN PRIORITIES FOR 2023

Strategic Priority	Success Statement	Strategic Objectives	2022 Activities/Key results	Owner	Council Sponsor	Budget
<b>1. Sport development and participation</b>	Orienteering continues to grow in popularity, with more recognition of it as a sport of choice for people wanting a fun and accessible outdoor recreation option	1.1. Implement effective promotion strategies to reach more people	1.1.1 Undertake 50 <sup>th</sup> Anniversary celebrations, including Nationals dinner, possible end year event designed to celebrate orienteering in NZ	GM	Chairperson	
			1.1.2. Implement marketing/promotion plan for 2023 that exploits promotional opportunities for the sport and ONZ; <ul style="list-style-type: none"> <li>• Compass point</li> <li>• Annual report</li> <li>• Social media</li> <li>• Website updates</li> <li>• Project – guidance to clubs on how to better promote events</li> </ul>	Marketing/promotional role	Need to refine focus and be realistic given resource available for this	
		1.2. Continue to grow the numbers of schools and children participating in orienteering	1.2.1. Develop a framework/strategy on future of schools orienteering.  Could include for e.g. materials and skills	Gene summarise insights  GM to establish working group from community – people	Council sponsor needed – important work	

			development for teachers. Target schools, ONZ's role and what is our vision. Potential for regional sports coordinators supporting schools to be explored.	involved in schools orienteering		
		1.3. Innovate new events and models of competition that excite participants	1.3.1 Evolve national sprint series, whilst aligned with HP goals and World Champs formats, to evolve into branded sprint series competition that has broader community value. Potential for Public/private partnership	HP Director owns HP element  Identify organiser who can handle brand and event management tasks		
<b>2. Club and Community Capability</b>	We have a thriving community of capable clubs and passionate volunteers delivering	2.1. Reinforce and maintain the technical standards and practices that underpin a great orienteering experience	2.1.1 Improve A Grade application processes to better reinforce standards associated with A grade events and make clearer requirements clubs must meet before A status is granted	Tech committee  Employ a trainer/admin to support tech committee	Marquita sponsor	

	awesome events					
			2.1.2. Review controllers skills development, including; continuing to run controllers clinics throughout country, having metrics in place for numbers of controllers by club/region, potential reaccreditation training/framework that keeps skills up to date	Tech committee Training support admin		
			2.1.3 Train two more SEA advisors, to supplement current NZ SEAs	Tech committee		
			2.1.4. Employ trainer/coordinator/admin to support technical committee and drive improvements to processes and training in technical space	GM		
			2.1.5. Agree future of mapping development in NZ, including;	GM		

			Mapper benchstrength (metrics in place) Map skills in clubs New mapping technologies			
	2.2. Enable easy access to knowledge, training and advice, that lifts club capability	2.2.1. Maintain key training resources and activities, including coaching resources, learning forums etc.	Training coordinator			
		2.2.3. Fully implement knowledge management community share platform for sharing community and ONZ content	Training support admin	Peter Swanson		
		2.2.4. Develop resources and training to build club capability in key areas of club management such as; succession, volunteer management, meeting management, dealing with conflict, decision making.	GM/Chair  Training support admin  Engage different people to deliver components			
		2.2.5. Evolve MTBO Champs website with broader focus on MTBO events generally	MTBO committee			
		2.2.6. Set up package/online resource on How to run simple MTBO in	MTBO committee			

			your area Including MTBO Champs webmaster duties.			
		2.3. Make it easier for clubs to host major events	2.3.1. Develop a major events/nationals toolkit, including website, planning tools, resources, process steps and guides – which makes it easy for clubs organising national champs. Extend to cover all National champs – foot, school	Event Liaison Training support admin		
		2.4. Strengthen the volunteer model and identify practices clubs could implement to improve volunteer renewal and reduce burnout	2.4.1. Continue to develop volunteer guidelines and host on share drive/knowledge platform	Training support admin	Tom Reynolds	
			2.4.2. Further improve ONZ Awards and recognition framework to make relevant and encourage practices that help sport flourish	Chairperson		
		2.5. Support the growth of clubs in NZ, making the sport more accessible to a wider population	2.5.1. Setup a page on ONZ website dedicated to question “how can we establish orienteering in our area”. Review and clarify the steps required to set up a club, establish maps, and run simple events (streamlined where possible)	Marketing coordinator		
				HP Director		



<b>3. Performance and achievement</b>	Orienteering offers opportunities for people to achieve in different facets of the sport including; pathways for; high performing athletes, coaches, event organisers and technical experts	3.1. Achieve results on the world stage through an effective high performance programme for our top athletes	3.1.1. Undertake national training camps to reflect the high performance competition structure for 2021			
			3.1.3. Continue to engage with athletes to evolve and improve high performance and athlete development approaches and ensure athletes have a voice	GM		
		3.3. Grow coaching talent through a clear learning pathway, increasing access to athlete development for orienteers at every level of the sport	3.3.1. Embed a national coaching pathways model which provides a learning pathway for people wanting to train and coach in the sport.	National Coaching Coordinator, Training coordinator		

		3.4. Provide effective programmes to improve technical expertise in areas such as controlling, course planning, mapping, and orienteering specific digital and technology skills	3.4.1. Set up learning calendar - similar to event calendar, which allows people to see what training is on and choose to participate if want to	Training coordinator with input from Tech committee		
<b>4. Relationships and partnerships</b>	We cultivate collaborative relationships and partnerships that supports the long term health and success of orienteering	4.1. Maintain and strengthen our relationships with key partners in orienteering and sport at a national and international level	4.1.1. Continually engage with Sport NZ, IOF, and Orienteering Australia, to protect the benefits associated with the partnerships we have in place	GM and Chairperson		
		4.2. Cultivate symbiotic relationships between ONZ/clubs and commercial operators that brings collective benefit for the sport	4.2.1. Develop a position statement and strategy on the role and relationship of commercial operators in the ONZ/club environment	Chairperson		

		4.3. Support clubs to maintain and build good relationships with landowners that safeguards future land access and respects the history and ownership of the land	4.3.1. Establish resource pack that provides clubs with key information required for accessing private property (insurance, ONZ Safety Management Plan etc) 4.3.2. Develop a better understanding of, and establish protocols for, engaging with Iwi landowners, that ensure we approach them from a position of understanding and respect		Guy Cory Wright	
<b>5. Strong Organisation</b>	ONZ delivers value and results through effective governance and operational leadership	5.1. Provide positive, transparent, and effective leadership that grows the sport, protects member interests, builds capability, and upholds the values of the sport	5.1.1. Evolve and enhance the metrics for club and sport health, that will help focus on the factors that matter most to clubs	GM		
			5.1.2. Review the constitution, and strengthen it to ensure member interests are protected, and a fit for purpose ONZ operating model is reflected that is sustainable and effective	Chairperson and Council		

		5.2. Build a positive, trusting, and transparent relationship between ONZ and members/clubs	5.2.1. Build greater awareness of ONZ's purpose, scope, and strategy with an improved "About ONZ" page on website, annual report, and strategic plan	Marketing Coordinator		
			5.2.2. Continue to engage and seek input from members through annual forums, surveys, and discussions	Chairperson and Council		
		5.3. Strengthen and secure ONZ's financial future	5.3.1. Review levy system, and option of making simpler and fairer for clubs whilst securing ONZ's financial future.	Chairperson		
		5.4. Maximise the opportunities available through digital/technology, that make the sport easier to run	5.4.1. Establish Chief Data Officer responsibility in IT/Webmaster role <a href="#">Check with database owners re compliance</a>	IT/Webmaster		
			5.4.2. Complete feasibility, specifications and needs assessment for potential national online entry system		Chairperson	

		5.5. Uphold principles of social responsibility, specifically; environmental sustainability, inclusiveness & diversity, and Kaupapa Maori principles including kaitiakitanga, manaakitanga, and kotahitanga	5.5.1. Develop position statements and guidelines on good environmental practices, incorporating Kaupapa Maori principles, that can be applied at club level	Environmental sustainability working group to be re-established		
--	--	---	--	---	--	--

DRAFT