

ORIENTEERING NEW ZEALAND

BUSINESS PLAN PRIORITIES FOR 2023

Version 2.1



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	2023 Activities/Key results	Owner	Notes	Mid year Review summary
1. Sport development and participation	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 th Anniversary celebrations, including Nationals dinner, possible end year event designed to celebrate orienteering in NZ	GM		On track. Details need to be sorted for dinner and end of year celebrations
			1.1.2. Implement marketing/promotion plan for 2023 that exploits promotional opportunities for the sport and ONZ; <ul style="list-style-type: none"> • Compass point • Annual report • Social media • Website updates • ● Projects 	Marketing/promotional role	Need to refine focus and be realistic given resource available for this	BAU progressing fine with social media and web updates. Annual report completed. Compass point going OK. Non BAU/project activity needs some focus – specifically items earmarked in this plan (2.5.1 and 5.2.1). Some discussion around sponsorship etc, but not a priority 2023.
		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.	GM to establish working group from community – people involved in schools orienteering	Board sponsor needed – important work	Gene summarise insights to share at future Board meeting. Could include for e.g. materials and skills development for teachers. Target schools, ONZ’s role and what is our vision.

						Potential for regional sports coordinators supporting schools to be explored.
		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		Underway and evolved since plan written
2. Club and Community Capability	We have a thriving community of capable clubs and passionate volunteers delivering awesome events	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	Marquita sponsor	Next step employ a trainer/support to drive this piece of work for tech committee.
			2.1.2. Review controllers skills development,	Tech committee		

			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	Training support admin		
			2.1.3 Train two more SEA advisors, to supplement current NZ SEAs	Tech committee		Marquita will investigate
			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; Mapper benchstrength (metrics in place) Map skills in clubs New mapping technologies	Mapping committee		Move to 2024
			2.1.6 Refresh Mapping committee/structure	GM		

			2.1.7. Include in member survey, mapping section to investigate needs at club level.	Chair		
	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		Progress made in first half 2023, need to ensure Board are kept up to date with this.
			2.2.3. Fully implement knowledge management community share platform for sharing community and ONZ content	Training coordinator	Chair sponsor	Priority for second half 2023/early 24. Establish analogue process, with supporting structure, then tech can come in future years.
			2.2.4. Develop resources and training to build club capability in key areas of club management such as; succession, volunteer management, financial management, meeting management, dealing with conflict, decision making.	GM Engage different people to deliver components		Move to 2024. Some of this is addressed through Presidents forum. Some materials can be sourced from other sites and used. Needs dedicated resource. Get more insights from member survey to rationalise topics to most valuable ones
			2.2.5. Evolve MTBO Champs website with	MTBO committee		Move to 2024.

			broader focus on MTBO events generally			
			2.2.6. Set up package/online resource on How to run simple MTBO in your area Including MTBO Champs webmaster duties.	MTBO committee		Move to 2024.
		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	OBOP Nationals team	Chair	Addressed in Paper in June Board meeting, picked up by nationals 2024 organisers
		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		Share content on knowledge platform, then done (for now)
			2.4.2. Further improve ONZ Awards and recognition framework to make relevant and encourage practices that help sport flourish	Marketing role	Board	Build recognition stories into compass point as means to get more engagement and interest, through whole year.
		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	Marketing coordinator and GM		

			set up a club, establish maps, and run simple events (streamlined where possible)			
3. Performance and achievement	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	HP Director		
			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	Needs sponsor	Change to develop a HP structure for post Malcolm
		3.3. Grow coaching talent through a clear learning pathway, increasing access	3.3.1. Embed a national coaching pathways model which provides a learning pathway for people	National Coaching Coordinator, Training coordinator		

		to athlete development for orienteers at every level of the sport	wanting to train and coach in the sport.			
		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		This will link in with tech committee role
4. Relationships and partnerships	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	4.2.1. Develop a position statement and strategy on the role and relationship of commercial operators in the ONZ/club environment	Chairperson		This has been addressed through the revised event levy policy. Recommend marking as complete, and then coming back to it in future if more work is required

		brings collective benefit for the sport				
		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)	Guy Cory Wright		Initial work underway with paper by Guy, discussed in June 23 mtg. Next steps to implement recommendations Agreed workshop 2 nd half with clubs, or club forum topic Need to develop a stronger understanding of engaging with Iwi, recommend 4.3.2 as priority, with a zoom session.
			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			
5. Strong Organisation	ONZ delivers value and results through effective governance and	5.1. Provide positive, transparent, and effective leadership that grows the sport, protects member	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		Workshop to be undertaken as part of July Board meeting

	operational leadership	interests, builds capability, and upholds the values of the sport	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 Board		Completed
		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		Second half 2023/24
			5.2.2. Continue to engage and seek input from members through annual forums, surveys, and discussions	Chairperson and Board		Set for July 2023
		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		Completed
		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 Check with database owners re compliance	IT/Webmaster		Agree with Roger
5.4.2. Complete feasibility, specifications and needs			Chairperson	Move to 2024		

			assessment for potential national online entry system			
		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, or appointed role holder		