



**High Performance Committee  
Meeting – Thursday 19<sup>th</sup> March, 2008  
Royal Queensland GC**

**SUMMARY**

**Present:** Ian Read (Chairman), Phil Ayers (PGA), Frances Crampton (WGNSW), Nick Hunter (AIS), Louise MacDonald (WGV), Renee O’Callaghan (ASC), Barry Dancer (QAS) and Alison Holden (GA).

**Apologies:** Steven Bann (PGA)

**In Attendance:** Mark Holland (AIS), Peter Knight (GA/AIS)

**1. Previous meeting minutes and business arising**

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Below are the actions arising from the previous minutes and their status.

Action	Status	Responsibility
A greater link to the High Performance review to be recognised in the High Performance Committee Charter.	Completed	
The High Performance Committee Charter be amended to include a section regarding the tenure of members.	Completed	
The Board of Golf Australia to re-visit Australian representative team policy.	Completed. Tiering of events with only Tier 1 events to be badged with Commonwealth Coat of Arms	
Any changes to the current AIS Program to be submitted to the ASC by 31/10/08.	Completed	
The AIS Athlete Performance Agreement Summary to be reviewed by Ian Read, Peter Knight and Mark Holland.	Ongoing	IR, PK, MH
Les Browne’s recommendations from the Toyota World Junior report to be implemented.	Will be done at upcoming event in June.	
A policy to be implemented regarding the receipt of gifts by team managers.	Completed. Gifts to host nation provided by GA. Individual gifts to players and officials to be at expense of team manager and players.	

## 2. New Business

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### 2.1 Srixon

- Martin Wright (Managing Director, Srixon Australia) gave an update on Srixon's support for Golf Australia and the states involved in the Srixon programme (WA, VIC, SA, TAS and QLD).
- A contract has been drafted to go to the GA executive next week. Once signed then the SSOs will be able to submit invoices to receive their Srixon funding.
- Most of the SSOs have been contacted with NSWIS squad having received fittings and equipment. Many other states have already received bags, golf balls, umbrellas, towels and headwear.
- Possible recognition of players in Australian (Tier 1) events by having golf bags bearing the Commonwealth Coat of Arms.
- Equipment provided to the states will remain the property of the SSO. If a player ceases using the supplied Srixon clubs, they must be returned to their SSO.
- Incentive payments to SSOs for player performances need to be processed.

### 2.2 National Squad and AIS Squad

- Funding from the Australian Sports Foundation has made possible the addition of some professional golfers to the AIS Golf Programme. Separate men's and women's qualifying camps were held and the following athletes were offered scholarships: Matt Griffin (VIC), Tristan Lambert (NSW), Bronson La Cassie (QLD) and Susie Mathews (SA). At each of the three-day camps, the applicants were profiled physically and mentally and participated in a battery of competitive drills.
- Performance Result KPI's for the AIS programme were described as
  - The men's national amateur team win both the 2009 Southern Cross Cup and 2009 Nomura Cup.
  - The women's national amateur team to finish 3rd-4th in the Queen Sirikit Cup
  - 100% of the AIS Rookie Professional athletes to gain or retain a Tour card in 2009. This KPI may change after the first year of the programme. Louise MacDonald asked that the KPIs be shared with the states to set their own benchmarks.
- Mark Holland questioned these as AIS KPIs given that there could be non-AIS athletes in the teams. The group felt that these KPIs were reasonable and consistent with the type of KPI used across sports, but still needed to be reviewed at the six-monthly AIS programme PEF meetings.
- Mark Holland asked about the responsibility for selection of squads. Ian Read advised the National Squad was chosen by the National Selectors and the AIS Squad by Peter Knight and Mark Holland after wider consultation.
- Peter Knight asked whether it was possible to increase the number of scholarship holders beyond the stated limit of eight. Nick Hunter said it was, but only in exceptional circumstances and provided it could fit within budget and not dilute resources to the other squad members. Ultimately the request would need to be considered by Peter Fricker (AIS Director).
- Phil Ayres asked about the quality of applicants and suggested publicising the AIS Rookie scholarships more widely. Getting it right in the first year will be important to gain quality applicants in the future. The differences in the programme for the Amateurs and Rookies need to be explained to the Amateurs as they transition to the professional ranks. It was also noted that the aim was to produce a seamless transition from AIS amateurs to Rookies.
- Mark Holland asked whether trainees could be considered for the AIS Rookie program. Phil Ayres suggested addressing them during their second year of traineeship to advise them of possible opportunities with the AIS during the latter part – or after – their third year. Barry Dancer suggested investigating how trainees might believe the AIS services could assist their development.
- Louise McDonald said that trainees had been part of the VIS and that many hadn't taken the VIS programme seriously enough.

### **2.3 State Institute of Sport / State Academy of Sport**

- Previous advice had indicated that a player needed to be in a SIS/SAS programme (if there was a SIS/SAS program in their state) to be eligible for National squad or AIS squad consideration. The group felt that in exceptional circumstances this would not be a mandatory requirement. Exceptional circumstances could include travel distance. Nick Hunter said the main consideration was ensuring the quality of the athlete's daily training environment.
- Ian Read asked about development of support staff to the AIS programme. Nick Hunter said this wasn't our responsibility. Mark Holland said this was occurring as service provision teams worked together when travelling to meet and work with the athletes.
- Frances Crampton said we needed to investigate individual SIS/SAS scholarships especially in states where there was no SIS/SAS golf programme.

### **2.4 National Development Framework**

- Peter Knight stated the key aspects of the Framework were
  - To define the athlete pathway - which has been revised from the original in the High Performance Pathway Review (2006).
  - Curriculum development to deliver the competencies required of athletes.
  - Individual case management – this occurs with the AIS squad and where time permits it should be expanded.
  - The curriculum and wider coach education be linked to the Golf Matrix which lists competencies across age groups.
  - A national camps programme be introduced with national open, U21 and U18 squads – national open squads have always existed, however expanding the squads is a longer-term aim due to financial constraints. The Chairman suggested that State-based 'camps' were the most likely next step.
  - Golf Australia, PGA and ALPG to create interlinked development programmes for coaches and athletes.
- A list of objectives (for consideration) was tabled outlining some short, mid and long-term strategies for the National Development Framework. See attachment (Appendix 1). These objectives are 'thoughts on paper' at the moment for further discussion.
- Peter Knight also advised that the Royal Canadian Golf Association had produced an extensive document on Long Term Player Development. They have given permission to use their material.
- Golf Matrix can be read as a separate attachment.

### **2.5 Selection By-Law**

- Ian Read advised that following the completion of a by-law regarding selectors and support staff for Australian Teams, Expressions of Interest had been sought. The closing date for these EOIs is 30<sup>th</sup> March, 2009. An Advisory Committee (which will comprise the chair of the Championship Committee, chair of the High Performance Committee, and another person appointed by the Board) will assess these applications for suitability to be considered for those positions.
- A new by-law regarding Selections has been compiled by Ian Read (Chair), Don Palmer (solicitor), Barry Shepherd, Frances Crampton, Simon Magdulski and Peter Knight. Among other things it states there will be one selection committee (six persons plus a Chairman of Selectors) who will be responsible for the selection of all national teams for Tier 1 and Tier 2 events and for selecting the National Squad. Ian Read thanked the group for their efforts, particularly Don Palmer for compiling the by-law.
- Louise MacDonald asked if the view was for the states to adopt a similar policy. Louise felt this would be a good idea to create consistency. It was agreed the Selection by-law should be shown at the State Forum with a view to the SSO adopting the structure and amending detail to suit the State.
- Renee O'Callaghan had some suggestions for amendments to the by-law in keeping with the ASC publication Getting it Right (a guide to developing selection policies). Renee will provide a list of these suggestions to Ian Read.
- The Selection By-law was adopted by the HP Committee and recommended it go to the Board of GA for adoption.

## 2.6 Australian Rankings Policy

- Meetings for the players in the Australian Amateur field had been conducted to advise them of changes that occurred to the Australian Rankings System late last year. The players were also advised that a newsletter would go to them on roughly a six-weekly basis from the Elite Development team at GA. This would enhance communication with all players and GA.
- Some concern has been expressed about the policy of asking each state to cover the costs of one Player from each other State (i.e. up to 6 Players for whom the host State is expected to pay all expenses) to a major event in their State. Frances Crampton agreed it was a good idea to do so, however the recommendation came during the middle of the financial year and that some states hadn't budgeted for it.
- There was differing opinion on whether the per diem should be paid by the host or by the home state. It was agreed that the upcoming state forum would be a good place to ask the question and go with the decision of the majority.

## 2.7 International Events

- A letter from the Korean Golf Association was tabled inviting an Australian female player to compete in the Korea Women's Open. All expenses would be paid by the Korean Golf Association. These invitations arrive from time to time and it was agreed that we should take up these offers.
- A summary of international results that had occurred since the previous HP Committee meeting were
  - Eisenhower Trophy (Adelaide, Oct 2008) – Australia 6<sup>th</sup>
  - Espirito Santo Trophy (Adelaide, Oct 2008) – Australia 15<sup>th</sup>
  - Juan Carlos Tailhade (Argentina, Nov 2008) – Australia 2<sup>nd</sup>. Brendan Smith and Jason Scrivener both finished tied 4<sup>th</sup> in the individual section.
  - Argentine Amateur (Nov 2008) – Jason Scrivener (semi-final), Brendan Smith (qtr-final).
  - Asia Pacific Open Amateur (China, Jan 2009) – Ryan McCarthy, 4<sup>th</sup>.
  - Trans Tasman Cup (Canberra, Mar 2009) – Australia 1<sup>st</sup>
- Events for the remainder of this year are
  - Queen Sirikit Cup (Bali, April) – team of Stacey Keating, Julia Boland, Rebecca Flood, Sharon Dawson (manager) and Dennise Hutton (coach).
  - Southern Cross Cup (New Zealand, April) – team of Scott Arnold, Ryan McCarthy, Brendan Smith, Matt Jager and Barry Shepherd (manager).
  - Arafura Games (Darwin, May 12-15)
  - UK trip for AIS squad in June. They will be accompanied by Mark Holland.
  - Toyota World Junior (Japan, June 17-21)
  - Four Nations Trophy (Canada, August 3-7)
  - Nomura Cup (September 15-18)
  - Asian Amateur (Oct 29 – Nov 1)
  - Spirit International (USA, Nov 1-8)

Mark Holland questioned whether the AIS tour to the UK in June was to be an educational or competitive trip and that if it was competitive then the athletes should travel unaccompanied. It was agreed it was both. The chairman suggested this was technical in nature which should be addressed by discussion with the High Performance Advisory Group and / or the HP manager and coach.

## 3. Other Business

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There being no other business, the meeting was concluded at 2.45pm.

#### 4. Next Meeting

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A date will be confirmed to coincide with the Interstate Series in Melbourne in September, 2009.

#### Actions Arising from Meeting

<b>Item</b>	<b>Action</b>	<b>Responsibility</b>
1	Review of AIS Athlete Performance Agreement Summary	Ian Read, Peter Knight & Mark Holland
2	Address second-year trainees on AIS Rookie scholarships	Phil Ayres & Peter Knight
3	Amend wording of AIS Rookie selection criteria to reflect the athletes understanding of AIS expectations and willingness to follow them.	Nick Hunter
4	Suggested amendments to Selection By-law to be provided by Renee O'Callaghan	Renee O'Callaghan
5	Circulation of AIS KPIs to each state and state institute/academy	Nick Hunter & Peter Knight
6	Srixon incentive payments to SSOs	Peter Knight
7	HP matters presented to next State Forum – Selection, Rankings, KPIs	Ian Read



## National Development Framework - Objectives

1. Increase the number of players in the world top 100
2. Have AIS recognised at truly 'cutting edge' of international development programmes for elite amateur golfers and professionals.
3. Golf Australia, PGA & ALPG with interlinked development programmes for coaches and players.
  - a. Responsibilities to include
    - i. Coach education.
    - ii. Training camps
      1. national (junior and open)
      2. State (junior and open)
    - iii. Tournament opportunities – VNT & ALPG
    - iv. Trainees at Australian Ranking events
    - v. Q School exemptions
4. Performance 2009-2010
  - a. WATC (2010) Top 5
  - b. 10 Australians in world top 100 amateur rankings
  - c. Men: win – Trans Tasman Cup, Southern Cross Cup, Four Nations, Nomura Cup
  - d. Women: win – Trans Tasman Cup, top 3 Queen Sirikit
5. Sponsorship
  - a. Secure a naming rights sponsor for the National/AIS squad members at \$200,000 per annum.
6. International coach and athlete exchange
  - a. Most likely to work with either England or Sweden.
7. National Camps Structure
  - a. Conduct camps for both men and women – open age, U21 and U18
  - b. Camps along similar lines to (former) Elite Training Camps.
  - c. Implementation of curriculum topics for coaches and athletes
8. Coach Education
  - a. Training and education delivered aligned to the Golf Matrix competencies.

## Expanded Outline of Objectives/Thoughts for Consideration

### Objective 1 – Top 100

Increasing the number of top 100 players will be dependent on the underlying objectives and strategies being realised.

	August 2008	January 2009	March 2009
Men	11	8	9
Women	4	4	4

### Objective 2 – AIS as Cutting Edge

- Studies undertaken to validate current practices
- Links to screenings, training and performance.
- Step up structure of individual plans. This needs to occur in a wider context than just AIS. National training camps where coaches can also receive education on expectations will help.
- Research international trends
  - o Survey coaches, players and SSSM providers
  - o Long-term learning research
- Create ‘mystique’ of AIS.
- Generate wider publicity – Golf Australia magazine, [iseekgolf.com](http://iseekgolf.com), feature articles, etc.

### Objective 3 – Links between Golf Australia, PGA and ALPG

- Define roles & responsibilities related to high performance development;
- Incorporate elements of Golf Matrix into coach education
- Continue with tournament opportunities for amateur with Von Nida Tour, ALPG tournaments and Qualifying Schools.
- Offer limited number of places for trainees at Aust Amateur Ranking events.

### Objective 4 – Performance in 2009

- 10 Australians in world top 100 amateur rankings
- Men: win – Trans Tasman Cup, Southern Cross Cup, Four Nations, Nomura Cup
- Women: win – Trans Tasman Cup, top 3 Queen Sirikit

	August 2008	January 2009	March 2009
Scratch Players	8	5	7
R&A	6	3	4

- Individual planning and monitoring of all National Squad members.
  - o Competition calendars
  - o Development work with coach, etc.
- Professional preparation for events linked to skill profiling course management and personal management

### **Objective 5 - Sponsorship**

- Sponsorship of National Squad could be sold as one of our possible packages
- Attract potential sponsors to GA Supporter Engagement
- Invite potential sponsors to seminar (one or two days)
- Include a guest speaker, e.g. thinking or leadership strategies expert.
- Promotion of GA sponsor opportunities as part of agenda
- Sponsorship for research grants using University students/graduates
- Sponsor servicing camp. This could be the same as above and include a business/lifestyle/futurist speaker.

### **Objective 6 – Coach & Athlete Exchange**

- Perhaps arrange with PGA (coaches) where exchange coach has a ‘thesis’ to complete.
- Could potentially be arranged with NZ, England, Sweden or Canada.
- Would enhance international links and provide on-ground information for logistical information we are sending individuals or teams overseas.

### **Objective 7 – Camps Structure**

- Some states have a solid development structure, however others don’t. We should make use of whatever ‘cutting edge’ information we have and use camps as a means of disseminating this information.
- Good opportunity for coach education being incorporated into a camps structure
  - o Elite camps for men and women – 2 camps per year for National squad
  - o U21 squad – 1 camp/year with up to 12 players in each squad (12 male & 12 female)
  - o U18 squad – 1 camp/year with up to 12 players in each squad (12 male & 12 female)
- Camps structure needs to consider what is currently in place at state level.
  - o May be possible to add value to state-based camps where appropriate

### **Objective 8 – Coach Education**

- While this is primarily the responsibility of the PGA and ALPG at the professional coaching level, there will be an elite coaching stream produced by the PGA (Level IV or similar) which will include input from GA and AIS staff.
- The competencies from the Golf Matrix can be taught to Trainee Professionals so there is a sequential path to learning from beginners to advanced players.