



High Performance Plan

CEO Overview

My responsibility as CEO is to understand, support and hold to account Hockey Australia staff to the enclosed High Performance Plan. As CEO, I sign off and endorse the detailed plan attached to this document taking full accountability, along with the High Performance staff, in delivering the outcomes of the enclosed plan.

High Performance Plan (HPP)

The strategies, objectives and KPIs are provided in detail in the enclosed HPP. Strategies within each area will potentially change over time, needing to adjust to challenges and opportunities, change in personnel, or changes in the International Hockey environment.

As CEO, the key material measurable outcomes are not expected to change and will form a key part of the overall Hockey Australia Strategic Plan 2014 - 2018. All staff currently responsible have signed off to this plan, and any new staff will be asked to do likewise.

In particular, the six key drivers of Leadership, Coaching, Athlete Pathway, Competition & Camps, Research & Innovation and the Daily Training Environment are embedded into this plan. This plan is a comprehensive document for the period through until the end of 2018, written as at 30th September 2013.

High Performance Scorecard

We have developed a 'High Performance Scorecard' which is the one page summary of key outcomes associated with the HPP. This will form a key communication tool for reporting and communicating our progress against this plan internally and externally to key stakeholders. The HP scorecard is a combination of the six key performance drivers, sport specific KPIs and core Hockey Australia KPIs.

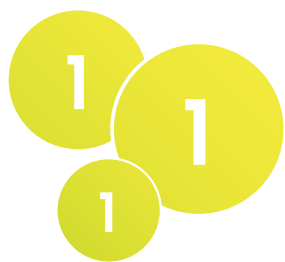
Summary

As CEO, I sign off on this plan concluding Hockey Australia remains a committed partner to Australia's Winning Edge. We will strive to exceed our targets whilst maintaining our reputation as a sport with a high level of integrity, which is as important as our performance targets.



Cam Vale
CEO Hockey Australia

Australia's Winning Edge Targets



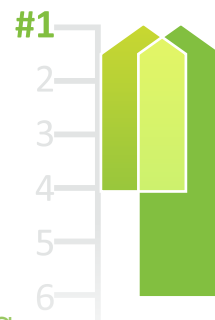
Gold Medals

KOOKABURRAS 4
HOCKEYROOS 3



Medals

KOOKABURRAS 6
HOCKEYROOS 6



World Ranking

KOOKABURRAS 1-4
HOCKEYROOS 1-6

Benchmark targets at World Cup, Olympics, World Event & Commonwealth Games-8 per team. Official World Ranking per FIH over six years. Note Hockeyroos ranking goals are 1-6 (2013-2014) & 1-4 (2015-2018)

Performance Driver Targets Kookaburras & Hockeyroos

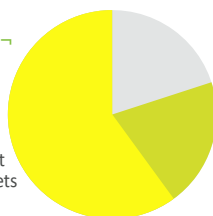


Leadership[^] 90%

Leadership team meet individual performance plan targets

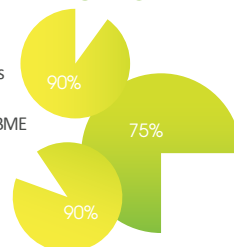
Athlete Pathway[^]

80% current RIO cycle WC/INT athletes meet individual performance targets
60% current DI & PI athletes meet individual performance targets

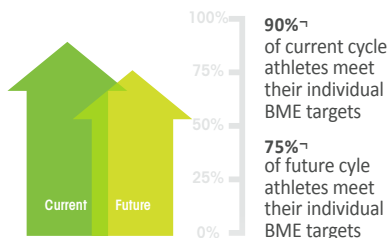


Daily Training Environment

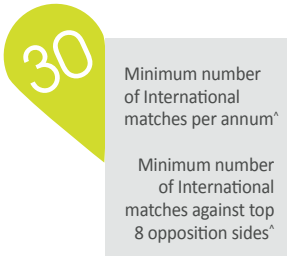
90%/75%[^] athletes, coaches & support staff rate current support meeting requirements
90%[^] of National senior squad athletes available selection & BME



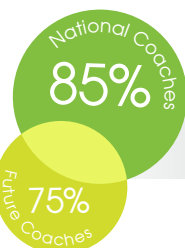
Competition & Camps



90%[^] of current cycle athletes meet their individual BME targets
75%[^] of future cycle athletes meet their individual BME targets



Minimum number of International matches per annum[^]
Minimum number of International matches against top 8 opposition sides[^]



National Coaches

85%

Coaching[^]
% of coaches meet individual performance plans.



Future Coaches

Research & Innovation[^]

2 new projects per year delivered at a high standard



Winning ratio **75%** across all matches[^] Loss Ratio

Hockey Australia Targets Kookaburras & Hockeyroos

Governance[^]

90% of Governance checklist being completed successfully.
Budget costs for each program not exceeded for financial year



Values & behaviours at high level[^]



Engagement[^]

with strategies of non HP areas of Hockey Australia

Partnerships[^]

with stakeholders being delivered at acceptable levels



[^] sport specific KPI

[^] mandatory KPI per Winning Edge