



INTERNATIONAL RUGBY DEVELOPMENT PROGRAMME

PROUDLY PRESENTED BY THE WAIKATO RUGBY UNION

WELCOME

"To provide a world class rugby development programme that is relevant to the needs of each individual, and enhances their performance pathway."

- Waikato Rugby Union's Mission Statement

On behalf of the Waikato Rugby Union, welcome from our proud province.

We are delighted to be able to offer what we believe is a World Class Rugby Development Programme.

The Waikato Rugby Union prides itself on hosting international players and will design the programme to ensure that the goals and objectives meet your needs.

I look forward to seeing you at FMG Stadium Waikato.

Regards,
Blair Foote
Chief Executive Officer, Waikato Rugby Union



FMG STADIUM WAIKATO

The WRU International Rugby Development Programme will be based at FMG Stadium Waikato in Hamilton.

FMG Stadium Waikato, the home of Waikato Rugby since 1925, has been the scene of many spectacular Waikato and All Blacks fixtures over the years.

The stadium has a crowd capacity of 25,800 and the main stand (Brian Perry Stand) includes five levels of corporate and function lounges, offices, changing rooms and media facilities. It is here that the Waikato Rugby Union offices are situated.

On the bottom floor is the Waikato Rugby Union gym and player's area. This will be the base for the WRU International Player Development Programme, along with the adjacent Beetham Park training field.



PLAYER DEVELOPMENT PROGRAMME STRUCTURE

The Waikato Rugby Union is regarded nationally as a leader in player development and bases the holistic programme around the six pillars of player development:



When entering the programme, each player is individually assessed across the six pillars of player development. This initiates the direction of the schedule for each person with their own Individual Performance Plan created to guide them to their full potential.

SAMPLE SCHEDULE

Sample Schedule							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
6:00am							
6:30am							
7:00am							
7:30am	Injury Assessment - If required 7.30am Players must communicate by Sunday night if injured.				Mental Skills Lecture Theatre 7.00am		
8:00am					Treatment and Strapping if required		
8:30am		Treatment and Strapping if required	Treatment and Strapping if required	Treatment and Strapping if required	Preparation 8.30am		
9:00am	Preparation 9.00am	Preparation 9.00am		Preparation 9.00am	IPD		Recovery Session Stadium
9:30am	Activation/Prehab 9.30am	Activation/Prehab 9.30am	Video Anaysis - Game Footage Pattern Recognition Assessment Feedback	Activation/Prehab 9.30am	Strength & Conditioning 9.00am		
10:00am	Strength & Conditioning 10.00am	Strength & Conditioning 10.00am		Strength & Conditioning 10.00am	Recovery 10.00am		
10:30am			Depart for Wintec 10.30am				
11:00am	Recovery 11.00	Recovery 11.00		Recovery 11.00	Lunch		
11:30am	Catch and Pass Skills Beetham Park 11.30 -1.00pm	Tackle Skills Beetham Park 11.30 -1.00pm	Wintec Biomechanics Lab Assessments 10.45am	Position Specific Review 11.30 -1.00pm			
12:00 midday							
12:30pm							
1:00pm							
1:30pm	Lunch	Lunch	Lunch	Lunch	New Zealand Experience 12.00 midday	Club Rugby	
2:00pm							
2:30pm							
3:00pm	English Lessons Lecture Theatre	English Lessons Lecture Theatre	English Lessons Lecture Theatre	English Lessons Lecture Theatre			Free Time
3:30pm							
4:00pm	3.00-5.00pm	3.00-5.00pm	3.00-5.00pm	3.00-5.00pm			
4:30pm							
5:00pm	Travel to Club	Travel to Club		Travel to Club			
5:30pm							
6:00pm	5.45pm Mitre 10 Cup Training Strapping prior to training	CLUB RUGBY Training 6.00pm	5.45pm Mitre 10 Cup Training Strapping prior to training	CLUB RUGBY Training 6.00pm			
6:30pm							
7:00pm							
7:30pm							
8:00pm							

PLAYER DEVELOPMENT OVERVIEW

Players are physically tested, programmed and monitored by WRU high performance staff through the duration of their training phase.

Gym sessions will be individually programmed to the training age, priorities and needs of each player. This ensures that the athlete trains to their relative ability and can be progressed in a safe training environment.

As part of their tactical development, players will utilise Sportscodes video analysis to review their own performance while receiving feedback from a WRU position specific coach.

Technical development of the player will be initiated by a skill assessment on entry into the programme. This will assist in the prioritising and planning of the skill development plan for the individual and the team.

Skill development through the duration of the programme will focus on the generic core skills, unit skills and position specific skills of the player.

PLAYER DEVELOPMENT - CORE SKILLS

Core skills are regarded as the fundamental generic skills required by every player in every position.

Players will be assessed on the core skills when entering the programme.
The following four core skills variations will be covered in the programme:

CATCH AND PASS

Orthodox Pass - Short / Long
Spiral / Pop / Offload / Drop Off / Base Passing

TACKLE

Front On / Side On / Chop / 2 Man / Smother
Goal Line / Post Tackle

THROUGH CONTACT

Ball Carry / Feet - Fight - Finish / Offload Options
Long Place / Up Field Ruck / Golden Metre
Support Roles / Decisions

RUNNING LINES

L Lines / Unders - Overs / S Lines
Pass and Fill / Reloading

CORE SKILLS PROGRESSION MODEL

Each core skill will be progressed in sessions by the following process:

1. Breakdown of key factors for each skill (Clarity)
2. Execution of skill under pressure (Intensity)
3. Decision making under pressure - competition (Accuracy)

PLAYER DEVELOPMENT - UNIT SKILLS

Unit Skills are specific to either forwards or backs and will cover the technical, tactical and functional roles of the skill set.

FORWARDS

SCRUM

- Session 1: Setup / Engagement / Pressure
- Session 2: Tactical and Manipulation

LINEOUT

- Session 1: Offensive Lineout
- Session 2: Defensive Lineout

KICK RESTART

- Session 1: Halfway Setup
Attack - Defence
- Session 2: 22 Drop Out Setup
Attack - Defence

PICK AND GO

- Session 1: Offensive and Defensive Maul
Pick and Go
Shape and Support

BACKS

- Session 1: Set Piece Launches
- Session 2: Set Piece Defence
- Session 3: Kicking Options
- Session 4: Phase Defence
- Session 5: Counter Attack
- Session 6: Scanning / Decision Making
Body Language
- Session 7: Unit Knowledge Session
(Video based)

PLAYER DEVELOPMENT - POSITION SPECIFIC

Waikato Rugby Union has experienced position specific resource coaches who provide specialist coaching, tailored to the individual's requirements.

Position specific sessions are related directly to the playing position of each player. Strong emphasis is put on these sessions to ensure that players take full advantage of the quality one on one coaching.

- Session 1: Position Performance Profile
- Session 2: Position Specific Coaching
- Session 3: Position Specific Coaching
- Session 4: Key Relationships



PLAYER DEVELOPMENT - TACTICAL

Players will learn to analyse and critique all aspects of their training and game day performance through the use of Sportscore video analysis.

Tactical appreciation is a crucial pillar in the rugby development of all players. Players will cover tactical appreciation during the following sessions in the programme.

Session 1: Generic Decision Making

Session 2: Unit Decision Making

Session 3: Sevens Specific Decision Making



PLAYER DEVELOPMENT - SPEED

Players will be tested and coached over four speed training sessions, with specific emphasis on their playing position.

SPEED SESSION 1: SPEED ASSESSMENT

- Athletes will be tested over 10, 20, 30 and 40 metres
- SMART speed timing lights have a one millisecond test/retest reliability

SPEED SESSION 2: MECHANICS OF LINEAR SPEED

- Athletes will explore the mechanical components of linear speed and how the ankle, knee and hip joints contribute to movement
- Posture, arm drive and improve range of movement by using specific running drills

SPEED SESSION 3: STRIDE CORRECTION AND DEVELOPMENT

- Athletes will explore leg speed and stride length - the two components of linear speed
- Recovery mechanics and reaching concepts

SPEED SESSION 4: ACCELERATION AND TOP END DEVELOPMENT

- Forwards will develop acceleration concepts, and backs will develop top end concepts
- Body position
- Add load under tension

PLAYER DEVELOPMENT - AGILITY

Players will also be tested and coached over four agility training sessions, again with specific emphasis on their playing position.

AGILITY SESSION 1: AGILITY ASSESSMENT

- A test of agility over specific movements that are used across all rugby positions
- SMART speed timing lights have a one millisecond test/retest reliability

AGILITY SESSION 2: MECHANICS OF MULTI DIRECTIONAL SPEED

- Athletes will explore specific movement patterns that enable greater body control and enable first step quickness
- Centre of gravity and step direction

AGILITY SESSION 3: FOUNDATION BALANCE AND FOOT SPEED

- Athletes will learn how to generate force in the correct plane of movement
- Balance and correct body positions (strong or weak, power platform)

AGILITY SESSION 4: REACTION AND COD

- Athletes will learn how to change direction at high speed, static exertion or overcome momentum
- Specific to positional requirements
- Asymmetric loading

PLAYER DEVELOPMENT - NUTRITION

Players will learn to develop a 'nutrition tool kit' alongside the Waikato Rugby Union's sports performance nutritionist.

SESSION 1: BASELINE EATING

- Describe the importance of nutrition in athletic development and performance
- Baseline eating requirements: 'The big rocks'
- Increased self-awareness of own baseline eating habits
- How to do a food diary

SESSION 2: PERFORMANCE ZONE NUTRITION

- What to eat and drink before gym, training or games
- Fluid guidelines during exercise
- Nutrition recovery pathway and optimal nutrition timing
- Game day nutrition strategies

SESSION 3: SUPPLEMENTS AND ERGOGENIC AIDS

- Basic supplements and how to use them
- Supplement 'big rocks'

PLAYER DEVELOPMENT - MENTAL

Players will learn techniques to grow a performance mindset for rugby over four sessions of mental skills.

SESSION 1: INTRODUCTION TO THE CORE COMPONENTS OF A PERFORMANCE MINDSET FOR RUGBY

- Pathway 1: The Pathway of Courage
- MOP Universe: Moments of Perfection
- Self Accountability: Being accountable to follow through on your actions

SESSION 2: TRAINING TO WIN

- How to evolve a routine of deep deliberate practice to maximize learning and preparation to perform on game day
- How to review training and performances to drive learning forward

SESSION 3: PERFORMANCE PREPARATION AND FOCUS

- How to prepare your mind across a training week and game day to arrive at the whistle 100% ready to perform to your best
- And how to remain focused at critical moments during a game to ensure you can perform your role

SESSION 4: RUGBY LEADERSHIP

- The core components of rugby leadership
- Building a leadership development plan
- Leadership in action

INDIVIDUAL PERFORMANCE PLAN - PLAYER

NAME:

POSITION:

Individual Performance Plan

WHAT IS MY VISION? WHAT MOTIVATES ME?

My vision is to play professional rugby for as long as possible. I am motivated to work for my family and friends and also to be the best that I can be.

Fill out the following table using the colour code system for each of the focus areas under each pillar (technical, tactical, physical etc.). This will assist you to identify what you want to work on. If you are not sure, or if you need some help, talk with key people e.g. Coaches, Wife, Parents, Team Management, Team mate

	What are the key focus areas to be the best in my position?							What is my focus for the next 12 months?
TECHNICAL	Tackling	Breakdown	Lineout Jumping	Catch & Pass / Ball Carry	Support Play	Aerial Skills	Scrum	To increase the speed of my lineout jump and core strength in the air. To improve my general ball skills (especially passing to left) and make dominant tackles.
TACTICAL	Positional Play	Understand role	Understand game plan	Tactical Leadership	Decision Making			To remain calm under pressure to be able to make good decisions and to improve my leadership skills.
PHYSICAL	Strength	Power	Speed	Aerobic	Anaerobic			To increase my speed over 40m, especially 0-10m. To keep developing my strength/power
NUTRITION	Body Weight	Skinfolds	Hydration	General Dietary Habits	Performance Nutrition			To increase my body weight, while keeping my current skinfolds.
MENTAL	Pre Game Routine	Goal Achievement plan	Weekly routine	Focus				To make steps to achieving my goals and measure my progress instead of just having a final goal.
HOLISTIC / LEADERSHIP	Life Balance	Work Ethic	My motivation to succeed	Self Reliance	Self Awareness			

Colour Code Key	Novice	Competent	Expert
	(not great)	(ok)	(excellent)

INDIVIDUAL PERFORMANCE PLAN - COACH

Coaches are introduced to the coach specific Individual Performance Plan. An individual development plan is then initiated for each coach relative to their strengths, weaknesses and priorities for development.

NAME: Sample				TEAM:				
Individual Performance Plan								
<p>WHAT IS MY VISION? WHAT MOTIVATES ME? WHAT IS MY COACHING PHILOSOPHY?</p> <p>My vision is to become a head coach that will be sought after by teams at every level of the game.</p> <p>I am motivated by the challenge of taking an individual player and moving him/her to a level they can't take themselves to, while building and moulding a team/unit through a positive, enjoyable and focused team environment.</p> <p>My coaching philosophy: I am an open and relaxed style of coach with a firmness that demands attention to detail, technical correctness and an opportunity for ALL to contribute and be empowered to make decisions and solve problems.</p> <p>Fill out the following table using the colour code system for each of the focus areas under each pillar (technical, tactical, physical etc.). This will assist you to identify what you want to work on. If you are not sure, or if you need some help, talk with key people e.g. Coaches, Wife, Parents, Team Management, Team mate</p>								
What are the key focus areas to be the best in my position?							What is my focus for the next campaign?	
TECHNICAL	Catch / Pass / Run	Tackling	Contact	Units	Kicking	Skills Analysis		I need to increase my knowledge in relation to kicking but has a forwards coach it is not a priority. I need to move from 'competent' to 'high performance' level of coaching in other technical areas.
TACTICAL	Team profiling and selection	Principles of play	Game Profile (what)	Patterns of play (how)	Tactics (how for now)	Laws	Decision Making	I need to make some big movement in the tactical area of the game. The main focus is to see what is happening in a game and be able to relay immediate feedback to my team.
PHYSICAL	Preparation & Programming	Recovery	Strength & Conditioning	Nutrition	Medical			I rely on the trainer/physio to manage this area of the game. I need to be more aware and knowledgeable so i can be better prepared to meet players needs.
COACHING SKILLS	Understanding the principles of learning	Apply the principles of learning	Create effective learning environment	Effective communication skills	Performance Analysis			This has been a really good learning year working with a high performance team and management. Next campaign i will be more confident and detailed in my coaching role.
MENTAL	Player's Pillar	Performing under Pressure	Dealing with change / complexity	Resilience	Personal well being	Life balance	Self Awareness	I really want to improve my ability to perform and make decisions under pressure.
HOLISTIC / LEADERSHIP	Personal Qualities	Leadership of management team	Planning and organisation	Lead vision, values and team culture	Upward management	Manage key relationships	Ability to learn and grow	I want to be able to express my thoughts more confidently and honestly. Seek more feedback on my performance so I can be a better coach. Have written goals as to what I want to achieve short and long term.

Colour Code Key	Novice	Competent	Expert
	(not great)	(ok)	(excellent)

WINTER - ATHLETE DEVELOPMENT

Dr Peter Maulder
Athlete Development Leader

Athletes will have the opportunity to be assessed at the Waikato Institute of Technology (Wintec) Sport Science laboratories. Athlete Development Leader Dr Peter Maulder and his Post graduate team will assess and analyse the athlete's movement technique in a variety of activities such as sprinting, side stepping, and jumping. Individual reports are created for the athlete with feedback sessions also provided for the athletes.

In addition to movement technique the strength and power qualities of the athletes are also assessed using specialised equipment such as force plates, power transducers, and dynamometers to identify any training needs of the athletes for development during their experience in New Zealand.



KIWI EXPERIENCE

Players get to experience some of the wonderful activities and sites that New Zealand has to offer.



WAIKATO HONOURS BOARD

New Zealand Representatives 2010 - 2017

ALL BLACKS

Sitiveni Sivivatu
Mils Muliaina
Stephen Donald
Richard Kahui
Liam Messam
Aled de Malmanche
Tawera Kerr-Barlow
Brad Weber
Anton Lienert-Brown
Damian McKenzie
Atu Moli

MAORI ALL BLACKS

Liam Messam
Romana Graham
Dwayne Sweeney
Jackson Willison
Ben May
Declan O'Donnell
Trent Renata
Joe Webber
Tawera Kerr-Barlow
Damian McKenzie
Josh Hohnneck
Jacob Skeen
Brad Weber
Whetu Douglas
Jordan Manihera

NZ UNDER 20S

Rory Grice
Tawera Kerr-Barlow
Glen Robertson
Sefo Setephano
Nathan George
Fraser Armstrong
Nick Ross
Marnus Hanley
Hame Faiva
Adam Burn
Joe Webber
Mitch Jacobson
Tau Koloamatangi
Anton Lienert-Brown
Damian McKenzie
Atu Moli
James Tucker
Steven Misa
Harrison Levien
Luke Jacobson
Ayden Johnstone
Sefo Kautai
Shaun Stevenson
Jordan Trainor
Sam Caird
Ryan Coxon

NZ SHOOLS

Fraser Armstrong
Adam Burn
Nick Ross
Joe Walsh
Josh Davey
Kane Jacobson
Joe Webber
James Tucker
Regan Ware
Atu Moli
Sam Chongkit
Mitch Jacobson
Harrison Levien
Bryn Gatland
Damian McKenzie
Isaac Te Tamaki
Ayden Johnstone
Luke Jacobson
Solomone Tukuafu
Jordan Trainor
Shaun Stevenson
Sevu Reece
Samisoni Taukei'aho
Laghlán McWhannell
Charles Alaimalo
Sam Cooper
George Dyer
Quinn Tupaea
Tautau Kapea

ALL BLACKS SEVENS

Liam Messam
Tim Mikkelsen
Rory Grice
Save Tokula
Frank Halai
Declan O'Donnell
Glen Robertson
Joe Webber
Kylem O'Donnell
Jono Malo
Luke Masirewa
Dylan Collier
Isaac Te Tamaki

MEET THE TEAM

Waikato Rugby Union has a high performance staff of coaches, strength and conditioning coaches, analysts, medical specialists and sport science providers that are regarded as some of the best in New Zealand rugby.



SEAN BOTHERWAY

Waikato Mitre 10 Cup Head Coach, Former Waikato and Chiefs Age Group Coach



ALF DANIELS

WRU Rugby Academy Manager, Waikato Under 19s Head Coach



CARL HOEFT

Waikato Mitre 20 Cup Asst. Coach, Chiefs & Maori Scrum Coach, Former All Black Prop



ANDREW SPRAGGON

WRU Rugby Development Team Leader, NZ Age Grade Selector



ROGER RANDLE

Waikato Mitre 20 Cup Asst. Coach, Former Japan Sevens Skills Coach, Former All Black and NZ Sevens



WAYNE MAXWELL

WRU Rugby Development Coach, Waikato Women's Head Coach



TIM HURST

Head of Athlete Performance



MICHEL MARNEWICK

WRU Rugby Development Coach, Waikato Age Grade Coach

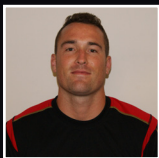
MEET THE TEAM



MIKE CRAWFORD
Programme Facilitator
mikec@mooloo.co.nz
+64 21 344 562



TAKAKO SMART
Japanese Interpreter, Holistic
Support



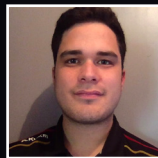
JAMES SEMPLE
WRU Rugby Development Coach,
Waikato Women's Back Coach



GORDAN TAM
WRU Doctor, Sports Specialist
Doctor



NARU MIYAURA
Japan representative, Japanese
Interpreter



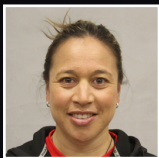
JARED CHRISTY
Waikato Sevens Video Analyst



MATTHEW GREENE
WRU Resource Coach, Former
Waikato Halfback, Mentor to
Tawera Kerr-Barlow



KIM ABBOTT
Waikato Rugby Nutritionist



TERESA TE TAMAKI
WRU Physiotherapist



DAVID GALBRAITH
Sports Psychologist for WRU, Chiefs
and NZ Sevens

ENDORSEMENTS

Many leading international coaches and players have experienced first hand the quality and professionalism of the WRU development programme.



WARREN GATLAND - WAIKATO CENTURION, WELSH NATIONAL AND BRITISH & IRISH LIONS COACH

"There are so many opportunities when you are based in the Waikato. Get involved in a rugby experience at the elite level where you get the chance to be coached by some very proficient people who know what they are talking about, and also get a chance to see what this beautiful country has to offer."



IAN FOSTER - WAIKATO CENTURION AND ALL BLACKS ASSISTANT COACH

"I've witnessed this province develop as an effective system and I'm quite frankly delighted that they are using their experience in the development area to design a course that I know, with the expertise they have got and the effort they are putting into it, will be a fantastic opportunity for people to take advantage of."



DAMIAN MCKENZIE - WAIKATO AND ALL BLACKS PLAYER

"Waikato has provided me with the key skills on and off the field to help develop me as a better person/rugby player that I am today."



ANTON LIENERT-BROWN - WAIKATO AND ALL BLACKS PLAYER

"Waikato has played a big part in developing my rugby. Honesty and genuine care is what encourage me to move from Canterbury to Waikato."

ADDITIONAL INFORMATION

Players and coaches will receive comprehensive medical support for the duration of their time in New Zealand.

MEDICAL COVER

- A registered sports specialist doctor is available for each individual if required.
- ACC (Accident Compensation Corporation) provides comprehensive, no fault personal injury cover for all visitors to New Zealand.
- Players and coaches will require individual travel insurance for the duration of their stay in New Zealand.

24 HOUR SUPPORT

- If the need is required players and coaches will have access to 24 hour support.

KUKRI TRAINING APPAREL

Each player will receive the following training apparel from Kukri - the official apparel supplier of the Waikato Rugby Union:

- 1 x Training Jersey
- 3 x Training T-Shirts
- 3 x Training Shorts
- 1 x Hoodie
- 1 x Wet Top
- 1 x Track Pants
- 1 x Beanie Hat
- 1 x Backpack





Waikato Rugby Union
PO Box 9507
Hamilton
New Zealand
+64 7 838 5675
www.mooloo.co.nz

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