

# 2021 Development Squad Mission Statement



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# Primary Objective

Progress our platform allowing squad riders to learn with open minds, compete against themselves and inspire others while having fun.

## Benefits of being in the team

The benefits of joining the development squad include; being placed in a leadership role and learning to use this role to impact and inspire others; and a reduction in financial and logistical stresses of racing and travel; and engaging in a fun environment with teammates developing and strengthening friendships; and learning to be an ambassador for a race team as well as being a sponsored rider and how each rider can find and utilise their niche; and ability to develop a network with other riders from around the country, even international riders; and learning to work in a team environment to not only helps individual performance but also gives an individual experience of how professional teams operate. Another highlight for team riders is the three free educational camps that occur throughout the season.

Finally, on racing trips the team will cover team management, team food, team accommodation, team vehicle rental expenses that are budgeted for. If the team budget is spent and riders still want to compete in more events they will need to cover team management, team food, team accommodation, team vehicle rental expenses or organise independent travel arrangements. This only occurs if the team is really ambitious for events in that season. It is entirely up to that year's team if this extra step is undertaken. In all circumstances riders must pay for any flights and race entries. It is up to each individual what they do with these experiences and lessons moving forward into the elite sporting world.

## Who can apply, why apply and how does the process work?

### Selection

The Tauranga Development Squad is a team of high school rider's year 11 to 13 who are representative riders of the Junior Development Process (JDP). Our aim is to cover team logistical expenses within budget. Logistical expenses include camps, some race trips, education providers and other team logistical costs. Applicants will be eligible for selection as long as they are current club members, they have been or currently are involved in the JDP and if they are between year 10 and year 12 in the year of application. For more information about the selection process you can look at the Selection Policy.



## The 2021 Development Squad Objectives

Inspire - Encourage riders to give back to their community through an ambassador role.

Learn - Assist riders to race Cross Country & Enduro events.

Compete - Teach riders about the importance of developing key traits.

## Process of achieving our missions

### Inspire

In order to help the Junior Development Process succeed, the JDP requires young riders to have role models that they can look up to and more important relate to. The Development Squad is a great platform to showcase our culture and values as a club to other young riders. Not only young riders, but also the peers of Development Squad members can benefit from the attitudes they see occurring internally within the squad as squad riders are rewarded and progress with the support of one another and management. This positive environment encourages others to step up, should they want to be involved. Promoting a healthy and supportive club environment has been a key part to our clubs growth and success so far. Using the Development Squad as a platform to showcase positive behavior continues to improve the expectation riders put on themselves and their peers constantly raising the bar of our club's junior potential. During our camps and workshops we work on tactics to help spread this positivity through the club and beyond. Team riders may be given tasks as ambassadors to help enhance what the club can offer to its members.

## Compete

All riders in the Development Squad are encouraged to compete in a range of cycling events. The Squad financially supports riders with Cross Country and Enduro racing endeavors. Specifically the UCI Enduro World Series and UCI XCO junior competition events. Prior to the season commencing riders are allocated their team kit which consists of a mixture of Cross Country and Enduro riding gear. Following this, the team selects which events and campaigns they would like to spend the team budget on. Depending on how ambitious the event selection is, this may require riders to contribute personal funds towards these events and campaigns if the team budget cannot fully cover expenses. A rider's physiological and psychological performance and development is up to the rider and their personal coach to develop. Riders are expected to maintain a sufficient level of fitness as a part of the team, and it is 100% up to each individual rider if they compete in events or not. However, the team staff will encourage specific events for development and experience outcomes. The team coach can offer coaching services and training programs, however this needs to be organised externally to the Development Squad.

## Learn

Being hungry to increase knowledge is a key factor for the success of an athlete. The learning that occurs in the Development Squad covers a range of areas. Communication, teamwork, leadership, sponsorship, building courage, and more are covered in the three camps and team rides throughout the season. While at race events and on campaigns riders learn tips and tricks of travelling as an athlete, how to organise and manage themselves, race preparation strategies and how to support teammates in a racing environment. The final area we teach the squad is related to retention in mountain biking. Covering the importance of staying active, educating riders on the statistics of the mass dropout of organised sport across all codes in New Zealand. This is key to encouraging the team to build individual resilience and work consistently towards their goals. All of these lessons add to the experience bank of each individual rider which helps later in their journey across a range of areas in life.

