



Candidate Information Pack

Performance Coach



DRESSAGE



EVENTING



JUMPING



ENDURANCE



PARA-EQUESTRIAN

ESNZ and Equestrian Sports

Equestrian Sports New Zealand (ESNZ) was founded in 1950 and is the peak sporting body in New Zealand for Equestrian Sports



New Zealand has a rich history in Equestrian Sports including many successes on the international stage at Olympic Games, World Equestrian Games, World Championships and other pinnacle events.

Horse riding is a popular sport in New Zealand and horse-keeping is relatively affordable compared to many other nations, given the ability for most horses in NZ to be kept at grass which is less labour intensive than horse-keeping in more urbanised countries. Therefore many New Zealanders have access to horse riding pursuits.

There is a long tradition of using horses for stock work in rural NZ. Further, many people in equestrian sports typically came from rural backgrounds where there was much family knowledge of horses and horse care. Mostly, the traditional uses of horses in farm work and in transport have been replaced by motor vehicles and farm machinery.

The background of equestrian participants is changing, as members of an increasingly urban population become re-involved with horses for the first time. Many of these participants have less prior knowledge and few contacts to provide them with advice.



Thus the role of organisations such as ESNZ and the role of qualified Coaches is becoming increasingly important to assist riders and horse owners not just with riding skills, but also in matters concerning the care and welfare of the horse.



ESNZ and the FEI

ESNZ is the National Federation (NF) of New Zealand affiliated to the Fédération Equestre Internationale (FEI) and is responsible for the administration in New Zealand of International Competitions and International Officials for:

- Eventing
- Jumping
- Dressage
- Endurance
- Para-Equestrian



As the NF of New Zealand, ESNZ is the only body authorised to use and amend FEI rules for national purposes in NZ.

ESNZ and SPORTNZ

ESNZ is also the National Sport Organisation (NSO) for Equestrian sport recognised by the New Zealand Government via its sport agency SPORTNZ. SPORTNZ supports ESNZ and other NSOs in a number of ways including:

- Funding and direction for the High Performance program
- Funding and direction for Coach Development
- Sector Capability and Staff Development
- Sport advisory services and access to dispute resolution via the Sports Tribunal



ESNZ structure

Within ESNZ, the ESNZ Board is responsible for the strategic direction of the national organisation and the sport as a whole.

ESNZ has 5 Disciplines:

- Eventing
- Showjumping
- Dressage
- Endurance
- Para-Equestrian

The Board of ESNZ delegates responsibility for the strategic direction and management of the disciplines to each Discipline Board. The Discipline Boards in turn delegate much of the delivery “on the ground” to the ESNZ “Areas”. Together, these groups make the sport work in its day-to-day operations.

The ESNZ High Performance Program and ESNZ Coach scheme operate separately to this structure and are administered by:

- the High Performance Director (who coordinates the High Performance Panel)
- and the National Sport Administrator (who receives advice and assistance from the Coach Advisory Team)

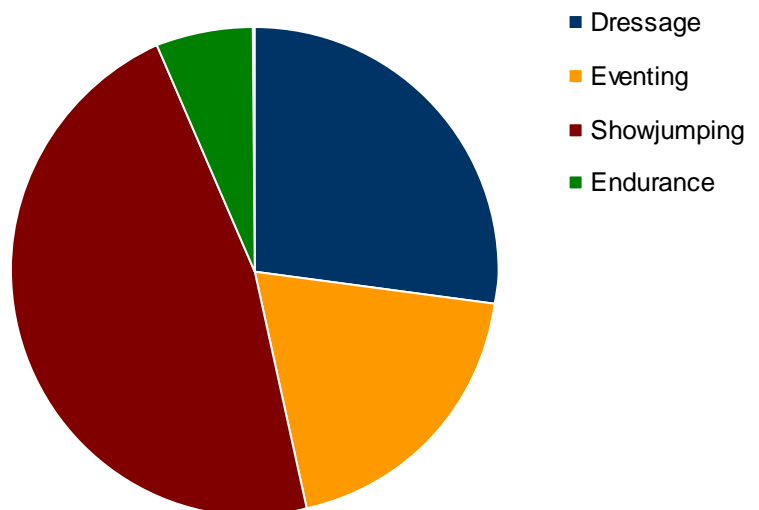
Both programs work cooperatively with the Disciplines and the ESNZ Board to build structures for the development of the sport.

ESNZ membership

ESNZ has over 5000 members and 7530 actively competing horses registered in its database.

Of these horses:

47% compete in Showjumping and/or Show Hunter
27% compete in Dressage
19% compete in Eventing
6% compete in Endurance



ESNZ Coach scheme

The ESNZ Coach scheme consists of two main aspects:

- **Coach Training**
- **Coach Registration and Development**

Coach Training

This is the part of the scheme that delivers the formal training and accreditation of new coaches and the training and upgrading of existing coaches. This is administered from the ESNZ National Office by the National Sport Administrator and delivered in the community by ESNZ-accredited Coach Educators.

Coach Registration and Development



This is the part of the scheme that keeps existing coaches up-to-date via a registration scheme and most importantly through Ongoing Development. Coaches should never stop learning if they are to keep up with the evolving requirements of modern equestrian sports, and the technological and scientific breakthroughs that are occurring in Sport Science and Equine training and management. Through Coach Registration and Ongoing Development, ESNZ invests in its Coaches to ensure they are the best coaches in the Equestrian Community.

Again this is centrally administered from the ESNZ National Office by the National Sport Administrator, and delivered in the community via a number of avenues including ESNZ Coach Educators, Mentor Coaches, the ESNZ Disciplines, Regional Sports Trusts, private training providers and many others.

Personnel

There are several different people candidates are likely to interact with in the ESNZ Coach scheme:

National Sport Administrator

The National Sport Administrator oversees the entire scheme at the ESNZ National Office and is a central point of contact for candidates to enrol in training, to ask questions about the scheme, to receive their qualification and complete their coach registration.

Coach Educators

Coach Educators are ESNZ Coaches who have completed formal training in the Principles of Assessment and are authorised by ESNZ to assess the knowledge and skills of candidates in the program content.

Coach Educators are familiar with the program content and can also provide valuable training and assistance in preparation for assessment.

NB: Coach Educators are 'freelance' and their fees are expected to vary for their time and services. Discuss rates with your Coach Educators before you start.



Other Experts

Other ESNZ Coaches, Farriers, Vets, Horse Dentists and other experts can provide valuable advice and training in the learning process as well. However, these experts are not authorised to perform any assessments or sign off Coach Educator Verifications.

In some areas, there may not be a Coach Educator available within a reasonable driving distance, and it is perfectly acceptable to train with any other ESNZ Coach to learn the necessary skills to prepare for the practical activities in the workbooks. However these other Coaches are not authorised to perform any assessments or sign off any Coach Educator Verifications.

The next time their farrier visits, candidates may find it useful to ask specific questions they have noted down during their reading and study. They might also ask their farrier to show them how to perform some basic skills such as removing a loose shoe.

Some candidates may find it useful to arrange to spend a day at a veterinary clinic or making visits with an Equine veterinarian to learn more. Candidates will get a good insight into first aid for horses and may have the opportunity to ask questions they have noted in their readings.

These are just some learning opportunities that may be available to candidates, there are likely to be many others, but given the flexibility of the program, no one method is compulsory.



ESNZ training programs

Enrolment

To enrol in any of the ESNZ training programs, simply complete the workbook order form and return it to the ESNZ National Office or place an order over the phone.

ESNZ places candidate information in the ESNZ database, therefore candidates must order the training resources and enrol in their OWN name.

Prerequisites

Performance Riding and Equine Management

Candidates wishing to commence the Performance Riding and/or Equine Management programs must either:

- Be an existing ESNZ Grade 1 Coach in the “old” system **or**
- Have completed the relevant Development program(s)

For safety and risk management reasons, candidates must be 13 years of age to commence any of the ESNZ Riding or Equine Management programs.

Candidates may complete the Performance Riding and Equine Management activities in any order.



Candidates wishing to commence the Performance Coaching program must either:

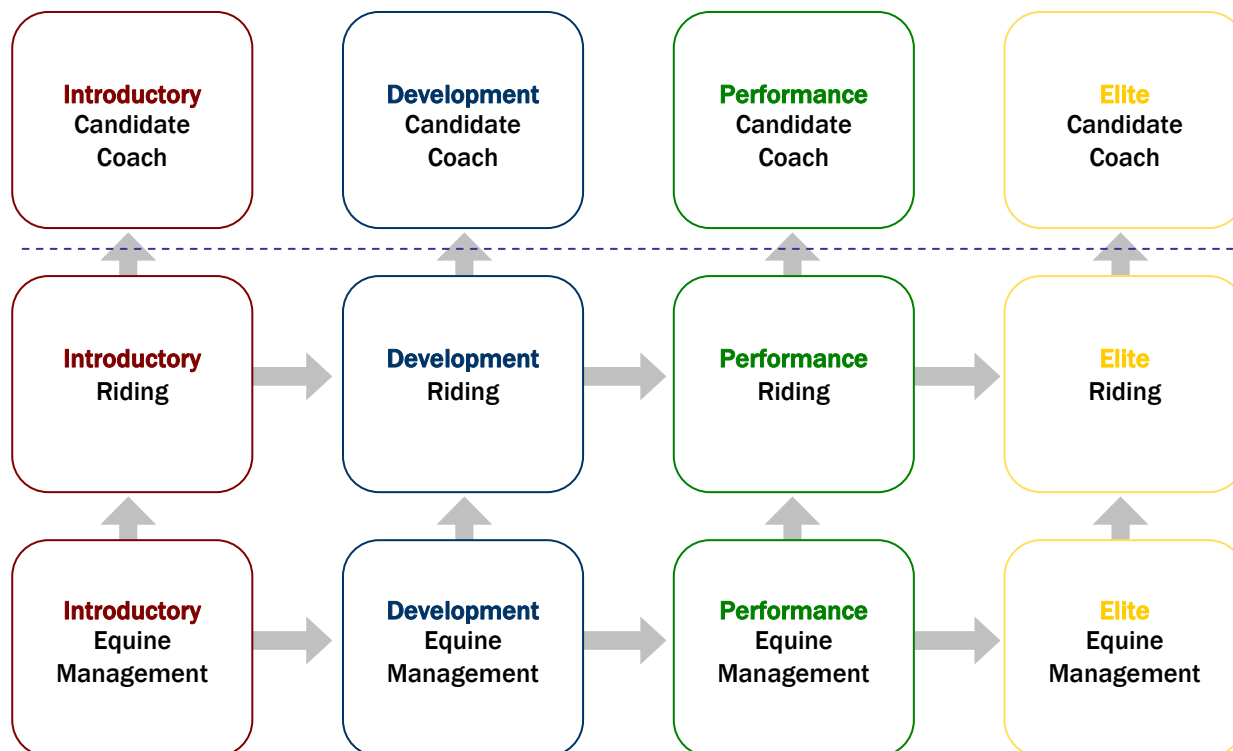
- Be an existing ESNZ Grade 1 Coach in the “old” system **or**
- Have completed the Development Coach program

To ensure that the correct underpinning knowledge is in place, and for risk management reasons, before progressing to the Performance Coaching program candidates must:

- complete the Performance Riding Program
- complete the Performance Equine Management Program
- be 18 years of age or over
- be a current Member of ESNZ

Performance Coaching

ESNZ Coach Development Pathways



Candidates may choose to complete the Riding pathway and/or the Equine Management pathway without progressing to the Coaching pathway. This may be useful as a training program for members of Young Rider or Emerging Talent Squads or for school students not yet old enough to commence the Coach training programs.

Any member of the public can participate in the ESNZ Riding or Equine Management programs for their own personal development.

The ESNZ Development Coach Pathway

Performance Equine Management

- Anti-nutritional Factors
- Feeding Problems and Non-routine Feeding
- Evaluating Feeds
- Nutritional Requirements and Feeding Programs
- Hoof Care
- Fitness and Conditioning
- Medication Control and Prohibited Substances



Performance Riding

Choose: Dressage/Showjumping/Eventing/Endurance

Core Dressage - Training Scale, Third-Level Dressage

Dressage - Training Scale, Fourth- and Fifth-Level Dressage, Cross-training

Jumping - Gymnastics, Jumping Training, Walking-Riding Courses

Cross-Country - Cross-Country Training, Walking-Riding Courses

Endurance - Technical and Tactical Considerations



Performance Candidate Coach

















- Athlete Self-Awareness and Decision-Making
- Planning and Tracking Athlete Performance
- Coach Self-Development
- The Performance Coach in Action

Choose: Dressage/Showjumping/Eventing/Endurance



Performance level discipline choices

At Performance level, candidates have the option to choose one or more disciplines to become accredited in for Riding and Coaching. The workbook modules required for accreditation in each discipline are:

Dressage Coach	Showjumping Coach	Eventing Coach	Endurance Coach
Core Dressage + Dressage	Core Dressage + Jumping	Core Dressage + Jumping + Cross-Country	Endurance
 	 	  	
Coaching Modules	Coaching Modules	Coaching Modules	Coaching Module
 	 	  	
Riding Modules	Riding Modules	Riding Modules	Riding Module

Learning options



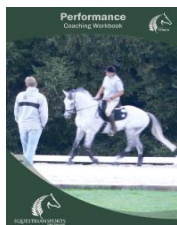
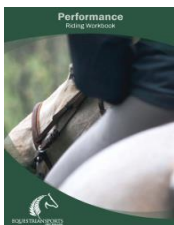
The ESNZ Coach training programs are designed to facilitate a “blended learning approach”, whereby activities and practical application tasks can be completed in a face-to-face learning environment or in a distance learning environment in a self-paced manner

Candidates have flexibility and ownership of their preferred methods of learning that best suit their circumstances. Candidates may discuss their options with the National Sport Administrator and Coach Educators.

Much of the study may be completed in the candidate's choice of face-to-face or independent study. However, for risk management reasons ESNZ strongly recommends that Performance candidates practice **NEW coaching** skills under the supervision of another ESNZ Coach.

Candidates will inevitably complete this program in different timeframes depending on their background, experience, time available to undertake the learning and assessment, and their access to suitable horses, venues, equipment and learning opportunities.

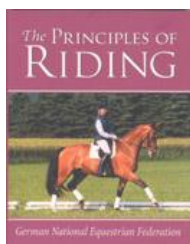
Candidate Workbooks



Candidates receive a workbook for each Program they have enrolled in. These workbooks contain the majority of the learning and assessment content for the program.

Course readings

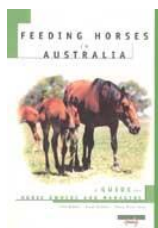
In addition to the candidate workbooks, ESNZ requires candidates to obtain access to the following text books:



The Principles of Riding, German National Equestrian Federation

The Principles of Riding is required reading for:

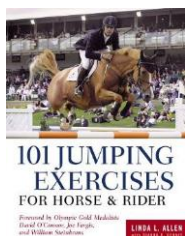
- Performance Riding
- Performance Coaching



Feeding Horses in Australia, Rural Industries Research and Development Corporation

Feeding Horses in Australia is required reading for:

- Performance Equine Management
- NB: Despite the title, this book is also relevant beyond Australia and is used in the program to cover nutritional requirements and feeding programs*

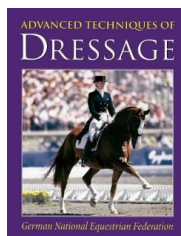


101 Jumping Exercises for Horse and Rider, Linda L Allen

101 Jumping Exercises is required reading for:

- Performance Riding
- Performance Coaching

(most relevant for the Jumping and Eventing qualifications)



Advanced Techniques of Dressage, German National Equestrian Federation

Advanced Techniques of Dressage is required reading for:

- Performance Riding
- Performance Coaching

(for the Dressage-specific qualification only)

ESNZ Recommends candidates purchase their own copy of these books as they are valuable references for a career with horses, however candidates may complete their studies with borrowed text books if they desire.

It is important to note that there is much in the ESNZ programs that is very closely linked to these text books and successful completion will depend on an understanding of these texts.

Assessment options

Workbook Activities and Practical Activities may **only** be assessed by a Coach Educator accredited by ESNZ.

ONLY Performance and Elite Coach Educators are authorised to assess the Performance Riding, Equine Management and Coaching programs. There are a number of activities that are limited to CEs accredited in the relevant discipline and a few activities are limited to ELITE CEs.



As this program employs competency-based training and assessment principles, and is designed to meet the individual needs of candidates; the issue of flexible assessment and training methodologies is well addressed. As part of this process, candidates who require, or would benefit from differing delivery and/or assessment approaches will be accommodated wherever possible.

Examples of flexible assessment options may include:

- ✓ Oral instead of written assessment (with use of a scribe for purposes of records)
- ✓ Video instead of face-to-face evidence
- ✓ Integrated assessment (assess multiple competencies/modules in one task)
- ✓ Self-paced activities
- ✓ Multiple assessment attempts, if required
- ✓ On-the-job assessment in a practical/real Equestrian environment

Regardless of the delivery method utilised, the competencies/learning outcomes remain the same, and all candidates must demonstrate competence in all areas of the program.

Certificates of achievement

To receive their certificate of achievement for each/any program (Riding, Equine Management and Coaching), candidates must send a copy of ALL signed activity verifications to the ESNZ National Office. Each workbook contains a checklist to ensure candidates include all the required verifications.

Coach qualification and Coach registration



Candidates who have completed the ESNZ Performance Coach training program may already be registered as a Development Coach. These candidates will have their record automatically upgraded upon successful completion of the program. Otherwise, candidates will be invited to register to begin receiving their registration benefits.

ESNZ maintains an annual coach registration scheme for a number of purposes to:

- Ensure only current, practicing Coaches are advertised to the public
- Ensure advertised Coaches are up-to-date in risk management and first aid
- Protect the ESNZ Coach brand from false advertisers
- Provide publicity in the equestrian community about the benefits of ESNZ-registered Coaches
- Provide ESNZ-registered Coaches with ongoing learning and development opportunities
- Provide ESNZ-registered Coaches with exclusive email updates and educational coach magazine
- Provide ESNZ registered Coaches with various gifts and discounts from ESNZ and partners

ESNZ-qualified Coaches should register annually with the National Office to remain listed for that year. To be eligible for registration, a Coach must be a current member of ESNZ and hold a current First Aid certificate when they submit their coach registration form.

Ongoing development

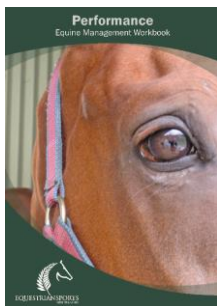
Ongoing Development is a policy that requires ESNZ coaches to complete a variety of development activities over the registration period. Ongoing Development aims to ensure quality coaching by ensuring all ESNZ coaches maintain and further develop their coaching knowledge and skills.



Why do ESNZ coaches need to undertake Ongoing Development activities?

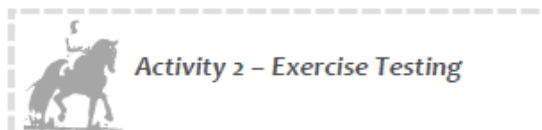


- Ongoing Development keeps ESNZ coaches in contact with the most up-to-date techniques, science and coaching methods.
- Ongoing Development ensures that ESNZ coaches stay abreast of rule changes.
- Ongoing Development can play an important role in ensuring that the Equestrian coaching environment is safe for all participants, as well as reducing the likelihood of coaches becoming involved in legal actions.



ESNZ Performance Equine Management

Program Outline



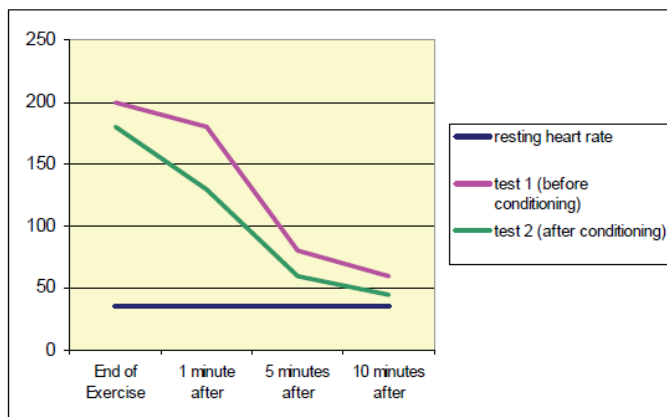
Activity 2 – Exercise Testing

MODULE 1 - Feeding

- Anti-Nutritional Factors in Horse Feeds
- Feeding problems and non-routine feeding
- Evaluating feeds
- Nutritional requirements and feeding programs

MODULE 2 – Health, Fitness and Medication Control

- Hoof care
- Fitness and conditioning
- Medication control and prohibited substances



Month 1	Month 2	Month 3	Month 4
Month 5	Month 6	Month 7	Month 8
Month 9	Month 10	Month 11	Month 12

Studs are generally fitted on both sides of the heel (ie 2 studs per shoe). Riders are suggested to use a rounder/flatter stud at the inside of the shoe to reduce the likelihood of injury if the horse brushes or strikes the opposite leg. Some riders like to use longer studs on the hind feet than the front feet, given the horse's power and speed are usually generated in the hindquarters.

Protection
Protection such as bell boots and brushing boots are recommended when using studs, and when jumping, a stud guard should be fitted to the girth (or can be purchased "built in" on some girths) to protect the horse's chest when it tucks up over the jumps.



A stud guard girth



A stud guard for a regular girth

Impact forces and injury
Be aware that studs can reduce the amount of "give" the horse experiences when its hooves impact with the ground surface. This is obviously a good thing for giving traction and grip in slippery conditions, however it can also have an adverse effect.

When a horse lands (for instance after a jump), some of the energy of impact is absorbed in the horse's hoof and limb structures (especially tendons) and some of this energy of impact is dissipated in the landing surface when the horse's hoof is able to move slightly over or through the surface. In some cases, the combination of studs and surface can reduce the amount of energy that dissipates through the ground and thus this energy must be dissipated through the horse's legs - in particular placing extra strain on the tendons. This is especially likely to be a problem with very long studs on hard ground.

Research into the high number of tendon injuries encountered in the showjumping at the Athens Olympics in 2004 found that the grass surface in the jumping arena had not developed sufficiently deep roots, causing surface slippage. Riders were selecting very long studs to compensate for the slippage. Horses therefore experienced very little "give" and this placed more strain from the impact in the limbs and tendons resulting in a high incidence of injury.

Stud Dos and Don'ts:

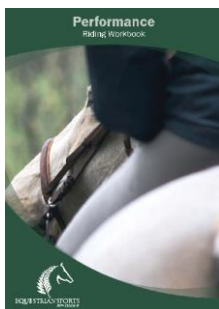
- ALWAYS use studs in pairs, with one on each side of the hoof.
- ALWAYS use small, blunt studs on the inside of your horse's shoes. A large, pointed stud can injure him.
- ALWAYS put protective leg boots on your horse when riding in studs.
- ALWAYS put studs in just before you will be riding and remove them as soon as possible afterwards.
- ALWAYS use the smallest stud you can, considering the conditions. While slippage is dangerous for your horse, a little slippage is much better than setting your horse's legs with huge studs. Try to find a stud that allows a little slippage, but not so much that your horse's balance will suffer. Studs should be selected that will sink fully into the ground, otherwise they will unbalance the foot.
- ALWAYS try to have someone help you by holding your horse when you are putting studs in.
- ALWAYS be careful if you have a horse that is likely to kick out at other horses or people. If you have such a horse, try to limit the amount of time you use studs.
- NEVER turn your horse out with studs.
- NEVER leave your horse unattended in a stall with studs.
- NEVER trailer your horse with studs.
- NEVER use studs if your horse is lame.
- NEVER put yourself in a position where a horse with studs in can step on you.



Horses experience enormous impact forces upon landing. Poor choice of studs for the type of riding surface can result in more impact being absorbed by the tendons and lead to injury.



Left: studs must be securely fitted, use the right tools for the job. You can buy studs in a kit with the required tools. Right: The finished job. The inner stud is smooth and rounded for safety while the outer stud is pointed to give more grip.



ESNZ Performance Riding

Program Outline

NB: Candidates choose one or more disciplines according to their preference.

MODULE 1 - Core Dressage

- The training scale
- Paces and transitions of Third-Level dressage
- Movements and tracks of Third-Level dressage
- Warm-up and cool-down
- Self-analysis

MODULE 2 - Dressage

- Principles of Training
- Paces and transitions of Fourth- and Fifth-Level dressage
- Movements and tracks of Fourth- and Fifth-Level dressage
- Cross-training
- Self-analysis

MODULE 3 - Jumping

- Exercises using poles
- Jumping training
- Walking and riding courses
- Warm-up and cool-down
- Self-analysis

MODULE 4 - Cross-Country

- Cross-country training
- Walking and riding courses
- Warm-up and cool-down
- Self-analysis

MODULE 5 - Endurance

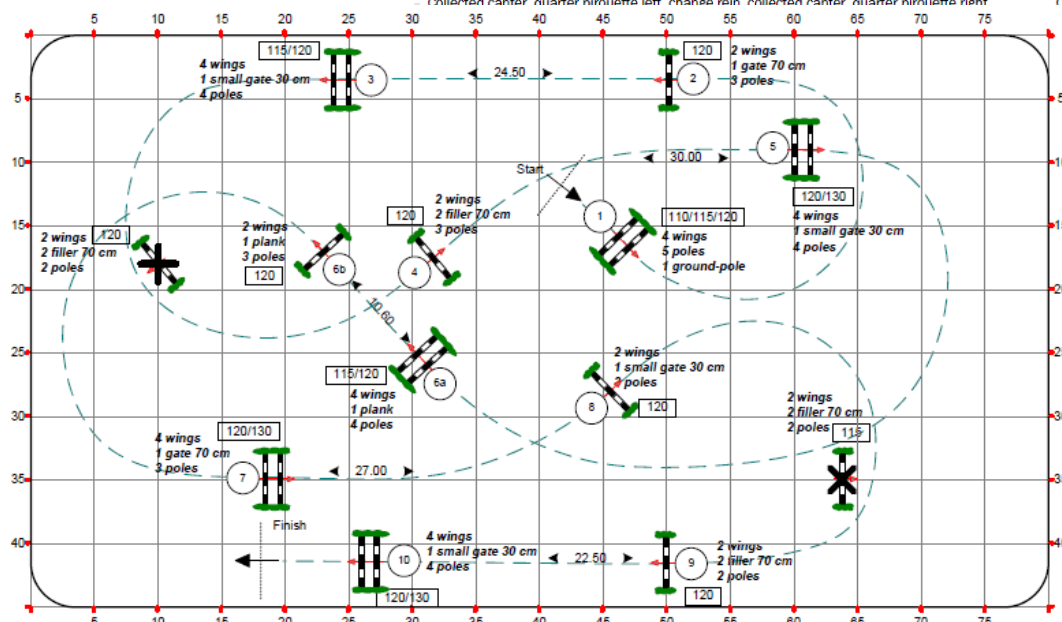
- Technical considerations
- Tactical considerations
- Self-analysis

Exercise 1 - Lengthening or shortening strides	
Venue and Equipment Requirements:	Warm-Up
Exercise	
Purpose -	
Description -	
Benefits of the exercise -	
Challenges of the exercise -	
Progression (how the exercise can be developed/made more challenging) -	
Arena Plan Template, Notes, "Don't Forgets"	

Practical Activity 2 Dressage

Individual Skills

Present with correctly-fitted tack, helmet and footwear	Competent	<input type="checkbox"/>
Half pass to the right from the long side to the centre line in collected trot	Competent	<input type="checkbox"/>
Half pass to the left from the long side to the centre line in collected trot	Competent	<input type="checkbox"/>
Collected trot, change rein on a diagonal in extended trot, return to collected trot	Competent	<input type="checkbox"/>
Collected walk, half-pirouette left, collected walk, half pirouette right, collected walk	Competent	<input type="checkbox"/>
Collected walk, change rein on a short diagonal (eg: F-S) in extended walk, at S collected walk	Competent	<input type="checkbox"/>
Collected walk, transition to collected canter	Competent	<input type="checkbox"/>
Medium canter on long side, giving both reins for 3-4 strides then retaking	Competent	<input type="checkbox"/>
Two-loop serpentine A-X in collected canter with flying change over the centreline	Competent	<input type="checkbox"/>
Collected canter, change rein on a long diagonal in extended canter, return to collected canter	Competent	<input type="checkbox"/>
Half pass to the right from the long side to the centre line in collected canter	Competent	<input type="checkbox"/>
Half pass to the left from the long side to the centre line in collected canter	Competent	<input type="checkbox"/>
Collected trot, halt, rein-back 4 steps, proceed collected canter	Competent	<input type="checkbox"/>
8m circle left in collected canter, change rein, 8m circle right in collected canter	Competent	<input type="checkbox"/>
Three-loop serpentine in collected canter with no change of lead (ie one loop in counter canter)	Competent	<input type="checkbox"/>
Collected canter, quarter pirouette left, change rein, collected canter, quarter pirouette right	Competent	<input type="checkbox"/>





ESNZ Performance Coaching

Program Outline

Module 1 – Athlete Self-Awareness and Decision-Making

- Topic 1 – Stages of Long-Term Athlete Development
- Topic 2 – Rider Learning Preferences
- Topic 3 – Learning and Skill Acquisition
- Topic 4 – Athlete Self-Awareness and Decision-Making
- Topic 5 – Sport Psychology and Mental Skills

Module 2 – Planning and Tracking Athlete Performance

- Topic 1 – Planning
- Topic 2 – Practical Sports Nutrition
- Topic 3 – Athlete Recovery
- Topic 4 – Recreational Drugs
- Topic 5 – Lifestyle Balance
- Topic 6 – Professional Referrals
- Topic 7 – Knowledge Capture and Sharing
- Topic 8 – Measurement of Athlete Performance

Module 3 – Coach Self-Development

- Topic 1 – High Performing Coach Characteristics
- Topic 2 – Personal Development Planning
- Topic 3 – Applying Self-Improvement Strategies

Discipline-specific modules

NB: Candidates choose one or more disciplines according to their preference.

Module 4A - Core Dressage

- Topic 1 – Safety Requirements
- Topic 2 – Managing Horses & Riders in a Dressage Arena
- Topic 3 – Skill Progressions
- Topic 4 – Core Dressage Skill Faults and Solutions

Module 4B - Dressage

- Topic 1 – Specialist Dressage Skills, Faults and Solutions

Module 4C - Jumping

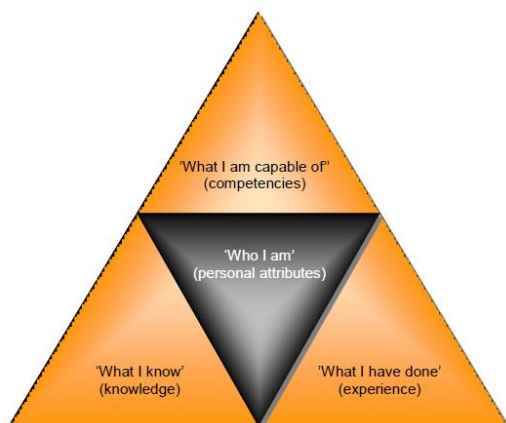
- Topic 1 – Safety Requirements
- Topic 2 – Skill Progressions
- Topic 3 – Jumping Skill Faults and Solutions

Module 4D - Cross-Country

- Topic 1 – Safety Requirements
- Topic 2 – Skill Progressions
- Topic 3 – Cross-Country Skill Faults and Solutions

Module 4E - Endurance

- Topic 1 – Safety Requirements
- Topic 2 – Skill Progressions
- Topic 3 – Endurance Skill Faults and Solutions



The Johari Window

	Known to Coach	Not known to Coach
Known to Others	Arena (what you know about yourself & what others know about you)	Blind Spot (what others know about you but what you are unaware of)
Not known to Others	Façade (what you know about yourself that others are unaware of)	Unknown (what is unknown to both you and others)



Implicit Motor Learning

In sport, thinking about the execution of a skill, can be dangerous. All coaches have come across athletes who suffer from the "Paralysis by Analysis" scenario when they think too much about how to execute a skill. Or athletes whose technique consistently breaks down in pressure situations ... or those who lose confidence in their technique and struggle to regain it, e.g. the yips in golf putting.

In the scientific literature this thinking is referred to as **REINVESTMENT** – the tendency for working memory to use conscious, explicit, rule based knowledge to control movement. In other words, thinking too much about how to move! Research shows that people who score highly in a Movement Specific Reinvestment Scale* also suffer most in technique breakdown under pressure (both physical and mental)

To get around this problem, coaches can use Implicit Motor Learning techniques to aid in skill acquisition. Athletes who have learned *implicitly* in sport may be unable to explain how to execute the technique but still perform it competently. A good example in everyday life is riding a bike. Once we can do it, we can do it for life and yet it is very hard to describe what the movements involved are, to other individuals.

* Copies are available on request

