

Getting started with E Tū Tāngata in your Sport

Kia Ora, it's great to have you onboard.

E Tū Tāngata is an initiative focused on tackling our culture of criticism (Tall Poppy Syndrome) in New Zealand. Just to be clear, E Tū Tāngata is not a programme. E Tū Tāngata is a mindset or way of thinking. It's a conversation-based tool centered around the following three core principles (or as we call them, strands); You Have Value, We Succeed Together, Others Matter.



You Have Value



We Succeed Together



Others Matter

REMEMBER:
The three strands
are the essence of
E Tū Tāngata.

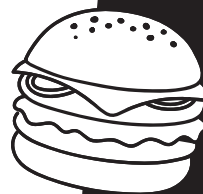
We want to empower and equip you to facilitate conversations about the three strands of E Tū Tāngata. That's why we've created the E Tū Tāngata Implementation Framework, to help you get started and run this in your club.

We encourage everyone to use this framework as a starting point, but the implementation can and will look different for every club and sports team.

While this framework is a good guide, don't be limited to just this rollout plan. E Tū Tāngata has been designed so that you can fit the conversations around your existing kaupapa and implement them how they best suit your club/sports team.

The big conversation at the moment in sports is participation vs. performance.

We believe that E Tū Tāngata is the solution to this debate. The E Tū Tāngata framework increases participation which has led to enhanced performance.



When it comes to the way we implement E Tū Tāngata it's helpful to think of a burger. If you have a bun and some delicious fillings, you can make a burger.

The three strands of E Tū Tāngata are the starting point, like the burger bun. It's up to you what additional resources you choose or create as the fillings and how many you want to stack in your burger. The burger will look different in each application, the important thing is that you start with the bun (the three strands).

→ Visit [our website](#) to access E Tū Tāngata sport related videos and resources.

E Tū Tāngata Sports Implementation Framework

Let's get started!

PRE-SEASON

Step 1

Present the E Tū Tāngata vision, three strands and framework to the Club Board/Key Leaders/Staff. It's important that the club's Development Officer and/or Head of Wellbeing attend as they are likely to be involved in facilitation and implementation of E Tū Tāngata.

Step 2

Facilitate a pre-season E Tū Tāngata session for coaches. Present the E Tū Tāngata vision, three strands and framework. This could also be done in three shorter sessions.

Step 3

OPTION 1 : Coaches run through the E Tū Tāngata three stand videos with their teams. This can be done as a one-off session or, alternatively as pre-training 'whiteboard' sessions. Coaches should write down the thoughts/actions decided on by the team after watching each of the three strand videos.

Note: It is important that coaches feel equipped and empowered to run these sessions. Therefore, step 2 is very important.

OPTION 2 : Development Officers or other club members can run the sessions for individual teams so that the coach can sit in and participate with the players. It can also be great to have parents in on this session - especially for younger teams.

TRAINING SESSIONS *

- Coaches to incorporate the E Tū Tāngata action points decided on by the team in the E Tū Tāngata session (where suitable). Delegate appropriate tasks/objectives to the captain for them to outwork with the team.
- Make sure all coaches know how to access the resource kete for more guidance. This is filled with training-based resources and activities that coaches can implement throughout the season.

GAME DAYS *

- Coaches to incorporate E Tū Tāngata language and the pre-season goals that were decided on by the team.
- Coaches have access to resource kete for game day objective and outcomes
- Coaches can use E Tū Tāngata post-game certificates. At the end of each game the coach could award one player of the day, and one E Tū Tāngata award for displaying one or all of the E Tū Tāngata Strands (You Have Value, We Succeed Together, Others Matter).

MID-SEASON *

Schedule a mid-season social with the team: discuss the three strands of E Tū Tāngata (if you haven't since pre-season this is a great opportunity). Talk about the pre-season E Tū Tāngata action points your team decided on. Discuss progress and any further action required.

END OF SEASON

Team Debrief

Provide an opportunity for the players, parents, and coaching staff of each team to speak into the three E Tū Tāngata strands. Allow time for individuals to encourage one another by sharing the great things their teammates or coach(s) have done or achieved throughout the season.

Coaches Debrief

Part 1 : Create an opportunity for feedback on how each team has found implementing E Tū Tāngata – what worked and what didn't. Discuss and plan how teams would like to incorporate E Tū Tāngata next season and pencil in a pre-season date for all coaches to attend.

Part 2 : Evidence-based measures of success are helpful. Complete the E Tū Tāngata evaluation form (found in the resource kete) and use it to help analyse the team's success. This information can help guide E Tū Tāngata framework discussion for the following season.

We LOVE Feedback

We're here to provide relevant resources that make this process as simple and seamless as possible. If you find a resource doesn't quite work when you're facilitating it with your team, please let us know. Or, if you've created something that's worked well and you're happy to share it with others, we would love to hear about it.

We LOVE Stories

We would love to hear stories of success and of how the framework has impacted your Club. Email your stories to prisca@etutangata.nz or hello@etutangata.nz

* These steps are optional but we recommend including them to achieve the greatest outcome.