



## AFRICA HIGH-PERFORMANCE PROGRAMME (AHPP)

### SELECTION POLICY DOCUMENT

The R&A have partnered with the International Golf Federation, Olympic Solidarity, and the PGA of South Africa to create an Africa High-Performance Programme to advance the playing and competitive abilities of the leading golfers from Africa. This is envisaged to uplift the level of national tournament golfers, enhance continental competition, and ultimately take competitive African golfers to the world stage.

The AHPP has a selection process whereby golfers (male and female) from R&A affiliated countries (\*excluding at this time South Africa and Morocco), can be drawn into the AHPP Squad. **At all times the selection of players is at the sole discretion of The R&A and AHPP appointed professionals (the “AHPP staff”).**

Players selected will be eligible to attend AHPP camps and receive ongoing scheduled remote support from Programme coaches in aspects related to technical skills, mental proficiency, strength & conditioning, and nutrition as well as other facets considered essential for the development of an elite level golfer.

The AHPP staff will meet annually to discuss the squad composition including the selection, retention, and deselection of players from the squad. However, it is important to note that the AHPP squad remains a dynamic entity and a player could at any time be selected into the Programme dependent on measured performance, tournament results, demonstrated growth as a golfer and Programme capacity. That said, selection to the AHPP does not imply that a player is guaranteed a specific period of inclusion, and a player can be removed from the squad at any time if the AHPP staff believe that the player's conduct or dedication to the process is not in keeping with the Programme's overriding culture, goals and objectives.

#### **Eligibility**

The following eligibility criteria will apply for the selection and ongoing retention of players in the AHPP:

- Citizen of a country in Africa that is affiliated to The R&A. (Players must be eligible for selection by respective National Federation)
- In general, on initial selection into the AHPP players will be aged between 13 and 21 years old and either at or have completed school. However, players will not be discounted purely on the basis of age, and older players may be eligible for selection into the AHPP depending on their level of ability, performances to date, post-school golfing/employment plans, role model and mentoring potential.
- The age criteria (i.e. 13-21) does not apply to players that are already in the AHPP; see Retention section below.

## **Selection**

The nomination and selection of a player into the AHPP will be a product of;

1. The AHPP appointed professionals undertaking relevant scouting during the playing of identified and applicable continental and / or regional championships. (Scouting will be undertaken by duly appointed industry leaders and AHPP staff)
2. Occasional and targeted country visits during which time potential peripheral players will be monitored and considered by AHPP appointed professionals.
3. Based on the belief of the AHPP staff that the player displays the necessary potential, desire, attitude, and ability to improve.
4. Any information or statistics available to The R&A and AHPP staff from National Federation Order of Merits, WAGR and other relevant sources including statistical data from players statistical programmes. (*National Federations are advised to implement statistical programmes monitoring their national players in areas of the game related to performance, e.g. scoring / strokes gained / fairways and greens in regulation / putts / scrambling.*)

## **Monitoring**

Once selected to the AHPP, players will be continually monitored by the AHPP staff, National Federation coaches and service delivery professionals using the platforms created for player/coach engagement. Monitoring will also be conducted through the use of reports drawn from Upgame as the Programme's official statistics-based system to track performance metrics.

## **Retention**

Retention in the AHPP will be at the sole discretion of the AHPP staff and will be based on (but is not limited to) the following factors:

- A player's tournament performances.
- Conversations with the player's National Coach and other key individuals within National Federations.
- Attitude and Commitment - players will be measured on their dedication to improve and the creation and application of world class habits both on and off the golf course.
- Continued and diligent use of any platforms provided by or required to be used by the AHPP staff and service delivery professionals. (Player performance and improvement, as measured during skills tests and on these platforms, will be used when reviewing a player's potential retention in the programme)
- Engagement with AHPP staff, attendance, and performance at camps.
- Results of national events and regional and continental championships and a player's position on WAGR.

## **Deselection**

In keeping with the principles of the AHPP, participation remains voluntary on behalf of the player and at the discretion of the AHPP staff – there is no inherent right or entitlement to remain on the Programme. It is imperative for the success of the Programme, for players to comply with the Retention criteria above, and to maintain active engagement with the Programme's requirements, including utilising platforms like Upgame and fulfilling regular coach engagements.



Should a player fail to meet these expectations, or cease participation in competitive golf, they will be subject to deselection from the AHPP squad. Deselection is necessary to ensure the commitment and dedication of participants and the continued integrity, effectiveness, and success of the AHPP, thus maximising the financial and personnel investment into the Programme.

### **Training and Tournament Participation Support**

Where possible, the AHPP will endeavour to provide targeted financial assistance to deserving players (i.e. participants who are tracking in a positive manner towards the key performance goals of the programme). This support may be for either specialised training or for elite level competition opportunities.

These Training and Tournament Participation Support awards will be made at the discretion of the AHPP staff and may be awarded independently or in partnership with the applicable national federation.

*\* The R&A consider the South African and Moroccan markets to have successful and well-structured high-performance programmes in place. The recognition of these programmes extends not only to the National Federation programmes, but also to the private entities that have academies and similar facilities offering expertise in this respect. As such, no players will be eligible for selection from either GolfRSA or the Royal Morocco Golf Federation at this time.*