



**NZRPA**  
NEW ZEALAND RUGBY PLAYERS' ASSOCIATION

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# A Mauger Crusade

Once a silky presence in the Crusaders and All Black midfield, Aaron Mauger is now trying to help the next generation of red and black hopefuls by steering them towards balanced careers.

As a player Aaron Mauger was more than handy at guiding teams around the paddock. Now as the Canterbury and Crusaders professional development manager his role is to help guide players through their professional careers.

The 30-year-old began the role in September last year. Since then he's enjoyed being back in red and black colours and assisting the new breed of players prepare for life after rugby while making the most of their playing days.

"It's great to be part of a quality organisation that I know and I'm comfortable in," says Mauger. "I lived and breathed the values of Canterbury and Crusaders rugby for many seasons as a player and to be able to be a part of it again is fantastic.

"I see my role as looking at where players want to be and helping them take well thought out steps in that direction. That way you are not wasting time. I was able to try a lot of things, which was great; however I just wish I had actually mapped something more specific out."

Mauger says that today's breed of young professionals are acutely aware of the need to lead a balanced lifestyle.

"They are well versed in the importance of balance between rugby and the rest of their lives. Most are pretty self-reliant however it really does come down to the individual. There will always be guys who don't take the opportunities given to them but the ones that do tend to be the more rounded and are better-performing professionals.

"There are so many skills players can learn while they are playing that are transferable to a wide array of professions. Public speaking, effective time management, team building, working with sponsors and the media. These are all useful skills, as is personal accountability. People like me are there to assist, but it's the players who have to be personally accountable for their professional development. It's no different to any other part of their career."

Mauger, who played 45 tests for



Aaron Mauger with brother Nathan

**There are so many skills players can learn while they are playing that are transferable to a wide array of professions. Public speaking, effective time management, team building, working with sponsors and the media. These are all useful skills, as is personal accountability. People like me are there to assist, but it's the players who have to be personally accountable for their professional development.**

the All Blacks and 88 games for the Crusaders, knows exactly what today's young players have to do to make it to the top.

Coming into the professional ranks at an early age his playing career, is one that many of today's players could very well imitate – a quick rise through the ranks and retirement in their early 30's due to injury.

After playing for the national secondary schools side in 1998, Mauger played his first game for Canterbury as an 18-year-old in 1999. That same year he was selected by the Rugby Almanack as one of their 'Five Promising Players of the Year'.

A year later he made his debut for the Crusaders and went on to win four Super Rugby titles.

In 2001 Mauger made his All Blacks debut on the tour of Ireland, Scotland and Argentina. His brother, Nathan, was also selected and played in the tour's two mid-week games.

Aaron Mauger played his last game for the All Blacks during the 2007 World Cup. After which he took up a contract with English club Leicester.

A back injury forced him into early retirement, but after a long

and successful career he believes his first-hand knowledge of the professional rugby environment is helpful when assisting players in their personal and professional development.

"I'm fortunate that I have my own experiences to share. The professional rugby environment is demanding of the players, and I don't think everyone out there quite appreciates that is the case. It's a tough, competitive environment and their first job is what they do on the field.

"It can be challenging for some to get the balance right between on and off-field. That's where people in my role come in."

As for his own playing days, Mauger says these are definitely behind him.

Along with his role as professional development manager, Mauger will get to see the World Cup from up close working with SKY Television, providing expert comments during several matches.

"I have definitely retired. I've really enjoyed watching how the

guys are playing the game right now. It's really exciting, but I know my back would not be up to it. I'm very happy doing what I'm doing."

## No Arrested Development

The professional development program is a joint venture between the New Zealand Rugby Players Association and the New Zealand Rugby Union (franchises and provincial unions) and is funded by the Player Payment Pool.

The program is coordinated nationally by the NZRPA in partnership with the NZRU, franchises and provincial unions and employs five full-time franchise professional development managers and nine part-time provincial union professional development managers.

The focus of the program is to support, guide and assist players in identifying and navigating their individual pathways to success, both on and off the field. It is designed to have an impact on players for life - during and after their rugby playing career.

Key focus areas include career, education, personal planning (including financial) as well as transition management both into and out of the rugby environment.



Mauger was a class act in the Crusaders midfield

97.3 per cent of the NZRPA membership thinks the professional development program is a good initiative  
\*Taken from the 2010 NZRPA player survey

# Break the Silence – End the Violence

Over the summer months, NZRPA members joined with members of the New Zealand Police on a return trip to Samoa to raise awareness about domestic violence.

The journey was made as part of the NZAid Pacific Prevention of Domestic Violence Programme (PPDVP) which is run by the New Zealand Police. Wellington player Arden David-Perrot, Hurricane Faifili Levave, Chiefs Toby Smith and Sona Taumalolo and Highlander Siale Piutau travelled to Samoa to help spread the word that domestic violence is not okay.

Along with staff from the Samoan Police Domestic Violence Unit the players visited schools and stayed in a village on the island of Savaii where they delivered their all-important message.

An important focal point for the trip was the White Ribbon Day March held for the first time in Samoa. The New Zealand players joined members of the successful Samoan Sevens team, the Samoa rugby academy, the Samoan women's sevens team, the team's respective coaches and the management of the Samoan Rugby Union to show solidarity in reducing violence against women and children.

The New Zealand player's involvement over the past two years was mentioned in speeches by the Prime Minister of Samoa and Cam Ronald from New Zealand Police. The trip was the second time



Faifili being interviewed by Samoan TV



Sone and Siale on the set in Tonga

NZRPA members had taken part in a visit of this kind. Members of the Hurricanes squad were in Samoa in 2009; however that visit took on a double meaning following the devastating Tsunami which struck Samoa.

During the 2009 trip the players made numerous community visits and held coaching clinics to help raise the spirits of the locals who had been through so much.

Hurricanes professional development manager, Steve Symonds said that after the success of the first visit, the players were keen to continue their support of the Domestic Violence Unit.

"The boys on this trip were thrilled to be part of such a special project" said Symonds.

"There was such a good feeling after the 2009 trip and it was good to know that this was achieved again."

Taumalolo and Piutau also travelled to Tonga to film a promotional video in preparation for taking the PPDVP programme there later this year.

Before leaving Samoa the players also visited Marist Samoan rugby player Ben Leia who suffered a horrific neck fracture whilst playing in 2010. The injury has left him a tetraplegic.

**The boys on this trip were thrilled to be part of such a special project.**  
—STEVE SYMONDS

In August last year the NZRPA, along with the Black Friday Trust and many other good people were involved in a fundraising dinner and charity auction to raise much needed funds to assist Ben.

"It was a humbling experience to visit Ben and see how he is getting on. He was really appreciative that the guys thought of him while they were in Samoa," said Symonds.

"The boys were thrilled to see the massive impact the funds raised had had on making Ben's life more manageable.

"It really hit home that severe injuries can occur at any time and that the rugby community is so willing to help in times of need."

Symonds is now keen to explore options to continue to develop the positive impact professional athletes from rugby and other codes can have throughout the Pacific region. Watch this space.



Photo of the boys in Savea



Siale and Sona with some young children in Tonga



The boys with Ben at his place



The new home for Ben Leia built from funds raised at last years Black Friday Event

# Players Honour Their Own

Each year our members honour their best and brightest in the NZRPA annual players' awards – the players' choice. From peer to peer, these are who the players thought shone in the 2010 season.



**Players' Young Player of the Year**

Julian Savea  
Wellington



**Players' Provincial Union Player of the Year**

Jason Rutledge  
Southland



**Players' Player of the Year**

Hosea Gear  
Wellington



**Players' Sevens Player of the Year**

Sherwin Stowers  
Counties



Onosai makes a break against Northland

## Off Field Achievement Award Onosai Auvā'a, Auckland

### The Music Maestro

For some players filling in time when injured can be a bit of a task.

However, when you look at the schedule Onosai Auvā'a manages you wonder how he found time to get injured in the first place.

The winner of the NZRPA's Off Field Achievement Award, Onosai ruptured the anterior cruciate ligament in his knee during Auckland's semi-final loss to Waikato last season.

The rehabilitation it takes to come back from an injury that can keep a player out of the game for more than six months is lengthy, repetitive and at times frustrating. Luckily Onosai has plenty to keep himself occupied.

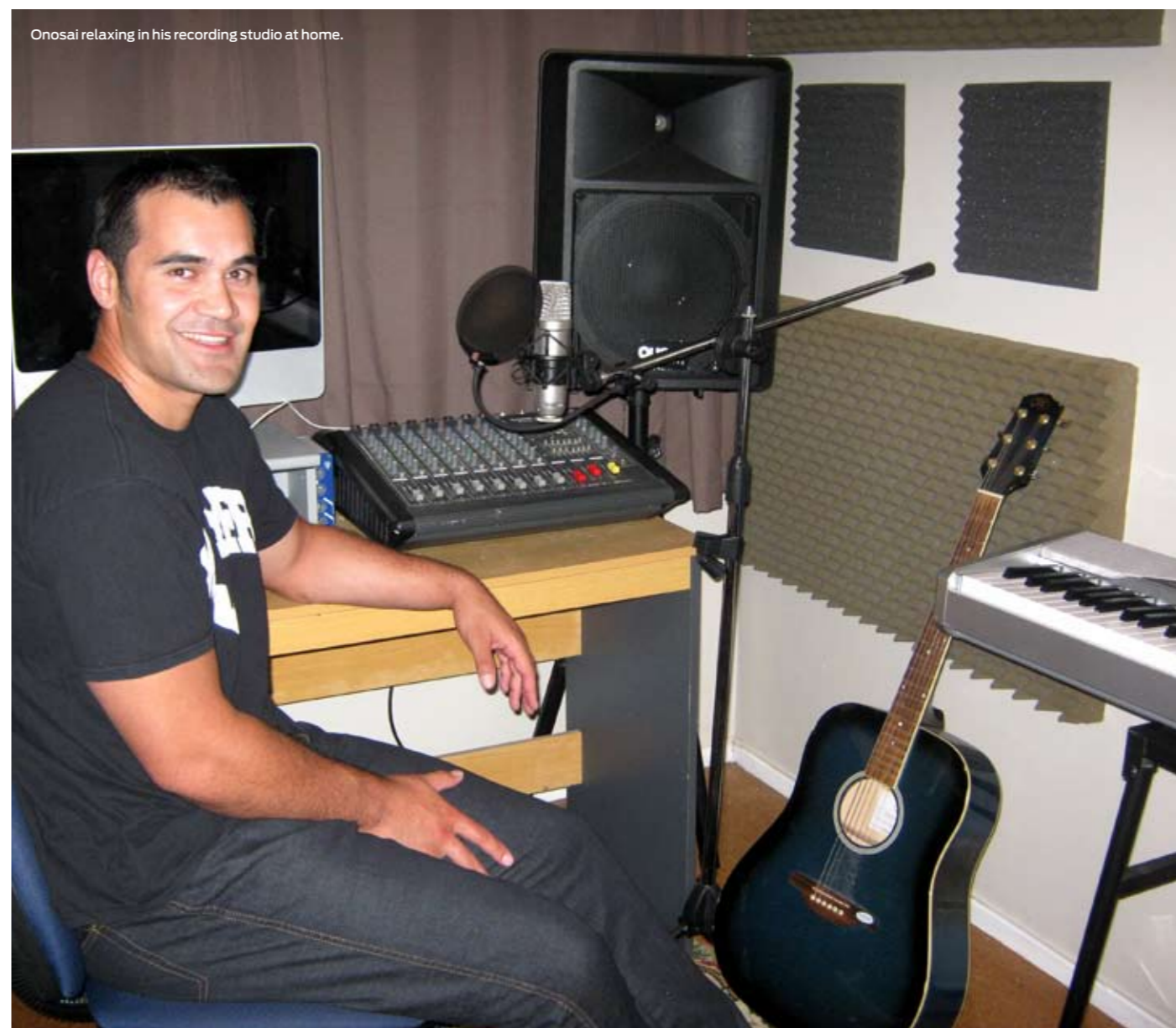
Onosai has returned to school, in more ways than one. At his old school, King's College, he runs an

after school group called Voyager, where he and students discuss the challenges teenagers face when it comes to making decisions around drugs, alcohol, sexuality and other topics that many teens find difficult to talk about.

"The students at King's have gone through some tough times recently with suicides and the death of a student due to excessive alcohol consumption. It's not always easy discussing topics like this with parents and teachers so if we can help then it's a win win for everyone," said Onosai.

The 26-year-old is also in the process of completing a degree in theology at Laidlaw College, with the eventual aim of becoming a minister.

"It's something I've always wanted to do. My faith means a lot to



Onosai relaxing in his recording studio at home.

me. I'm currently the creative director at Harvest Christian Church in Pukekohe which I really enjoy. Combining my faith and my other love, music, is great.

Onosai has also helped establish the Hope Music School where Pukekohe children and teenagers can learn musical instruments.

"It's something we wanted to do for the local community. It's important to give young people something positive to do where they achieve something and feel good about themselves."

An accomplished musician in his own right Onosai turned his talents toward giving his Auckland team-mates something to sing about.

"When Daniel Braid came back from playing for Queensland he said to me that the Auckland team needed a song for the boys to sing in

the changing rooms after a win, so I wrote a song called, 'We made it'.

*\*To see Onosai and the team singing - this can be viewed on [www.youtube.com](http://www.youtube.com)*

Onosai has also just released a CD of his own songs. Titled, 'Chasing Dreams', he describes it as "easy listening."

Ben Meyer, professional development manager for Auckland Rugby says what is exciting about guys like Onosai is his desire to continually challenge himself both from a personal and professional rugby point of view.

"He happily steps up and leads many of the other players with the community, sponsorship and media requirements that come with playing rugby these days," says Meyer.

"His involvement in so many positive initiatives really shows that if players want to achieve off the field they can. The opportunities are there, they just need to want to do it.

"Onosai definitely shows that and it has been great for him to receive the NZRPA's Off Field Achievement Award. It is good recognition for the effort he puts in. He is a young man who has his career plans well underway.

"This helps him to ride out the uncertainty of the 'rugby roller-coaster' of injuries and selection. He is a pleasure to work with."

Onosai and wife Amy are expecting their first child later this year, which will further test his time management.

"I've also recently applied to become a marriage celebrant, which was another goal of mine. I've had

friends and family ask me to perform their wedding ceremonies so this would be a great honour."

With so much going on it would be easy to think that Onosai has forgotten about rugby. Nothing could be further from the truth.

"I'm determined to be ready when this season's ITM Cup kicks off and then do all I can to press for higher honours," says Onosai.

"I still have the goal and dream of becoming an All Black. I think anyone playing top level rugby in New Zealand should be striving to be an All Black. I was taught to aim high and if I make it or not it won't be for the lack of trying."

*\*If you would like to purchase Onosai's debut CD, Chasing Dreams, go to <http://onosai.com> for details.*

## Paku is Trucking Along

It was the great All Blacks coach, Jack Gleeson, who said: "Play the game at pace, but be a thinker". For some players, Gleeson's words ring true even after the boots have been hung up for the last time.

After a career which saw him play for Wellington, the Hurricanes, Auckland and Manawatu, as well as a two-year stint in France, Shannon Paku is now back living in Wellington with his wife and two young daughters.

Once the 30-year-old had made the decision to retire from rugby, answering the question of what to do next became a priority. "I was ready to retire and keen to try something different," he says. "I was confident of finding something, the trouble was I didn't know what that would be."

Thanks to making the most of his player's network and seizing an opportunity when it presented itself, Paku is now a contractor for Goodman Fielder Dairy & Meats, New Zealand's largest food service company.

employment contracts and payroll, all while managing to fend off the competitors who were trying to take business off the new kid in town.

These were just some of the challenges he faced and saw him working up to 16 hours a day. "In a way it was a blessing in disguise. Although it was tough at the beginning, it was the way to go. It gave me the chance to learn the business from every angle, which is important as it's your investment," says Paku. Business is going really well - Paku employs two drivers and operates a couple of trucks that deliver a wide range of dairy products and around Wellington's eastern suburbs. Servicing dairies, cafés, restaurants, service stations and Wellington Airport as well as catering companies that service Weta Workshops and the

**“If I had any advice for young players it would be to go to sponsor and supporters promotions with an open mind.” – SHANNON PAKU**

Paku had been talking with David Gibson at the NZRPA, with the latter putting him in touch with former Auckland lock Jason Chandler who now works at Goodman Fielder. Paku caught up with Chandler at the NZRPA conference last November and found out what their businesses entailed and how he could go about securing one. "I spoke to Jason on the Monday and by Thursday he had arranged for me to spend some time on a truck to see if it was something I would be interested in," says Paku. "As luck would have it, a business had just become available and less than two weeks later I'd bought a business."

Buying a business is one thing, but Paku found out the truth of the saying "you never work harder than when you work for yourself".

The first few weeks included setting up a company, getting his heavy traffic licence, learning the product range, organising insurance,

set of The Hobbit are the best parts of the business - interacting with a wide variety of people.

On the days when Paku isn't covering for his drivers, he spends time growing the business and using his networking skills he developed during his playing days. He believes networking is incredibly important and begins when you are playing. "If I had any advice for young players it would be to go to sponsor and supporters promotions with an open mind," he says.

"Being in a professional sporting environment you have the chance to learn networking skills that other young people don't develop for some years, if ever. "Don't sit in the corner hiding with your mates and don't always talk about rugby. One of the best things you can do is simply ask someone what they do. It might not lead to something, but you'll never know unless you try."



Shannon Paku is now a successful business owner



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## Apples, Trains and Barefeet – the Japanese Conundrum

Former Highlander Josh Blackie says Japan has to be experienced to be understood and even then you never quite feel you have the hang of all the social complexities.

When quizzed by other New Zealand players on what it is like playing and living in Japan I have reverted to describing that words and expectations don't really provide enough insight. You can only really start to understand the place and know if it is suitable for you or not once you are there and immersed in the Japanese way.

The culture, the people, their behaviour, the rugby and the living conditions are different to what Kiwis are used to; being a minority participant in all this can be exhilarating for some and suffocating for others.

In regard to the culture, this seems to be an ongoing learning experience. The Japanese have a process for everything, in fact the other day it was pointed out by a contentious team-mate that I was eating my apple wrong.

Apparently eating an apple from your hand whilst you bite around the core is a no-no, apples are to be cut up with a knife and not mauled. This goes hand in hand with never seeing a Japanese person eating on the run or whilst in the standing position. They have a convenience store on every corner but don't really eat their food conveniently. Eating is done whilst sitting and if you are over six feet and have tight hip-flexors with rubbish external rotation then you are in all sorts of trouble when dining at a restaurant where sitting on the floor is the only option.

Appearance is something that the Japanese are outstanding at. High importance is placed on clothing

and style. This is probably the reason they don't recruit too many front-row forwards! I still haven't got my head around dressing right for the appropriate season.

The day that summer turns into autumn the clothing police are out in force. Although it is still 30-degrees celcius outside some people like pointing out their knowledge of the seasons by stating that you are wearing "summer style" if you still have your shorts and jandals on as a reasonable step to avoid heat stroke.

It has also been pointed out to me that wearing bare feet is a dirty habit, strolling to the shower barefooted with a towel draped over your shoulder is considered the equivalent of sticking your head in the toilet and flushing it, good one to remember that.

The Japanese are a very tolerant people and often don't express their emotions outwardly in public. Silence will get you further than being outwardly spoken or forthright. In fact, when asked a difficult question, looking skyward and sucking air between your teeth is a sufficient answer.

Their high tolerance levels have probably resulted from their high use of trains. It appears that when travelling on a train it is socially acceptable for a stranger sitting next to you to rest their head on your shoulder whilst they catch 40 winks. The one that takes the cake for me though is the use of hazard lights on a vehicle. Perhaps the Japanese got the translation wrong for hazard lights, they should've named them "I'm going

for a slash lights." It is socially acceptable to whack your hazard lights on wherever you are and urinate on your back tyre. What's the man doing!

Japan is a constant learning experience; it provides a great education on so many levels that although difficult at times most guys look back on their memories with fondness and definitely a lot of humour.

### RECOMMENDED READING FOR THOSE KEEN ON JAPAN:

*You've Gotta Have Wa: When Two Cultures Collide on the Baseball Diamond*, by Robert Whiting.  
*The Japanese Samurai Code: Classic Strategies for Success*, by Boye Lafayette De Mente

### Josh Blackie

Josh Blackie played his first match for the Highlanders in 2001 and became one of the leading opensides in the country. He played for the Junior All Blacks and was deemed unfortunate to never go one step further and win a full cap.

He was a prolific scorer of tries – notching nine for the Highlanders – due to his pace and aerobic capacity. He played 57 times for the Highlanders and also had one season with the Blues in 2009. He has played more than a dozen tournaments as part of the New Zealand Rugby Sevens team and he won a gold medal at the 2006 Melbourne Commonwealth Games. He most recently played for the Kobe Steel Kobelco Steelers in Japan.



Blackie was unlucky not to be an All Black

# Traps for Young Players

The professional game can be a minefield for young players which is why the Players' Association and Adidas have teamed up to provide a route map to a successful career.



Looking after the needs of the next generation of players and their families is an area that the New Zealand Rugby Players' Association takes seriously.

To do so they have developed the NZRPA Young Player Educational Program.

"With the assistance of adidas, the NZRPA Young Player Educational Program is designed to educate young players and their families on issues they need to be aware of as they prepare for or embark on a professional rugby playing career," says NZRPA player services manager David Gibson.

Core areas on which the program looks to provide advice, guidance and support to young players includes:

- The NZRPA, its role and the support network available.
- Advice on player agents including

the NZRPA Agents Charter.

- The Professional Development Program and the importance of holistic development (i.e. career, education and personal development).
  - The professional rugby landscape and areas that young players and their families need to consider - such as the New Zealand contracting environment, specific IRB rules and regulations etc.
  - Risk awareness education highlighting important areas that could have harmful or negative effects on their personal and professional careers such as performance enhancing and recreational drugs, anti-doping regulations, alcohol and the potential negative consequences when associated with bad decision making.
- The players who undertake the

programme are Academy players, national age grade players and national and regional secondary schools players.

Programmes are held around the country throughout the year, such as

professional development managers as well as relevant qualified professionals, while encouraging parents and guardians to not only attend but to participate," says Gibson.

**The successful implementation and delivery of this programme is an important step in ensuring a positive future for these players who become professional and the game' – ROB NICHOL**

the NZRU's franchise Under 17 camps held this month where the NZRPA will deliver the programme to in excess of 50 players and their parents at each franchise.

"When delivering the program we involve current and past professional players and franchise

Much of what is presented at the seminars is information gathered by the NZRPA's current and past player surveys, which over the years have provided information vital to the improved professional rugby environment.

Former players and professional



New Zealand Schools players perform the haka after their win over Australia



Andrew Hore on the charge for the Hurricanes

development managers also provide information and real life experiences that young players can learn from and can take away with them to help make decisions relating to their future.

"Parents and guardians' participation in the programme is vital. It's great that the NZRU invite parents to the franchise development camps. It not only allows them to see first-hand what is expected from aspiring rugby players but it also gives them a clear understanding of the issues and opportunities their sons will be faced with and what they can do to help get their careers off to the best possible start," said Gibson.

"Some parents can be in the same boat as a lot of the young players at times experiencing all of this for the first time and it can be quite overwhelming. However one of the key messages that we try to reinforce throughout all our presentations is that players and parents should never feel pressured into anything and should ask questions or voice any concerns they may have, in the end it is important they take the time to make informed decisions which is where we can help."

Following a seminar Gibson can be contacted by any of the players or their parents to discuss any issues they have.

To further help young players

the NZRPA is working alongside the New Zealand Rugby Union to establish a young player's point of contact within the NZRU to ensure there are policies in place for young players entering into professional rugby.

There are also plans to develop a programme that will be delivered to secondary schools.

Chief executive, Rob Nichol, believes the Young Player Education Program is one of the most important services the NZRPA provides and believes adidas deserve significant credit for allowing it to happen.

"The successful implementation and delivery of this programme is an

important step in ensuring a positive future for rugby in New Zealand," says Nichol. "Adidas has shown real leadership in supporting us in this area. It is a testament to how much they value their relationship with New Zealand rugby and the health and wellbeing of the players."

*\*For more information on the NZRPA Young Player Education Program or other NZRPA Program's please visit [www.nzrpa.co.nz](http://www.nzrpa.co.nz)*

# Sharing the Knowledge

The recent NZRPA player conference has reinforced how useful older players can be in guiding the next generation.

Sharing experiences and ideas was the key objective of the last New Zealand Rugby Players' Association conference.

It was a goal that was definitely achieved. More than 50 current and past players, along with representatives from NZRPA business partners Westpac, TOWER, and Staples Rodway joined forces to discuss the professional rugby environment and the recently completed NZRPA alumni survey.

David Gibson, former player and now player services manager for the NZRPA said at this conference they tried something different with great success.

"Normally we hold separate conferences for our professional development managers and players, this time we decided to combine the two to discuss the results from the NZRPA alumni survey and the amount of idea sharing that came as a result was amazing."

**With all the time pressures placed on players today it is harder to balance rugby and prepare for life after rugby. In saying that players do really need to address the issue so that retirement is not such a shock when it eventually does happen. — JOHN BLAIKIE**

Over the course of last year the NZRPA commissioned a survey of former professional players who have retired since 1996 in a bid to better understand the challenges, opportunities and issues faced by players as they prepare for and transition from professional rugby into life after their playing days.

"We had all this valuable information and discovered some key learning's that needed to be

communicated back to our members and support network to educate them on the issues our past players faced and continue to face as well as raise awareness about the opportunities that they mentioned served them well or wished they had taken advantage of during their playing days," says Gibson.

One of the key groups in attendance was a number of past players. The group included the likes of recently retired players such as Chris Heard and Shannon Paku as well as others like Josh Kronfield, Eroni Clarke and John Blaikie who had been retired for some years.

"The onference gave us, former players, the stage to voice our experiences with the current brood of talent" says Clarke. "From game-plans to life balance also emphasising preparing for transition - exploring keys to avoiding two questions; at the end of a career - "What do I do now"? and



The NZRPA Conference was an opportunity for more than 50 current and past players to come together and share experiences and ideas



The Barbarians participation is a valuable addition to the NZRPA Conference



Farah Palmer and Steve Symonds lead the players in the Past Player Research discussions



"The conference gave us, former players, the stage to voice our experiences with the current brood of talent" says Eroni Clarke here with Jason Chandler

for the success of our players not only during their careers but essentially for life after."

Blaikie was equally enthused by the format and the power of the conference to shape the lives of younger players.

"The rugby scene has definitely changed since the inception of professional and Super Rugby and I guess in some ways we were lucky in that we already had, or were involved in, some work experience or tertiary training," he says. "With all the time pressures placed on players today it is harder to balance rugby and prepare for life after rugby. In saying that players do really need to address the issue so that retirement is not such a shock when it eventually does happen.

"What has been good about the conference is that players, past and present, have been able to share their experiences and identify some of the issues they have encountered or currently face."

Gibson said for some of the young players hearing from those who had gone before them, especially those who were there at the birth of professional rugby, was an eye-opener.

"What was interesting for the current players and professional development managers to hear was how different each player's experience had been. Including their time playing both in New Zealand and overseas but more importantly during their retirement," says Gibson.

"Some good, some not so good, the important thing about it was that everyone shared their experiences openly. It's so important for present players to hear the experiences from past players and to learn from them."

The conference was also a chance for the professional development managers to share their ideas on how best to serve the needs of today's professionals.

"Having the opportunity to meet and talk with past players was really invaluable. It helped PDMs appreciate the amazing and willing resource we have in past players that we don't always think to tap into," says Judy Clement PDM for Waikato and the Chiefs. A number of the older guys gave today's players a reality check on how difficult the transition from professional rugby to ordinary life was for them. Having these discussions reinforced how important the professional development program is and also gave us a few focus areas to work on."

Gibson felt the experience was invaluable for the PDMs, who were able to take as much from the event as the players.

"It's not just about the players learning," says Gibson. "The conference was also an opportunity for our PDMs to brainstorm, share ideas and take some concepts away with them so they can be applied to their own programmes.

"One of the great things about our PDMs is that they all come from such varied backgrounds. With past players like Aaron Mauger, Ben Meyer and Farah Palmer and others such as Colleen Coplestone, Jason McKenzie and Peter Sinclair who bring skills from other professional backgrounds our PDM programme is able to tap into knowledge and experience from which all players can benefit."

From that conference, the NZRPA will look to use some of the key ideas to improve and develop programs and ensure they are catering to their members' needs.

The alumni survey has provided insight into an area that can only be improved and that is what the NZRPA are currently working on to ensure that the transition for a player is as seamless as possible as well as continuing to develop the professional development program to ensure the continued success of players on and off the field.

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