



The
HIGH PERFORMANCE
GOLF PROGRAM
of Indonesia

- Creating Champions in Golf & Life -

Authored By Coach Lawrie Montague

Director of Coaching & Development National Golf Institute of Indonesia

INTRODUCTION



This is the updated development approach the National Golf Institute of Indonesia intends to deliver from 2023 with the explicit goal of developing and supporting talented and dedicated Indonesian and international junior golfers to achieve success competing in national and international tournaments.

It has been written to communicate a clear and decisive approach for delivering a long term and developmentally appropriate program.

This will maximise opportunities for developing the next generation of Indonesian and international junior golfers into successful amateur and professional golfers.

WHAT IS A HIGH PERFORMANCE PROGRAM?

A high performance training approach for a junior golf program is a comprehensive training approach that focuses on developing all aspects of the golfer's game, including physical fitness, mental toughness, technical, and strategic decision-making skills.

This approach emphasizes the importance of individualized training plans and ongoing assessments to identify areas of strength and weakness and adjust training accordingly. Additionally, it includes a holistic approach to training that takes into account the golfer's nutrition, rest, and recovery needs.

The goal of our high performance training approach at NGI is to help our golfers reach their full potential by providing them with the necessary resources, support, and training to excel in the sport of golf at the highest levels.

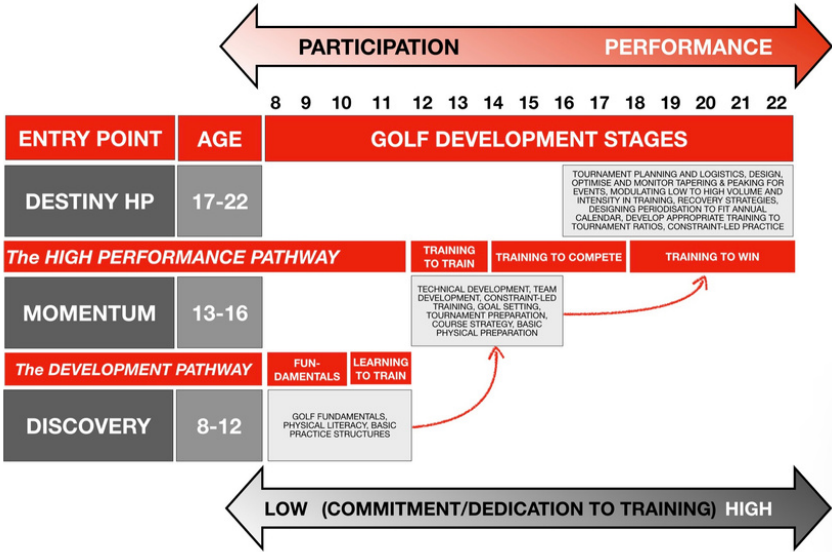


Director of Coaching & Development - NGI Indonesia



THE PATHWAY TO HIGH PERFORMANCE

Our new program will ensure that age appropriate coaching and development resources are applied at the right time and in the right way for junior golfers participating in the program. Over the following pages I will explain the program structure, and its benefits to Indonesian and international junior golfers..



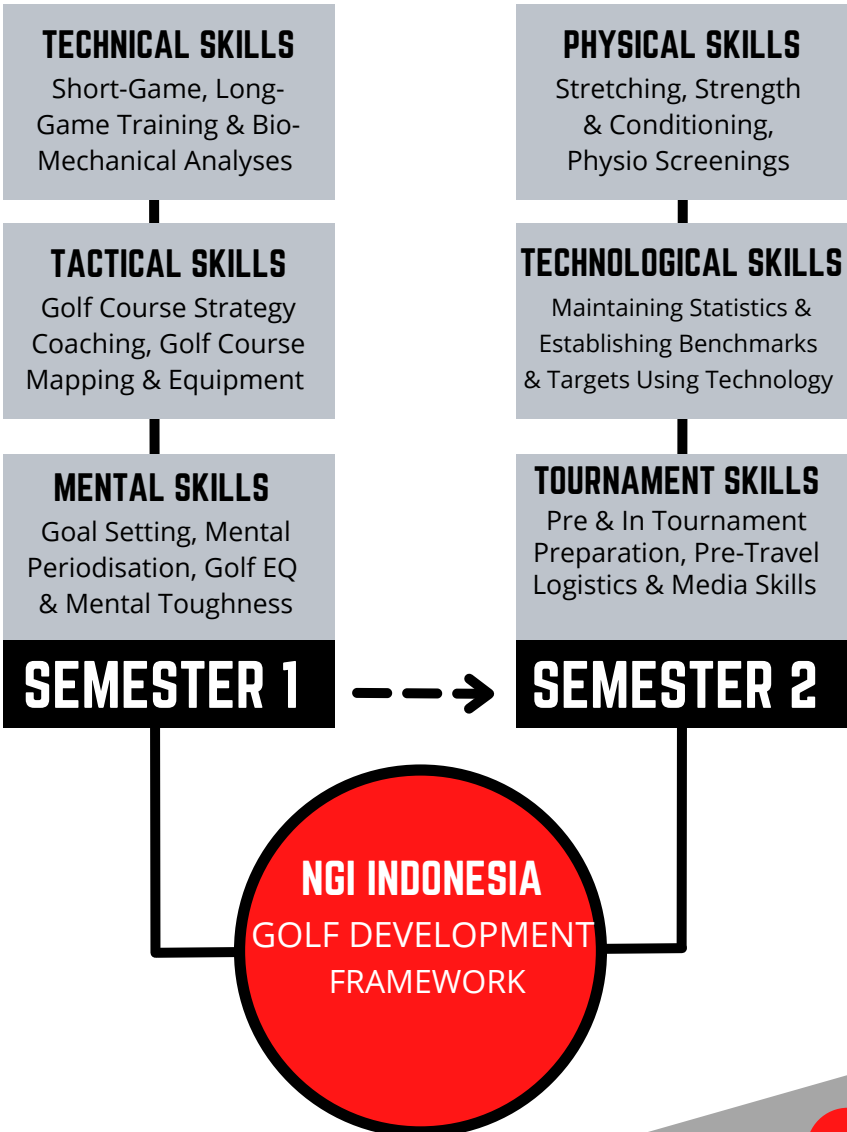
In line with best long-term golf development practices, our development pathway has been designed for junior golfers who join the Momentum and Destiny HP Programs from January 2023.

This long-term golf development framework is built upon clearly identified essential skills and psychological principles that will ensure a more complete and consistent golf development approach.

Ultimately, our goal is to create an internationally recognised junior development pathway for Indonesian and international golfers at NGI's programs located at Pondok Indah at Emerald Golf Course.

NGI INDONESIA EMERALDA GOLF CURRICULUM

The foundation of the long-term development pathway is our core curriculum which is delivered to our students over two semesters per year —Semester 1 - January to June, Semester 2 - July to December.



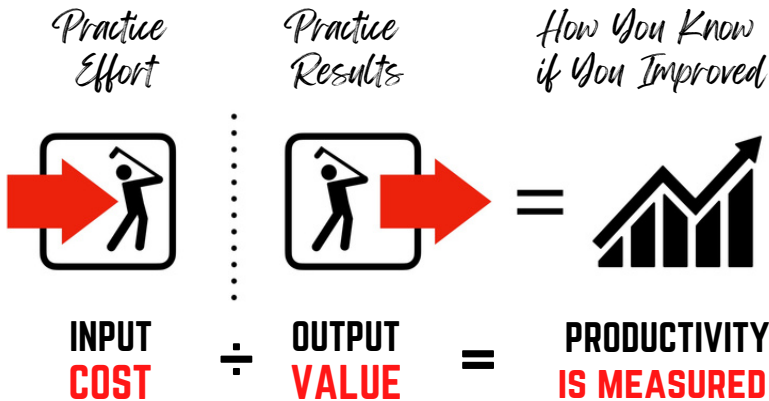
PRODUCTIVITY - GOLF TRAINING DENSITY

As there are only so many hours for junior golfers to practice golf, the only way to increase the value of time is to optimise effort. The calculation for golf practice productivity is straightforward: you divide a junior golfers output value (their results) by their input cost (their effort).

Now, most golfers believe that increasing practice hours, improves results on the golf course, but this is simply not true.

Our goal is to increase our students output value by leveraging the time available each week with high quality work, and research suggests that approximately four to six hours of quality work each day including recovery/rest periods is ideal for optimising practice time.

The Destiny HP and Momentum Programs run at our Emeraldal campus from 7.30 am to 1.30pm Wednesday to Sunday.



THE NGI GOLF TALENT PYRAMID

The ultimate goal of the high performance program at the Emeralda campus is to train our students to become highly competitive golfers outside of Indonesia.



GOING THE DISTANCE



I witnessed first-hand some of the best Indonesian golfers get beaten by a competitor at major tournaments like SEA Games over the final few holes. In thinking about these set-backs a great deal I concluded that our golfers were definitely not beaten by opponents with superior technical skills or playing ability.

I believe they were beaten by golfers who possessed more competitive endurance. They were able to play competitively for longer by making fewer mistakes.

Making fewer mistakes requires a sustained level of focus, and to develop the ability to switch focus on and off effectively you need to (amongst other things) be well hydrated and have sufficient nutrition.

I have found when training junior golfers at our Emerald campus that they are more often than not starving and thirsty. They don't drink enough water and eat enough food to sustain levels of focus needed to make less mistakes to be more competitive.

THE UNCOMFORTABLE ZONE

Since the establishment of the NGI program in 2015 the focus has been on teaching junior golfers how to practice more effectively. In our updated program, our students will train right on the edge of their capability for much longer, which will increase their competitive endurance.

They will learn to become comfortable being uncomfortable—to surrender their feelings of security when training, so they compete fearlessly in tournaments. **Basic biology teaches us that struggling is a biological imperative—without struggle there is no adaptation—no growth.**

This is what I call training in the uncomfortable zone. With this approach we design practice tasks that force our students to make more errors than normal because the challenge level is designed to be greater than their skill level all the time.



THE STRUGGLE TO IMPROVE



The principle behind this approach to junior development is to keep setting the bar slightly higher than our students ability, which will develop their mental toughness skills.

The constant struggle to improve is exactly the kind of training our most talented Indonesian and international junior golfers need if they are to develop into highly ranked golfers who can compete on the world stage.

There's no mystery why Thai, Japanese, Korean golfers, Australian and New Zealand golfers are more competitive in tournaments in the Asia/Pacific region. It certainly isn't better genes. It is because they develop competitive endurance which helps them go the extra mile.

Golfers who become mentally tougher through our unique training approach will play better for longer and be more competitive in major tournaments such as SEA Games, ASIAN Games and other major international events.

MENTAL TOUGHNESS TRAINING

During 2020 I completed The Science of Training Young Athletes certificate 1 and 2 with the University of Florida, and I also trained with the top U.K. Mental Toughness training company AQR International that specialises in training people to become qualified assessors and coaches of the MTQ-PLUS psychometric test—arguably the worlds leading mental toughness assessment tool.

Since using this tool I have found it to accurately assess a golfers current mental toughness level, and I have used it with many of the elite golfers I coach and consult with to help them identify where they need extra training to become better performers under pressure.

MENTAL TOUGHNESS QUESTIONNAIRE MTQPLUS RESULTS

Overall Mental Toughness	1	2	3	4	5	6	7	8	9	10
Control	1	2	3	4	5	6	7	8	9	10
Emotional Control	1	2	3	4	5	6	7	8	9	10
Life Control	1	2	3	4	5	6	7	8	9	10
Commitment	1	2	3	4	5	6	7	8	9	10
Goal Orientation	1	2	3	4	5	6	7	8	9	10
Achievement Orientation	1	2	3	4	5	6	7	8	9	10
Challenge	1	2	3	4	5	6	7	8	9	10
Risk Orientation	1	2	3	4	5	6	7	8	9	10
Learning Orientation	1	2	3	4	5	6	7	8	9	10
Confidence	1	2	3	4	5	6	7	8	9	10
Confidence in Abilities	1	2	3	4	5	6	7	8	9	10
Interpersonal Confidence	1	2	3	4	5	6	7	8	9	10



The 4 C's model helps to identify weaknesses in the 4 measurable mental toughness scales of Control, Commitment, Challenge and Confidence.

HANDS OFF COACHING - THE CONSTRAINTS LED WAY

To develop competitive endurance we approach our daily golf coaching process using a constraints led approach. Constraints-led coaching is a type of coaching strategy that is more of a 'hands off' approach to coaching golfers in our program.

The constraints-led approach is an indirect instructional approach with an emphasis on learner-centred practice. I design the daily training process to facilitate guided self-discovery so our students learn in a way that is not necessarily communicated through me directly.

Now, by constantly manipulating known constraints in the training environment such as the distance of a shot and the degree of difficulty, our students get to experience a great deal of shot variability in their practice routines. This approach increases skill adaptability, and has three distinct categories:

1. The Practice Task



2. The Environment

3. The Performer

THE WEEKLY SCHEDULE

The NGI Indonesia practice schedule for the Destiny HP and Momentum programs is based on a minimum of twenty five hours of training each week.

Golfers in the Destiny HP Program have different practice goals, routines and processes when compared to golfers in the Momentum Program based on national and international tournaments within their training and competing cycle.

Momentum Program students will spend more of their time each week developing their short game and long game technical skills in the first semester each year from January 1st to June 30th.

Below is an example of The Momentum Program weekly schedule which gives you an idea of the amount of hours students in our program will spend developing a wide range of skills.

	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
MOMENTUM PROGRAM	7:00  WARM UP & STRETCHING ROUTINES - DESTINY HP & MOMENTUM (7.30 - 8:00am)					
	8:00	Technical Development Full Swing Technique	Tactical Development Long Game Warm-Up	Toughness Development Classroom	Technical Development Full Swing / 3/4 swing / 1/2 Swing	Technical Development Short Game Technique Putting/Lob/Trouble
	9:00			Technical Development Full Swing Technique		
	10:00	Technical Development Short Game Technique Chipping/Pitching/Sand	Tactical Development Golf Course Skills	Technical Development Full Swing Technique	Technical Development Short Game Technique Chipping/Pitching/Sand	Technical Development Full Swing Technique
	11:00			Technical Development Short Game Technique Putting/Lob/Trouble		
	12:00pm	Targeting Development Long Game Targeting Tournament	Post Round De-Brief	Targeting Development Short Game Tournament	Targeting Development Long Game Targeting Tournament	Targeting Development Short Game Targeting Tournament
	1:00					
	2:00	END OF PRACTICE				
TOTAL	5 Hours	5 Hours	5 Hours	5 Hours	5 Hours	

MACRO CYCLE #1

STUDENT ACCOUNTABILITY

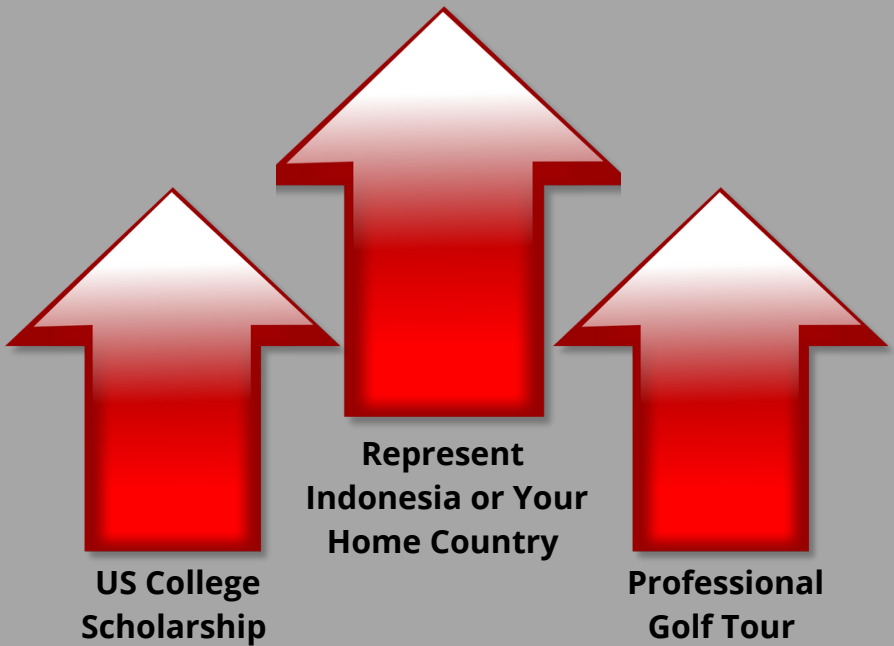
Junior golfers joining the NGI Indonesia High Performance Program in 2023 will be held accountable for maintaining high program standards which includes achieving or exceeding performance targets and benchmarks.

When you consider that a high percentage of the golfers we trained from 2015 to 2020 developed into good enough golfers to earn a part or full scholarship to colleges all over the USA, it goes without saying that these same golfers will be held accountable by their coaches for maintaining strict academic and playing standards to keep their scholarship status.

As such, the NGI Indonesia Player Code of Conduct should be seen as an important and necessary part of the talent development process and an integral part of our core curriculum.



The Three Pathways



Our focus is to develop Indonesian and international junior golfers to reach their full potential and pursue their dream of developing into an elite golfer and possibly representing Indonesia (or their home country) in international tournaments, or earning a scholarship to a top college in the US, or even playing on a professional golf tour.



Mr Murdaya Po

Founder & Chairman of N.G.I. Indonesia

In 2015 Mr Po saw the vision of what Indonesian Golf could be and established the National Golf Institute. He formed a team of extremely capable people to build the National Training Centre at Emerald Golf Course (the only private practice facility in Indonesia) and the vision became a reality.

Now, some of the best young talent in Indonesia and from overseas train regularly at the National Training Centre at our Emerald campus to become the best golfers they can be.



Lawrie Montague

Director of Coaching N.G.I. Indonesia

Coach Lawrie is recognised by his peers as one of the best high performance golf coaches in the world.

He has been a member of the Professional Golfers Association of Australia (class of 1985) and has been coaching elite amateur and professional golfers since 1992.

A former state and national golf coach in Australia, he has shaped the games of many Australian and international amateur golfers who have gone on to become successful amateur and professional golfers.



Coach Lawrie

HEAD COACH NGI

Director of Coaching & Development
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Coach Alga

ASSISTANT COACH NGI

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