



INDIVIDUAL COACH DEVELOPMENT PLAN

COACH GUIDE

[AIS.gov.au](https://ais.gov.au)



Benefits of the ICDP Program

For Coaches

What's in it for Me? Why Participate in the ICDP Program?

The Individual Coach Development Plans (ICDP) program is your gateway to professional growth and enhanced performance. Here's what it offers you:



Personalised growth opportunities

- Through guided self-reflection, build greater levels of self-awareness to enable the identification of strengths and growth areas.
- Identify your unique development needs and link them to tangible support and action plans.
- Highlight areas of vulnerability and transform them into strengths.



Clarity and motivation

- Clarify your development goals, creating a structured path for your career both short and long term.
- Feel valued and motivated as your professional needs are acknowledged and supported.



Organisational support

- Benefit from structured development conversations and targeted support from your organisation and the AIS.
- Clear plans that demonstrate alignment with organisational goals may assist in accessing resources and funding to achieve your development goals.

What do I need to do?

- Actively participate in the self-reflection and goal setting process.
- Engage in development conversations and follow through with action plans.
- Proactively review, reflect, adapt and provide feedback.
- Proactively seek feedback from managers, peers and others.



"The ICDP has provided a framework to plan, track and reflect on my development as a coach. The process has given me clear goals and identified a pathway for my coaching career."

Collis Birmingham

Athletics Coach



"High performance coaching can become very complex, with a lot of skills, knowledge and experiences important to success. The ICDP process has helped me clump different skill and knowledge areas, and in-turn simplify my coach development by highlighting some important strengths for me to draw upon and clarifying 3 key areas to deliberately practice across the 2 years in the Gen32 program."

Ben Walkemeyer

Sailing – ILCA 6 Women

Gen 32 Coach



"The impact of having a Coach Development Plan, has provided me with a clear direction and action steps in improving the areas that will enable me to be a better High Performance Coach. Having support through this process from the AIS, VIS and Diving Australia continues to reinforce the ongoing support through coach development opportunities, which I am very grateful for"

Mathew Helm

National Diving Coach

The ICDP Process

ICDPs are based upon a coach undertaking a self reflection tool, completing a development conversation with their facilitator and then creating a learning plan for development based on their unique needs. Broadly, a process might involve:

Pre-program prep

Facilitators connect with sports to understand organisational needs and perspectives, roles and responsibilities of all parties, as well as funding capacity and ability to support ICDP action plans.



Design meeting

Coaches and facilitators are introduced to the ICDP process, co-design elements of the process and set up in the Coach Management System (CMS).



Self-reflection

Coaches use a specifically designed tool to assess and reflect on their current capabilities based on the HP Coach framework.



Development conversations

Facilitators conduct structured discussions with coaches to create individual coach profiles, identify areas for growth, and define actionable development goals in conjunction with appropriate feedback.



Coaching in action

Goals are linked to support, resources, or funding, and progress is monitored through the CMS. Operationalising the plan requires support including via NIN/ AIS as appropriate, and opportunities to review, reflect and adapt plans as necessary.

Part A:

Developing the Plan



Self Reflection tool



Development Conversation



Individual Coach Development Plan

Part B:

Operationalising the Plan



Coaching in Action



Scaffolding & Support Review and Reflect

ICDPs in action

Coaches have successfully enhanced their leadership skills, managed interdisciplinary teams more effectively, and driven program innovation as a direct result of their involvement with the ICDP.

CASE STUDY 1

Coach Goal 1 – Improving technical analysis

Need Identification

The ICDP process identified a need to improve technical analysis.

ICDP action plan

- The coach worked directly with their in sport mentor to improve in the detailed analysis of top international competition.
- Direct feedback from athletes and improved results helped the coach build confidence in delivery.

Outcome

This two-way learning relationship accelerated performance outcomes.

Coach Goal 2 – Performing under pressure

Need identification

Experience in accurate decision making under pressure in elite level competition.

ICDP action plan

- A cross-sport learning experience provided exposure to different world-class competition coaching environments
- Opportunities for learning from other high pressure performance environments and hearing new messaging and communication methods.

Outcome

The coach gained from high level competition coaching experience and direct understanding of delivering under pressure, communication, and preparation requirements.

CASE STUDY 2**Coach Goal – Technical development****Need Identification**

The ICDP process identified a lack of elite level experience opportunities in the coach's current role with development level athletes.

ICDP action plan

- An opportunity to attend an elite level team training camp with a mentor's guidance

Outcome

The experience clarified the next career steps and what it takes to progress athletes to the next level. The experience will enhance future employment prospects.

CASE STUDY 3**Coach Goal – Improve working knowledge of strength and conditioning****Need Identification**

The ICDP process identified an opportunity to improve knowledge and application of S&C to achieve technical improvements in the sport.

ICDP action plan

- Attend S&C sessions with athletes and S&C coach.
- Host a monthly meeting with S&C in service of developing coach understanding and knowledge. Working through athlete case studies, programming and rational for decisions made in the gym.

Outcome

Increased confidence for coach to ask questions and delve deeper into gym programming with the S&C coach. Greater ability to influence and co-create complimentary gym and training programs.



Australian Government
Australian Sports Commission



AIS.gov.au



Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111