



Champions in Chairs 2019

Conference outcomes
19 November 2019

Australian Institute of Sport

A message from AW&E Director



Thank you to all who attended the inaugural *Champions in Chairs* on 19 November 2019. The event was a huge success and we look forward to seeing you at future events.

This document is a summary of what *you* told us *you* need from us, and therefore what our priorities should be moving forward.

We will work in close consultation with you, your AW&E National Manager, and the AIS Athlete Committee, to keep the momentum.

Thank you, and best of luck to each of you for what is a big year ahead.



Matti Clements



Key themes

The top four themes to emerge from your brainstorming session:

1. Athlete influencing & difficult conversations

- Be more solution orientated
- Identify problems & solution
- Ask for advice prior to meeting
- Learn the process
- Build understanding of the talk
- Learn the facts – findings of surveys, is that the right tool? (Support for ideas)
- Be a representative of the athlete voice
- Use a neutral voice to ask for help

2. Upskilling and pipeline

- Collaborate further across sports
- Dedicate an AIS contact
- Build a mentorship program
- Start handover processes
- Promote wins
- Share best practices
- Start governance training
- Build and make most of Internet resources

3. Role clarity and purpose

- Guidelines and templates
- Best case examples from other sports
- Setting and measuring goals
- Better communication
- Ensure athletes & management are on the same page with a common goal
- Clarify the terms of reference
- Build understanding of the scope
- Have clarity of vision statements and purpose
- Raise awareness

4. Resources and support

- Make use of digital platforms
- Establish succession plan
- Inform athletes of policies
- Ensure coaches are onboard
- Clear connection between athletes and board
- Office support for AC
- Create an AC budget
- Advertise the AC on NSO website
- Set AC KPI's each year & measure success

This is what you told us:

What's working, and what is not, in NSO athlete committees

Working well

- AW&E buy-in & engagement by NSO managers is increasing
- Committee balance (experience / disciplines / leadership) is important
- Cohesion and giving everyone a say is improving.
- Digital communication for athletes working remotely
- Admin, coach and athlete communication and support
- Face to face meetings and focus groups are useful when they occur

Not working

- Athlete and board disconnect
- Lack of clear remit / goals
- Resourcing
- Vulnerability in Chair role
- Lack of induction or succession
- Contact from AIS and NSO could be improved
- Lack of meetings, attendance and communication
- Change resistance
- Lack of promotion of Committee
- Stakeholder engagement
- Slow processes

This is what we're doing

AIS actions based on what you told us (1/2)



1. Cross sport connection

- Continue to grow and build leadership networking opportunities for NSO chairs such as *"Champions in Chairs"*
- Create a platform/app for attendees to assist with athlete communication and connectedness

2. Skills development for AC members

- Work with AW&E National Managers to provide appropriate and relevant skills development for AC members
- Enhance the AIS' *"Athletes with Impact"* skills program for athlete committees

3. Charter support

- Ensure a modern and contemporary AIS Athlete Committee Charter is available sports to use as a template to create their own Charter
- Be available to work with sports to review current Athlete Committee Charters for best practice, and revise or tailor a Charter to the sport's needs



This is what we're doing

AIS actions based on what you told us (2/2)



4. Skills development areas

- Influencing and leadership
- Succession planning and induction / mentoring
- Setting and measuring effective goals
- Governance
- Sharing best practice

5. Admin support

- Via AW&E Managers provide Athlete Committee members with the tools and resources needed to effectively use their time on the committee

6. Future proofing

- Ensuring the Athlete Committee remains relevant for the future of the sport





See you at the next event!

Date: 25 November 2020

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