



INDIVIDUAL COACH DEVELOPMENT PLAN

PROGRAM GUIDE

AIS.gov.au



What is the ICDP program?

The Individual Coach Development Plan (ICDP) program is a comprehensive, system-wide initiative designed to enhance the capabilities of individual coaches.

Developed by the AIS, the ICDP program provides National Sporting Organisations (NSOs) and the National Institute Network (NIN) with a unified approach to coach development.

Evidence suggests that developing self-awareness is essential for growth and development. The ICDP process is designed to facilitate the coach's journey, emphasising self-awareness, reflection, curiosity, creativity, communication, and collaboration. The program identifies a coach's strengths and highlights opportunities for gaining experience, acquiring skills, and receiving mentorship targeted toward specific developmental goals, and supported by actionable plans.

By establishing a consistent approach to coach development, and facilitating connections with other programs and stakeholders, the ICDP process aims to foster a culture of continuous learning, reflection, and professional growth across the sporting system.

The ICDP program is integral to the HP2032+ vision, recognising world class coaching as a principal enabler of change and success for athletes, teams, and programs. By investing in the continuous growth and evolution of coaches, and building a culture of learning and reflection, the program ensures that Australian high performance coaches excel as leaders, driving innovation and excellence at all levels.

Enquiries

For more information or with questions, please contact the AIS HP Coach Development team hpccoachdevelopment@ausport.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 Plan (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.



Comprehensive 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.

For Sports Organisations

Why Invest in the ICDP?

Investing in the ICDP program is investing in your coaches, with many immediate and long term benefits:



Sustainable high performance

- Develop and retain top coaching talent, ensuring the longevity and success of HP programs.
- Enable effective succession planning, by identifying gaps and opportunities to ensure a pipeline of coaches ready to step into key roles as needed.



Efficient resource allocation

Allocate resources effectively by understanding and addressing the specific needs of your coaches and targeting funding around impactful coach development.



Enhanced organisational culture

Foster a culture of continuous learning and professional development, enhancing job satisfaction and motivation among coaches.



Strategic advantage

Equip coaches to excel as leaders of performance programs, driving innovation and excellence within your organisation.



“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

For coach development leads and facilitators

How will the ICDP benefit me and why get involved?



Impactful facilitation

Receive access to specific tools and resources that help guide coaches through structured development processes, ensuring each session is productive and goal oriented.



Professional development

Opportunities to access resources and training for enhancing facilitation skills.



Direct support

Guidance and support from the AIS HP Coach Development Team, providing facilitators with advice and assistance whenever needed.



Collaborative opportunities

Engagement with a network of facilitators and development leads, fostering collaboration, knowledge sharing, and collective growth.



"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 ICDP Process

ICDPs are based upon a coach undertaking a self-reflection tool, completing a series of development conversation with their facilitator, proactively seeking feedback from relevant parties, 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

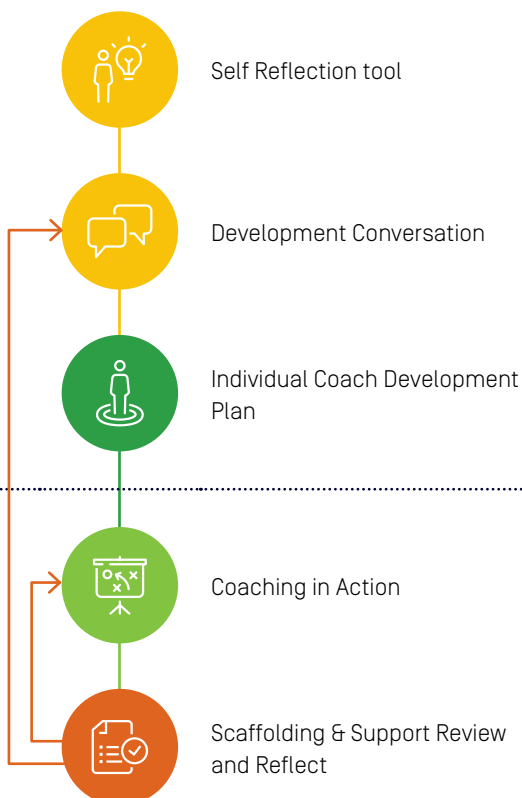
Facilitators conduct structured discussions with coaches to create individual coach profiles, identify areas for growth, and define actionable development goals in conjunction with appropriate feedback.



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**



**Part B:
Operationalising the Plan**



“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

Responsibilities

Coaches

- Engage in self-reflection and goal setting processes.
- Actively participate in development conversations and follow through on action plans.
- Proactively review, reflect, reach out for support and seek feedback from peers, managers and others who might influence on development plans or coaching.

Coach development facilitators

- Conduct development conversations and support coaches throughout the process.
- Guide the creation of individual coach profiles and the identification of development goals. Where appropriate seek feedback from the coaches' peers, managers and other key supporters or stakeholders.
- Assist in identifying appropriate opportunities and engage with the sport and/or NIN (and others as appropriate) to ensure the support required to undertake the plan, and that plans are aligned with organisational goals.

Sports Organisations

- Provide appropriate funding and support for the implementation of ICDPs and the facilitation process.
- Integrate ICDP provisions into organisational strategies, including allocation of funds.
- Provide meaningful opportunities for coaches to action development plans. This may be in partnership with their NIN/AIS.

AIS HP Coach Development team

- Provide training where appropriate to ensure effective use of the CMS and familiarity with the ICDP process.
- Connect sports with expert facilitators (as required), from across the NIN or external consultants, and provides ongoing support throughout the process.
- Connect to, and advises on possible funding solutions, available programs, experiential learning, mentoring opportunities or other initiatives that may be suitable to help meet the individual coach development goals.

Program resources and components

Facilitators are provided access to a range of unique tools and resources for conducting effective coach development conversations and developing comprehensive plans. This includes:

Facilitator guide book: A step by step guide to the ICDP process including conducting effective, structured development conversations.

Development (HP Coach Development Framework): Contextualises key coaching capabilities for tailored development conversations.

Coaches self-reflection tool: Linked to the framework and enabling self-reflection and assessment by creating a holistic view of the coaches strengths and development opportunities. Can be used at the start of the process and at any stage to review and reflect on progress.

Learning and development plan: A template for creating specific, measurable and attainable goals with timelines and key stakeholders to help build accountability and track progress.

HP Coach capability framework: A detailed behaviours based capability framework to hone in on specifics and enable actioning of development plans and objective tracking of progress.

CMS [Coach Management System]: Provides a centralised, secure, online and easy to use tool for managing development plans, tracking progress and capturing continual reflections and review for both coach and facilitator to maximise impact. CMS user guide and support included.

Access to support: Throughout the process the AIS HPCD team provides support and links coaches and facilitators to relevant programs, mentoring, and other initiatives as appropriate and available, and provides feedback on the success of other ICDPs in action.



"It's amazing to be encouraged and supported to identify development opportunities that will help me evolve into the coach I want to be."

Harriet Jones
Head VIS Diving Coach

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 rationale 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