

The Australian High Performance Coach Development Framework



The Australian coach as a leader, person and enabler of performance

Share knowledge, impact others, operate with integrity

STRATEGY

Establish and implement a clear, adaptable plan that meets organisational objectives and optimises sustainable performance gains.

STRATEGIC AND PERFORMANCE PLANNING

CRITICAL THINKING AND DECISION MAKING

INNOVATION AND CREATIVITY

IMPLEMENTATION

PERFORMANCE

Lead, manage, and enhance environments and teams conducive to optimal performance.

PERFORMANCE ENVIRONMENT

TECHNICAL AND TACTICAL

PERFORMANCE TEAMING

PERFORMANCE UNDER PRESSURE

SYSTEM

Effective collaboration and a deep understanding of the HP system to optimise program performance and shared outcomes.

SYSTEM KNOWLEDGE

SPORT STRUCTURE AND DYNAMICS

BUILDING PARTNERSHIPS

INFLUENCING AND LEADING

PEOPLE

The ability to effectively understand, develop and support all individuals that are in and impact the HP environment.

UNDERSTAND THE INDIVIDUAL

COMMUNICATION

LEADING AND DEVELOPING OTHERS

PSYCHOLOGICAL SAFETY

SELF

Cultivation of self awareness and continuous improvement to lead and role model ethically and with integrity.

SELF AWARENESS AND EMOTIONAL INTELLIGENCE

MISSION, VISION, VALUES

CONTINUOUS LEARNING

WELLBEING

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DOMAIN

KEY CAPABILITIES



SELF

Cultivation of self awareness and continuous improvement to lead and role model ethically and with integrity.

Self awareness and emotional intelligence

Recognises and understands one's own and others' emotions, strengths and limitations, demonstrating empathy, self awareness and the interpersonal skills to consistently foster productive relationships.

Mission, vision, values

Acts with integrity, purpose, strong ethics and values to drive program and organisational goals.

Continuous learning

Commits to continuous development, actively seeking opportunities for giving and receiving feedback to reflect, review, cultivate curiosity, foster creativity and expand knowledge and skills.

Wellbeing

Prioritises optimal health and wellbeing in order to perform at the best of ability and role model this to others.



STRATEGY

Establish and implement a clear, adaptable plan that meets organisational objectives and optimises sustainable performance gains.

Strategic and performance planning

Organises information and engages with others to craft comprehensive objectives and action plans that align with the goals and priorities of the high performance program.

Critical thinking and decision making

Makes sound decisions based on critical thinking, analysis, problem identification and solutions in response to opportunities and risks to optimising outcomes.

Innovation and creativity

Incorporates cutting edge technology, data, monitoring systems and frameworks when making decisions that allow for new, creative or simplified ideas to enhance performance.

Implementation

Translates strategic plans into effective and actionable steps that achieve desired outcomes, through leadership, planning, resource allocation, and monitoring progress that demonstrate attention to detail, adaptability, and a relentless focus on delivering results.



PERFORMANCE

Lead, manage, and enhance environments and teams conducive to optimal performance.

Performance environment

Leads and fosters a DPE and competition environment that supports high performance, including leading culture, standards and behaviours that drive performance.

Technical and tactical

Applies technical (skills) and tactical (systems, strategies) components of the sport, displays knowledge of what world's best looks like, with the capacity to coach to win and deliver results.

Performance teaming

Leads and assists performance support personnel to employ their talents with a clear focus on athlete development to optimise performance.

Performing under pressure

Leads and communicates with focus, resilience and emotional regulation, even in high pressure situations.



SYSTEM

Effective collaboration and a deep understanding of the HP system to optimise program performance and shared outcomes.

System knowledge

Explains and interprets the broader sports system, including governance structures, cultural norms, funding models and strategic priorities.

Sport structure and dynamics

Navigates the political dynamics of sport at local, national and international level. Including talent identification, development pathways, selection policies within an historical sports context.

Building partnerships

Identifies, builds and nurtures strategic partnerships while effectively managing relationships with all stakeholder groups.

Influencing and leading

Works with, influences and engages individuals within and outside the high performance program to provide support or investment in the program.



PEOPLE

The ability to effectively understand, develop and support all individuals that are in and impact the HP environment.

Understanding the individual

Responds to the unique needs, motivations and aspirations of individuals in order to build trust, foster belonging, and tailor effective support and development.

Communication

Communicates vision, purpose and expectations to motivate and inspire others, including leading difficult conversations and effectively managing conflict.

Leading and developing others

Designs and facilitates holistic personalised learning pathways that empower individuals to grow, develop new skills and reach their full potential.


Psychological safety

Fosters an environment of trust, respect, honesty, and vulnerability enabling everyone to thrive in a safe interpersonal environment that promotes sustainable high performance outcomes.

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DOMAIN		SELF Cultivation of self awareness and continuous improvement to lead and role model ethically and with integrity.
	KEY CAPABILITIES	Self awareness and emotional intelligence Recognises and understands one's own and others' emotions, strengths and limitations, demonstrating empathy, self awareness and the interpersonal skills to consistently foster productive relationships.
		Mission, vision, values Acts with integrity, purpose, strong ethics and values to drive program and organisational goals.
		Continuous learning Commits to continuous development, actively seeking opportunities for giving and receiving feedback to reflect, review, cultivate curiosity, foster creativity and expand knowledge and skills.
		Wellbeing Prioritises optimal health and wellbeing in order to perform at the best of ability and role model this to others.


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DOMAIN		
	STRATEGY	
	Establish and implement a clear, adaptable plan that meets organisational objectives and optimises sustainable performance gains.	
KEY CAPABILITIES	Strategic and performance planning	Organises information and engages with others to craft comprehensive objectives and action plans that align with the goals and priorities of the high performance program.
	Critical thinking and decision making	Makes sound decisions based on critical thinking, analysis, problem identification and solutions in response to opportunities and risks to optimising outcomes.
	Innovation and creativity	Incorporates cutting edge technology, data, monitoring systems and frameworks when making decisions that allow for new, creative or simplified ideas to enhance performance.
	Implementation	Translates strategic plans into effective and actionable steps that achieve desired outcomes, through leadership, planning, resource allocation, and monitoring progress that demonstrate attention to detail, adaptability, and a relentless focus on delivering results.

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DOMAIN		PERFORMANCE Lead, manage, and enhance environments and teams conducive to optimal performance.
	KEY CAPABILITIES	
	Performance environment	Leads and fosters a DPE and competition environment that supports high performance, including leading culture, standards and behaviours that drive performance.
	Technical and tactical	Applies technical (skills) and tactical (systems, strategies) components of the sport, displays knowledge of what world's best looks like, with the capacity to coach to win and deliver results.
	Performance teaming	Leads and assists performance support personnel to employ their talents with a clear focus on athlete development to optimise performance.
	Performing under pressure	Leads and communicates with focus, resilience and emotional regulation, even in in high pressure situations.

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DOMAIN	A white icon on an orange background depicting a globe with interconnected nodes and lines, representing a system or network.	SYSTEM Effective collaboration and a deep understanding of the HP system to optimise program performance and shared outcomes.
	KEY CAPABILITIES	
	System knowledge	Explains and interprets the broader sports system, including governance structures, cultural norms, funding models and strategic priorities.
	Sport structure and dynamics	Navigates the political dynamics of sport at local, national and international level. Including talent identification, development pathways, selection policies within an historical sports context.
	Building partnerships	Identifies, builds and nurtures strategic partnerships while effectively managing relationships with all stakeholder groups.
	Influencing and leading	Works with, influences and engages individuals within and outside the high performance program to provide support or investment in the program.


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		Understanding the individual	Responds to the unique needs, motivations and aspirations of individuals in order to build trust, foster belonging, and tailor effective support and development.
		Communication	Communicates vision, purpose and expectations to motivate and inspire others, including leading difficult conversations and effectively managing conflict.
		Leading and developing others	Designs and facilitates holistic personalised learning pathways that empower individuals to grow, develop new skills and reach their full potential.
		Psychological safety	Fosters an environment of trust, respect, honesty, and vulnerability enabling everyone to thrive in a safe interpersonal environment that promotes sustainable high performance outcomes.

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