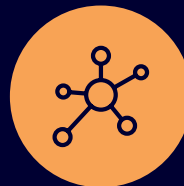


2021 PERFORMANCE SUPPORT eFORUM

Key Messages/Summary | 14 October 2021



Towards Brisbane 2032 | Maximising Performance Support

- Cohesive and consistent 'TEAM' (athletes & staff) need to be ready for a dress rehearsal in 2028 to hit the 'sweet spot' of success in 2032.
- Performance support needs to be innovative, agile and able to promptly evolve with the rapid changes in the environment such as technical integration, global nature of the sport, multi-cycle athletes, new sports and rules changes.
- Size and scale of performance support team will require sophisticated partitioning of resources based on the maturity and specifics of sport.
- Accelerate development of performance support practitioners to be curious, resilient via national institutes; provide them with safety nets to 'face the heat' and look at strategies to harness 'home ground advantage'.

Future Considerations

- Typically, about two cycles needed to develop a team that 'hum' and how can we progress concepts and behaviours of integration and collaboration in a high turnover industry?
- How do we progress these concepts and behaviours of integration and collaboration?
- How do we ensure holistic support of our high performance teams (staff as well as athletes) to ensure we have high performing athletes, coaches and support staff?



Specialists vs Generalists | Finding the Right Balance in High Performance Sport

- "Generalists" and "Specialists" are not binary roles but are people working with nuance along a spectrum that is directly related to the situation and challenges involved. Therefore, performance support teams with both general and specialist skill sets are needed to strategically create a competitive advantage.
- Allowing 'Force-function' within the system to create natural opportunities/exposure to allow practitioners to grow their general skills and lean into their specialist skills can develop world leading practitioners with unique combinations of skills and meta-knowledge that can be leveraged for performance advantage.
- Finding/developing 'generalist specialists' with unique sets of skills within the high performance system will leverage performance advantages.

Useful Resources

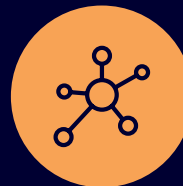
- [Lessons form 2020: Future-proofing skill sets for uncertain times](#)
- [Range: Why generalists triumph in a specialized world](#)

Future Considerations

- How do we enhance the role of generalist specialist in a short-term contract/high turnover industry?



2021 PERFORMANCE SUPPORT eFORUM



Specialists and Generalists | Agile Performance Support in Australia

- Work environments that allow 'protected time' for creativity, innovation and collaboration throughout the organisation will allow practitioners to thrive.
- Using appropriate analytics can also free up think time and enable creativity and innovation
- A periodised approach to innovation and use of generalists and specialists based on the objectives/aims during a performance cycle will enhance performance outcomes.
- Clarity of roles, responsibilities and professional scope of practice allows performance support teams to work effectively together.
- Different skillsets and personal styles are required for different environments and this needs to be considered when putting performance support teams together.

Useful Resources

- [10 Adaptive tools for the contemporary sport scientist](#)

Future considerations

- How can we best leverage and combine specialist and generalist skillsets to create competitive advantage?
- How can we strike the right balance of 'awkward and awesome'?



Emerging Generations | Understanding the emerging generations to help them thrive

- For Brisbane 2032, a large number of our future Olympians will be Gen Alpha and many performance support staff will be from Gen Z.
- For coaches, leaders and practitioners thinking about the #Brisbane2032 Olympics, understanding the emerging generations, their needs, hopes, dreams and wants will help them thrive in sport and life.
- To connect with Gen Alpha and Gen Z, keep things short and sharp, otherwise 'TLDR'. YouTube may well become the new Google, as a source of information.
- As leaders we need to take a holistic approach to set up Gen Z and Alpha with flexible opportunities, develop skills/competencies and enable them to live a life with purpose.

Useful Resources

- [Understanding generation Alpha](#)
- [Understanding generation Z](#)
- [Understanding generation Z in the workplace](#)

Future considerations

- How can we structure the system to better support Gen Z and Alpha?

