

## INSIGHTS FROM THE

# 2024 Biennial Women in High Performance Coaching Showcase






Overarching long-term vision:

- A thriving, well-supported community of women coaches across all sports.
- Sustainable and visible pathways for women from grassroots to elite coaching.
- Systemic cultural change, making gender equity in coaching the norm.



SYSTEMS SUPPORTING DIVERSITY AND BELONGING

Key insights identified <i>(top 5 highlighted)</i>	What is already in progress...	What else can we do...
<b>Systemic support and structural change remain priorities, involving the implementation of audit and tracking systems for women's coaching talent.</b>	<ul style="list-style-type: none"> <li>- AIS HPCD Team working with NSOs to build Coach Workforce audits.</li> <li>- Road Map to Action Toolkit - Pilot (July '2025)</li> </ul>	<ul style="list-style-type: none"> <li>- Depth charts for high performance coaching talent with identification of women coaches</li> </ul>
<b>Allocate sustainable funding linked to targets/KPIs to enable recruitment, development, and support, connecting individual and organisational systemic changes.</b>	<ul style="list-style-type: none"> <li>- <a href="#">National Gender Equity in Sport Governance Policy</a></li> </ul>	<ul style="list-style-type: none"> <li>- Connect gender equity Board strategies to High Performance Leadership roles</li> </ul>
<b>Provide funding and logistical support for family travel to competitions and events to reduce coaching pipeline exits due to family challenges.</b>	<ul style="list-style-type: none"> <li>- Evidence of ad hoc examples of parental and family support</li> <li>- <a href="#">Parental Leave Toolkit</a></li> <li>- <a href="#">Case studies</a></li> </ul>	<ul style="list-style-type: none"> <li>- Inclusive Travel Toolkit in development. (A collection of case studies)</li> </ul>
Address recruitment challenges and implement strategies that promote transparency, inclusivity and support for new recruits.	<ul style="list-style-type: none"> <li>- <a href="#">Recruitment Toolkit</a></li> <li>- <a href="#">HP Coach Capability Framework</a></li> <li>- <a href="#">Best Practice Inclusion Guide</a></li> <li>- <a href="#">AIS Talent Acquisition Guide</a></li> </ul>	<ul style="list-style-type: none"> <li>- Updated resources to enhance capability based recruitment</li> <li>- Induction programs for HP coaches</li> </ul>
Enable leaders and organisations to prioritise, lead and achieve gender equity	<ul style="list-style-type: none"> <li>- <a href="#">National Gender Equity in Sports Governance Policy</a></li> <li>- Organisational Policies to generate inclusive environments:                             <ul style="list-style-type: none"> <li>- DEI Policy</li> <li>- Parental Leave Policy</li> <li>- Flexible Work Policy</li> </ul> </li> <li>- <a href="#">Intersectionality Framework</a></li> <li>- Model NSO Constitution (including embedded gender equity clauses)</li> </ul>	<ul style="list-style-type: none"> <li>- Community of practice for NSO/Ds Chairs</li> <li>- Education and action campaign targeting leaders at all levels</li> <li>- Template Committee TORs (HP, Selection)</li> <li>- Template Position Descriptions and recruitment tools</li> </ul>
	<ul style="list-style-type: none"> <li>- <a href="#">Guide to Board Gender Equity</a></li> <li>- <a href="#">Pathway to Gender Equity</a></li> <li>- ICDA Program</li> <li>- <a href="#">Skills Matrix</a></li> <li>- <a href="#">Director Recruitment Tools</a></li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Systems to challenge program design and assumptions</a></li> <li>- <a href="#">Leadership scholarship programs</a></li> </ul>

	Key insights identified <i>(top 5 highlighted)</i>	What is already in progress...	What else can we do...
 BEHAVIOURS, CULTURE AND ENVIRONMENT	Strong community networks and peer support are essential for supporting women in coaching, especially during challenging times.	<ul style="list-style-type: none"> <li>- <a href="#">Communities and Networks Toolkit</a></li> <li>- <a href="#">Initiative</a>: Women's Summit</li> <li>- <a href="#">AIS Mentorship Program Guide &amp; Toolkit</a></li> </ul>	<ul style="list-style-type: none"> <li>- Stories of success and Case Studies</li> <li>- Encourage NSO/Ds to create networks</li> <li>- Collaboration between networks</li> </ul>
	Consider providing dedicated wellbeing resources and support for coaches such as a wellbeing "buddy" system.	<ul style="list-style-type: none"> <li>- <a href="#">Coach wellbeing Hub</a></li> <li>- Coach wellbeing research 2025</li> </ul>	<ul style="list-style-type: none"> <li>- System support for Performance Wellbeing</li> <li>- Deepen understanding support for women coaches</li> </ul>
	Create a sustainable environment that is culturally supportive and psychologically safe to ensure everyone feels they belongs and can thrive.	<ul style="list-style-type: none"> <li>- <a href="#">HP2032+ Win Well Strategy</a></li> <li>- <a href="#">Optional learning &amp; development recommendations</a></li> <li>- <a href="#">Archetype Toolkit</a></li> <li>- HP 2032+ Wellbeing Measures Project</li> </ul>	<ul style="list-style-type: none"> <li>- NSO/D Capability building</li> <li>- Promote cultural audits that optimise performance and wellbeing</li> </ul>
 VISIBILITY AND STORYTELLING	<b>Increase visibility of women in high-performance coaching to provide role models and inspire others, demonstrating that advancement is possible.</b>	<ul style="list-style-type: none"> <li>- WiHPC <a href="#">"Our Stories"</a></li> <li>- <a href="#">Improving visibility and sharing success</a></li> <li>- AIS photography project</li> </ul>	<ul style="list-style-type: none"> <li>- Connect stories to amplify impact</li> <li>- Enhance engagement with advocacy and marketing groups</li> <li>- Support NSO/Ds with visibility and success</li> </ul>
	Develop a scalable framework that collaborates with state and national levels to support and reward organisations driving cultural transformation.	<ul style="list-style-type: none"> <li>- <a href="#">AIS Cultural Diagnostics</a> – HP sports</li> <li>- Organisational Capability Framework</li> <li>- NSO/D Community of Practice – leading change</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum suite of mandatory organisational policies</li> </ul>
	Develop systems of accountability that profile and report progress	<ul style="list-style-type: none"> <li>- <a href="#">AIS WiHPC 2024 Scorecard</a></li> </ul>	<ul style="list-style-type: none"> <li>- Establish gender KPIs throughout the system</li> <li>- Collect and publish annual progress reports against KPIs</li> </ul>
 STRATEGIES FOR DEVELOPMENT	<b>Ensure the development of women coaches remains a priority by assigning it to someone's portfolio.</b>	<ul style="list-style-type: none"> <li>- AIS WiHPC Project Leader</li> <li>- Road Map to Action Toolkit - Pilot (May 2025)</li> </ul>	<ul style="list-style-type: none"> <li>- Support HP sports with WiHPC Strategies and Action Plans</li> <li>- Spotlight sports with dedicated roles for WiHPC / Women in Coaching</li> </ul>
	Create a framework and scalable solution to identify coaching talent and support their entry, development, retention and re-entry. This includes (a) offering retiring top athletes with people skills an accelerated pathway into high-performance coaching and (b) integrating retention and re-entry strategies with recruitment strategies.	<ul style="list-style-type: none"> <li>- <a href="#">HP Coach Capability Framework</a></li> <li>- <a href="#">Talent Development Framework</a></li> <li>- <b>Current programs:</b> <a href="#">National Generation 2032</a>, <a href="#">Athlete Accelerate Program</a>, <a href="#">Enhance Program</a>, AIS Aspire Program (October 2025)</li> <li>- <b>Toolkits and Initiatives:</b> <a href="#">Career Support Program Pilot</a>, <a href="#">Hidden Talent Pool Toolkit</a>, Road Map to Action Toolkit - Pilot (July 2025)</li> </ul>	<ul style="list-style-type: none"> <li>- Enhance engagement with NSO/Ds to entice, support and retain women coaches</li> <li>- Enhance capability based recruitment</li> <li>- Support NSO/Ds to identify and deliver targeted, impactful programs</li> <li>- Targeted Athlete to Coach Programs</li> </ul>
	Engage with coaches individually to understand their unique challenges, opportunities, expectations, and needs. Link individual level interventions with environmental and organisational support.	<ul style="list-style-type: none"> <li>- <b>Current Programs:</b> <a href="#">Experiential Learning Program</a> (ELP), <a href="#">Talent Programs</a>, Women's Summit Program, AIS Aspire Program</li> <li>- <a href="#">HP Coach Facilitators Project</a></li> <li>- <a href="#">Recommendations and Principles for learning &amp; development programs</a></li> </ul>	<ul style="list-style-type: none"> <li>- Supporting and enabling NSO/Ds Capability</li> <li>- Support NSO/Ds to create targeted interventions</li> </ul>