

Case Study 8

Platform for Success Women's Talent Coach Program

'I was involved with the first cohort of the Women's Talent Program – Coaches. This course involved 17 female coaches from numerous sports and was completed over 3 x 3 days on campus.'

Alana Thomas, *Sports Administrator and Rugby Coach*



Objective

The AIS Talent Programs aim to provide a deeper understanding about the below:

- Self and system awareness – understanding personal strengths and tendencies under pressure.
- Personal identity and confidence – identifying career experiences and influences to assert greater choice.
- Leadership presence – understanding personal presence, crafting powerful stories for influence and negotiating win/win outcomes.
- Conscious connections – considering what it takes to develop authentic relationships, build genuine connections and create integrated networks.
- Diversity as a lever for change – understanding the enablers in organisations and how to influence change.

Impact story

This is Alana's impact story from her experience

'Firstly, the connection to other coaches and professionals that have now become a major part of my network.

'Secondly, my personal growth was due to the facilitation of the course as it provided practical tools to use. Four years later I am still drawing on these and reaching out to facilitators for guidance. I learnt a lot about myself, it has given me the confidence to step out of my comfort zone.'

'The Talent program was the first time I was in a room full of HP Coaches and is why it may have had a major impact. This group of coaches and facilitators are still connected via our original WhatsApp group. When I went for a National Coaching position, I asked a few of the coaches to come on a zoom and let me

present my presentation to them and get feedback. Subsequently another coach did this as well in prep for their national coaching role. Due to this group, I have been fortunate enough to pick up a coaching role in AFLW.

I try and share when I see news of the other coaches' successes and check in with them.'

'In 2019 I was also a part of the first cohort of a World Rugby Coaches Academy. We went to Stellenbosch in South Africa. There were coaches, referees, and S&C coaches there. We also have a chatgroup and share success stories and coaching position across the world with each other. When we travel or play tests or games and coaches, referees or S&C's are there we all catch up and share photos with the group.'



Connecting to the Women in HP Coaching Project

'The WiHPC has exposed me to a wider group of coaches within Australia. This group has been great in hearing the stories and shared experiences we have all had. There have been a few follow ups where we have been able to get together. I like the WhatsApp group where successes have been shared.

I probably don't feel the same connection as I have not been able to attend all workshops and we probably have not had the opportunity to get to know each other outside the workshops and not being in an Olympic sport it is harder to connect at sporting events. I have enjoyed the work that has been produced and seeing the system slowly changing is great to know that in some small way you are contributing.'

Alana Thomas, Sports Administrator and Rugby Coach

Recommendations

'From an AIS Talent perspective I would love to do a reunion and see where everyone is at and what they are doing now and, the influence the course has had on their career. I think it would be an interesting case study to then look at those that have gone on to bigger things, those that may have pivoted in careers. Obviously COVID will have played a part, but it would be interesting.'

Alana Thomas, Sports Administrator and Rugby Coach

Links

[Talent Programs | Australian Institute of Sport \(ais.gov.au\)](https://ais.gov.au)

[Coaching internship programme | World Rugby](#)

[High Performance Coach Development | Australian Institute of Sport \(ais.gov.au\)](https://ais.gov.au)

