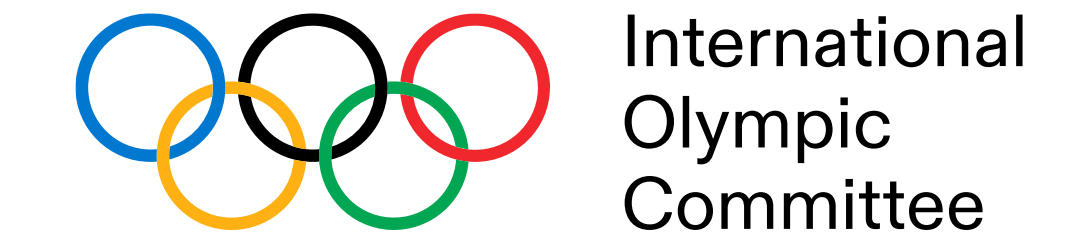


# Women in Sport High Performance Pathway



*“Empowering Women Coaches” A dedicated mentorship and training programme for female coaches.*

As the Olympic Movement strives to achieve gender equality at all levels in sport, the under-representation of women among elite coaches poses one of the bigger challenges. WISH – the Women in Sport High-performance pathway programme – is a key element of the International Olympic Committee (IOC)’s response.

## What is it?

Backed by USD 1 million in Olympic Solidarity funding, WISH is a bespoke four-year programme designed to equip around 100 women to coach at elite levels – Olympic, world championship and in continental teams.

It has been designed to equip women coaches, who have the potential and ambition, to succeed in gaining roles at elite coaching levels within their sports.

A DEDICATED MENTORSHIP AND TRAINING PROGRAMME FOR FEMALE COACHES

**THE CHALLENGE**

FEMALE ELITE COACHES AT OLYMPIC GAMES

10% IN PAST DECADE

11% RIO 2016

13% TOKYO 2020

Gender Equality in Sport ([olympics.com](http://olympics.com))

## Pilot Cohort

Between 2019-2021, a cohort of 26 women from six sports and 23 nations undertook a pilot women's high performance coach programme supported by the IOC/Olympic Solidarity. The six International Federations involved were for Cycling, Rowing, Rugby, Tennis, Triathlon and Wrestling and were already engaged in projects to increase opportunities and pathways for high performance women coaches.



Nine months after the pilot programme

- 3 Attended Tokyo 2020 in coaching, team or technical official capacity
- 15 In national coaching roles
- 2 Women coaches of men's professional teams
- 8 Delivering coach education and mentoring to support the development of other women coaches

## 2022-2025 Programme

**OBJECTIVES**

**TRAIN +100** HIGH-PERFORMANCE WOMEN COACHES AROUND THE WORLD

**FURTHER DEVELOP:**

- Sports skills
- Leadership abilities
- Career opportunities

**A JOINT INITIATIVE BETWEEN:**

- International Olympic Committee
- International Sports Federations
- National Olympic Committees

in collaboration with the University of Hertfordshire (UK)

**FUNDED BY OLYMPIC SOLIDARITY:**

\$1 MILLION OVER 4 YEARS

**STRUCTURE**

- 4 Cohorts from May 2022 – January 2025
- 21 Month programme, comprising:
  - 5 Days residential training
  - 16 Leadership and mentoring sessions
  - 4 Sport-specific mentoring sessions

**INCLUDING THE PILOT PROGRAMME, WISH HAS ALREADY REACHED:**

69 COACHES

44 NATIONAL OLYMPIC COMMITTEES

15 INTERNATIONAL SPORTS FEDERATIONS

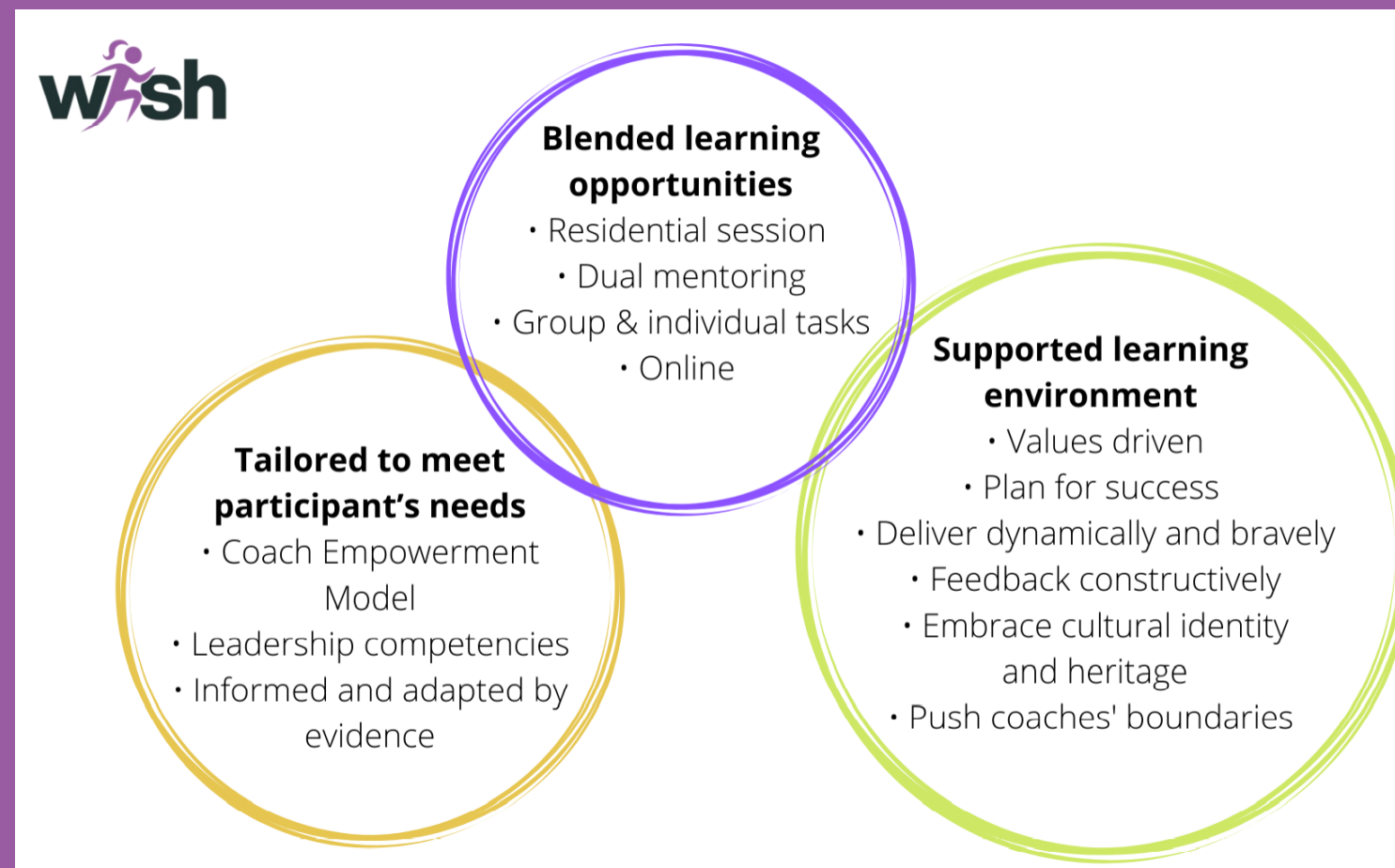
World Archery ARCHERY	Rugby RUGBY
IBSF BOBSLEIGH /SKELETON	FIS SKI/ SNOWBOARD
CANOE CANOE	IFSC SPORT CLIMBING
UCI CYCLING	ITF TENNIS
IHF HANDBALL	World Triathlon TRIATHLON
JUDO	FIVB VOLLEYBALL
UIPM MODERN PENTATHLON	WRESTLING
World Rowing ROWING	

## Key Objectives

- Further develop sport-specific skills knowledge and experience – supporting identification of your sports specific needs and develop plans to address these to enhance your potential for success.
- Further develop leadership competencies or behaviours – consolidate your own leadership style and empower you to be who you want to be and navigate the challenges that are part of coaching at a HP level.
- Develop confidence – encouraging you to identify strengths, pursue goals, take opportunities and progress your career path. You will be able to champion yourself and others going forward.

## Program Overview

- 21-month leadership programme
- Self-assessment and 360-degree feedback on leadership and sport specific competencies
- 5-day Residential session in the UK
- 8 online leadership sessions
- 8 leadership mentor sessions
- 4 sport-specific mentor sessions



**Leadership competencies or behaviours**

**Develops Self**

- Clearly articulates own leadership philosophy that supports personal and professional goals and ambitions
- Prioritises own wellbeing to operate at one's best
- Is relentlessly curious about personal and professional development and actively seeks out learning opportunities

**Empowers Others**

- Creates and maintains a culture where everyone thrives
- Invests time in learning about individuals and their strengths, motivations and ambitions
- Resolves disagreement and/or conflict to maintain relationships whilst focusing on outcomes

**Drives Performance**

- Communicates vision and strategy to inspire and influence others
- Builds strategic relationships with key decision-makers and influencers
- Brings people together to develop objectives and targets and translate these into effective plans

