



AIS Leadership and Culture
OPTIMISING COLLABORATION
FOR PERFORMANCE

Background Program overview

December 2021



Background

Why focus on 'Optimising Collaboration for Performance (OCP)?'

As you are probably aware, for the High-Performance (HP) system to have sustainable sporting success the system needs exceptional leaders, high functioning teams and high-performing cultures. The AIS has invested in a range of individual and team-based development initiatives to grow the capability of the HP system workforce. To support this priority, the AIS Leadership and Culture team have designed and is delivering several key programs, one being "Optimising Collaboration for Performance".

The reason this topic is being explored is because the performance support team approach has been identified through NSO and NIN feedback as a key methodology and delivery model for our High-Performance team members to be successful in their individual roles. To inform the design of the program, the AIS undertook a system wide consultation to ensure the content for the AIS Leadership and Culture 'OCP' program best meets individual, team, organisational and system needs. The insights were used to inform the design of this program.



Background

What are the 'AIS Leadership and Culture Development Programs'?

The AIS has invested in a range of individual and team-based development initiatives to grow the capability of the High-Performance workforce.



Developing Others

Delivery: Face-to-face / Virtual

Program Delivery

2 full day workshop
2 half day extension session
Multiple Trio sessions

Program length: 12 weeks

A program designed to enable leaders to broaden their perspectives and enhance how they develop others to succeed in a complex and continuously changing environment. This program is targeted at leaders across all levels of the sport system.

Target Group:

CEO, HP Directors, Pathway Managers, Operations Managers
Performance Support & Coaches



Stakeholder Management

Delivery: Face-to-face / Virtual

Program Delivery

2 full day workshop
1 half day extension session
Multiple Trio sessions

Program length: 4 weeks

A program designed to help navigate the complex HP stakeholder system by initiating and maintaining strategic networks and relationships. This program is focused on developing competencies in earning trust, effective communication and system and organisational awareness.

Target Group:

CEO, HP Directors & Managers,
Pathway Managers, Operations Managers,
Performance Support & Coaches



Strategy Design and Execution

Delivery: Face-to-face / Virtual

Program Delivery

3 full day workshop
Mentoring with PwC partners

Program length: 5 weeks

A program designed to build and enhance the strategic competencies identified by NSO and NINs as necessary for success as leaders within sport. This program is focused on developing competencies in strategic thinking, design, execution and influence.

Target Group:

CEO, HP Directors & Managers,
Pathway Managers,
Operations Managers & Performance Support Leaders



Optimising Collaboration for Performance

Delivery: Face-to-face

Program Delivery

Facilitator Check in
2 full day workshop
60min Community of Practice

Program length: 5 weeks

A program designed to enable performance support members to build the awareness, skills and knowledge to work effectively and collaboratively in performance teams. This program is targeted at early-career performance support team members.

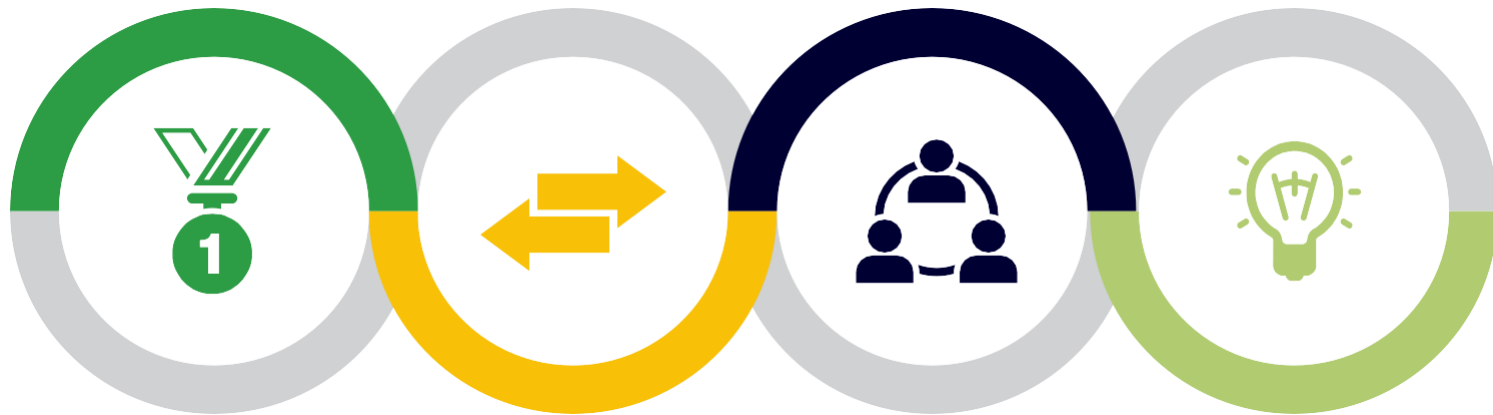
Target Group:

Performance Support members

Optimising Collaboration for Performance program learning outcomes



This program aims to enable leaders at all levels across the sport system to broaden their perspectives and enhance how they develop others to succeed in a complex and continuously changing environment.



Understand their individual role and how it intersects with other disciplines in varied contexts

Understand the value of adopting a curious mindset in the context of their individual role, in service of continuous improvement and achieving a shared outcome

Develop the skills and behaviours to maximise their impact as an expert and team member

Build the skills to understand and leverage others' perspectives to improve decision making and achieve a shared outcome



Optimising Collaboration for Performance

Face-to-Face Delivery Structure



OCP is a longitudinal program which includes both virtual and face-to-face touchpoints over the program of a 5-week period comprising of:





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@theAIS #theAIS

Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111