

Te Hāpaitanga – Women in High Performance Sport Coaching Initiative

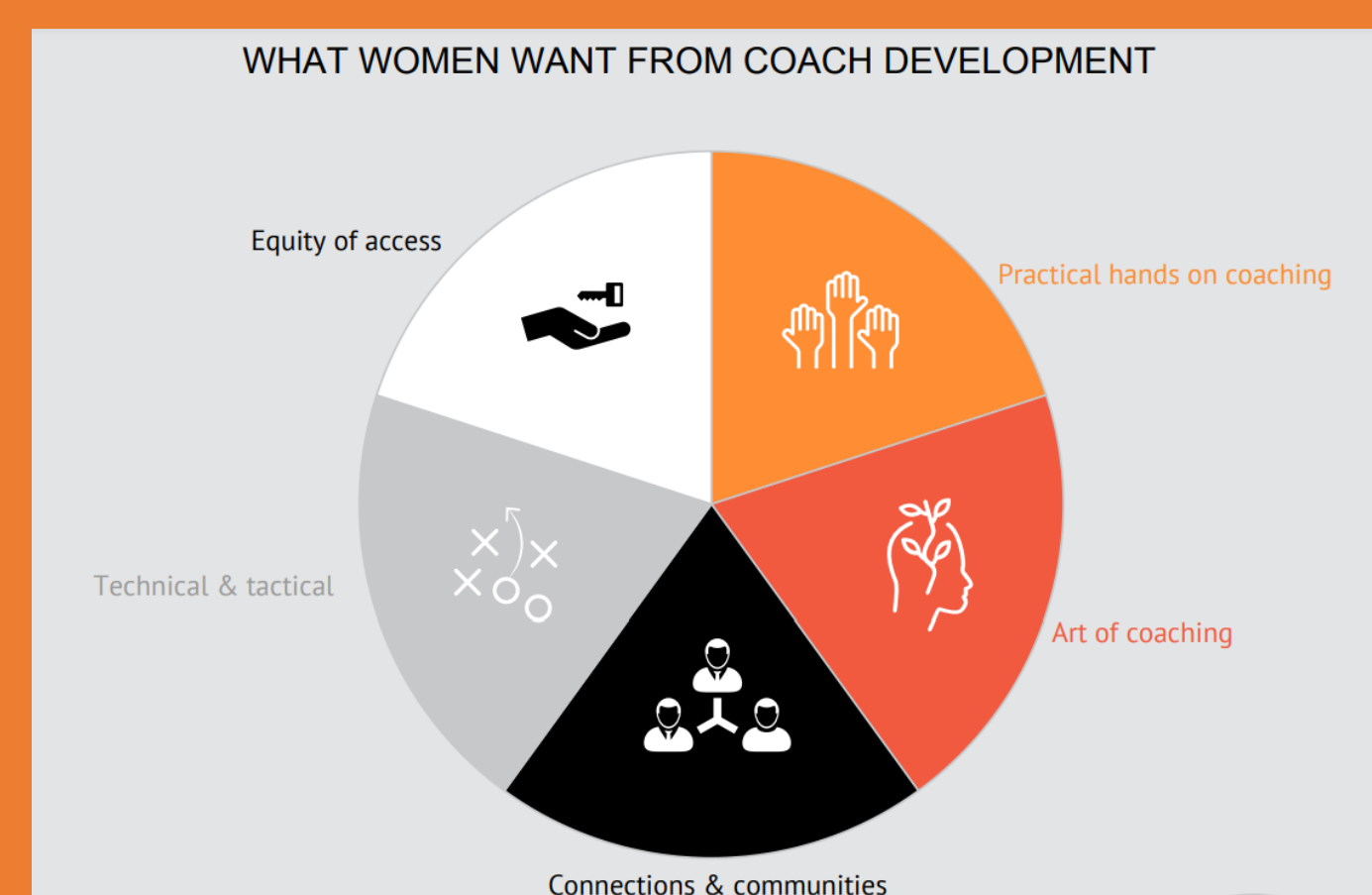
Te Hāpaitanga – the act of elevating, lifting and empowering.

Te Hāpaitanga is a holistic coach development initiative enabling more females to pursue and maintain careers in high performance coaching in New Zealand.

Why is it needed?

HPSNZ's Women in High Performance Sport Project identified:

- That although there is no shortage of talented and capable females wanting to pursue a career in high performance sport, **systemic and structural issues** remain that inhibit their progression.
- There are a range of **interconnected and complex challenges** that prevent female coaches from pursuing and maintaining a career in high performance coaching.
- The lack of a **visible or accessible coaching pathway** for women, limited access to hands-on coaching opportunities to develop capabilities, being isolated, undervalued or underutilised in coaching roles and limited advocacy for diversity in coaching teams, are all contributing to the low number of women currently competing for and being recruited into high performance coaching roles.



WOMEN COACHES IN AOTEAROA NEW ZEALAND

3.-HPSNZ-Infographic-Women-Coaches-in-Aotearoa-NZ-Putting-it-into-action.pdf

Outcomes from 2019 Women's Coaches Survey – based on ecological model

The survey used an ecological model to explore and understand the experience of female coaches from the perspective of four levels: personal; interpersonal; organisational; and sociocultural.

Ecological level	Challenges	Enablers
Individual	Stress or burnout	Practical, hands-on coaching and learning opportunities
	Feeling of isolation	Access to specific coaching qualifications
Interpersonal	Lack of confidence in personal ability	Positive feedback mechanisms to review and improve coach performance
	Ongoing 'old boys club' culture	Support from other coaches
Organisational	Work-life balance	More accessible coach mentoring programs
	Family commitments	Skilled and experienced women coaches
Sociocultural context	Gender bias in selection/recruitment process	Better access to interactive coach development resources
	Time demands of the role	Access to high quality coach development programs
Sociocultural context	Lack of support systems for women coaches	Better connections to other coaches
	Lack of opportunity to progress to higher coaching positions	Increased investment in women's sport in community/media
Sociocultural context	Lack of paid coaching positions*	
	Lack of acceptance of women coaches	
Sociocultural context	Great scrutiny of women coaches	
	Negative stereotypes of female coaches	

*this was the number one response from Professional Club and National (Senior level) coaches to the question of highest impact coaching development challenges.

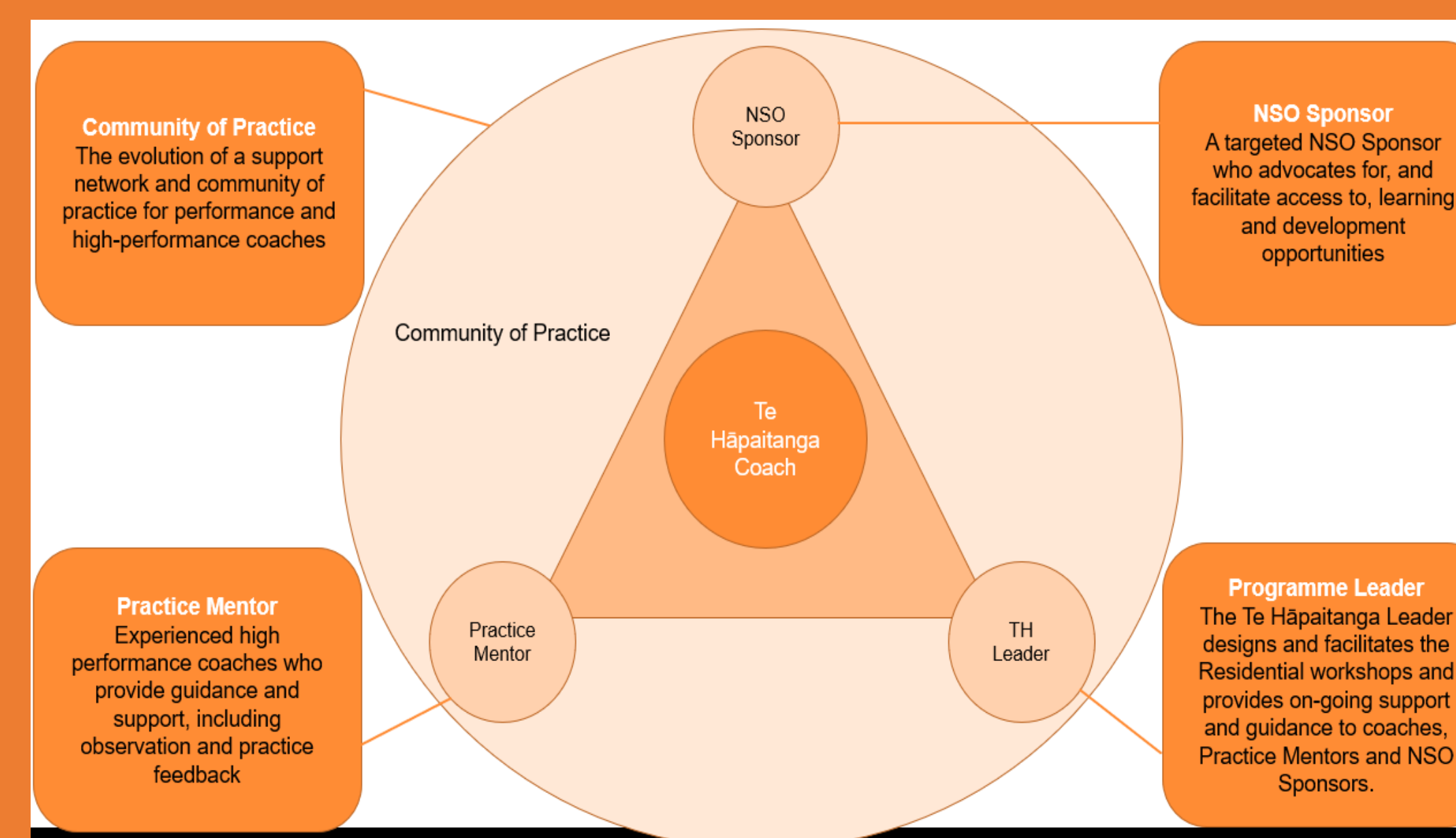
What's involved?

The 18-month initiative provides a range of opportunities for 14 to 16 of future female high performance coaches to test and develop their coaching capability, and to develop new skills to navigate a complex and challenging career in high performance sport.

Te Hāpaitanga will apply a needs-based approach, utilising proven coach development practices, with input and guidance from experienced female coaches.

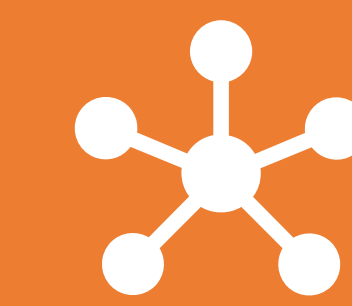
INDIVIDUAL NEEDS ANALYSIS An individual needs analysis and a coaching 360 will be completed to guide and inform the coach's development focus throughout the initiative.	IMMERSIVE PROFESSIONAL PRACTICE RESIDENTIALS Five, two and a half day residential workshops to develop targeted personal and professional capabilities in a collective learning environment that is challenging and growth promoting.	ONE DAY INTENSIVE WORKSHOPS Up to three one day intensive workshops/seminars with guest facilitators covering themes relevant to the needs of the group.
PARTNERSHIP WITH PRACTICE MENTORS Partnership with experienced high performance coaches who will provide mentoring support, including guided observation and feedback.	FINANCIAL SUPPORT Te Hāpaitanga scholarships valued at \$15,000 plus GST per coach to alleviate barriers and facilitate access to hands on coaching opportunities.	ACCESS TO A PEER NETWORK The evolution of a support network and community of practice with performance and high performance coaches.
DESIGNATED NSO SPONSOR A targeted NSO Sponsor who will advocate for, and facilitate access to, learning and development and hands-on coaching opportunities.	SHOWCASE OF LEARNING AND PRACTICE IMPACTS Opportunity to present individual and collective learning to an audience composed of key stakeholders across the high performance system.	GUIDANCE AND SUPPORT FROM PROGRAMME LEADER The Te Hāpaitanga Leader will provide on-going support and guidance to coaches, Practice Mentors, NSO Sponsors and other contributors.

Central to the vision of Te Hāpaitanga is the integration of emerging female coaches into a community of practice supported by their experienced peers.



Website Link: [Te Hāpaitanga - HPSNZ](https://www.hpsnz.co.nz/te-hapaitanga)

Design Approach



• **CONNECT** emerging female coaches with their peers and established female high performance coaches to provide mentoring and inspiration to help navigate a career in high performance coaching.



• **ACCELERATE** the growth and development of emerging female coaches by mitigating current and future challenges to pursuing a career in high performance coaching.



• **INTEGRATE** both an identified national sports organisation (NSO) Sponsor and an experienced coach mentor into the female coach's development journey to maximise access to existing resources, knowledge and experiences.

What's happened?

The first Te Hāpaitanga cohort of 14 coached commenced in September 2020 under the Women in High Performance Sport pilot project. A second cohort of 16 coaches was established in December 2021 and applications are currently open for the third intake.

The Satellite Group

Te Hāpaitanga Satellite Group was established to provide alternative coach development opportunities for women who had applied but did not make it through to the final group. The Satellite Group connects predominately online and provides a virtual platform for a community of female coaches. The online sessions will focus on discreet topics based on the needs of the group and, while topics will be focused on foundation coaching concepts, the sessions will follow the principles consistent with Te Hāpaitanga including participant engagement, social construction and participant sharing of knowledge, experience, and expertise.