



Practitioner Development Program 2024

Supporting Performance Support practitioners who are early in their career or new to the HP system to become effective and impactful world class practitioners



Background

Why do we need a Practitioner Development Program?

In 2022, the AIS National Performance Support Systems team launched a suite of new development programs in response to the High Performance (HP) system seeking support to improve and increase structured professional development opportunities available to Performance Support practitioners.

Although the importance of practitioner development is recognised across the HP system, the capacity to identify, prioritise and assess the effectiveness of professional development opportunities is frequently superseded by demands of servicing sport. Thus, opportunities to create and implement meaningful and structured development activities from within the system (NSOs and NIN) have been limited. The National Performance Support Systems team, in collaboration with other ASC work functions are committed to providing meaningful professional development opportunities to ensure we are developing and retaining effective and impactful world class practitioners.

The Practitioner Development Program (PDP) is one of several programs designed to support the personal and professional skill development of Performance Support people by equipping them with the knowledge, skills and tools to become effective and impactful world class practitioners. Following the success of the program and taking on board the recommendations and considerations from the last two years, the PDP will be iterated in 2024 to continue providing a national level development opportunity for Performance Support practitioners who are early in their career or new to the HP system.

The PDP is aligned with the National Performance Support Systems strategic pillar of developing high performing people who contribute to podium success. The importance of practitioner development has been amplified through the 'world leading knowledge and practice' priority area of Australia's High Performance 2032+ Sport Strategy by way of enabling and empowering HP teams to work collaboratively towards achieving performance outcomes. To facilitate this, it is imperative that we, as a system continue to invest in personal and professional development opportunities for Performance Support practitioners at an individual, team and system level.





Practitioner Development Program (PDP) Overview

Supporting Performance Support practitioners who are early in their career or new to the HP system to become effective and impactful world class practitioners



What is the PDP?

A **6-month** (approx.) program comprising of **individual and group-based learning** that will support Performance Support practitioners who are early in their career or new to the HP system to discover themselves, themselves in their roles, and how they contribute to multidisciplinary teams



Purpose

Provide **fast-tracked personal and professional development** for Performance Support practitioners who are early in their career or new to the HP system by equipping them with the **tools and strategies** to evolve from being purely, **enthusiastic and intelligent** individuals to becoming **effective and impactful world class practitioners**



Participants

10 – 15 Performance Support practitioners who are early in their career or new to the HP system

- **< 5 years** experience in the Australian HP system
- Engaged at **0.3 FTE** (as a min) with a HP funded NSO or NIN
- Must be endorsed by their Manager
- Must be available for all F2F sessions



Practitioner Development Program Objectives



Provide a fast-tracked personal and professional development opportunity for Performance Support practitioners who are early in their career or new to the HP system



Enhance practitioners' capacity to have impact in their role and best contribute to HP teams



Promote practitioner wellbeing and proactive career management



Support practitioners to connect with people and thrive in the HP sport environment





Program Element – Overviews

The PDP comprises a series of individual and group based learning and knowledge sharing initiatives that aim to enhance the personal and professional capacity of Performance Support practitioners who are early in their career or new to the HP system



Strengths Profile + 1:1 De-brief

This tool will help practitioners to discover and understand their unique strengths. Each practitioner will have the opportunity to de-brief their individual profile with an expert career coach and learn how they can leverage this tool in their day-to-day work.



Optimising Collaboration for Performance (OCP)

OCP is designed to enable interdisciplinary team members to build the awareness, skills and knowledge to work effectively in performance teams. This course will support individuals to improve the quality of relationships within teams and enhance team collaboration, innovation and performance.



Career Management Workshop

This workshop will provide practical strategies to encourage and promote proactive career decision making, management, and reflection. It will also highlight the different ways in which a career coach can support practitioners throughout different stages of their career.



1:1 Career Development Meetings

After laying the foundations during the Career Development workshop, practitioners will work 1:1 with a career coach from the AIS Career Practitioner Referral Network to gain more personalised advice or guidance on their career as they begin to develop a short-term career action plan.



Practitioner Wellbeing Toolkit

This program focuses on developing resilient & agile practitioners, enhancing emotional intelligence and refreshing mindsets when it comes to fatigue and burnout in varied contexts. It aims to enhance practitioner wellbeing and their individual capacity to thrive in the HP environment.



Speak to Succeed: The Key to Building Connection, Trust and Influence in the Workplace

This program will provide practitioners with effective communication and storytelling skills to present with confidence, courage and conviction.

Program Elements – Learning Objectives

Each element of the program has its own set of unique learning objectives.



Strengths Profile + 1:1 De-brief

Understand your unique strengths, what motivates you and why

Understand how to leverage and play to your strengths within your individual role and multidisciplinary teams in varied contexts

Develop confidence to share your strengths and the awareness to learn others' strengths to improve relationships & collaboration



Optimising Collaboration for Performance (OCP)

Develop a better understanding of you in your role and how it intersects with other disciplines in varied contexts

Understand the value of adopting a curious mindset in the context of individual role and achieving shared outcomes

Develops skills and behaviours to maximise impact and become an expert team member



Career Management Workshop

Explore your unique skills, interests, strengths, attributes and values in relation to career planning and management

Learn about the CPRN and how a career coach can support you along your career journey

Introduce career action planning (this work will continue in the CPRN 1:1s)



1:1 Career Development Meetings

Develop a short-term career action plan to meet your current and future needs

Explore resources or PD opportunities that support your career action plan

Increase confidence and capability to proactively manage your career, your way



Practitioner Wellbeing Toolkit

Gain practical tools and strategies to support you in managing and advocating for your personal wellbeing

Improve your awareness of self and others in varied contexts and how to respond during times of challenge and opportunity

Discover how to reframe your mindset around fatigue and move between performance and renewal zones



Speak to Succeed: The Key to Building Connection, Trust and Influence in the Workplace

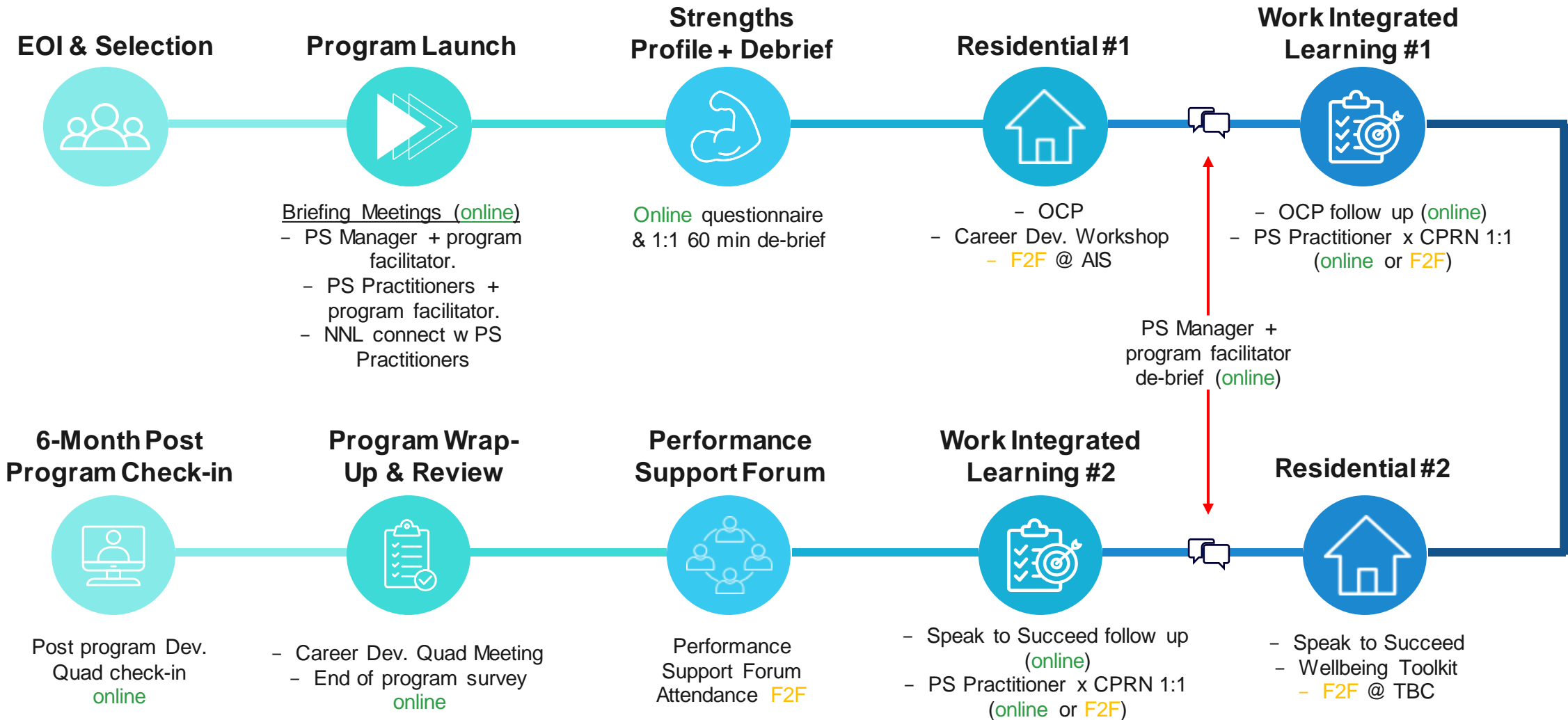
Learn the art of storytelling including preparing, planning for an effective delivery and how to maximise audience connection

Develop the skills to communicate with influence using the SCARF Model and 5 Pillars for Pitching an Idea

Enhance confidence in applying these skills to have less difficult, more constructive conversations and reduce the associated discomforts



2024 Program Learning Journey





Testimonials

2023 Practitioner testimonials:

- *“I wasn’t sure what to expect from the program, but it surpassed any expectations I had. It got me out of my comfort zone, and really gave me a chance to understand myself as the practitioner and not just someone playing a support role.”*
- *“Everything you learn in this program is immediately actionable and are practical skills that you can go and apply straight away and that aren’t going to take a long time to implement.”*
- *“I am forever thankful for the opportunity this provided me to learn from experts in the industry, but also the opportunity to meet fellow practitioners at a similar stage in their career.”*

2023 Manager testimonials:

- *“The PDP program provided a platform for our practitioner to learn skills and experience scenarios in a practical and diverse environment surrounded by likeminded people striving to improve. The program's goal of personal growth for the practitioners has allowed our practitioner to return to the program more confident in handling situations with colleagues and athletes, able to better self-support herself, and able to support athletes and coaches at a higher level to achieve the high performance objectives.”*
- *“The program really helped our practitioner to connect with other practitioners from around the country to explore possibilities of what her career in sport could be and served as a great networking opportunity. It gave her the skills to explore and express herself. From a manager’s point of view, it was great to see this practitioner’s personal progression over the year.”*



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