



**Women in Sport
High Performance Pathway**



Information Pack

With the support of



**OLYMPIC
SOLIDARITY**

University of Hertfordshire **UH**



Congratulations on your selection onto the WISH programme

This information pack provides an overview of the programme, how it will be delivered and some key dates. If you have further queries, please email WISH@herts.ac.uk

We are looking forward to getting to know you better and to working with you during the programme as well as supporting you with your ambitions.

We hope that you have had some time to reflect on how WISH can help you going forward. It provides a wonderful opportunity to learn about yourself, about others and to take that learning back to your coaching and leadership roles.

WISH HQ team





WISH 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.

This includes Olympic, World championship and continental team representation.



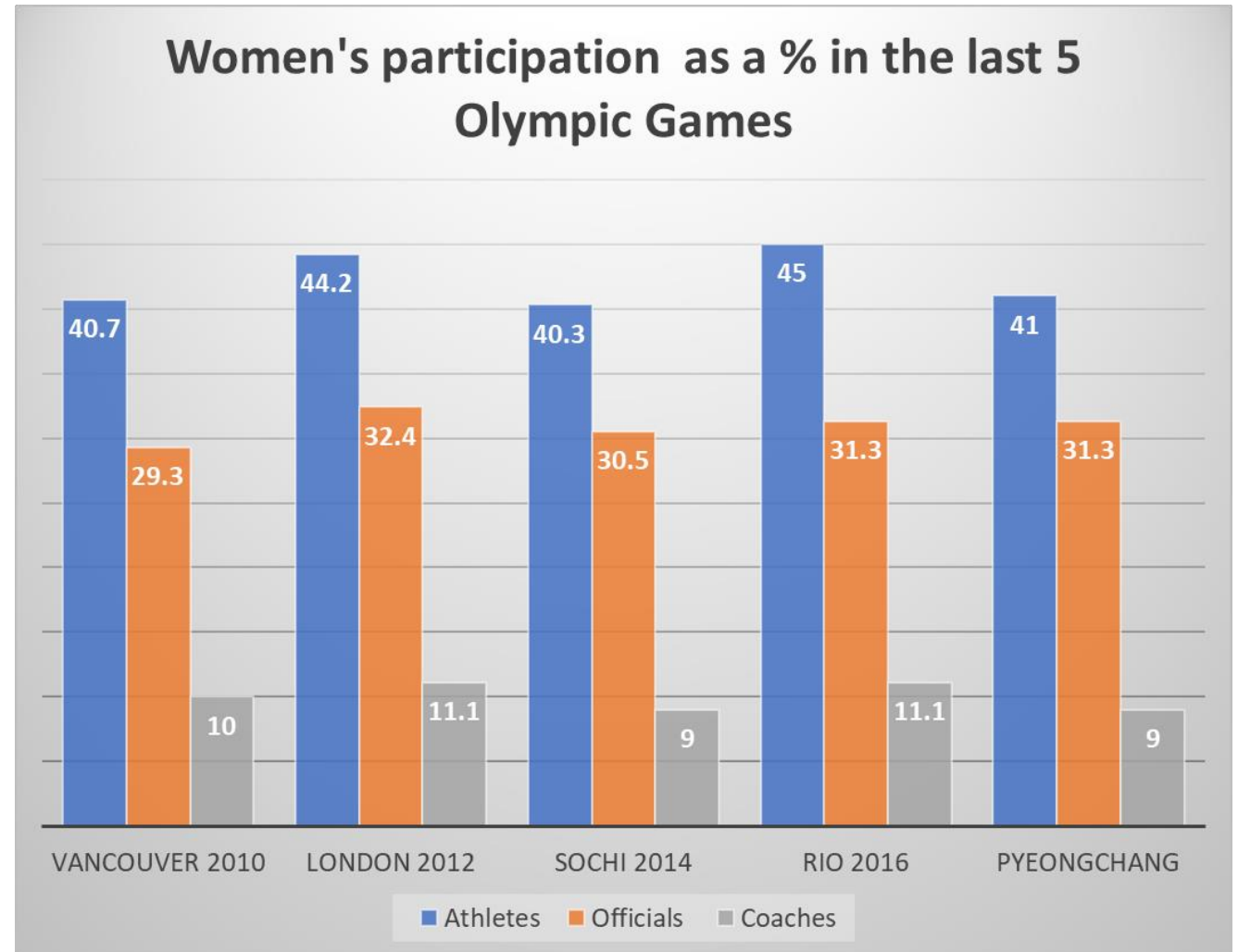
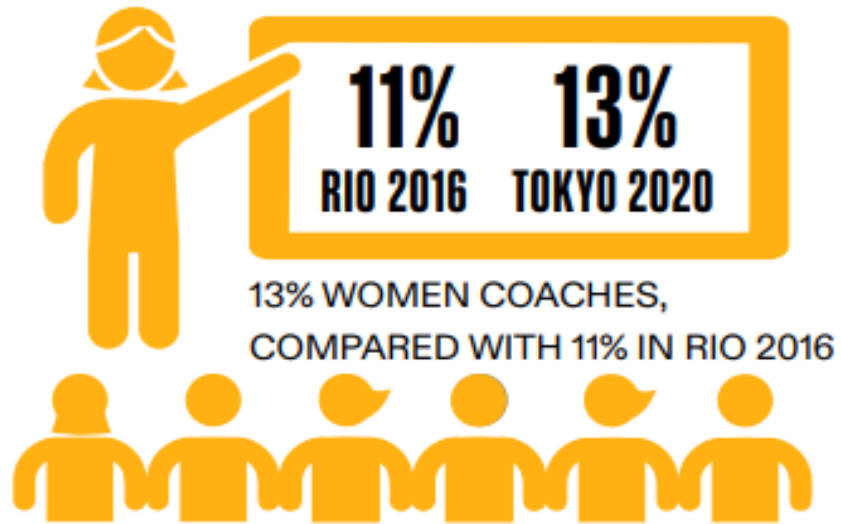
Background

The WISH leadership programme has been developed to target support for Recommendation 6 from the IOC Gender Equality Review Report (March 2018), which states, as an action, to encourage:

‘Balanced gender representation for coaches selected to participate at the Games.’ Specifically, the working group recommends that ‘the IOC coordinates the development of an action plan in collaboration with Olympic Movement stakeholders for more women to be eligible and selected to participate at Olympic Games level. It is also recommended that a baseline for female entourage members at the Olympic Games is established.’



High performance women coaches at the Olympics 2010-2020





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**

Key objectives



- 1. Further develop sport-specific skills knowledge and experience** – supporting identification of your sport-specific needs and develop plans to address these to enhance your potential for success
- 2. 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
- 3. 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

Unique learning environment





Blended learning opportunities

- Residential session
 - Dual mentoring
- Group & individual tasks
 - Online

Tailored to meet participant's needs

- Coach Empowerment Model
- Leadership competencies
- Informed and adapted by evidence

Supported learning environment

- Values driven
- Plan for success
- Deliver dynamically and bravely
 - Feedback constructively
 - Embrace cultural identity and heritage
- Push coaches' boundaries

WISH overview

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



Programme launch

An online launch will take place via Zoom (please check the link you have been sent for the date and time).

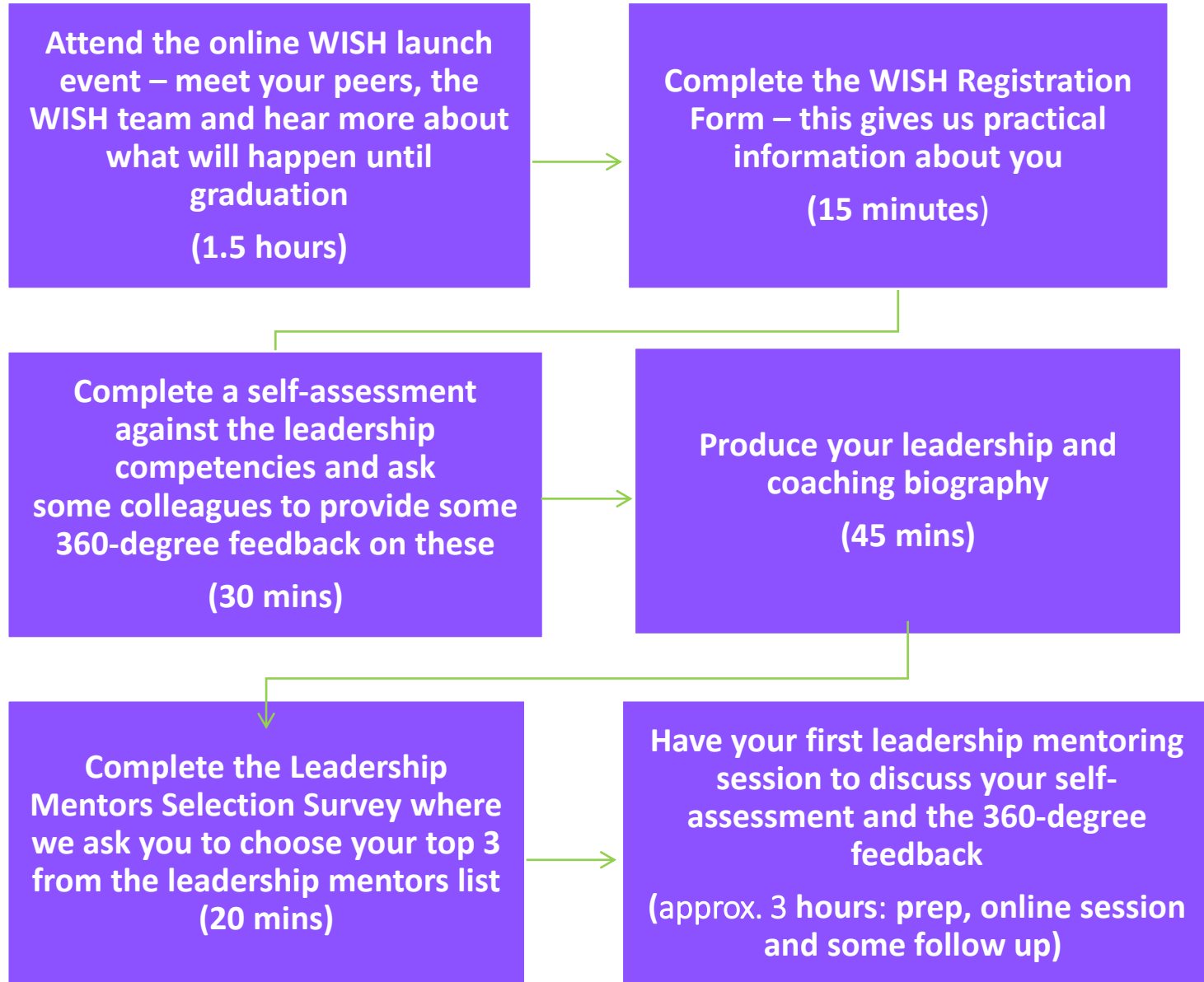
This is your opportunity to:

- Meet some of the course facilitators,
- Meet the other WISH coaches
- Get further information on the programme and what you need to do before you get to the UK
- Ask any questions you may have... 😊





What you need to do prior to the residential



Mentors

- A key aspect of the programme is mentoring. You will have access to a leadership mentor for 8 leadership mentoring sessions and a sport-specific mentor for 4 sport-specific mentoring sessions.
- The leadership mentor sessions start before your residential to help you review your self-assessment and 360 feedback on the WISH leadership competencies. This will help you focus in on what you would like to achieve at the residential and throughout the programme.
- The sport-specific mentor sessions will provide sport-specific advice and networking.



Further information to follow

Programme

- Launch event via Zoom
- Self-assessment & 360-degree feedback instructions
- WISH Registration Form
- Template for Participant Coaching and Leadership Biography
- Leadership Mentor Selection Survey

Logistics

- WISH Registration Form
- Visa details
- Flight arrangements
- WISH venue & accommodation
- Joining instructions for the residential week

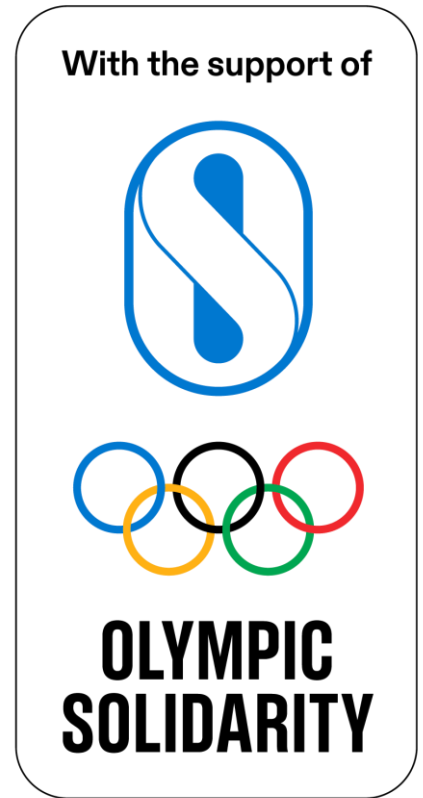




For further information, please contact:

wish@herts.ac.uk

Thank you



**University of
Hertfordshire UH**

