



National Generation 2032 Coach Program 2022-26+

AIS High Performance Coach Development 2022-2026+

Women in High Performance Coaching



National Generation 2032 Coach Program

AIS High Performance Coach Development



2-year Salary supported employment for coaches



8-month learning program



**Dedicated Mentor
HPCD Team Support
6 Residentials**



**2 Cohorts conducted
57 Coaches**

Aim and Objectives

Aim: To develop the capabilities and maximise potential of Australia's emerging high performance (HP) coaches to thrive as people, leaders, and enablers of performance.

Program aims:

- Increase the depth and diversity of Australian HP coaches across multiple sports
- Identify and develop coaches who can contribute positively to future Olympic, Paralympic and Commonwealth Games success
- Become a primary vehicle to new and longer-term coach employment positions

Description

The National Generation 2032 Program (Gen 32) is a two-year immersive coach development program designed for aspiring pathway and early-career HP coaches.

Target Audience: Australian HP coaches coaching emerging, pathways and podium potential athletes within the NIN.

Participating coaches (Gen 32 coaches) grow their coaching practice through practical hands-on coaching under the guidance of an experienced Technical Coach, and application of AIS Learning Journey tools, frameworks and skills, including enhanced self-awareness, purposeful communication, authentic leadership, First Nations methodologies, creative problem solving and learning environments that enable athletes to thrive.



Program Format

Selection:

- HP Funded NSO/D (and NIN) nominate a targeted coach.
- Assessment by independent panel.

Format:

- 2-year employment coaching in situ.
- 6 Learning Labs (4 days each) over the 2 years.
- Dedicated Technical Mentor.
- Individual Coach Development Plan (ICDP) with funding support.

Facilitators:

- AIS HP Coach Development Team Leaders
- Technical Sport Mentor.
- Subject Matter experts.

Coach Outcomes and Impact

Lily Fast was a participant in first Gen32 cohort. Lily identified the main gains from Gen32 as stronger self-awareness, communication, leadership, and confidence in challenging conversations—capabilities she now uses in coaching.

Self-awareness: Lily clarified her strengths and growth areas, using reflection to guide development.

Communication: She strengthened difficult conversations with parents and organisational leaders through empathy, clarity, and practical strategies.

Technical and soft skills: Lily built diving-specific harness skills, composure under pressure, and practices that support athlete autonomy.



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Recommendations from Lily

Lily recommended aspiring Gen32 applicants to stay curious, reflect deliberately and build a trusted network that challenges their thinking. Her examples were:

- **Make reflection routine:** Set aside time to clarify values, review practice and identify growth priorities.
- **Build a support network:** Seek honest feedback, accountability and mentoring from people inside and outside your sport.
- **Seek stretch opportunities:** Ask to observe meetings or sessions, accept that some requests may be declined and keep pursuing learning moments.



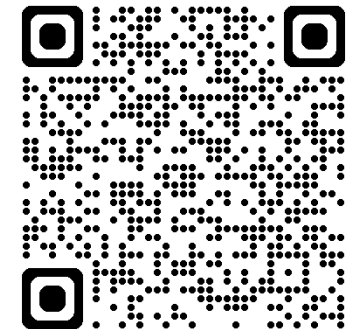
Application for others

Applications for future coach programs:

- **Develop the whole coach:** Build identity, confidence, creativity and readiness for high performance environments.
- **Balance content and connection:** Keep essential system knowledge, while creating more time for peer and mentor learning.
- **Maintain the network:** Keep graduates connected so their capability and shared knowledge continue to benefit the high performance system.

National Generation 2032 Program

Australian Institute of Sport development program helping to support female high-performance coaches - ABC News





Lily's Journey



Recently retired
Coaching Adults and
Club Athletes



Start Gen32 – Yr 1

Gen32 Coach
Adelaide



Gen32 – Yr 2

Gen32 Coach
Adelaide



Gen32 – Yr 3

Gen32 Coach
Adelaide



Diving Australia

April, Interview

Diving Australia

May, Appointed Talent Hub Coach
Adelaide, Diving Australia





“I don't think I would be where I am today without the Gen32 program and the incredible support and backing of Diving Australia. Every day, I feel a deeper sense of gratitude for the sport and for the privilege of playing a part in it. As Socrates famously said, "The more I learn, the more I realise I don't know." That perspective reminds me of the importance of walking with humility, embracing a growth mindset, and continuing to learn and grow so I can better support the athletes and contribute to the bigger picture that our sport is striving towards.”