



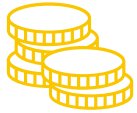
Parental Leave and Talent Retention

Golf Australia

Women in High Performance Coaching

Parental Leave and Talent Retention

Golf Australia



Funded priority



Led by Golf Australia



Flexible scheduling



2 women coaches supported

Aims

Increase the representation of women in golf coaching; only 6% of Australian golf coaches were female.

Retain talented coaches by reducing the career impact of family responsibilities.

Program response

Golf Australia's Parental Support Program gives coaches and staff practical flexibility around travel, scheduling and caring responsibilities.

It makes parental support part of high-performance planning, rather than an ad hoc exception.



Challenges

- Securing whole-team buy-in
- Managing child illness and caring responsibilities
- Solving travel logistics at camps and overseas events
- Funding support as a priority

“If it’s a priority, you’re going to find a way to fund it.”

Brad James

Outcomes

Staff can stay engaged during travel-heavy periods while balancing family commitments.

Athletes see that high-performance careers and parenthood can coexist, supporting Golf Australia's goal to grow women coaches and leaders.

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Recommendations

- Use flexible, family-friendly arrangements for coaches and leaders with caring responsibilities.
- Build system-wide buy-in so flexible work is embraced across high performance.
- Focus on outcomes rather than fixed work patterns, allowing flexibility in delivery.
- Plan early for travel logistics, caring needs and budget requirements.
- Promote visible role models showing parenthood and high-performance leadership can coexist.
- Evaluate and refine parental support so it continues to meet workforce needs.

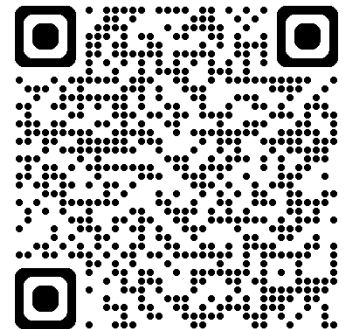
Application for others

- Golf Australia found flexibility lets staff keep performing while managing family responsibilities.
- Parent support creates positive athlete role models and strengthens an inclusive high-performance culture.
- For other sports, family-friendly policies need buy-in plus travel and budget planning, but can attract and retain talent, support diversity, increase women's leadership representation and build a sustainable high-performance environment.



ABC Story — Golf Australia is making parental support a priority

Golf Australia Women and Girls Strategy



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“Women in leadership roles are really hard to come by in high-performance; there's such a need to travel... you're servicing athletes all around the world. So, the question is: how do we continue to get the best staff or keep the best staff?”

Brad James, General Manager of High Performance, Golf Australia