



High Performance Dual Mentorship

Hally Chapman (Rowing)

Women in High Performance Coaching

High Performance Dual Mentorship

A partnership in learning



**AIS HP Program Funding
RA Mentorship Program**



**AIS - 12-month program
Organic Relationship 10
Years**



**Dedicated Lead, Mentor
Training, Monthly CoP's
Organisational support**



**Coaches working within
the HP system**

Aim and Objectives

AIS Mentorship program

Aim: To support the development of collaborative, mutually beneficial and non-hierarchical mentoring relationships that foster personal growth and professional development. Rather than positioning mentoring as a one-way transfer of knowledge from expert to novice, the guide promotes a relational approach where mentors and mentees learn together through reflection, dialogue and shared experiences.

Informal Mentorships

Hally has been in an informal mentorship relationship with a Rowing coach for XXX years. This continued to support and impact upon her coaching journey.

Description

The **AIS Mentorship Program** is structured around key areas, including:

- **Understanding mentoring** - introducing contemporary mentoring principles and the benefits for individuals and organisations.
- **Building relationships** – outlining relationship stages, expectations, responsibilities and behaviours that underpin successful mentoring.
- **Supporting resources** – providing practical templates including mentoring agreements, action plans, self-assessment tools, meeting guides and best-practice resources.

Organic mentorships can form with two mutually aligned coaches and complement a coach's development and retention within HP coaching.



Program Format

Selection:

- EOI Application process.
- AIS Mentor Pool is available.
- Mentor / Mentee matching by a dedicated Mentor Matching Panel (based on their development goals, experience, and mentoring preferences).

Format:

- Training for mentors and mentees.
- Mentorship pairs agree upon "ways of working" and outcomes.

Support:

- Payment for mentors.
- Regular one-to-one meetings and separate monthly online Communities of Practice (CoPs) for mentors and mentees, facilitated by a dedicated program lead. These sessions fostered peer support, shared learning, and resource exchange throughout the program.

Mentorship Checklists



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Hally Chapman

Hally was appointed into the inaugural National Generation 2032 Coach Program and began coaching at the Women's National Training Centre in Penrith. This 3-year experience saw her gain a wealth of learning and development, including coaching a crew at the Paris 2024 Olympic Games.

Hally is now the National Talent ID and US Based Women's Lead Coach for Rowing Australia. She maintains a dual mentorship relationship through formal and informal relationships.



Outcomes and Impact

...."Tim has been an unwavering ally throughout my coaching journey. He has generously shared his time, experience and wisdom, challenged my thinking, held me accountable, and backed me when it mattered most. His belief in me has often given me the confidence to believe in myself, and having someone of his calibre advocate for me has opened doors and strengthened my credibility as a coach."

....."Myriam has provided a trusted and independent perspective from outside my sport but within the same high-performance environment. As a female coach, mother, and leader in a traditionally male-dominated arena, she has helped me realise that many challenges are part of the profession rather than personal. Her wisdom, perspective and encouragement have helped me navigate my career with greater confidence and clarity."

Myriam and Tim

Myriam Fox OLY is the National Senior Slalom Coach for Paddle Australia, a multiple Olympic gold medal winning coach. She won the bronze medal at the 1996 Olympics.

Tim McLaren OAM is Olympian who won a silver medal at the 1984 LA Olympics. He is a high performance international rowing coach and has mentored decades of coaches within Rowing, worked as Head Coach of USA Rowing.



Outcomes and Impact

"Mentoring Hally has been just as valuable for me as I hope it has been for her. It's reminded me that no matter how much experience we have, we're all still learning, questioning, and evolving. What connects us is a shared curiosity, the same deep care for our athletes and the understanding that the best coaches never stop growing themselves ..." – **Myriam Fox**



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Recommendations

- To maximise effectiveness, the mentorship program should prioritise strong, trusting relationships supported by clear expectations, appropriate mentor-mentee matching, and participant-led goal setting.
- Regular reflection, ongoing check-ins, and coordinator support should be embedded throughout the program to monitor progress and ensure relationships remain meaningful, adaptable, and focused on individual development.
- Consider the ability to develop and offer dual mentorships. The ability to support dual mentorship experiences for coaches, particularly for a curious learner, has enormous benefits for both the mentor and mentee.

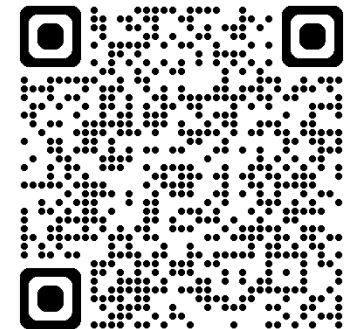


Application for others

- Mentorship can be adapted across a range of sporting contexts to support coach, athlete, official, and leadership development.
- Its flexible, relationship-based approach makes it suitable for community, pathway, and high-performance environments, as well as initiatives focused on women in coaching, emerging leaders, and professional learning networks.
- Where trusted relationships have formed organically, there is enormous opportunity to leverage support to maintain these.
- Dual mentorship models enhance learning across a diverse range of experiences and areas of focus.

<https://www.ausport.gov.au/ais/coach-development/activities/mentorship>

<https://www.ausport.gov.au/ais/coach-development/wihpc/toolkits-and-resources/mentorship>



Hally's Mentorship Journey

Organic Mentorship
Hally and Tim had developed a strong mentorship relationship that has lasted 10 years.

Gen32 Coach
RA / NSWIS Gen32 Coach

2022

Paris '24 Olympic Games
Attended Paris '24 Olympic Games

2024

AIS Mentorship
Hally partnered with Myriam Fox through the Mentorship Program

2025

AIS Mentorship
Hally begins a new role at RA as the National Talent ID and US Based Women's Lead Coach for Rowing Australia.

2026

Ongoing Dual Mentorship
Hally continues to work with Myriam in a formal Mentorship relationship. Hally also continues to work with Tim MacLaren, partnering with him in coaching crews in 2026



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"Mentorship has been one of the most important influences on my development as a coach. While I have always had strong beliefs about the kind of coach I wanted to be and the environment I wanted to create, great mentors have helped me see beyond my own perspective. They have challenged my thinking, broadened my understanding of the landscape I work within, and continued to develop me in ways I knew I needed-and in many ways I didn't even realise I needed. Just as importantly, they have provided support and belief at the times when I questioned myself. Having trusted, respected people who could offer perspective, encouragement and honest feedback has given me the confidence to keep growing, stay true to my values, and become a better coach than I could have on my own."

