



Welcome to the Women in High Performance Coaching (WiHPC) Road Map

The Women in High Performance Coaching (WiHPC) Road Map is designed to help organisations reflect on current practices, identify opportunities for growth, and create practical actions to better support women in high performance coaching.

This interactive resource provides everything you need to support meaningful, sustainable progress for women in High Performance (HP) coaching. It includes:

- a self-assessment tool (Qualtrics)
- an individualised Action Plan (Template)
- practical and evidence-based resources.

The WiHPC Road Map helps you identify gaps and opportunities across 7 key areas, guiding your organisation to take confident first steps toward long-term change.

Outcome: Build a tailored, practical action plan to foster a more inclusive and supportive culture for women in HP coaching.

Instructions

How to use the WiHPC [Road Map](#)

Follow the steps below to guide your organisation through the process.

1. Understand the Road Map	
	Learn what the tool is designed to do The Road Map helps organisations reflect on current practices, identify areas for growth, and create a practical action plan to support women in HP coaching.
	Tasks: 1. Think about where you can obtain data on your coaching workforce. Consider who needs to assist you. 2. Review the WiHPC Road Map Mini Checklist. 3. Take some time to navigate through the Road Map.
	Estimated time: 5–10 minutes
	Best completed by Education Manager, HP Coaching Lead.
Result	[Review the WiHPC Road Map Mini Checklist →]

2. Download the WiHPC Road Map to Action

	Download the template that will help you capture your assessment results, priorities, actions, timelines, and accountability measures throughout the process.
	Task: Add your organisational workforce data into the spreadsheet.
	Estimated time: 5 minutes
Result	[Download the WiHPC Organisational Action Plan →]

3. Complete the Self-Assessment Tool (Qualtrics)

	Assess your organisation's current environment and practices Task: Work through a series of guided questions across key focus areas including leadership, recruitment, development opportunities, culture, and support systems.
	Estimated time: 10–15 mins
	✓ Save your responses as you go ✓ Complete individually or as a leadership group ✓ Honest reflection will produce the most useful outcomes
Result	[Complete the WiHPC Self-Assessment Tool →]
Note	You will receive an automated report with your Assessment Score.

4. Record your results

	Transfer your assessment scores and key insights into your WiHPC Road Map to Action Template. This will help your organisation identify: • areas of strength, • opportunities for development, • and priority focus areas.
	Estimated time: 5 minutes
Result	Insert scores into the WiHPC Organisational Action Plan →
Note	(Pages 1 & 2 of the WiHPC Organisational Action Plan)

5. Explore Recommended Activities and Resources

	Use the WiHPC Road Map to explore practical strategies, recommended activities, and supporting resources aligned to your assessment outcomes. You can also explore the Leaky Pipeline resource for additional targeted development opportunities and strategies.
	Estimated time: Flexible
Result	[Explore the WiHPC Road Map →] [View the Leaky Pipeline →]

6. Build Your Action Plan	
	Develop a clear and achievable action plan for your organisation. • Identify: • priority actions, • timelines, • responsible personnel, • and accountability measures. Record these actions within your WiHPC Road Map to Action Template to support implementation and ongoing review.
	Estimated time: Estimated time: 20-30 minutes
Result	[Complete the WiHPC Organisational Action Plan →]
Tip	(Pages 2 to 4 of the WiHPC Organisational Action Plan →)

7. Implement your actions	
	Begin implementing your selected activities and initiatives across your organisation. Consider: • regular check-ins, • leadership support, • communication strategies, • and progress monitoring to maintain momentum.
	Estimated time: Ongoing
Result	Organisational implementation according to the Action Plan

8. Review Progress and Re-Assess	
	Re-complete the self-assessment according to targeted timelines to track progress, measure improvement, and support organisational review and reporting processes. This helps your organisation monitor growth over time and refine future priorities. You may need to update your WiHPC Road Map to Action Plan details.
	Estimated time: Recommended every 6–12 months
Result	[Re-complete the Self-Assessment →] [Update the WiHPC Organisational Action Plan →]

Note: You can also access the different elements of the road map using the menu in the top left corner.

Final Tip: Reach out to the WiHPC Team via the HP Coach Development email hpcoachdevelopment@ausport.gov.au