



Women in Rugby Leadership Program 2022-25+

Rugby Australia

Women in High Performance Coaching

Women in Rugby Leadership Program

Rugby Australia



Fully Funded Initiative supported by Rugby Australia



8 months

- Virtual Sessions
- 2-day face to face workshop
- Mentoring



Led by Rugby Australia Supported by Alumni Mentors



20 Women who are:

- Match Officials
- Coaches
- Administrators

Aim and Objectives

Aim: Rugby Australia's Women in Rugby Leadership Program seeks to increase female representation and leadership in the sport.

Key roles: coaches, match officials and club administrators.

A key initiative to achieving the following strategic targets:

- Female Match Officials = 20% increase each year
- Female Coaches = 10% increase each year
- Club Administrators = Implement 40:40:20 principle.

In 2026, the program will focus on the next generation of leaders through the launch of the Mentee Initiative. Alumni from 2025 will play a key role in guiding and supporting participants through a mentoring period.

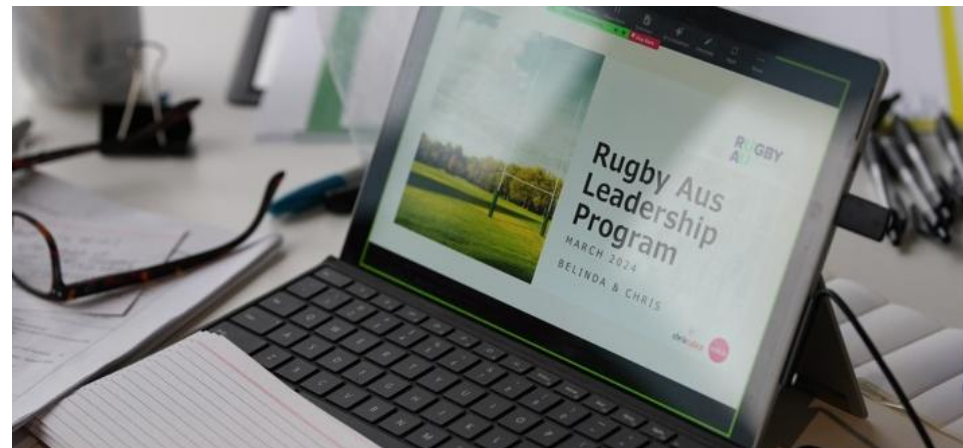
Description

This is an 8-month blended learning program involving virtual pre-work, a 2-day workshop and subsequent mentoring. It involves

- Leadership development and practical learning in coaching environments.
- Access to mentorship, peer networks, and career pathway insights.
- Confidence to take on greater roles within their club, region, or representative program.

Content of the coaching modules:

- Strategic Communication
- Confidence & Self-Nomination
- Relationship & Stakeholder Management
- Inclusive Leadership Styles
- Sports Governance & Administration
- Peer-to-Peer Problem Solving.



Program

Selection:

- EOI Application Process

Format:

- 2 Virtual Online Sessions
- 2-day Face to Face Workshop
- 6 months mentoring

Facilitators:

- Rugby Australia Staff
- Leadership experts
- Alumni from previous programs

Outcomes and Impact

More than 50 women have been part of Rugby Australia's Female Leadership Program since its inception.

- Several participants have advanced their careers in rugby, including coaching and board positions.
- Several participants have been selected for related programs to continue their development.
- Several participants have been subsequently recognised for their contributions to rugby.

Women in Rugby Leadership Program

Rugby Australia

Recommendations

- Maintain experienced facilitators who create a safe, practical learning environment.
- Protect the face-to-face workshop format so participants can build trust and peer connection.
- Keep alumni engaged as mentors and champions to sustain a supportive women-in-rugby network.

Key Impacts of the Program

Strategic pipeline: Builds a stronger pool of women coaches, match officials and administrators for future World Cup pathways.

Peer mentorship: Alumni mentors guide new cohorts and extend leadership development beyond the program.

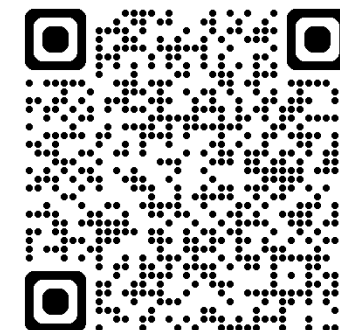
Grassroots representation: Graduates strengthen clubs and member unions, lifting local participation and governance.

Diverse skill upskilling: Expands women's influence into officiating, administration and other technical leadership roles.

Global alignment: Links Australian women leaders to broader rugby pathways and international standards.



**Female Leadership Program |
Rugby Australia**





Participants across different cohorts have highlighted the empowering atmosphere, the value of the network, and the direct impact on their personal confidence.