



SASI Archetype Workshop

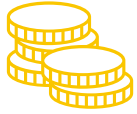
South Australian Sports Institute

Women in High Performance Coaching



SASI Archetype Workshop

South Australian Sports Institute



Nil Cost



2.5-hour Workshop
Delivered by 2-person
facilitator team



Delivered by the AIS HP
Coach Development
Team (WiHPC Lead)



26 employees within
SASI. Coaches,
Managers, Performance
Support

Aim and Objectives

The facilitated workshop aimed to help SASI coaches, managers and performance staff:

- Deepen their understanding of women coaches' lived experiences in specific contexts.
- Use key insights to support informed dialogue.
- Identify and communicate common themes.
- Make sense of complex information as a group.
- Create action plans and commitments for follow-through.

Description

The Archetype Workshop is a 2.5-hour facilitated session that helps organisations deepen their understanding of the culture, attitudes and behaviours experienced by coaching and management staff.

The Archetypes are characters in the high-performance sport system that have been identified as significantly shaping the experiences of women in high-performance coaching.



Challenges / Opportunities

Creating a safe space is essential so participants can talk openly about uncomfortable topics.

The workshop design, facilitator team and participant cohort are all critical to achieving the targeted outcomes.

Outcomes and Impact

Reported outcomes from the 2.5-hour workshop included:

- Raised awareness and initiated conversations.
- Created space for people to discuss uncomfortable topics.
- Highlighted the importance of challenging language and cultural norms.

A dedicated report was shared, outlining clear intent and actionable outcomes for the organisation to act on.



Recommendations

Recommended next steps and key themes:

- Set a clear purpose and invite a diverse mix of people and roles.
- Keep the conversations going beyond the workshop.
- Continue recruiting people who are the right fit for the organisation.
- Build on the strong desire within SASI to keep having these conversations and create impact.
- Support the team to develop skills for challenging conversations.
- Establish shared language to support ongoing dialogue.

Application for others

Organisations can contact the AIS High Performance Coach Development Team to deliver this workshop internally for 24–30 participants.

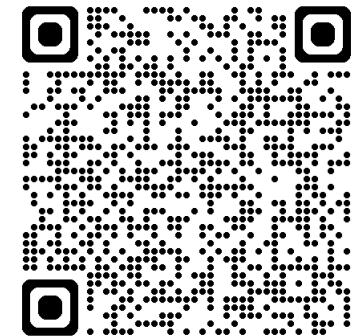
Using the Archetypes to structure conversations helps groups:

- Make sense of complex information
- Identify common themes
- Develop a deeper understanding
- Guide analysis
- Communicate insights clearly
- Discuss issues without sharing individual stories

At the end of the program, participants receive a workshop report and anonymous feedback summary.



ARCHETYPE WORKSHOP TOOLKIT





‘Our life experiences shape how we view different situations in the workplace. We all come with an unconscious biases and this is a great opportunity to raise awareness of this.’

The Workshop ‘provided clear structures and systems of support for coaches and staff to continue to build a strong positive culture.’

-Workshop Participant