



The W32 Project 2025+

Swimming Australia

Women in High Performance Coaching Program



The W32 Project 2025+

Swimming Australia



Funded



6-month program



Delivered by SA,
powered by Carlile
Foundation

2025: 27 Aspiring
Coaches

2026: 24 Aspiring
Coaches



Aim and Objectives

AIM: Increase the number, capability, confidence and progression of women coaches through the swimming coaching pathway, from grassroots through to high performance, creating a stronger talent pipeline towards Brisbane 2032 and beyond.

Objectives:

- Support and mentor talented female coaches.
- Build coaching confidence and leadership capability
- Increase access to professional development,
- Strengthen networks and connection
- Improve visibility and representation of women coaches
- Address barriers that contribute to women leaving coaching
- Create a sustainable succession planning model
- Build a more connected, capable and confident coaching workforce

Description

The W32 Project – a **six-month development program** designed for women who show strong potential to grow into future coaching roles, particularly in performance spaces.

The program includes face-to-face sessions, webinars, mentoring, and practical development activities, all built around the real-life schedules of active coaches. It's about more than upskilling; it's about building confidence, creating connection, and tackling the unique barriers that women often face in our sport.

In 2026, the **#W32Project** will feature two streams - IGNITE and ACCELERATE - to support women coaches across two distinct cohorts, recognising that succession planning requires different development experiences for coaches at different stages of readiness.



Program

Selection:

- EOI Process for women who have demonstrated experience progressing athletes toward state qualifying standards.

Format:

- 6 month program involving
- Face-to-face high-performance camps (such as the Lead. Elevate. Inspire Camp)
- Mentor matching
- Specialised webinars
- Industry networking

Facilitators:

- National Team Mentors
- Subject Matter experts.

Outcome and Impact

27 women coaches engaged nationally.

- Increased confidence, leadership capability and professional visibility.
- Stronger coaching networks and community connection.
- Reduced feelings of isolation among participants.
- Direct exposure to high-performance coaching environments.
- Mentoring, executive coaching and professional development opportunities provided.
- W32 participants gained entry into national coach development programs, including AIS ASPIRE.
- Pilot program success secured three years of Carlile Foundation investment to scale the initiative.





The W32 Project

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Recommendations

- Develop stage-based coaching streams (IGNITE and ACCELERATE).
- Increase alignment with HP pathway and national team opportunities. Continue multi-year succession planning and retention support.
- Expand mentoring and executive coaching offerings.
- Maintain a strong focus on confidence, visibility and leadership development.
- Further embed male allyship initiatives.
- Formalise alumni and peer support networks.
- Increase practical exposure to high-performance coaching environments.
- Track long-term participant progression and retention outcomes.
- Continue broader organisational and cultural change initiatives alongside coach development.

Applications for others

The strongest lesson from W32 is that progression for women coaches requires more than technical development. Ongoing confidence building, visibility, networks, mentoring, allyship and genuine access to opportunities appear to be the factors most likely to support long-term advancement and retention. Recommendations for others are:

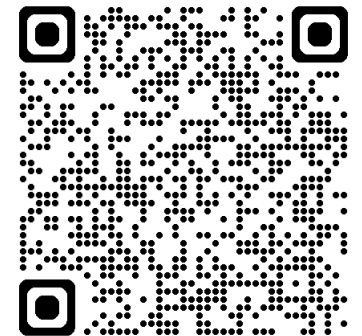
- Implementing long-term succession planning rather than one-off programs.
- Creating stage-based development pathways for coaches at different levels of readiness. Combining mentoring, coaching, networking and leadership development.
- Prioritising confidence, visibility and leadership alongside technical capability.
- Building strong peer and alumni networks to reduce isolation.
- Integrating women's coaching initiatives directly into performance pathways.
- Engaging male allies and organisational leaders in the change process.
- Using workforce data and coach feedback to shape program design.
- Connecting participants with meaningful coaching opportunities and appointments.
- Securing long-term investment to sustain impact and progression outcomes.



Swimming Australia - Women in Coaching

<https://youtu.be/mZcrMs3fSwc?si=qtV0thIF5dyqKEc2>

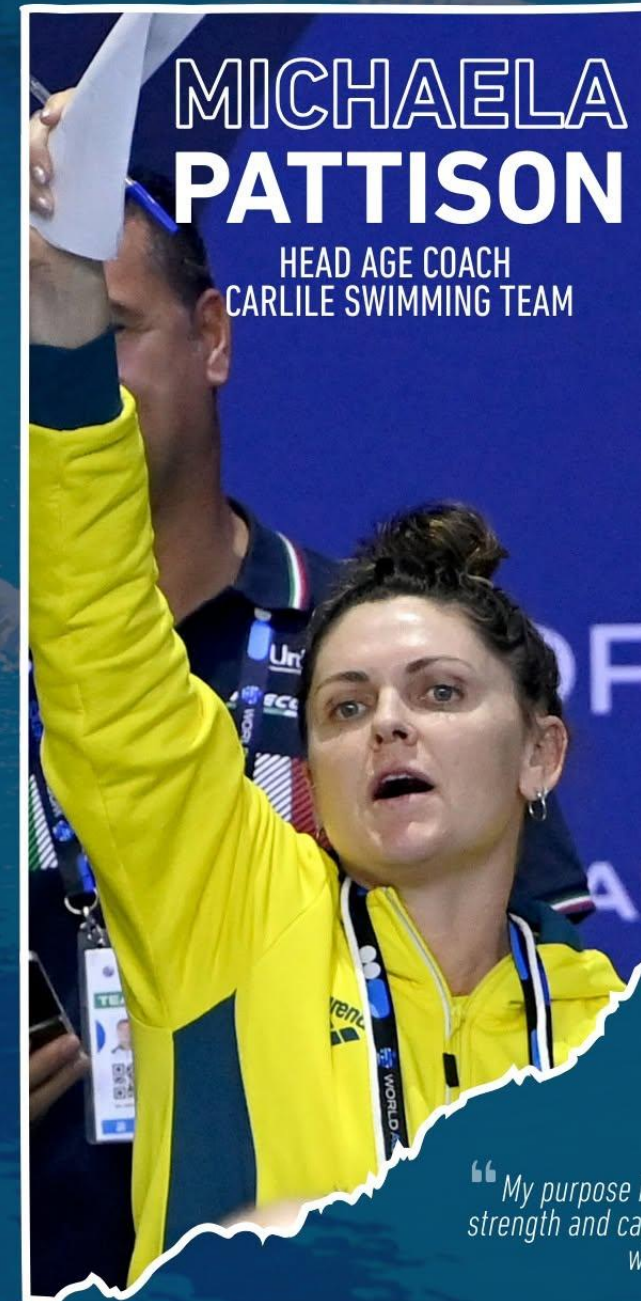
<https://youtu.be/mZcrMs3fSwc?si=cjYU5tAvNqZE1dpu>



“W32 is a great initiative providing inspiration to the future of our female coaching cohort.”

Michaela Pattinson

“



 **21** YEARS COACHING

 **1** DOLPHIN COACHED



 **10** AUS AGE CHAMPIONS

LIV WUNSCH, HARRISON TANCRED, CHARLOTTE LIM, LEXI MULCAHY, ISOBEL MULCAHY, KAITLIN BARRY, GUS GYLLENHAMMER, TIANA KRITZINGER, THOMAS CONNELLAN, JOSHUA PARRISH

 **COACHING SUPER POWER**

“A good coach can help upskill and change a swimmer but a great coach can change a life.

“My purpose is to help swimmers believe in their own strength and capabilities, striving to be better than they were yesterday - in swimming and in life!

SWIM AUS
#NATIONALINTEGRITYMONTH

 AUSTRALIAN SWIM COACH LICENCE HOLDER