



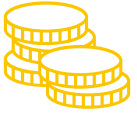
Capability Based Succession Planning

Table Tennis Australia

Women in High Performance Coaching Program

Capability based Succession Planning

Table Tennis Australia



**Prioritised in Funding
AIS HP Coach
Development Grant**



**18-month succession
planning**



**Led by Table Tennis
Australia and
supported by AIS HP
Coach Development**



**Succession planning
for Head Coach and
Assistant Coach**

Aims and Objectives

Create a clear pathway for the Assistant Coach to step into the Para Head Coach role in 2025, while maintaining leadership continuity after Paris.

The plan evolved and focused on building capability, addressing development needs and providing family-friendly support so coaching progress could continue.

Description

Table Tennis Australia used an 18-month succession plan supported by an Individual Coach Development Plan, AIS professional development, mentoring and an AIS HP Coach Development Grant.

Competency gaps were identified specifically using the capability framework.

The approach combined leadership development, targeted capability building and practical parental support during the Paris '24 Paralympic campaign.



Challenges / Opportunities

The planned departure of the Para Head Coach created a leadership continuity risk.

Table Tennis Australia also needed to support a talented Assistant Coach through maternity leave while strengthening language, communication and athlete-support skills.

Outcomes and Impact

Maggie, the Assistant Coach, built the confidence, experience and support network needed to move into the Head Coach role in 2025.

Family support enabled her to coach at the Paris Paralympics, where athletes she coached won two Paralympic gold medals.

Maggie was named Paralympic Coach of the Year in 2024.

Alois, the former Head Coach, has transitioned into a Coach and Athlete Development role to support the next generation of coaches.

Recommendations

- Start succession planning well before a role transition.
- Map role requirements and capability gaps early.
- Use individual plans, mentoring and coach education.
- Fund practical supports, including family-friendly options.
- Embed future leaders in strong professional networks.
- Continue to map the talent depth in coaching workforce.
- Combine Sport resources with additional AIS resources to identify and develop coach capabilities.

Application for others

Apply succession planning as a long-term talent strategy. Identify future leaders early, address their development needs, and support them through coaching, mentoring and practical arrangements.

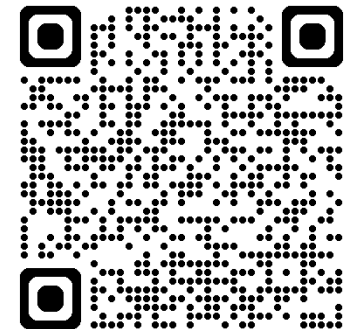
This helps retain women coaches through life transitions while building leadership depth and continuity in high-performance programs.



[Managing and Supporting Women Coaches to Enable Transitions | ASC](#)

[Australian High Performance Coach Capability Framework](#)

[IWD 2025: How A New Mum Became Australia's Paralympic Coach Of The Year](#)





“Give coaches enough time to transition into a new role, identify gaps in their competencies and allow enough time for the professional development needed.”

“It’s a whole team, everybody working together to support the professional development of that coach.”



**- Sue Stevenson,
High Performance Director,
Para Table Tennis Australia**