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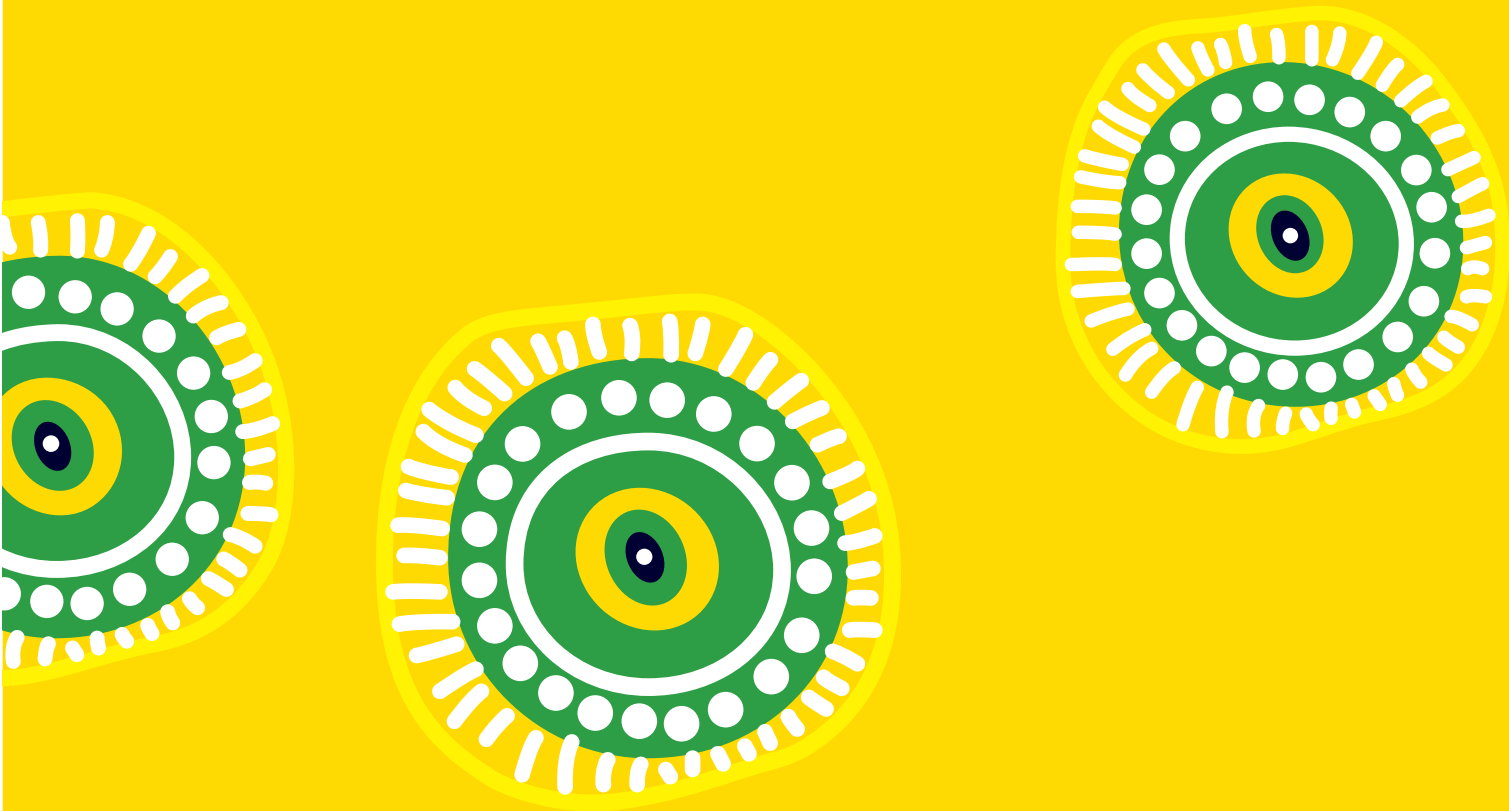
Australian Government
Australian Sports Commission



Women in High Performance Coaching Organisational Road Map

Handbook 2026

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Australian Sports Commission Acknowledgement of Country

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands, seas, skies and waters where we work and live, the Ngunnawal people, Wurundjeri Woi-wurrung people of the Kulin Nation, the Gadigal people of the Eora Nation. The ASC extends this acknowledgment to all Traditional Custodians and First Nations Peoples throughout Australia and would like to pay respects to their Elders, past and present.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.



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Welcome to the Women in High Performance Coaching Road Map

The WiHPC Mission

The Women in High Performance Coaching (WiHPC) Project is a key initiative that seeks to increase representation, retention and visibility of women in high performance coaching by driving system change through the Leaky Pipeline Action Plan.

Our Objectives

The WiHPC Project has three objectives.

1. Increase representation

The initiative seeks to enhance the number and visibility of women in high performance coaching roles, aiming for a more balanced and inclusive coaching ecosystem by 2032.

2. Address systemic barriers

WiHPC focuses on identifying and dismantling cultural and systemic structural barriers that hinder women's development and progression in coaching careers.

3. Develop supportive pathways

The project emphasises creating sustainable pathways for women coaches, including mentorship programs, flexible work arrangements, and targeted leadership development.



The WiHPC Road Map to Action

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

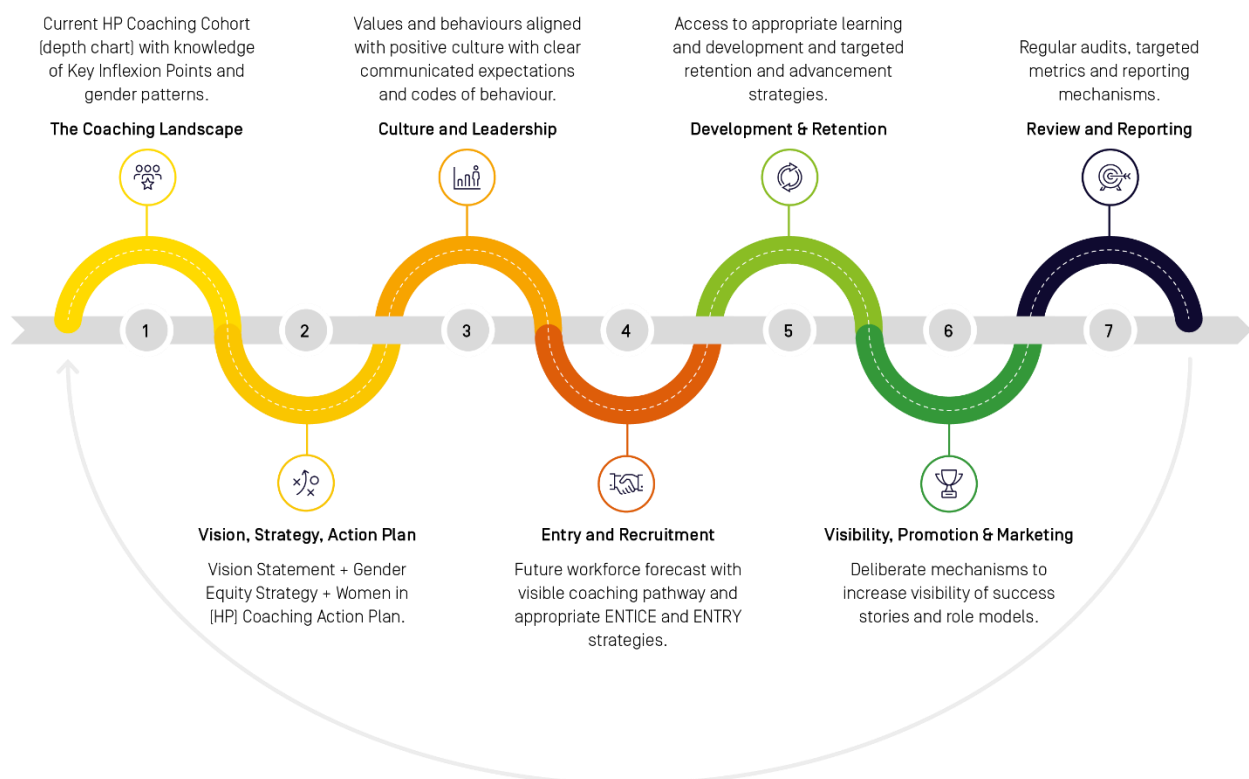
This interactive resource provides the tools and guidance needed to support meaningful, sustainable progress for women in high performance (HP) coaching. It includes:

- 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 seven key areas and guides your organisation to take confident first steps toward long-term change.

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

WOMEN IN HIGH PERFORMANCE COACHING – ROAD MAP





Who is the WiHPC Road Map for?

Who might use the WiHPC Road Map?

The case studies below show how different roles and organisations might use the WiHPC Road Map. These examples are illustrative and can be adapted to suit different sport, organisational and coaching contexts.

Who am I?	Context	How can the WiHPC Road Map help?
NSO/D – Small Sport CEO	Geoff is the CEO of a small sport with limited resources to invest in diversity, equity and inclusion. Enhancing coaching diversity has been identified as a priority through several sources.	Identify gaps and opportunities to build coaching diversity The Road Map can help gather and interpret data on women coaches and other underrepresented groups.
SSO CEO	Amanda leads a large state sporting organisation. The national organisation has a strong vision for gender equity, but the state organisation does not yet have a clear action plan.	Identify targeted areas for short-term impact The Road Map provides activities and actions that can align with national and state organisational priorities.
Club Coaching Coordinator	Lance is the coaching director at a high performance club, with athletes and coaches feeding into national teams. Female athletes face challenges when travelling nationally and internationally because there are no highly qualified and experienced women coaches available.	Identify targeted recruitment and development strategies The Road Map can support targeted strategies to attract, develop and retain potential women coaches over the long term.
Women Head Coach	Jenni is the head coach of a high performance hub. She is concerned about the lack of support for young coaches entering HP coaching, with many leaving for roles in other programs or different careers.	Identify strategies to develop and retain women coaches The Road Map includes examples, case studies, toolkits and practical resources to help support, develop and retain women coaches.
Pathways Manager	Dan is the national pathways manager for a large, high-profile sport. There are many women coaches at the competitive level, but very few progress into the HP coaching pathway.	Identify existing challenges and develop strategies to respond. The Road Map will clarify where the challenge exists and helps identify why. There are examples of identification, recruitment and development strategies to support actions.



Detailed Instructions

Once you have identified how the WiHPC Road Map applies to your context, use the steps below to work through the process and build your action plan.

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 →] (see below)

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, • 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, • accountability measures. Record these actions within your WiHPC Road Map to Action Template to support implementation and ongoing review.
	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, • 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 →]



Mini Checklist: Organisational Road Map

The Mini Checklist provides a quick reference point to help you review the key organisational conditions that support women in HP coaching before or during the full Road Map process.

The coaching landscape

☐	Depth of HP Coaching data	A clear understanding of the current HP coaching cohort, including coaches' skills and capabilities across HP, talent/development, competitive, foundation and community coaching.
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Vision, strategy and action plan

☐	Vision	A clear organisational vision for supporting women in high performance coaching.
☐	Strategy	A clear organisational strategy for supporting women in high performance coaching.
☐	Action plan	A clear organisational action plan for supporting women in high performance coaching.

Culture and leadership

☐	Values	Documented values that promote equity, diversity and inclusion and support a positive culture for women and girls.
☐	Culture Audit	Regular culture checks or audits to assess women's current experiences within the organisation.

Entry and recruitment

☐	Forecast current & future needs	Map and forecast current and future coaching needs, with specific consideration of gender, skills and experience, to ensure enough women are entering high performance coaching.
☐	Targeted approach to entry	A targeted and supported approach to recruiting and onboarding women into high performance coaching.

Development and retention

☐	Appropriate access and support	Women coaches can access adequate and appropriate development opportunities that recognise the contextual needs of high performance coaching.
☐	Targeted retention	A targeted development program or other strategies are in place to deliberately support the retention of women HP coaches.
☐	Advancement	Targeted support is in place, with evidence of women coaches progressing into leadership roles and responsibilities.

Visibility, promotion and marketing

☐	Dialogue / Engagement	Established or ongoing dialogue with women coaches about their priorities, preferences and needs in relation to HP coaching.
☐	Language / Images	Appropriate use of language and images to promote a welcoming and inclusive culture across the organisation.
☐	Celebrate / Promote	Celebrate and promote women in high performance roles, including coaching, management, performance support and visible role models.

Review and reporting

☐	Review and Report	Regular audits, targeted metrics and reporting mechanisms are in place across all relevant areas.
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Refer to the Organisational Road Map to Action to complete the full audit and questionnaire.



Resources

The resources below support completion of the Road Map, self-assessment and action planning process.

Go to the WiHPC webpage here: [Women in High Performance Coaching | ASC](#)

Road Map to Action	Self-Assessment Survey	The Leaky Pipeline
Click on the image below to access this Road Map to access all resources and materials.	Complete the Qualtrics survey. You will receive an automated report with your assessment score.	The Leaky Pipeline will have numerous resources and examples of programs and interventions for you to view.
ROAD MAP	SURVEY LINK	PIPELINE LINK



Tips

If you would like support after reviewing the resources, the WiHPC Team can help you work through the Road Map and test the process in your organisation.

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



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