



## Rowing Ireland – Women into High Performance Coaching Pathway

### What was the programme?

The Women into High Performance Coaching Pathway programme aims to support the progression of female coaches into lead or high-performance coaching roles. The programme is a joint initiative between four sports, Rowing Ireland, Triathlon Ireland, Cycling Ireland and the Irish Amateur Boxing Association.

### How did you implement it?

Twenty-five ambitious female coaches across four sports were selected for the programme. The coaches attended personal development and sport specific technical workshops. A mentoring programme formed part of the overall initiative. Each sport nominated a group of mentors who were trained up and paired with the coach from the programme. The coaches gained co-coaching experience with the high performance (HP) team/squad in their respective sport over the course of a year.

### What were your outcomes?

The desired outcomes for the programme are for the coaches to have increased their self-confidence, improved understanding of their coaching style and their coaching strengths and a greater ability to motivate and lead. The coaches develop a support network of female coaches in similar coaching environments and gain the support of a mentor. The coaches have the opportunity to learn from the HP team coaches and get to know the HP environment in their respective sport. Similarly, the HP team recognise the capability of the coaches on the programme and provide greater opportunity for them as they progress.

### Did you achieve the outcomes?

The coaches completed the first year of the programme and are progressing onto a Year 2. This will provide further supports and more specific coaching opportunities, such as on development camps and junior national team training camps. The coaches have reported increased confidence in their capability, and have developed of a strong support network among the other coaches.

### What would you change if you ran the programme again?

The programme is ongoing with the NGB aiming to provide further support for the coaches in Year 2. There are plans to recruit a new cohort of female coaches for Year 1 and progress more female coaches along the coaching pathway.



**Any other feedback from the programme:**

The greatest benefit of the programme was the cross-sport collaboration. Often ambitious female coaches feel isolated in their own environment and lack female coaching role models. By co-ordinating the workshops to have cross sport collaboration, the coaches gained a broader support network of like-minded coaches facing similar challenges and experiences. The mentor/coach pairing was also cross sport, which allowed a broader perspective to be gained by the coaches on the programme.