

Triathlon Ireland – Women into High Performance Coaching Pathway

What was the programme?

This programme was developed by Rowing Ireland who reached out to Triathlon, the IABA and Cycling Ireland. The four organisations collaborated on delivery and each organisation took slightly different approaches for their coaches.

How did you implement it?

The initiative was due to be a face-to-face programme but with Covid-19 restrictions in place, it was moved to an online platform. An induction took place for Triathlon coaches via zoom with the Head of Education and the High Performance Technical Director. Over the course of six months, a series of online modules were delivered on a monthly basis to include:

- Module One: Understanding self
- Module Two: Understanding strengths
- Module Three: Performing under pressure
- Module Four: Leading Teams.
- Module Five: Building my Network & Coaching Skills
- Module Six: Building my Gravitas.

Triathlon Ireland developed their group of coaches through the following:

- Within 12 months of completing the programme, coaches are provided with three shadowing opportunities with the HP unit at training days or camps.
- Coaches engaged with a HP coach prior to the session in order to have an understanding of the day and session and what to expect, what is expected of them and how they can prepare and contribute. After the shadowing day, coaches received a follow up session with a HP coach.
- Coaches were matched up with a mentor for the duration of the programme. The mentors were provided with specific training and matched cross sport.

What were your outcomes?

- To develop a pathway for female coaches,
- To create a group of female coaches on a pathway to HP,
- To support these coaches to further develop their coaching skills and self-development post programme,
- To introduce the coaches on the programme to a network of female coaches,
- To establish a mentoring network,
- To establish partnerships with other NGB's.

Did you achieve the outcomes?

Triathlon Ireland now have a group of female coaches who are on a pathway to High Performance coaching. This programme filled a gap in the coaching pathway for female coaches and while the NGB may amend delivery in future it has established the pathway for



future coaches. Triathlon Ireland now have a group of trained mentors and a network of mentors cross sport. Each coach was able to broaden their coaching network outside of their own sport.

Currently all eight coaches who enrolled from Triathlon Ireland are still on the programme and coaching. The eight coaches reported a superior level of confidence in their ability to be a better coach.

The feedback from this course highlighted the importance of unique coaching courses like this, which differ from the standardised coaching certificates as this programme focused on the coaches ability to know themselves and the people they are working with rather than any technical elements. The appointment of a mentor to each coach would provide a significant opportunity for growth to grass root/development level coaches. The feedback around the mentoring element was very positive.

What would you change if you ran the programme again?

The programme was aimed at coaches who were interested in becoming HP coaches. If the programme was run again the NGB would potentially look at broadening the target group to include club coaches. The partnership element of the programme was key and should continue in future.