



# ENHANCE COACH PROGRAM

# Introducing ENHANCE

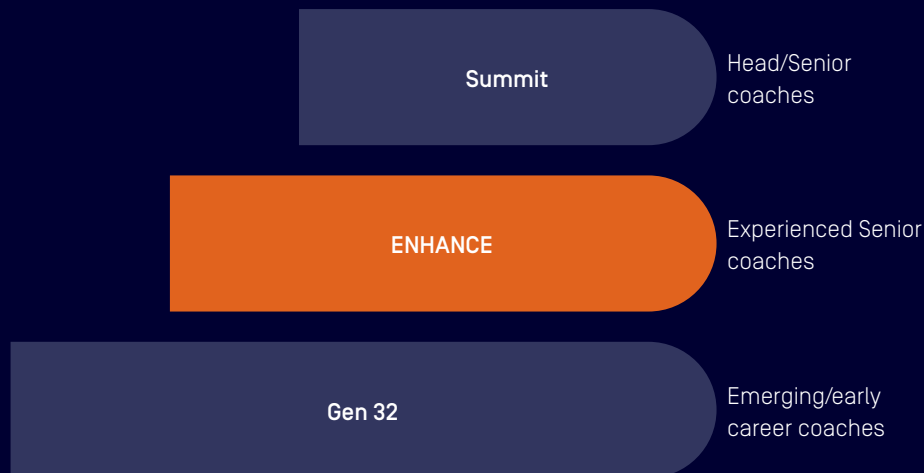
The ENHANCE Coach Program is an 18-month learning and development initiative targeting experienced Australian high performance (HP) coaches.

Outstanding coaching is a fundamental driver of Australia’s sporting success.

Recognising this, the AIS, through the HP Coach Development Program is committed to supporting Australia’s HP coaches to continue to learn, evolve and develop.

Following the success of the Summit Coach Program and the National Generation 2032 Coach Program (Gen 32), the ENHANCE initiative is the result of widespread system feedback, highlighting the need to support Australia’s experienced HP coaches further develop their leadership and collaborative system capabilities.

## AIS Programs: Selected HP coaches



*“Our Australian coaches are world leading and investing in their ongoing development and leadership is extremely important for sports and the national sporting system.*

*The ENHANCE program creates the opportunity for experienced coaches to come together, learning from each other’s successes and challenges, and understanding best practices from across sports.”*

**Andrew Faichney**  
General Manager, Australian Athletics




**ENHANCE PROGRAM PURPOSE**

To enhance the capabilities of Australia’s experienced HP coaches to thrive as people, leaders and enablers of performance.

**MISSION STATEMENT**

To develop and support experienced HP coaches [~5-10 years+] by providing opportunities to strengthen leadership, strategic, and collaborative skills, ensuring they can effectively contribute to the Australian HP sport’s vision to “win well to inspire Australians.”

**QUICK PROGRAM FACTS**




**25-30**  
PROGRAM  
COHORT SIZE




**18-20**  
MONTHS PROGRAM DURATION  
Aligned with competition and funding cycles



**April 2025**  
INAUGURAL PROGRAM  
COMMENCEMENT



**4**  
ON-CAMPUS RESIDENTIALS  
1 x 2 day welcome/intro  
3 x 4 day residentials



**AIS**  
LOCATION  
for all program residentials

**\$4-5K**  
APPROXIMATE FEE  
Estimated travel costs which are at the expense of NSO/D/ NIN (Airfare/Accom/Ground Transport).

# Why ENHANCE?

## As a participating coach you will:

- Gain a deeper understanding of **self** and how that influences your coaching.
- Extend and challenge **critical thinking** and decision making abilities.
- Develop your **leadership philosophy**, style, and practice.
- Have a clear understanding of “**Who am I as a leader?**”.
- Build confidence in innovative leadership methods to **influence**, lead and develop others.
- Fine tune and be able to articulate **strategic intent**.
- Develop a system wide view and enhance **system knowledge**.
- Broaden your network and connections to lift your ability to operate within and leverage the Australian high performance system.
- Create collaborative HP teams and **performance environments**.
- Foster collaboration, innovation, creative thinking, and effective **communication** within team environments.

## As a supporting organisation you will:

- Benefit from the development of experienced coaches to lead with purpose, navigate change, and strategically respond to future challenges.
- Gain practical coaching solutions and insights from cross sport learnings and interactions to positively impact daily performance environments.
- Maintain coach roles while simultaneously supporting their development and providing opportunities for growth, increasing likelihood of retention and job satisfaction.

## As a cohort you will:

- Learn from seasoned leaders as well as fellow experienced HP coach peers.
- Benefit from dedicated learning leaders in 1:1 and small group formats.
- Build connections with other coaches and system leaders and create long lasting relationships and support networks.
- Be challenged to critically reflect on your coaching and opportunities to innovate.
- Benefit from a peer cohort size and composition selected to maximise effective group dynamics and encourage a diversity of perspectives.



“

*“The Gen 32 Program has exceeded all my expectations, shaping me both as a coach and as a person. The unwavering support has been invaluable, and I’m deeply grateful for the opportunities and role the program has played in my development. As a result, I’ve had unforgettable experiences like co-coaching the Australian Women’s 8+ to the best result in history in Paris and winning gold at World Cup III.”*

**Hally Chapman**

Gen 32 Graduate and current National Talent Identification and US Based Women’s Lead Coach, Rowing Australia

# ENHANCE program design

The program will leverage insights from AIS programs and initiatives, including the Gen 32 Coach Program and the historical Podium Coach Program, in its design and operation.

To ensure effective delivery, the program and its iterations will align with funding cycles. Focus areas include system knowledge, performance teaming, leadership, strategic planning, and self-awareness. The approach is guided by the following delivery principles:



#### Collaborative and social learning

Promote knowledge sharing, collaboration, and networking among coaches.



#### Connection

Build a sense of belonging by respecting individual needs, motivations, and aspirations to establish trust.



#### Practical application

Ensure learning is practical and applicable, allowing coaches to experiment and adapt within their unique contexts.



#### Diverse perspectives

Create an inclusive environment that respects and utilises diverse experiences and viewpoints.



#### Performance and wellbeing

Prioritise the physical, mental, emotional, and cultural wellbeing of coaches and athletes.

Program learning outcomes align with the [HPCD Framework \(Appendix 1\)](#).

## Structure and delivery

The ENHANCE Coach Program will involve:

- 1 x 2 day/1 night welcome and introductory residential.
- 3 x 4 night/3.5-day face to face immersive learning programs at the AIS.
- Each learning residential program will be themed as the following:
  1. Deepened understanding of SELF to impact performance
  2. STRATEGIC approaches to lead and support PEOPLE and teams
  3. Leveraging the SYSTEM to increase performance potential.
- Regular one-on-one meetings with your dedicated learning leader.
- Monthly small group online learning meeting under the guidance of a dedicated learning leader.
- Approximately 3 monthly whole of cohort online meeting under the guidance of program facilitators.
- An Individual Coach Development Plan (ICDP) with financial support to assist in meeting specific development needs.
- Access to experts and leaders, inclusive of mentors and experiences deemed to add value to meeting the program goals.

**Completion of the program requires coaches to maintain and submit a program JOURNAL at the end of the 18 months.**

## Facilitation

The ENHANCE Coach Program will be co-ordinated and led by the AIS HP Coach Development team.

Two lead facilitators will consistently guide the entire program, supported by select subject matter expert facilitators. One lead facilitator will have extensive experience in HP coaching and leadership, deep system knowledge, and a background in delivering experiential, participant-led learning. The other facilitator will bring specific expertise in leadership and facilitation.

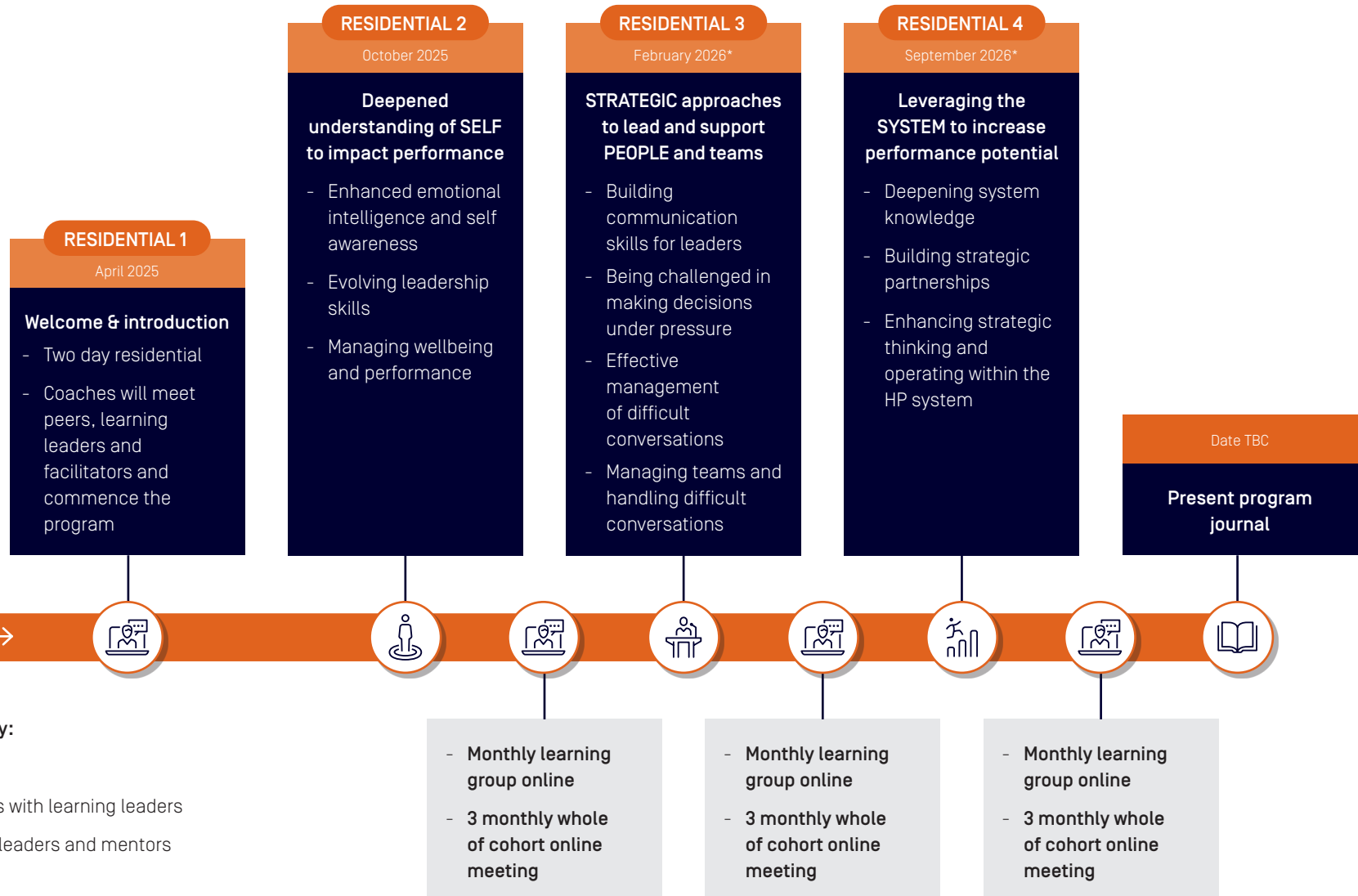
Learning leaders will include a range of the Coach Development Leads from around Australia as well as additional identified coaching expertise. The learning leaders will facilitate all individual 1:1 meetings inclusive of ICDPs as well as the small group learning online meetings. They will also act to ensure ongoing engagement and practical application of learning, as well as being a conduit back to the sport Performance Director or NIN High Performance Manager as appropriate.

## Credentials/certification

The AIS is undertaking work to have programs credentialled at an appropriate level. Certifications available will be dependent on completion of the program and submission of a program journal. Further details and timelines for program certification will be provided as this work progresses.



# Your learning journey



ENHANCE COACH PROGRAM →

**Throughout the learning journey:**

- Ongoing ICDP plans
- Regular one-on-one meetings with learning leaders
- Additional access to experts, leaders and mentors

\* Program residential dates for 2026 TBC



# Participant selection criteria

Coaches with a desire to enter the ENHANCE Coach Program must meet the following selection criteria:

- Be currently employed by either an NSO/D or NIN partner AND/OR be deemed as meeting the experienced coaches criteria (guide ~5-10 years+) AND be endorsed by the relevant Performance Director and/or HP Manager.
- Have been identified by the relevant Performance Director and/or HP Manager as having the potential to lead and impact coaching within the sport across future Olympic, Paralympic and/or Commonwealth Games cycles.
- Be coaching athletes competing in Senior international competition.
- Have the financial support of their NSO/D or NIN to attend the 4 residential learning programs.
- Is an Australian citizen or has been granted permanent residence status.
- Must have the ability to attend the three learning residentials and demonstrate a commitment to ongoing learning and development

The AIS will give additional consideration to the following in the selection process:

- Diversity in sport and background of cohorts to ensure rich discussions and learning.
- Final selection remains at the discretion of AIS.

Coaches who have previously attended the historical Podium Coach Program run by the AIS are eligible for consideration but will need to present a case as to why this Program will be important to their ongoing development.



*“Outstanding coaching is a fundamental driver of Australia’s sporting success, and this program will provide an invaluable opportunity to further develop our experienced HP coaches. By investing in our people and enhancing their capabilities as leaders and enablers of performance, ENHANCE will help ensure that Australian sport continues to thrive on the world stage.”*

**Sarah Cook**  
Chief Executive Officer, Rowing Australia



*“The ENHANCE program offers coaches a crucial next step in their development, marking a pivotal point in their coaching journey where they can begin to truly pursue coaching mastery.”*

**Kevin Tabotta**  
Senior Manager, High-Performance  
South Australian Sports Institute

# What can coaches expect at the residential?

## RESIDENTIAL 1

### Welcome & introduction

A two day residential will serve as an initial welcome and introduction to the program. Participant coaches will meet the facilitators, learning leaders, and their peers, marking the commencement of the program. This introduction will help establish connections, which are fundamental to the program, and outline its expectations and objectives. Learning journeys will be tailored based on this critical introductory residential.

## RESIDENTIAL 2

### Deepened understanding of SELF and PERFORMANCE

**Residential 1 will focus on enhancing understanding of yourself as a coach and leader.**

You will acquire a strengthened understanding of different effective leadership styles and have an opportunity to develop your own philosophy. You will gain an understanding of emotional intelligence and how this shapes leadership and impacts on decision making.

#### Focus areas

- Improving emotional intelligence and self awareness
- Evolving leadership skills
- Managing wellbeing and performance

#### What you'll learn

- How to manage emotions for better decision making.
- Challenge and expand on your own unique leadership style applicable to your coaching context current and future.
- Be challenged on your ability to self reflect and implement learnings.
- How to successfully balance increasing performance pressures with personal wellbeing to ensure career sustainability.

## RESIDENTIAL 3

### STRATEGIC approaches to lead and support PEOPLE and teams

**Residential 2 has a focus on leading and influencing people and teams.**

You will work alongside seasoned experts to gain insights and amplify your ability to create, lead and manage teams that excel in their collaboration and performance. You will build experience and skills in navigating difficult conversations, managing conflict and enhancing team cohesion. There will be opportunities to build on communication abilities and to develop critical thinking skills for decision making under pressure.

#### Focus areas

- Building communication skills for leaders
- Being challenged in making decisions under pressure
- Effective management of difficult conversations

#### What you'll learn

- Gain practical tools for managing teams and handling difficult conversations.
- Improve decision making, problem solving and the ability to perform under pressure.
- Communication skills to support effective leadership.
- How to lead and manage change within a team or organisation.

## RESIDENTIAL 4

### Leveraging the SYSTEM to increase performance potential

**Residential 3 focuses on leveraging and working within the Australian HP system.**

You will learn how to build effective strategic partnerships and foster mutually advantageous relationships with stakeholders of various influence and authority. You will hear from experts and gain practical skills in effectively engaging with individuals to garner support or investment in your coaching program. And you will emerge with a stronger network of connections across the system.

#### Focus areas

- Deepening system knowledge
- Building strategic partnerships
- Enhancing strategic thinking and operating within the HP system

#### What you'll learn

- How to align team or organisational objectives with leadership strategies for performance success.
- Successfully navigating the HP landscape and various governance structures and how to effectively leverage connections and resources for performance.
- Matured ability to work with and within the 'politics' of sport and various dynamics.
- How to build and maintain strategic partnerships and relationships.

Evolve and nurture impactful and successful coaching careers within the HP system.

# FAQs

## Who is responsible for the program costs?

All travel costs are to be covered by the NSO/D or NIN. This includes flights to and from Canberra, ground transport to and from the AIS Campus, and accommodation at the AIS. With four trips to the AIS over an 18-20 month period, the estimated cost is approximately \$4,000-\$5,000 per coach. All other program costs are covered by the AIS.

## What if I change roles during the program?

While this program is designed for coaches, we recognise that changes can occur and continuation in the program will be considered on a case by case basis. The content of this course is transferable to other roles within the Australian HP landscape.

## Is attendance at all residential a requirement?

Yes, attendance at all residential is compulsory as they are fundamental to the program. We have scheduled the residential during periods that are traditionally favourable for attendance. Circumstances that prevent attendance will be considered on a case by case basis.

## Does involvement in other relevant AIS Coach Development Programs [e.g., Summit or Coach Mentorship Program] preclude application?

No, we are open to considering applications from coaches involved in other programs. However, we will seek information on how this program will add value to your coaching and contribute to your development.

## Are coaches who have been previous participants in the historical Podium Coach Program eligible to apply?

Yes, however we will seek information on how this program will add value to your coaching and contribute to your development.

## Is endorsement by the NSO/D or NIN a prerequisite?

Yes, NSO/D or NIN endorsement is required for program entry.

## What level of HP coach is this program aimed at?

This initiative is designed for coaches with significant international coaching experience.

## Is employment with an NSO/D or NIN a prerequisite?

No but expected. In eligible sports where senior coaches are typically volunteers [eg. many para sports], coaches will be considered if they meet the required experience criteria, coach senior athletes in international competition and are endorsed and financially supported by their NSO/D/NIN to participate in the program.

## What is the program journal and is this a requirement?

The coach must be willing to engage in all facets of the ENHANCE Coach Program, including maintaining and presenting a Program Journal. This will document their personal growth and development as relevant to coaching career and also allow for awarding any credentials or certificates as appropriate.

For additional information, refer to the [program information](#) including [guidelines and selection criteria](#) or contact [hpcoachdevelopment@ausport.gov.au](mailto:hpcoachdevelopment@ausport.gov.au)

APPENDIX 1

# The Australian High Performance Coach Development Framework



APPENDIX 2

# HP strategic alignment

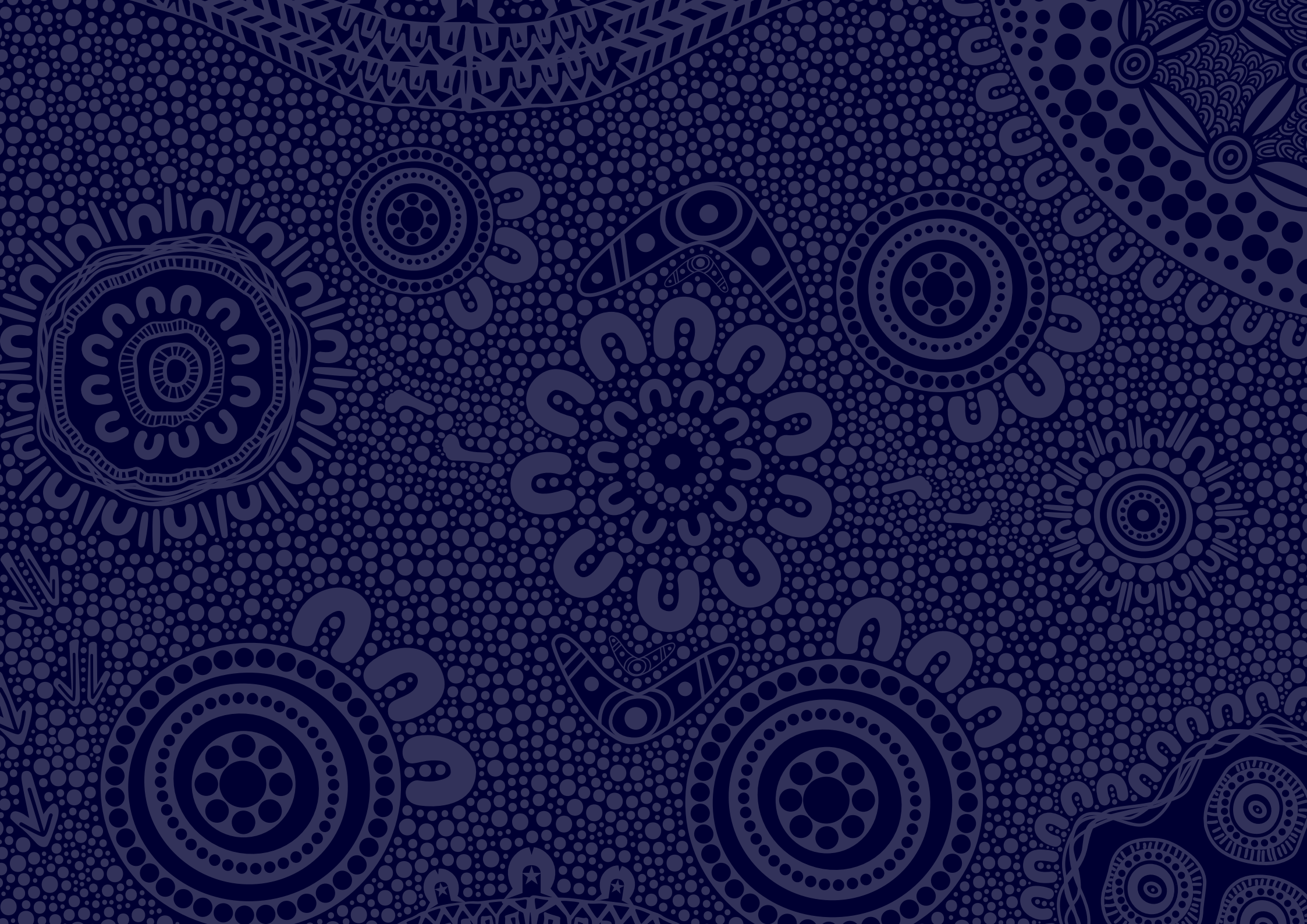
The AIS has a strong track record of delivering transformative development opportunities for HP coaches and continues to prioritise coach development in its HP 2032+ Win Well Sport Strategy and the National HP Coach Development Strategy.

The ENHANCE Coach Program directly supports the development of experienced HP coaches as enabled, empowered and supported leaders of sustainable sporting success. The program fosters capabilities that aim to ensure coaches are equipped to create HP environments that prioritise both excellence and wellbeing. By embedding a culture of continuous learning and innovation, ENHANCE strengthens Australia's coaching workforce to ensure that coaches are not only driving medal success but also contributing to a positive and ethical sporting culture.

**+ Win Well 2032**









Australian Government  
Australian Sports Commission



[AIS.gov.au](https://ais.gov.au)



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