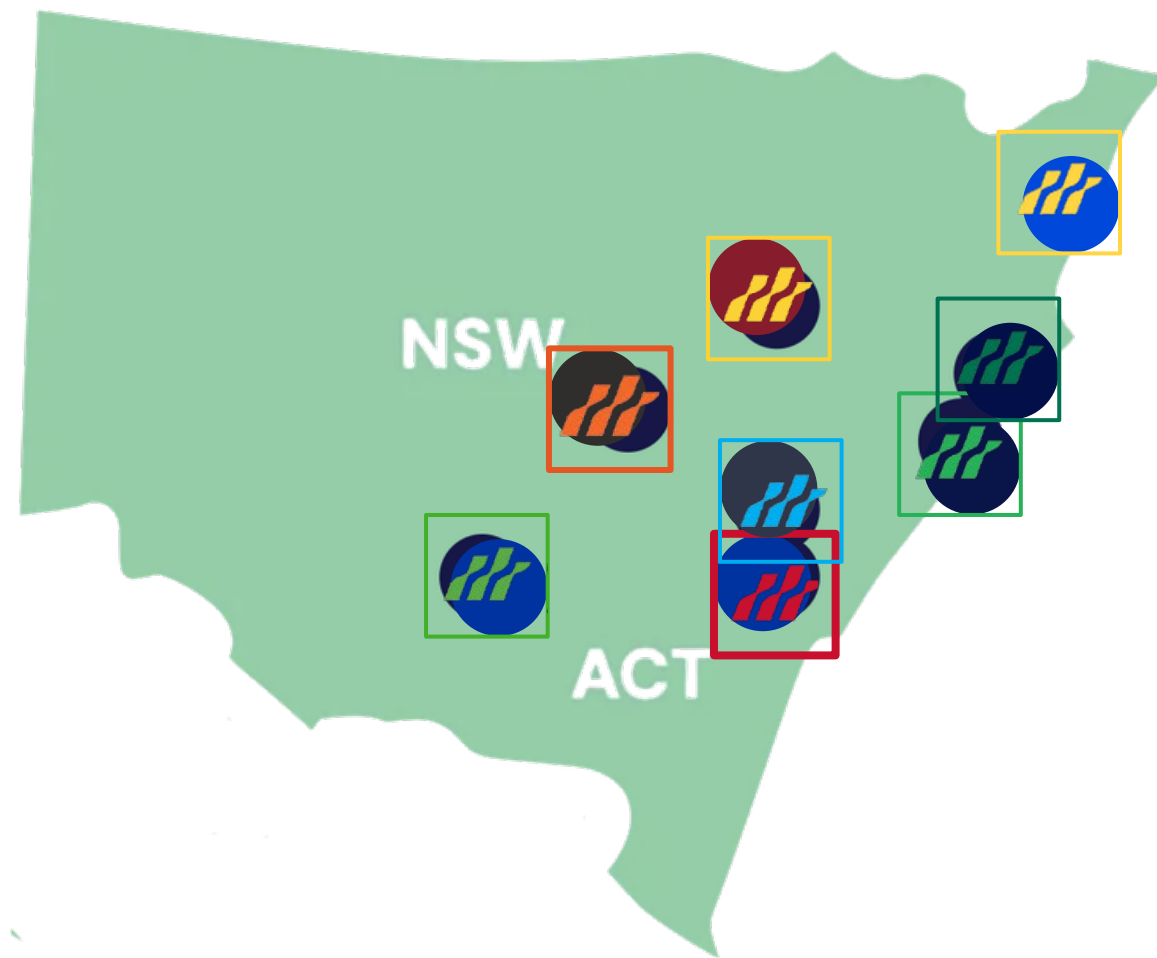




Empowering Coaches Through Better Systems

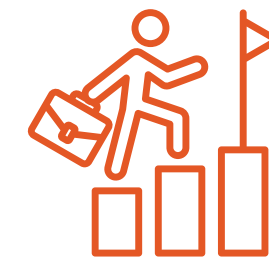
Designing Connected, Sustainable and Contextual Coach
Development Across Regional NSW



Connected



Aligned



Opportunity



Regional Academies of Sport

As the regional pathway landscape evolved, we recognised the need to become more connected, aligned and operationally mature in order to better support athletes, coaches and sporting partners across NSW



What We've Learned

A listening tour across the regions



4+ months in the role

Listening, learning and understanding varied contexts



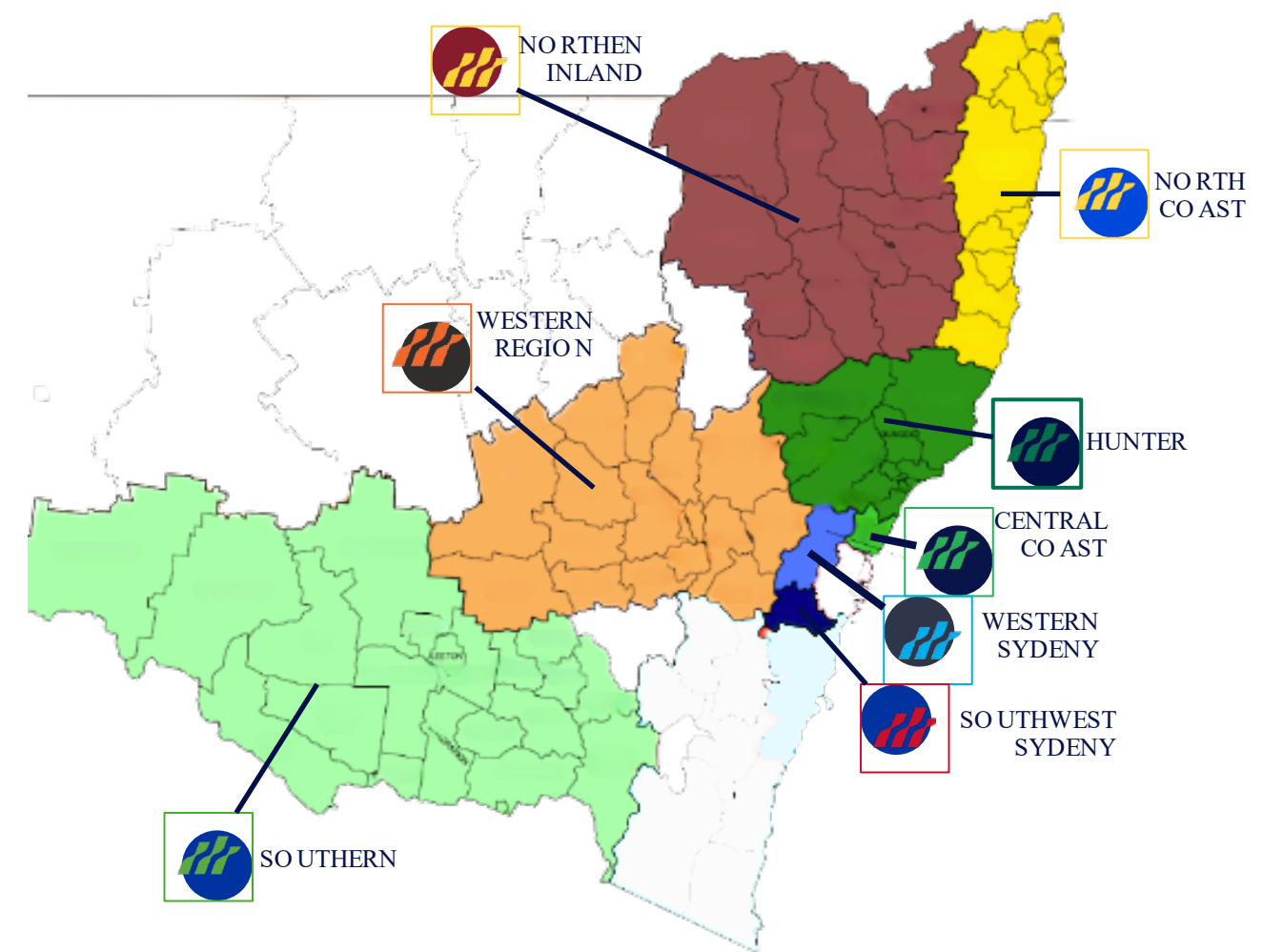
Travelled across regional NSW

Spending time with coaches, clubs, communities and schools



One consistent message

Every conversation came back to coaches
A major priority across the network



Our strength is in our people. Our opportunity is in how we support them

The Hero Coach Problem

Sustainability matters

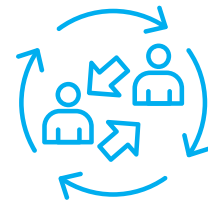


Regional systems often rely on a small numbers of highly committed individuals

Risks Include



Burnout



Turnover



Loss of knowledge

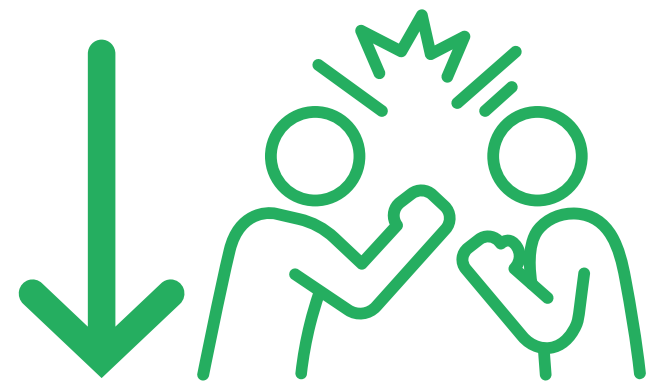


System fragility

We need systems that support coaches, not systems that depend on them

Reducing Friction

Designing systems that support coaches



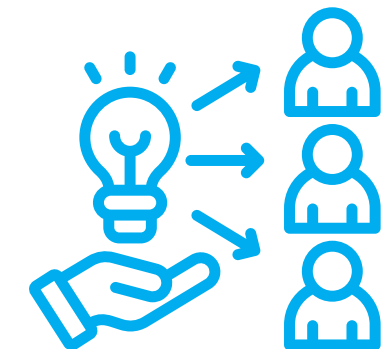
How do we reduce friction?



How do we simplify access?



How do we reduce unnecessary load?



How do we support decision making?

**The system should absorb more complexity -
so coaches can focus on what matters most**

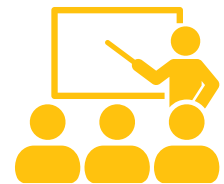
Coaches are force multipliers

Strategic system design helps amplify that impact

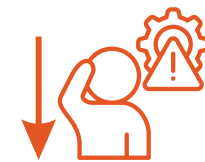
Current Focus:



High-touch learning environments



Place-based coach education



Reduced coach administrative burden



Better implementation support



Session
scaffolds



Shared
curriculum



ICDPs
& Pathway clarity



Mentoring
opportunities

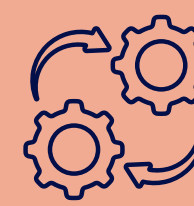
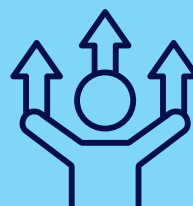


Embedded
learning

Stronger coaches create stronger athlete environments.

Regional Coach Development Journey

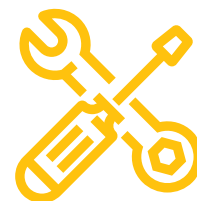
Building capability. Strengthening pathways. Creating impact

 RECRUIT ENTRY INTO THE SYSTEM	 ONBOARD UNDERSTANDING THE ENVIRONMENT	 EMBED LEARNING IN APPLIED ENVIRONMENTS	 DEVELOP FORMAL + INFORMAL CAPABILITY BUILDING	 PROGRESS CONTRIBUTION BACK INTO THE SYSTEM
EOI / NOMINATION / APPLICATION SSO REFERRAL COMMUNITY IDENTIFICATION UNIVERSITY / STUDENT PATHWAYS EMERGING COACHES FORMER ATHLETES	WWCC + COMPLIANCE ACADEMY INDUCTION FTEM / FUTURE CHAMPIONS ORIENTATION UNDERSTANDING REGIONAL CONTEXT AMS / LUMIN ONBOARDING CHILD SAFETY + INTEGRITY	TRAINING SESSIONS WITHIN THE ACADEMY ENVIRONMENT PROGRAM DESIGN CAMPS AND CHALLENGES ACADEMY GAMES & TOURNAMENTS IADP & HOLISTIC ATHLETE PROFILING SHADOWING & MENTORING	RAS COACH CONFERENCE PLACEBASED DEVELOPMENT WEBINARS & WORKSHOPS SSO OPPORTUNITIES PERFORMANCE SUPPORT EDUCATION: • SKILL ACQUISITION • SPORTS PSYCHOLOGY • NUTRITION • INJURY PREVENTION MENTORING & PEER LEARNING	LEAD COACH OPPORTUNITIES TALENT PATHWAY INTEGRATION SSO ALIGNMENT REGIONAL WORKFORCE RETENTION COACH LEADERSHIP FUTURE MENTOR ROLES CONNECTION TO HIGHER PATHWAYS

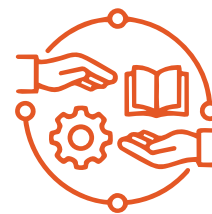
Core System Principles - **Integrate.** **Educate.** **Empower.**



Quality curriculum
from coaches



Education, tools
+ resources



Embedded into
operating system



Consistent, accessible
+ easy to use



Evidence informed
+ athlete centred

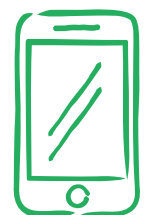
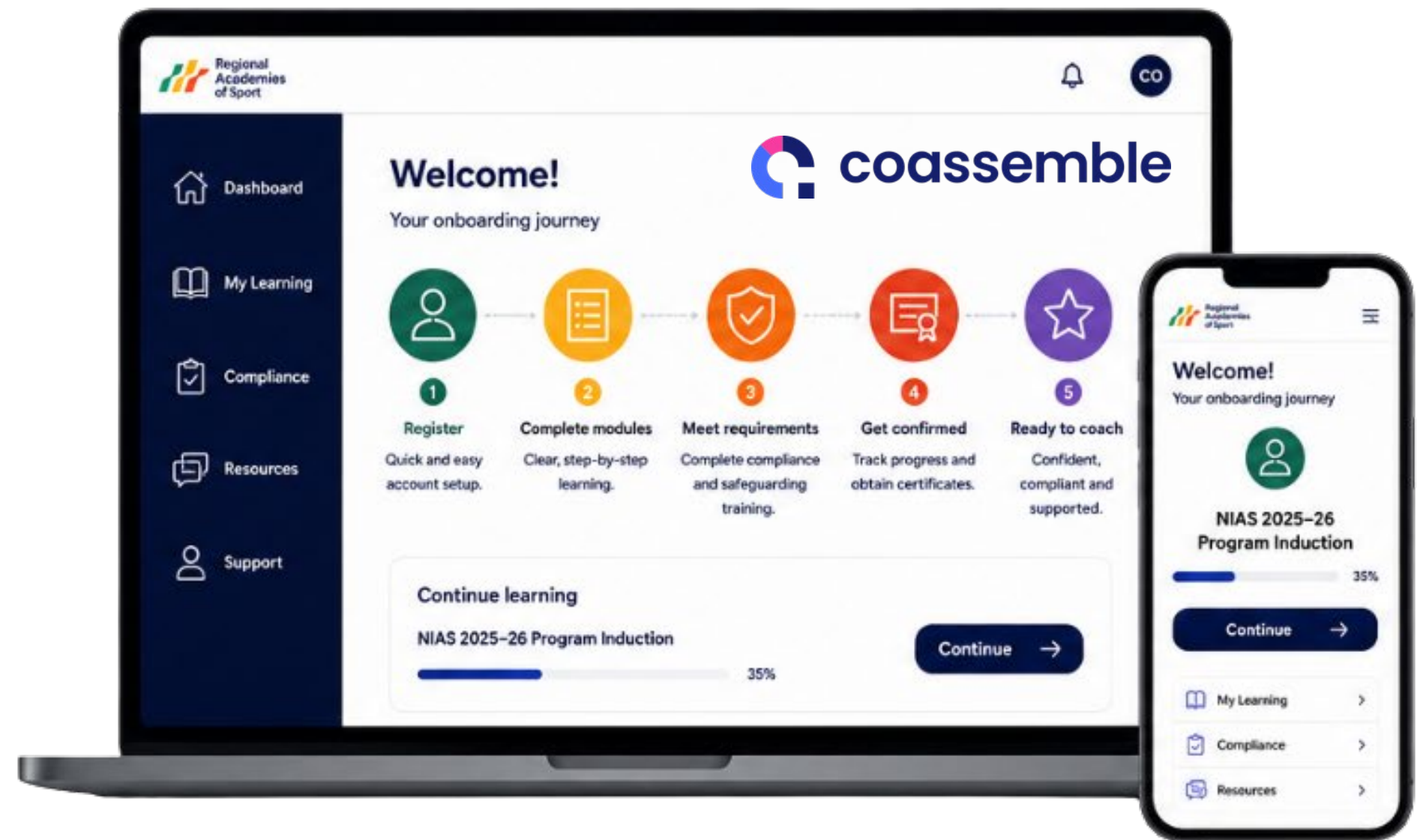
Online Coach Hub

Easy onboarding.

Access to education.

All in one place.

Our online learning portal makes it simple for coaches to get started, stay compliant and focus on what matters most - supporting athletes everywhere.



Simple & Accessible

Anytime, anywhere on any device



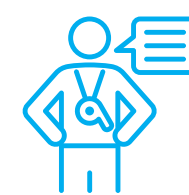
Less Compliance Burden

All essential modules in one place



Safety First

Child safety and wellbeing at the centre



Built for Coaches

Practical, relevant learning for regional environments

Building Workforce Pipelines

Growing the next generation

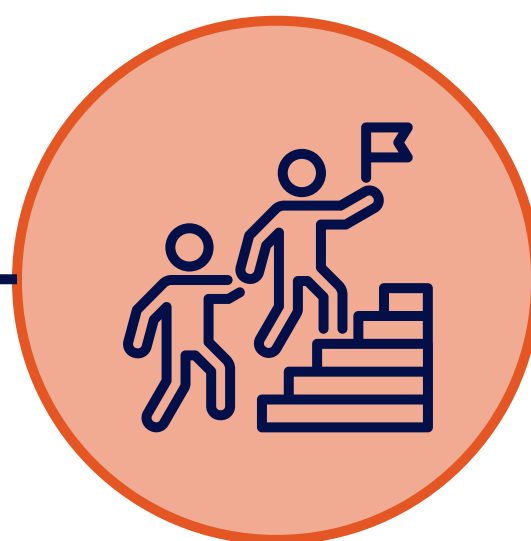
Key Focus Areas



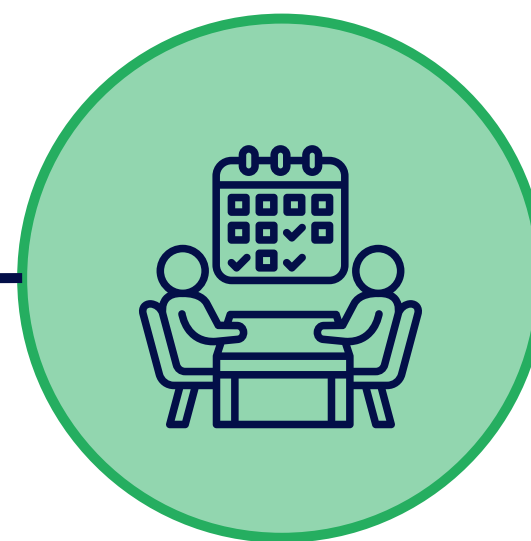
Emerging coach
pathways



University
integration &
placements



Athlete -to-coach
transitions



Mentoring
environments



Applied learning
experiences

Pathway progression matters for our coaches too

What Are We Preparing Coaches For?

Emerging coaching capabilities



Athlete Development
Growth & maturation
Holistic & long-term focus



Communication
With parents, schools, clubs
& pathways



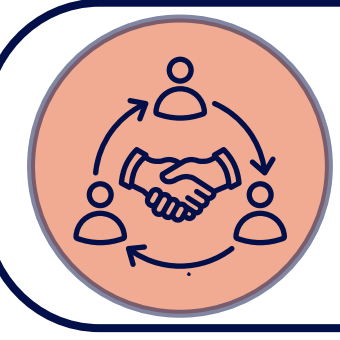
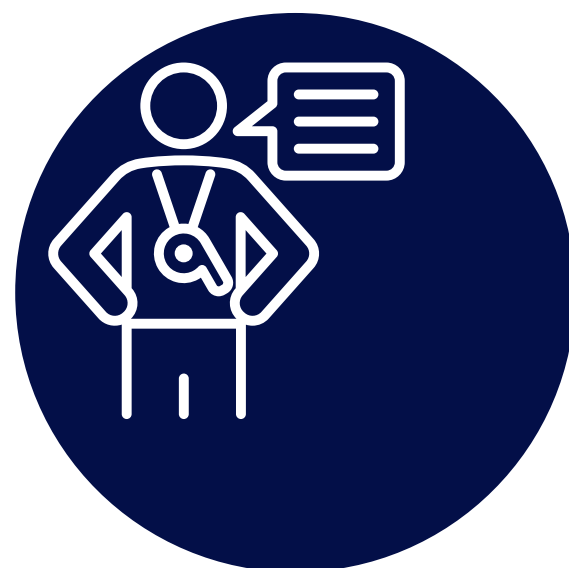
Reflection & Learning
Reflective practice
Continuous development
Curiosity



Decision Making
Selection, progression &
managing uncertainty



Individualisation
Different athlete needs
Different timelines
Regional realities



Collaborative Practice
Working with S&C, physios, wellbeing
& support staff



Environment Design
Culture, training environment &
psychological safety

A Shift to Intentional Design

Old Approach



Information delivery

Conferences, courses, webinars



Disconnected & duplicated

Multiple programs, systems and processes



Compliance burden

High admin burden for coaches



Hero coach mentality

Reliant on a few individuals



Coach figures it out

Limited support and decision clarity



New Approach



Embedded & applied learning

Learning in real environments, mentoring, observation, reflection



Connected & intentional

Linking to existing resources, tools, education and strategy



System supported

System absorbs admin + complexity, access to information + tools



Shared responsibility

Broader workforce, stronger teams, less reliance on a few



Clear pathways & decision support

Coach pathway clarity, contextual resources, practical guidance

From placing the burden on coaches, to building systems around them

Designing Systems That Learn

RASooperational design principles.



Feedback Loops

We listen, learn and adapt.



Reflection

Built-in time to review and improve.



Safe-to-Fail Environments

Where learning is encouraged and risk is managed



Developmental Guardrails

Clarity, consistency and safety.



Continuous Learning

For athletes, coaches and systems.

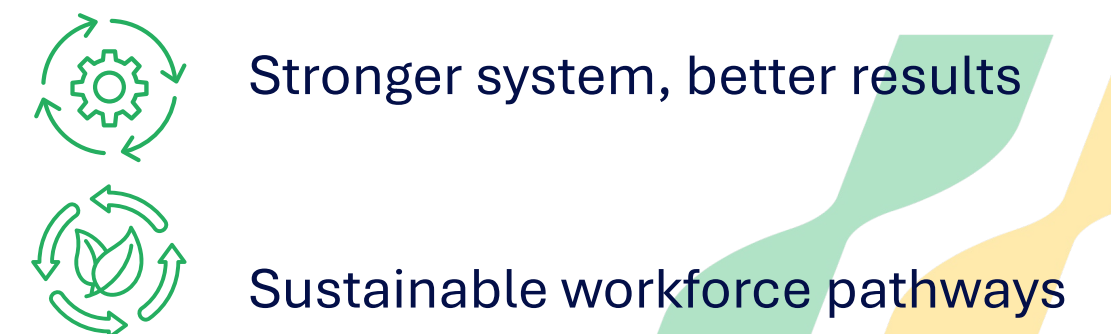
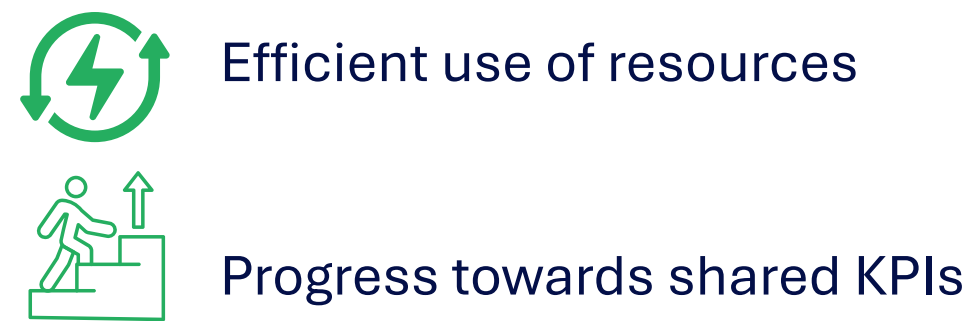
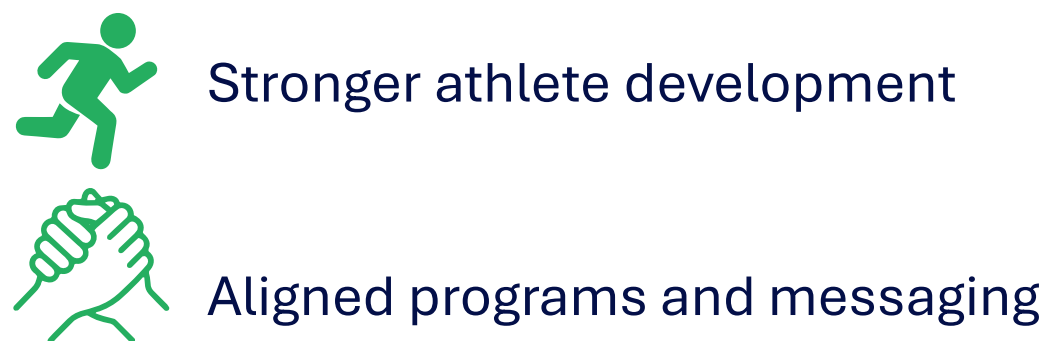
**We are not trying to create perfect systems overnight.
We are building systems that continuously learn and improve.**

Camps Embedded Learning Environments

More than a camp. A connected system that delivers outcomes



Outcomes for all



Pre-Camp Connection Journey

Three key touchpoints to plan, align and deliver impact

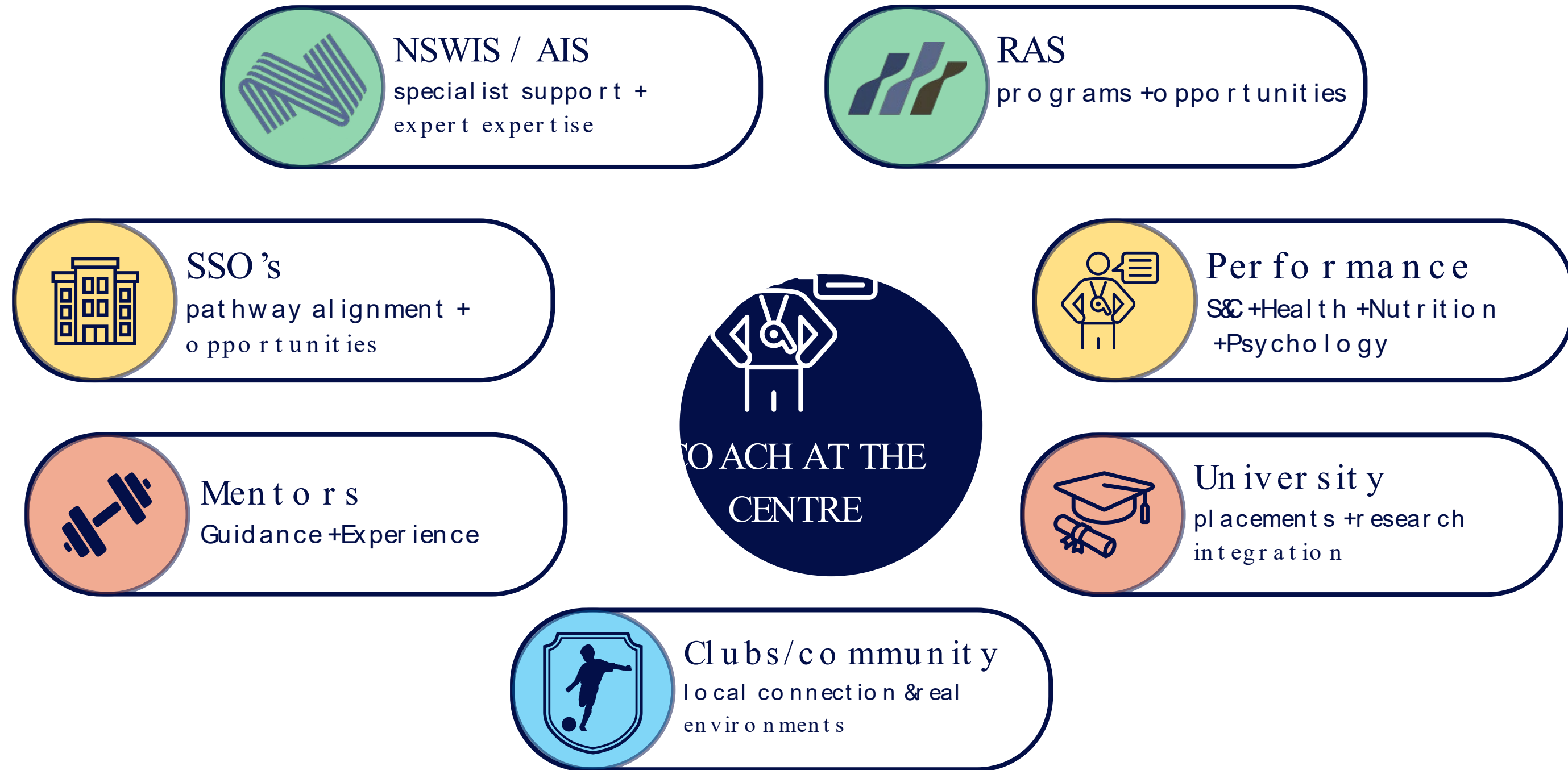


Stronger together - early connection creates better camps and better outcomes



Connected Ecosystem

Coach development happens through collaboration



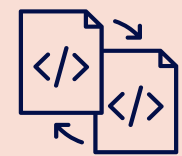
Stronger together for NSW Athletes



We Don't Want to Duplicate

Connecting better across the system

What We Don't Need



Duplicated courses



Disconnected initiatives



Competing systems



More content for content's sake



What We Do Need



Better connection



Clearer pathways



Easier access



Strategic alignment

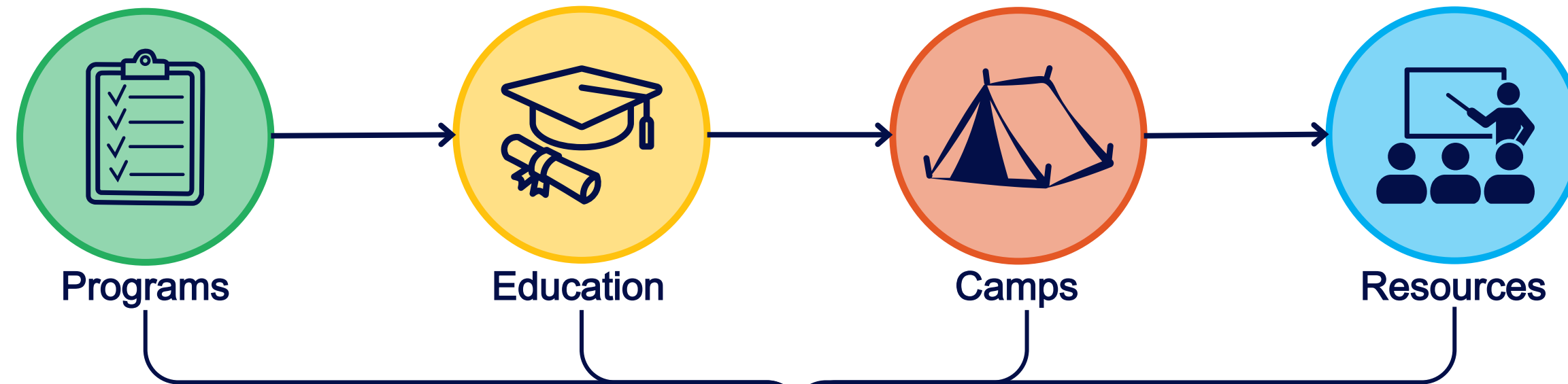


Contextual translation

What We're Trying to Build

Moving programs → ecosystems

Core Delivery Components



Supported by





Stronger Coaches = Stronger Pathways

Better Experiences

Better Systems

Better Development

Better Outcomes

Better Legacy