



Women in Sport
High Performance Pathway

LEADING THE WAY

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

INFORMATION PACK

for

WOMEN HIGH PERFORMANCE COACHES



The WISH Programme, funded by **Olympic Solidarity (OS)**, an IOC Department, aims to boost the number of women high-performance coaches at major events such as the World Championships and the Olympic Games.

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Women in Sport
High Performance Pathway

LEADING THE WAY

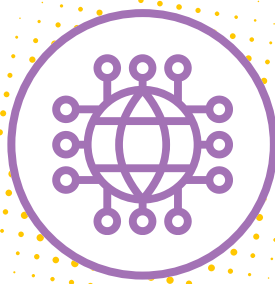
WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

Develop your team's high-performance women coaches and empower them to enhance your team's achievements through attending the WISH Programme.



WHAT IS THE WISH PROGRAMME?

The WISH programme, funded by Olympic Solidarity and supported by International Federations and National Olympic Committees, aims to boost the number of women high-performance coaches at major events such as the World Championships and the Olympic Games.



HOW DO WE DO IT?

WISH is a values driven programme supporting the development of leadership competencies for high-performance women coaches. Delivered by a team of experienced facilitators, the carefully curated curriculum and women-only environment provide 'life-changing' experiences for the coaches involved.



PROGRAMME IMPACT

Robust evaluation demonstrates that women leave the WISH programme feeling increasingly **COMPETENT** to excel in high-performance environments, have greater **CONFIDENCE** to succeed, and gain **COURAGE** to make bold decisions, seize opportunities and set ambitious future career goals.

21 MONTHS PROGRAMME

1 WEEK UK RESIDENTIAL

MENTORING

BACKGROUND

WISH PATHWAY

The WISH leadership programme was created to support the IOC Gender Equality objective 15, which aims to increase the representation of women coaches at World Championships and the Olympic Games, where women constitute up to only 13% of coaches.

To date, **125** women coaches from **22** sports and **60** countries have participated, nominated by their International Federations for their potential in top-level coaching.



KEY OBJECTIVES FURTHER DEVELOP:



Leadership competencies and behaviours – consolidate personal leadership style by empowering individuals to become authentic leaders who have the skills to navigate the challenges of coaching at a high performance level.



Sport-specific skills, knowledge and experience – Support International Federations to identify sport-specific competencies and sport-specific mentoring opportunities.



Confidence – supporting coaches to identify strengths, pursue goals, take opportunities and progress their career path. Also to grow an ability to champion themselves and others going forward.

APPLICATIONS

KEY DATES:



Women in Sport
High Performance Pathway



**Applications are now
OPEN**



**Applications close:
31 MARCH 2025**



**Cohort launch:
5 MAY 2025**



**Residential in UK:
28 JULY-1 AUG 2025**



**Online learning:
8 SEPTEMBER 2025 -
2 NOVEMBER 2026**

**RESIDENTIAL ADDRESS:
UNIVERSITY OF
HERTFORDSHIRE
HATFIELD AL10 9EU**



**Online graduation:
7 DECEMBER 2026**



WISH PATHWAY OVERVIEW

- **21 months** leadership programme
- **Self-assessment** and 360-degree feedback on leadership and sport-specific competencies
- **5 days residential** sessions in the UK
- **8 online** leadership sessions
- **8 leadership mentor** sessions
- **4 sport-specific** mentor sessions



WISH VALUES

WISH values are core to everything we do and guide the content of the programme as the way we deliver and manage it.

Caring – concern and interest in each coach and their individual circumstances

Altruistic – unselfish and selfless approach

Passionate – 100% belief in gender equality

Inclusive – ensuring coaches from diverse backgrounds are involved and WISH is accessible to them

Empowering – developing strengths and confidence in coaches

Sharing – open-source principle for all resources

Collaborative – working together to achieve outcomes and develop learning

Randomness – play, creativity and having fun help in recognising the importance of different perspectives



'The WISH programme undoubtedly had an important impact on me. It allowed me to broaden my mental horizons and increase my courage.

The residential week allowed me to feel part of an international context of international coaches of various disciplines. At the end of the week I felt stronger and able to overcome my feelings of being an imposter.'

Lara Peyrot, FIS, Italy

THE IMPACT OF THE WISH PROGRAMME

Monitoring and evaluation is carried out throughout every WISH experience (and beyond) in order to assess the efficacy of the content, delivery, facilitation and structure of the WISH programme. Data collated has repeatedly demonstrated the significant learning, development and growth that has taken place for women participating in WISH.

A key finding is that the WISH programme consistently enhances the **3Cs** of **Competence, Confidence** and **Courage** that enable the women participants to expand their horizons as leaders and broaden their personal goals as coaches in high performance sport.



IMPACT OF WISH PROGRAMME



13 Attended Paris 2024
in coaching, team,
technical or other
official capacity



14 in national coaching
roles
21 in Youth World or
continental
6 in Senior Continental



14 delivering coach
education and/or
mentoring to support the
development of other
women coaches

Want to know more? Find the **WISH Programme Impact Report** [HERE](#).

WISH COACH SELECTION CRITERIA

1 Aged 18 and over

2 Currently/have the potential to be part of a national delegation to the Regional and/or Continental Games, World Championships, YOG and/or Olympic Games.

3 Able to integrate or are already integrated into Regional, National or international camps, competitions or events. Have a letter of support from their National or International Federation stating that they will help the coach identify a sport specific mentor and support their sport specific development.

4 Have no history of anti-doping violation, safeguarding violation, manipulation of competition or other ethics violation.

5 Able to commit to the whole programme.

6 Have good written and spoken English (min IELTS 6.5 or equivalent).

7 Have secured funding to cover WISH Programme fees, travel, accommodation and 4 sport specific mentoring sessions.



**APPLICATIONS CLOSE:
31 MARCH 2025**

NEXT STEPS



**APPLICATIONS CLOSE:
31 MARCH 2025**

To apply for funding through your National Olympic Committee:

1. **Check** you meet the criteria
2. **Contact** your International Sports Federation or your National Olympic Committee to see if you are eligible for a scholarship.
3. If selected, they will submit your application for the WISH Programme.



Funded through any other source:

1. **Check** you meet the criteria
2. **Contact** us via wish@herts.ac.uk for course fees and accommodation information.
3. **Obtain** a letter of support stating that your National Sports Federation will provide you with assistance accessing a sport specific mentor and sport specific coaching opportunities
4. **Identify** funding source and have letter confirming funding source or self funding
5. **Contact** us via wish@herts.ac.uk to obtain an application form

'For me, WISH was about stepping out of my comfort zone. It taught me that true strength lies in connection and lifting each other up. I've learned that we don't have to do this alone - we have a network now, a support system that will stay with us long after this programme.'

Renata Miyamoto, Athletics, Brazil

