



Women in Sport
High Performance Pathway

LEADING THE WAY

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

INFORMATION PACK

for

OLYMPIC SPORT INTERNATIONAL FEDERATIONS (IFs)

and NATIONAL OLYMPIC COMMITTEES (NOCs)



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.

 [wish-pathway](#) via LinkedIn

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High Performance Pathway

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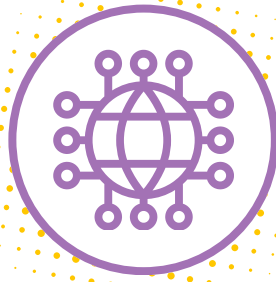
WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

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.

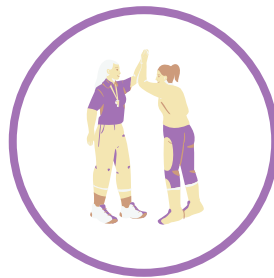
A key finding is that the WISH programme consistently enhances the **3Cs** of **Competence, Confidence** and **Courage** that enable the women participants to expand their horizons as leaders and broaden their personal goals as coaches in high performance sport.



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



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1 Aged 18 and over

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 in a sport on the Summer or Winter Olympic Games Sport Programme.

2

Able to integrate or are already integrated into national programmes that are in pathway to qualify athletes for the Regional and/or Continental Games, YOG, World Championships and Olympics at the World or Continental/Regional events or via the Tripartite system.

3

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).



**APPLICATIONS CLOSE:
31 MARCH 2025**

'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

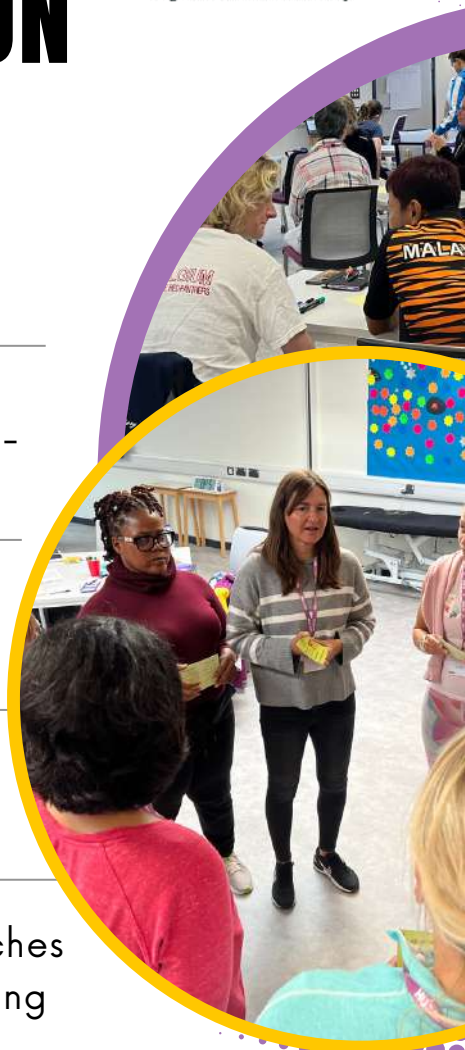


REQUIREMENTS FOR INTERNATIONAL FEDERATION INVOLVEMENT



Women in Sport
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- 1 1-10 coaches at an appropriate level
- 2 Funding to cover coaches' travel to the UK, accommodation throughout the residential, sport-specific programme, and mentoring.
- 3 Representative for approx 2 management group meetings per year.
- 4 Recruit sport-specific mentors
- 5 Provide sport specific opportunities to help coaches progress e.g training camps, next level of coaching qualification, competition opportunities.
- 6 Commitment to track and support coaches post WISH programme



APPLICATIONS CLOSE:
31 MARCH 2025



'The WISH Programme has been a game-changer for World Rowing coaches, equipping them with the skills, strategies, and confidence to break barriers and drive meaningful change in the sport. Over the past six years, 13 coaches have gained powerful tools to excel, overcome challenges, and champion progress - leaving a lasting impact both on and beyond the water.'

Anna Mguni

Development Manager | **World Rowing**

WISH MANAGEMENT GROUP



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The project is managed by a steering group composed of representatives from:

- Olympic Solidarity
- ASOIF and AOIWF (1 person from each)
- International Federations (1 per IF)
- WISH Management/University of Hertfordshire (3 people)

Meetings

- 2 meetings per year of 60-90 minutes online

Residential week

- IFs are welcome to attend the residential week and celebration dinner on Friday evening.



'WISH is dedicated to helping coaches develop the skills & confidence needed to thrive in high-performance environments. Collaboration is key to their success, and we encourage NFs, IFs, and NOCs to communicate, and actively support their coaches alongside the WISH Management Group, which is dedicated to sharing expertise ensuring women coaches receive the support and opportunities they need to succeed.'

Linda Low | WISH Programme Director

APPLICATION PROCESS



APPLICATIONS CLOSE:
31 MARCH 2025

COACHES CAN BE IDENTIFIED BY IFs and NOCs

NOC process

1. **NOC** nominate coaches via RELAY (OS Platform)

IF process

1. IFs, in collaboration with their NFs, can select coaches who have the profile to attend WISH and email their details to OS at: esperanza.martin_santana@olympic.org
2. **OS** will then contact the respective **NOCs** to ask whether they agree to support the selected coach.
3. For approved nominations, NOCs should apply for an OS scholarship via the RELAY platform. The decision to apply remains the NOC's prerogative.



"What we do is try to work with the women to identify what tools and resources and support they need to succeed at the high-performance level – as a coach, but also as a leader. The WISH programme is very much about not fixing the woman, but fixing the system. So we talk to them about how we can dismantle these obstacles to create this more inclusive and equitable system."

Professor Elizabeth Pike
WISH Project Director

NEXT STEPS



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**APPLICATIONS CLOSE:
31 MARCH 2025**

NOCs - Nominate your coach through RELAY

IFs - Nominate your coach by emailing their details to OS at:

esperanza.martin_santana@olympic.org

By 31 March 2025

****Successful applicants will be notified**

Join the Launch meeting

on the 5 May 2025

Support your coach with VISA application, flight and accommodation booking for the residential week in the UK between 28 July - 1 August 2025

By 1 June 2025

Nominate a representative for Management Group Meetings

By 28 July 2025



'The WISH programme has been an outstanding experience for our female coaches – growing their confidence around their strengths and providing an amazing network of female coaches across sports. Over 80% of our 19 WISH coaches have gone on to secure positions in their national pathways or elite women's competitions – 5 of them coaching with their senior women's teams in 7s and XVs rugby.'

Carol Isherwood OBE

World Rugby Performance Consultant – Elite coaching

Coach profile

1. Given Name (PD):
2. Family Name (PD):
3. Gender
4. Date of Birth:
5. Nationality:
6. Marital Status:
7. City:
8. Country/Territory:
9. Email Address:
10. Phone Number:
11. Is the coach still active?
Yes No
12. Level and Activity
13. Is the coach a refugee?
Yes No

Sport Selection

1. Sport Selection
2. Discipline Selection
3. Other (Discipline):
4. Category/Specialisation:

Information about the coach

1. Why did you select this particular candidate?

2. Did the coach already receive a scholarship through this programme in the past? If so, in which centre?
Yes No
3. Is your coach a former Olympian?

- Yes No
4. Has your coach already attended the Olympic Games?
Yes No
5. Has your NOC already started the registration process with the coach by contacting the centre?
Yes No
6. If applicable, please confirm your order of priority for this candidate

Sport Background (list all)

- Year + Clubs, athletes coached, past achievements, etc. Technical courses followed (OS & IF only)
- Year + Clubs, athletes coached, past achievements, etc. Technical courses followed (OS & IF only)
- Year + Clubs, athletes coached, past achievements, etc. Technical courses followed (OS & IF only)

Latest Coaching Activity (list all)

- Year + Type
- Year + Type
- Year + Type

Languages and Level (list all)

1. Language 1:
- Spoken
Beginner Intermediate Advanced Fluent
 - Written
Beginner Intermediate Advanced Fluent
 - Read
Spoken
Beginner Intermediate Advanced Fluent
2. Language 2:
- Spoken
Beginner Intermediate Advanced Fluent
 - Written
Beginner Intermediate Advanced Fluent

- Read

Beginner Intermediate Advanced Fluent

Files/Uploads/Related Documents

(這些請一同寄到承辦人信箱，感謝！)

- Curriculum Vitae (PDF or Word)
- Passport/ID Copy
- Support Letter
- Cover Letter
- Other File