

CASE STUDY 4

New Zealand Rowing: Career Coach

Name of the programme:

New Zealand Rowing: Career Coach

Briefly describe the programme:

A two-year programme incorporating 2x three-day workshops per year. The focus is on developing women's confidence and competence in a safe and supportive environment.

How did you implement it?

We at NZ Rowing, researched by connecting with other sports and women from the community. We developed a plan and requested funding from multiple sources – eventually received funding from High Performance Sport NZ. Once set up, promoted it and professionalised it, using designers and creating a logo etc.. We promoted widely in the community and asked coaches to nominate if they met the set criteria. Once nominations closed, a panel decided on who would be brought into the programme. Alternative development opportunities were provided for those who were unsuccessful. We have also termed it Career Coach and avoiding using the term women in the main programme as we aim for Women in rowing to be normalised and therefore the programme can be used for the next population group we need to assist.

What were your aims for the programme?

The programme aimed to increase the number of women coaching in the NZ pathway – initially with age group teams and ultimately to have more women coaching at the World Champs and Olympic Games. There was also the aim that for those who did not progress beyond the programme, would still lead in other areas, e.g. leading school and club, involved in governance and selection.

Did you achieve them?

So far yes we are on track. The first group of 10 completed the programme this year - 8 are involved in the national team, in some capacity - two selectors, one manager and 5 coaches at various levels. The increased publicity and demonstrated support for women coaches, resulted in even more women nominating for teams. In 2021, we had the highest

number of women coaching across the board, 10 out of 24 NZ pathway coaches are women. 9 new coaches were selected to enter the programme for 2022.

What would you change if you ran the programme again?

We have made some changes from Year 1 to Year 2. We made it shorter (one less workshop), removed the special project component and we are looking to make it more integrated with the RNZ team. This will include more time on the water, greater inclusion in the wider programme, rather than a stand-alone group. We will incorporate more science and sport specific components.

Any other feedback from the programme:

In the first group, we focused a lot on generic professional skills. The feedback indicated that the coaches felt the softer skills of coaching were to their strength, and the women tended to feel less confident in the science/data/tools of the sport. We incorporated this feedback into Year 2 and the next group will have greater input of the scientific and technical aspects, in addition to the professional coaching and self-awareness aspects.

Main contact for more details:

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Programme Flyer

WOMEN IN COACHING

COHORT 2

CAREER COACH

A NEW GENERATION OF COACHES

Rowing NZ is missing out on the values and skills that women bring – and we know that environments flourish with diversity.

To drive change and create a more inclusive environment, Rowing NZ is committed to continue with the Career Coach programme and welcome coaches to nominate for our second cohort of this development opportunity. The programme plans to provide a forum to develop leadership, confidence and capability in female coaches.

WHAT'S INVOLVED?

Career Coach is a two-year programme consisting of:

- » Two residential workshops per year (June and September)
- » Visits to shadow RNZ coaches
- » 1:1 professional development planning with the Coach Development Manager

CRITERIA

APPLICANTS MUST

- » Be able to commit to the two-year programme
- » Have ambitions to progress in rowing coaching
- » Have been coaching for at least four years

APPLICATION PROCESS

Applications are now open. Please go to the Rowing NZ website for more information and to nominate if you are interested in being part of this programme.

For all enquiries regarding this programme please contact:

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