

# PATHWAY TO PERFORMANCE

## WOMEN IN COACHING PROGRAMME - CASE STUDY



### Introduction

The **Pathway to Performance** women in coaching programme is a ten-month programme which provides development and learning opportunities to women coaches, specifically those who are currently coaching at the community level and have **aspirations to develop and move into performance coaching roles**.

The programme connects women coaches across Aotearoa and provides them with a safe and welcoming environment to learn, reflect, and share their experiences.

Since NZC's inaugural Pathway to Performance programme in the 2022/23 season, **18 coaches** have graduated from the programme, many of whom are now coaching within performance environments within Major & District Associations.

### Programme Aspects

- Guest speakers during online connects,
- One-to-one conversations with a trainer/mentor,
- Attending the U19 Women's National Tournament as a support coach,
- In-person residential, connecting with other coaches across NZ
- In-person connect with Major Association Pathway Manager,
- Practical coaching opportunities,
- Access to online learning modules,
- Domestic Competitions Shadow coaching opportunity,
- Coaching Observation/Feedback from a NZC Trainer.

*Below are the **top five** aspects of the programme, as rated by the coaches themselves:*

1. Practical Coaching Opportunities
2. In-person Residential
3. Attending the U19 Women's National Tournament as a support coach
4. One-to-one conversations with a trainer/mentor
5. Coaching Observation/Feedback from a NZC Trainer

### Feedback?

How would you rate the overall value of the programme?

**4.67/5**

Average participant rating.

How do you rate your confidence as a coach after completing the programme?

**100%**

Improved somewhat or greatly.

How do you rate your coaching knowledge after completing the programme?

**100%**

Improved somewhat or greatly.

# Coach Feedback

Participants shared their thoughts on the wide-reaching value they received from their involvement in the Pathway to Performance Programme. Their feedback is shared below using the value creation framework.



The value creation framework is an evaluation tool that reflects the aspiration to make a difference. Coaches describe the value they get from a learning opportunity and how this has influenced their ability to make the difference they want to make. The framework considers the short-term (immediate) value they received from simply attending the opportunity, through to long-terms (realized) value they continue to implement with their players, teams and clubs or schools long after they attended the opportunity.



## Immediate Value

"Coaching alongside people from around NZ. We were able to share knowledge, give advice and support each other throughout the course."

"Consistently reflecting on my own coaching is helping my players moving forward."



## Potential Value

"Campaign planning for the season. Setting goals for the team moving forward."

"Learning from other coaches/guest speakers about what is working and what isn't working within their areas"



## Applied Value

"Reflection of the game - letting players reflect themselves the week after the game. Removes emotion and lets players lead the conversation."

"Going forward to next season will be incorporating questions/forms to help gain insight into players and their expectations, values and what they want from me as a coach."



## Realised Value

"Check in with the senior leaders groups - include them in meetings and conversations"

"Incorporating a game-based approach to large groups was successful with games being a great way to work on skills."

***"Having all of the opportunities through the P2P programme has been amazing! I loved the residential and being able to connect with other coaches through the U19 and shadow coaching opportunities. I've been able to learn from all aspects of the programme!"***

***"I would love to share my experiences to the next cohort and help/support/mentor where I can. This is such an exciting time for female coaches in NZ and a pathway I am loving every second of and so grateful to be a part of! Thanks team for everything!"***

***I thoroughly enjoyed this programme and feel so privileged to be selected for it. It has inspired me to continue to grow as a coach!***

# Photos



**Want to learn more about the Pathway to Performance Programme?**  
Click the following link to find out more: [CLICK HERE!](#)