



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.

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Women in Sport  
High Performance Pathway

# LEADING THE WAY

## WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

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Women in Sport  
High Performance Pathway

# LEADING THE WAY

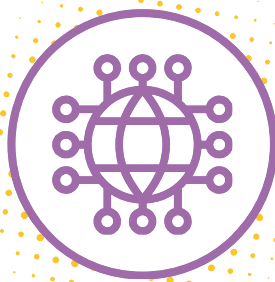
## WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

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  
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**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**



**Online graduation:  
7 DECEMBER 2026**



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

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

**3** 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.

**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

- 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



Women in Sport  
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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



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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](mailto: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



**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](mailto: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