



Pathway to Performance Female Coaching Programme 2022/23

Overview

NZC is committed to developing female coaches across the cricket network, through providing and facilitating development opportunities to bridge the gap between community and performance coaching.

Underpinned by our vision 'a game for all New Zealanders; a game for life', ensuring we have a growing and experienced group of female performance coaches is part of achieving that vision.

The Pathway to Performance Female Coaching Programme is an element of NZC and Sport NZ's 'Strengthen and Adapt' partnership. It aims to provide development opportunities to female coaches, specifically those who are currently coaching at the community level and have aspirations to develop and move into performance coaching roles.

The Pathway to Performance Female Coaching Programme is a national initiative, led by NZC with support and funding committed for the duration of the 'Strengthen and Adapt' project.

The objectives of the programme are:

- To identify and develop female coaches in each MA who have the potential to transition into performance coaching.
- To create a larger pool of female coaches with the skillset and confidence to coach at the high-performance level
- To establish a network of female coaches who can provide support and shared experiences to each other

Programme Summary:

The Pathway to Performance programme is a six-month programme targeting six female coaches who have shown an interest and skillset suited to coaching high-performance cricket in the future. The programme will provide development opportunities through various mediums (see below) and on-going support from the NZC coach development team, and women's performance team.

Why:

Despite increases in female participation around the network, females remain significantly under-represented in high performance cricket coaching roles within NZ. NZ Cricket's vision is a game for all New Zealanders, and this should be reflected in both on and off field capacities.

Women should be represented in all areas and at all levels of the game. There is an appetite among up-and-coming female coaches for these kinds of opportunities, and we aim to create something that will benefit our aspiring female coaching talent.

We need more female coaches to provide role models for young women and girls and more women featuring prominently in influential positions.

Where are we now?

- Out of twelve domestic MA Teams, only one woman holds the position of head coach
- Only four female coaches attended the 2021 Women's U19 tournament
- 8% of the total number of NZC Advanced Development qualifications are held by females
- 10% of the total number of NZC Development qualifications are held by females
- Across Aotearoa only 14% of the total number of coaches are female

Why has it been like this?

- A lack of emphasis by NZC and MAs in prioritising female coach development
- Lack of female role models
- Limited Informal Networks Exist for Women Coaches
- In the professional era men see the opportunities to coach female teams as a career steppingstone. These opportunities are not as easily afforded to women.

What will the programme involve?

- Attending a two-day, in person workshop
 - Delivered by NZC Coach Developers and Performance staff (October 2022)
- 2 x online workshops (November 2022 & February 2023)
- Involvement as an MA 'apprentice' coach at the U19 Tournament (December 2022)
 - A NZC Coach Developer will be present at the tournament to support apprentice coaches in their role.
- Shadow Coaching opportunity with an MA Team throughout the HBJ Trophy or Super Smash Campaign
- Access to an ongoing mentor/coach support person supplied by MA and/or NZC

Attendees will develop their skills, behaviours, and knowledge to thrive and flourish within the high-performance environment. These elements will enable them to share practice, reflect on experiences, gain practical coaching experience, develop a greater understanding of their challenges, and identify strategies and tactics to overcome them.

A post programme report is required from the Pathway to Performance Coaches to detail their experience.