

SUPPORT FOR NSOs WHAT YOU CAN ACCESS AND HOW TO ENGAGE

The purpose of Women in High Performance Sport (WHPS) is to enable NSOs to develop, retain and progress women in HP leadership and coaching through environment support. WHPS now operates through partner centered, bespoke design aligned to your HP strategic plan, campaigns, and succession planning.

1. WHAT'S NEW IN THE EVOLVED APPROACH

From programmes to partnerships

WHPS has shifted from standalone applications to codesigned, context specific partnerships with NSOs.

Core features:

Partner centered and bespoke

Designed jointly with you to meet sport specific needs.

Integrated with HP strategy

Aligned with campaign timelines, succession priorities, and people plans.

Wraparound delivery

Diagnostics, workshops, placements, mentoring, leadership coaching.

System focus

Builds inclusive leadership and learning systems across HP teams.

Longitudinal and experiential

Realtime, in environment support rather than one-off courses or programmes, time in HP environments with support.



What remains and continues to evolve

Residency Experience

Now embedded in NSO HP plans (secondments, impact roles, leadership/coaching residencies with wraparound support).

Te Hāpaitanga

Current cohort completes 2026; evolves to in environment consultancy for alumnae and targeted coaching support.

WHPS Network

A system lever for peer learning, visibility, and cross sport problem solving.

2. WHAT CAN YOU ACCESS?

NSO wrap around partnership support

Designed and delivered with HPSNZ to uplift people, learning, and performance within HP teams.

Tailored to context, it may include:

Culture, leadership and team dynamics

- Collective leadership assessments and 360 degree debriefs
- Team dynamics diagnostics
- Facilitated sessions in inclusive leadership practices.

Inclusive leadership education

- Unconscious bias and inclusive practice education for HP staff
- Recruitment/retention of women and gender pay gap exploration.

Organisational systems

- Integrated learning systems for alignments across HP roles (feedback loops, safe “fail fast”, reflective practice)
- Succession strategies to place women into meaningful HP roles.

Networking and sector connection

- Access to HPSNZ-led forums and communities of practice
- Storytelling and sector visibility support.

Outcome focus:

HP environments where all people with diverse skillsets are valued and thrive.

Residency Experience (embedded model)

Codesigned residencies aligned to your campaigns and workforce needs (leadership, coaching, or impact projects).

Support package may include:

- Salary contribution (with onboarding/admin allowances)
- Diagnostics, mentoring, leadership/coach development
- Targeted HP exposure (tours, camps, competitions)
- Integrated learning and evaluation (milestones and reflections).

Outcome focus:

Women are valued in HP roles through meaningful role clarity, succession and progression planning, and stronger team effectiveness.

Te Hāpaitanga – evolved delivery

- One on one, in-environment coach consultancy targeted to NSO campaign needs.
- Priority areas: contextual coaching capability, strategic voice, cultural leadership, international exposure (where relevant).

Outcome focus:

Targeted coach support for emerging high performance coaches.

Professional Development (PD) investment

Where agreed in the partnership plan, PD can cover:

HP exposure

Shadowing, targeted rotations, domestic/international campaigns.

Capability

Leadership/executive coaching, specialist skill uplift (e.g., data, analysis, communications).

Qualifications and courses

HP relevant, including international certifications where NSO provision is not available.

Enablers

Travel, accommodation, holistic support to participate in HP development.

Outcome focus:

Professional development aligned to contextual needs to support progression into high performance environments.



3. ELIGIBILITY AND READINESS CHECKLIST

Eligible NSOs

We are...

- A HPSNZ invested NSO (or aligned with HP system priorities)
- Willing to codesign a bespoke WHPS inclusive leadership experience integrated with succession planning
- A NSO HP tight team who all support WHPS objectives

NSO Endorsement expectations

We will...

- Nominate a design lead and ally/sponsor
- Provide hands on HP opportunities (leadership/ coaching/ impact projects)
- Commit to inclusive environment practices and reciprocal learning
- Meet agreed reporting and engagement requirements
- Be accountable and report on WHPS investment in line with the Investment Schedule

Criteria for women to be endorsed

We have identified a candidate who...

- Is a NZ citizen or permanent resident, identifies as a woman
- Is ready to be stretched in HP leadership or coaching
- Demonstrates growth in mindset and sport relevant knowledge
- Will commit to the agreed timeframe, activities, and PDP

4. QUICK FAQ FOR NSOs

Q: Do we need to wait for an application window?

A: No. Engage when a real opportunity emerges; support is codesigned to your sports timing and context.

Q: Can we shape residencies around our priority campaigns?

A: Yes. Residencies are aligned to your HP calendar and succession needs.

Q: We're early on our journey, can WHPS help?

A: Yes. WHPS offers diagnostics and frameworks to support initial understanding of environments and what may be valuable. This is done in partnership with you.

Q: Can PD funds cover international travel and exposure to other environments or competitions?

A: Where agreed in the plan, yes, if it directly supports the PDP and HP outcomes.

Q: What evidence do we need to provide HPSNZ?

A: Proportionate milestone updates, reflections, and final financial acquittal. All reporting is focused on outcomes and learning.



NEXT STEPS?

Start the conversation

Contact your HPSNZ Performance Team Leader or contact the Women in HP Sport Lead to signal opportunity and interest.

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