

**AUSTRALIAN WEIGHTLIFTING
FEDERATION**

HIGH PERFORMANCE PLAN

2019 - 2022

INTRODUCTION

The Australian Weightlifting Federation (AWF) has a proud history of being a successful sport at the Commonwealth Games both individually and as a team. Many times the AWF has developed a team that has been able to top the medal tally and produce multiple individual gold medalists.

Weightlifting as a sport has a long association with the social and cultural aspects of Australian life in that many of population crave the underlying capacities of strength and power

The AWF has developed this plan by collaborating with its High Performance Commission, its Board and its member states to enable the high performance outcomes be shared and owned by the whole of the sport.

VISION

Australians value and are inspired by the achievements of its national Weightlifting Team athletes.



MISSION

- Everyone in Australia has the ability to be involved in weightlifting in a way that enables them to achieve, be recognised and be deemed as successful.
- Weightlifting builds a sense of community via its club network that works and strives together.
- Weightlifting provides an environment that encourages diversity and opportunity for all that choose to be involved in it.
- Is a sport that is gender inclusive and provides opportunities equally and equitably to all who are involved
- Commonwealth Games number one nation for both women and men.

EXECUTIVE SUMMARY



The AWF High Performance Plan provides an outline of how the sport will progress from its current standing to meet its mission of becoming the Commonwealth Games number one nation for both women and men. To enable this the AWF needs to have an aligned and integrated pathway system that provides a sustained flow of identified, supported and talented athletes.

Qualifying performance totals will be established for all benchmark events to optimise progression towards the agreed key performance indicators with the Australian Institute of Sport. These targets will be regularly reviewed and monitored by its High Performance Commission to enable regular reporting and governance to both internal and external stakeholders.

The AWF reserves the right to be flexible and innovative in its approach to high performance so as to take advantage of world trends and practices that can optimise its agreed outcomes. The AWF will now enact an annual review and update of this plan beyond its current period (rolling plan).

HIGH PERFORMANCE GOALS

- Commonwealth Games number one nation for women and men
- Improve athlete results at all levels of World Championships with the intention of a top ten finish or better
- Qualify as many athletes for Olympic Games as possible

HIGH PERFORMANCE STRATEGIES

The AWF has identified five key strategies:

- Formation of High Performance Commission.
- A Commonwealth nations best practice system that prepares athletes to win Commonwealth events
- Individual Campaign Case Management of priority athletes
- Establish a pool of elite high performance coaches working in Australian
- The pathway for athletes to perform internationally is identified, developed and enacted.



HIGH PERFORMANCE TARGETS

Year	Targeted Benchmark Event	Result
2019	Commonwealth Championships, Oceania Championships	2 Gold, 1 Silver, 1 Bronze 3 Gold, 3 Silver, 3 Bronze
2020	Commonwealth Championships, Oceania Championships, Olympic Games	2 Gold, 1 Silver, 1 Bronze 3 Gold, 3 Silver, 3 Bronze 2 athlete representatives
2021	Commonwealth Championships, Oceania Championships	2 Gold, 1 Silver, 1 Bronze 3 Gold, 3 Silver, 3 Bronze
2022	Commonwealth Games	3 Gold, 3 Silver, 3 Bronze



HIGH PERFORMANCE DRIVERS

Driver: Athletes	Driver: Coaching	Driver: Leadership
Objective: Appropriate development pathways via national squad membership are identified and instigated to enable a constant flow and development of talent.	Objective: Implement State High Performance Coordinators to enhance and develop an elite coaching pool in each state jurisdiction.	Objective: Instigate and operationalise its High Performance Commission (HPC) to lead and manage the high performance system of the AWF
Components: National Squad System. Appropriate Qualifying Totals (Standards) set for performance progressions. Minimum	Components: Coach Development program. IOC Solidarity Coaching Courses. Targeted Coach Program	Components: High Performance Commission led national system State Coordinators to drive national outcomes in regional areas.
Driver: DTE	Driver: Competition	Driver: Research and Innovation
Objective: Identify and support appropriate high performance clubs that are appropriately equipped and support for high performance outcomes	Objective: Appropriate competition schedules are identified and implemented for priority athletes to optimise performances at benchmark events	Objective: Develop and implement a contemporary research and innovation strategy to optimise AWF objectives
Components: Minimum DTE standards required. National Camps Individual Campaign Plans for priority athletes	Components: Competitions aligned and coordinated at national and international for performance progressions.	Components: Prioritise projects Partnerships with the University sector to add additional resources.

DRIVER: ATHLETES

PATHWAY CURRICULUM

The AWF via its HPC will develop a pathway curriculum to provide a consistent and coordinated national approach to the development and progression of athletes. Whilst the AWF acknowledges that the FTEM model developed by the AIS can be applied in a systematic way, the small numbers of athletes applicable at each category level across Australia does not allow the AWF to fully adopt the model within its High Performance environment currently. The AWF prioritises its squad membership structure to optimise the development of its currently identified talent and will further enhance its pathways by developing optimal competencies for each level once the Squad structure is fully functional.

SQUADS

The AWF has developed protocols for Qualifying Totals (QT) and a subjective criteria for selection for all national squads and these protocols can now be implemented. The Squads will be sequential in nature and the AWF intends to resource as a priority the top level athletes initially to enable it to attain a number of its HP Goals. The Super Squad will then be built upon from a resourcing perspective to provide a sustainable flow of talent from youth to senior team membership and gold medal performances.

Athlete Categorisation	AWF Squad Membership
Podium, Podium Ready & Commonwealth Games Gold	Super Squad – Commonwealth Games Gold Medal potential for Birmingham 2022. Olympic Games Representation Tokyo 2020
Podium Potential	National Squad
Developing	Junior Squad
Emerging	Youth Squad

SQUADS CON'T

Super Squad – this Squad is made up of high performing athletes, using QT and incorporating current Commonwealth Rankings, who are or have the potential to win a gold medal at the Commonwealth Games in 2022 and have the potential to represent at the Olympic Games in 2020. This Squad will be prioritised and targeted, with athletes being supported with daily living support of approximately \$1000.00/month. To be a member of this squad, athletes and their coaches must develop and agree with the HPC a campaign plan which includes identified and targeted competitions and camps to optimise performance progressions and the AWF HP Goals before being resourced. At AWF organised training camps athletes will undergo scientific and performance testing with the results being conveyed to their personal coaches and the HPC. Progressions in performance will dictate ongoing membership within this squad, which includes financial, competition and camp support. Currently it is recognised that Australia's best athletes with the capabilities to achieve the AWF HP Goals lie within our women team.

National Squad: This Squad is made up of athletes selected by the HPC using QT and subjective assessment that have performed or show the potential to perform against the AWF HP Goals for Commonwealth Games medal and or international success. A yearly national plan outlining organized funded training camps and a personalised domestic and international competition calendar will be agreed with the athlete and their personal coached prior to any resourcing. Depending on available financial resources, a small daily living support could be provided to athletes demonstrating continued improved results.

Junior Squad: This squad is made up of athletes selected by the HPC using QT and subjective assessment that can represent the AWF at the World Junior Championships that are held annually. An agreed national approach to the athlete's performance progression to the National Squad will be developed for each member via and individual performance plan.

Youth Squad: This squad is made up of athletes selected by the HPC using QT and subjective assessment that can represent the AWF at the Continental and Regional Junior Championships that are held annually. An agreed national approach to the athlete's performance progression to the Junior Squad will be developed for each member via and individual performance plan..

DRIVER: COACHING

The AWF recognises that its HP Coaches are all voluntary and as such need to be developed on an ongoing basis..

The Australian Institute of Sport (AIS) have produced the following High Performance Coach Success Profile::

EXPERIENCE <ul style="list-style-type: none">• Sustained performance at an international level (coached a medal at World Championship or Olympic level)• Devising and executing a long term plan to guide the development of a high performance team• Working within high performance environments, developing high potential performers into elite performers• Leading a high performance support team	KNOWLEDGE <ul style="list-style-type: none">• Understanding the key levers for high performance delivery in the sport• Effectively leveraging support services for international success• Up to date with current trends in coaching science and practice
COMPETENCIES <p>Interpersonal:</p> <ul style="list-style-type: none">• Compelling communication• Building partnerships• Influence <p>Leadership:</p> <ul style="list-style-type: none">• Leading change• Developing others <p>Business/Management:</p> <ul style="list-style-type: none">• Building talent• Driving execution• Establishing strategic direction• Operational decision making• Sport as a business <p>Personal Attributes:</p> <ul style="list-style-type: none">• Passion for results• Elite disposition	PERSONAL STYLE <ul style="list-style-type: none">• Self-belief• Competitive/driven• Has strong ambition for athletes• Team player• Clarity of thinking• Commitment/persistence• Passion/enthusiasm• Honesty and integrity• Disciplined• Receptiveness to feedback• Curious/continuous learning• Initiative/adaptability

Every Identified AWF HP Coach will be mapped and developed with appropriate formal and informal activities.

Each HP Coach will be supported by a new initiative of this Plan, the State HP Coordinator. this position will undertake the administration and management associated with each HP Coach role as well as organise AWF HPC activities at a state level such as State Squad training days. These roles will work seamlessly with each State Association Coaching Committee to optimise overall coach development.

DRIVER: LEADERSHIP

NATIONALLY COORDINATED HP PROGRAM



The leadership and management of the AWF HP Program is led by the newly formed High Performance Commission (HPC) with guidance provided the AIS, Australian Olympic Committee (AOC) and Commonwealth Games Australia (CGA).

In conjunction with the AWF Board and the Chief Executive Officer (CEO), the HP Plan is reviewed and revised to the AWF HP strategic objectives and to achieve the AWF HP Goals. It is the AWF's objective to deliver a plan that fully aligns State Association's and other member organisations to achieve strategic objectives.

The HPC has been formed with expertise in many areas of high performance sport but the over-riding qualification will be a successful background in high performance weightlifting coaching. The Commission is chaired by a member of the AWF Board of Directors (BOD) – with the above qualifications – who will report the Commission's activities, decisions and recommendations directly to the BOD for approval.

NATIONALLY COORDINATED HP PROGRAM - CON'T

The AWF HPC has a mandate to deliver all aspects of the AWF High Performance Plan which include;

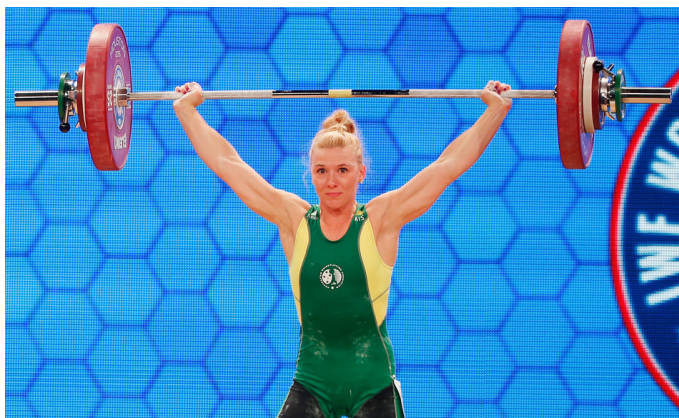
1. To ensure the AWF HP Goals are fulfilled.
2. To ensure that the AWF HP Strategies are fulfilled.
3. To empower State members to appoint a State High Performance Coordinator who will work with the HPC at a local level.
4. To have an influence in the production and review of qualifying standards for national teams and Squads.
5. To be responsible for team and Squad selection influenced by the QT but also being able to use subjective judgment on occasion.
6. To have a strong influence on Coach selection for National Squads and National teams.
7. To set target improvements in results and placing for individual athletes in specific events.
8. To advise the BOD which international events Australia should participate in annually.
9. Coach development – HPC will target high achieving coaches for further development and enhancement.



DRIVER: DAILY TRAINING ENVIRONMENT

The AWF will work with its member State Associations to define and set the criteria of what is needed in a high performance training centre to optimise athletes achieving performance outcomes. Whilst the AWF recognises that many of its Clubs and HP Centres are run with minimal resources and very much on the good will of each clubs members, audits of support both in technical equipment and service provision will allow identification of gaps and a strategy to address them.

No AWF HP Club or Centre receives HP services from any members of the National Institute Network currently, but individual athletes in some states have access. The AWF will look at have its HPC coordinate the integration of this support via either Campaign Plans for high ranking athletes or Individual Performance Plans for Squad members..



NATIONAL CAMPS

It is the intention of the AWF that all national squads will participate in HP camps conducted at the AIS Canberra Campus so as to facilitate technical and support for performance advancements.

The Super Squad will attend specific camps to undertake scientific assessments and utilise the expertise at the AIS to enhance the supply of data for both the athlete and the coach to make pertinent changes to each Campaign Plan to optimise medal success.

The National Squad will be exposed to a high performance environment by attending camps that develop the athletes and coaches understanding of the technical, scientific and psychological skills required to progress to international medal success.

Junior Squad members will attend one camp per year so ongoing testing data in conjunction with competition data can be tracked and trended to enable Individual Performance Plans to be as optimal as possible..

DRIVER: COMPETITION

COORDINATED AND ALIGNED NATIONAL COMPETITION SCHEDULE

The AWF Board and HPC will work closely with member State Associations to ensure that the domestic competition calendars within each state align to optimise the national program outcomes.

Each Squad member athlete will have an identified domestic competition program agreed on a yearly basis to maximise performance gains.

INTERNATIONAL COMPETITION FOR CURRENT AND FUTURE CYCLE ATHLETES

International competition is crucial for the performance progressions of the AWF's Super and National Squad members. Exposing the athletes within different Squad to the right level of international competition to develop their ability to perform at benchmark events is a critical element of the campaign and individual athlete planning process.

The AWF will identify via its HP Strategy the required international events each of its Super Squad athletes need exposure on a yearly basis to enhance their ability to win gold medals at the 2022 Commonwealth Games in Birmingham.

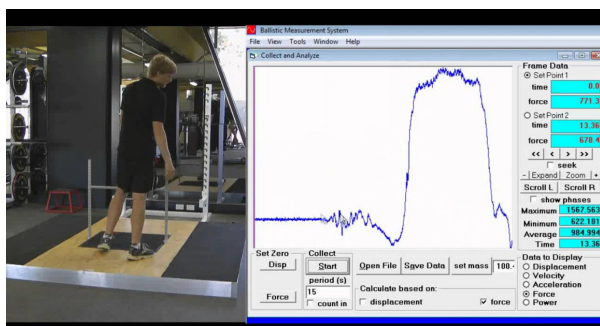


DRIVER: RESEARCH AND INNOVATION

RESEARCH PROJECTS

The AWF has developed a research strategy, led by its Sports Science Lead, which will enable research projects being undertaken and ensure a targeted approach that addresses performance issues and/or assists with achieving performance outcomes identified via campaign plans.

The AWF will adopt a systematic approach to prioritise projects that will have greatest impact on athletes achieving performance outcomes against the AWF High Performance Goals



INNOVATION

The AWF has an obligation to its athletes and coaches to innovate and strive to achieve competitive advantage by continual growth of its HP program. A continuous improvement philosophy dictates that innovative practices are implemented across each HP Driver and the AWF consistently looks externally for innovative solutions.

UNIVERSITY PARTNERSHIPS

The AWF has active involvement in research and innovation through projects in conjunction with a number universities. These projects are strength and power based and as such have good cross sport applications when outcomes are known. Further extension of these projects is envisaged pending resourcing.

The AWF is active in the approach of using students at Honors, Masters and PhD level to maximise its ability to target appropriate projects.

2019 - 2022 HIGH PERFORMANCE PLAN

AUSTRALIAN WEIGHTLIFTING FEDERATION

Performance Drivers:

- Athletes
- Coaching
- Leadership
- Daily Training Environment
- Competition
- Research & Innovation

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