



2021-2024

STRATEGIC PLAN



MOTTO

Success in Sport and Life

VISION

Victorians are proud and inspired by our national and international sporting success

MISSION

To provide leadership that enables talented Victorian athletes to excel in sport and life

DEFINITION OF SUCCESS

The aspirations of the VIS are consistent with the National High Performance Sports Strategy (NHPSS).

Podium Success

- ✓ All our athletes and staff strive to be world's best in sport and are supported in their journey
- ✓ Victorian athletes representation and performance progressively increases at each major Games
- ✓ Victorian athletes are well positioned to contribute to Australia's 2032 Olympic and Paralympic ambitions

World Leading Systems

- ✓ We lead, influence and collaborate to drive high performance sport
- ✓ We are the experts in talent development
- ✓ Sport daily training environments optimise athlete talent

Pride and Inspiration

- ✓ Our community engagement contributes to "Get Active Victoria"
- ✓ Our athletes are a positive influence on the Victorian community

STRATEGIC PRIORITIES

- ✓ Drive high performance outcomes with sports
- ✓ Stay ahead of the game
- ✓ Tell our story

KEY PERFORMANCE INDICATORS

The performance indicators are a combination of lag indicators (performance outcomes) and lead indicators (emerging athletes and community engagement) that provide information as to whether the strategy is likely to deliver on expectations.

Performance

- ✓ Trend in medals
- ✓ Trend in athletes reaching finals (Top 8)
- ✓ Trend in representation on Australian teams

Emerging athletes

- ✓ Increased number of athletes categorised in emerging and developing
- ✓ Proportion of athletes moving from developing to podium categories
- ✓ Proportion of athletes with an active individual performance plan that is tied to performance progression

Community engagement

- ✓ Number of athlete community contacts
- ✓ Positive community perception of the pride and inspiration of athletes as measured by the Sport Australia Community Engagement Monitor



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Drive high performance outcomes with sports

Support coaches to leverage the collective capability and expertise of the VIS

- ✓ Embed coaching processes that have a clear method and timeframe over a cycle
- ✓ Deliver targeted education around priority areas from the Coaches PD Map
- ✓ Support coaches to better allocate investment and resources over the cycle
- ✓ Develop a positive, progressive and challenging learning environment with each sport

Become the experts in talent development

- ✓ Identify the ingredients for athlete progress and success for each sport
- ✓ Work with each sport to create a framework to benchmark athlete development
- ✓ Collaboratively develop individual athlete plans that identify sporting and performance lifestyle developmental areas, and measures progress over an extended period of time

Agree the delivery model which defines the role of the VIS and acknowledges the diverse and evolving structures of each sport

- ✓ Develop agreements with each sport
- ✓ Utilise the PMM to drive a forward-looking agenda and plans
- ✓ Explore partnership opportunities with other high performance partners

Increase access to world class facilities in Victoria

- ✓ Audit existing facilities against daily training environment requirements and identify gaps
- ✓ Work with SRV and/or facility owners to create user agreements with key facilities
- ✓ Work with SRV to ensure the VIS are consulted on facility development

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Stay ahead of the game

Embed the conditions, environment, and resources for a creative and innovative culture

- ✓ In consultation with staff, set the dialogue and conditions for a vibrant creative culture
- ✓ Understand and promote the process and mechanisms to activate an idea
- ✓ Create the environment and time for innovative projects and solutions

Better use data, research and insights to underpin decisions

- ✓ Identify the key data to inform decisions in the sport's daily training and competition environments
- ✓ Develop solutions that enable coaches to best use daily training information against the athlete's plan
- ✓ Facilitate coach capability to use data on a daily basis to inform athlete decisions and athlete feedback
- ✓ Determine the information from the AMS that will be useful for all sports and the additional requirements a sport might use
- ✓ Determine and deliver corporate data requirements

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Tell our story

Share VIS stories, innovations and successes with staff and athletes

- ✓ Encourage staff to share diversity of news, solutions and successes
- ✓ Create mediums to share and celebrate news, solutions and successes
- ✓ Create a bank of stories under categories

Implement the VIS strategic communications project to engage with Government and the Victorian community

- ✓ Increase stakeholder awareness of the VIS as the leaders of high performance sport in Victoria
- ✓ Cement the association between VIS and the success of athletes at the Olympic, Paralympic and Commonwealth Games
- ✓ Increase the awareness of the value the VIS delivers to the Victorian community

