

# PARENTAL SUPPORT PROGRAM

GOLF AUSTRALIA - HIGH PERFORMANCE



## Summary

- The Golf Australia (GA) Parental Support Program provides flexible working conditions for women in high-performance (HP) leadership roles.
- Providing women with greater opportunities to stay engaged allows GA to retain and recruit the right people.
- Ensuring our team promotes a true HP culture in all aspects of work.

## Learning Content

- Currently, only 6% of AUS golf coaches are female - we must grow this number.
- Part of why we see high levels of drop-out in female staff is family.
- We believe that more female coaches will attract more females to the game.

## Evaluation (Survey)

- Staff able to complete their duties while on the road with family.
- A great distraction between competition rounds.
- Showed athletes that it is possible to work with family.

## Flexibility

- Covid showed us that we can work effectively with flexible conditions.
- This has empowered working parents.
- Our ability to adapt during Covid shows parents that employers are willing to adapt to their busy family lives.

## Challenges

- Gaining buy in from the full HP team.
- Child illness and logistical challenges on the road and overseas.
- Budget constraints and applying for grants.

## Key Outcomes

- Promote an inclusive environment and ensure women feel valued regardless of their hours or roles.
- Showcase that parents can "do it all".
- Support GA's vision of more female coaches, better support for women in HP, and more women in leadership roles.

“ Women in leadership roles are really hard to come by in high-performance; there's such a need to travel... you're servicing athletes all around the world. So the question is: how do we continue to get the best staff or keep the best staff? ”

Brad James, General Manager of High Performance, Golf Australia