



# Ireland Lacrosse (High Level) **DRAFT**

## High Performance Strategy 2024-2032

### "Building Excellence, Achieving Greatness"

#### **Alignment with Ireland Lacrosse's Organizational Strategy.**

The High Performance Strategy\* builds on Ireland Lacrosse's Vision, Values and Priorities to guide the development of a long term high performance strategy to build excellence and achieve greatness. For more information on Ireland Lacrosse's Organizational Strategy see:

<https://main.irelandlacrosse.ie/wp-content/uploads/2024/03/Ireland-Lacrosse-Strategic-Plan-2022-2026.pdf>

#### **Ireland Lacrosse's High-Performance Vision**

To establish Ireland Lacrosse as a globally competitive program that consistently achieves podium success through sustainable excellence in athlete development, coaching, and performance support.

#### **National HP System Purpose Statement**

For Irish Men's and Women's Senior Teams to consistently achieve medal positions at European and World Championships while building sustainable pathways to Olympic success.

*\*This document is a high-level overview of the Ireland Lacrosse High-Performance Strategy 2024-2032, which enables a newly appointed High-Performance Director to develop each area into more tangible milestones and plans.*

#### **Main Performance Targets**

##### **2024-2028 (Olympic Cycle 1)**

- **World Championships**
  - Medal Round (All Programs - Box, Field, Sizes, U20s)
  - Minimum: Quarter Finals (All Programs - Box, Field, Sizes, U20s)



- **European Championships (Mid-Term Milestone)**
  - Target: Medal Positions (All Programs)
  - Minimum: Automatic World Championship for Division 1 - Qualification (All Programs)
- **Olympic Qualification (Sixes)**
  - **Women's:** World Games Participation and 2028 Olympic Qualification
  - **Men's:** Development of Olympic-ready program
    - **See: Athlete Feedback**

## 2029-2032 (Olympic Cycle 2)

- **World Championships**
  - Target: Medal Positions (All Programs)
  - Minimum: Semi-Finals (All Programs)
- **European Championships (Mid-Term Milestone)**
  - Target: Gold Medal (All Programs)
  - Minimum: Medal Position (All Programs)
- **Olympic Games 2032**
  - Target: Medal Contention (Men and Women)
  - Minimum: Quarter Finals (Men and Women)

## High Performance System Principles

1. **Athlete-Centered**
  - Individual performance plans for all national team athletes
  - Comprehensive athlete well-being support
  - Clear pathway from development to elite performance
  - Financial support mechanisms
2. **Coach-Led Development**
  - Professional development pathways
  - Mentorship programs
  - Performance-based accountability
  - Integration with international best practices
3. **Performance-Driven Culture**
  - Clear performance metrics
  - Regular evaluation and feedback
  - Culture of excellence and accountability
  - Emphasis on continuous improvement
4. **System Integration**
  - Alignment between HP and domestic developmental programs through collaboration and knowledge sharing.
  - Coordinated domestic competition structure
  - Develop Partnerships with US collegiate programs



- Integration with the international lacrosse community

## **Strategic Pillars**

### **1. High Performance Structure**

- Establish a fully operational HP Committee
- Implement a professional HP management structure
- Develop transparent reporting and accountability frameworks
- Create a sustainable funding model

### **2. Athlete Development Pathway**

- Implement a long-term Athlete development program based on the recognized FTEM framework utilized by Sport UK or Sport Australia.
- Develop continuous Anti-Doping education for from the talented athlete phase onwards.
- Establish a framework to develop a National HP Hub (Either Physical / Virtual)
- Create a talent identification system
- Develop individual athlete performance plans

### **3. Coaching Excellence**

- Build on existing coach accreditation framework
- Implement a coach mentorship program to re-engage retired national team athletes
- Create specialist position coaching programs
- Establish coach performance evaluation system

### **4. Competition Framework**

- Create a domestic high-performance competition structure
- Establish an international competition program
- Develop year-round training and competition calendar
- Build preparation event schedule aligned with major championships

### **5. Performance Support**

- Establish a sports science/medicine network
- Implement athlete monitoring systems
- Create a performance analysis framework
- Develop a mental performance program

### **6. Daily Training Environment**

- Establish regional training centers



- Implement standardized training protocols
- Create a video analysis system
- Develop a remote training support structure

## **Implementation Phases**

### **Phase 1: Foundation Building (2024-2026)**

- Establish HP organizational structure
- Implement athlete pathway framework
- Develop a coaching education system
- Create baseline performance support services
- Establish a domestic competition structure

### **Phase 2: System Enhancement (2026-2028)**

- Expand HP support services
- Implement advanced coaching development
- Establish an international competition program
- Create a comprehensive talent identification system
- Develop Olympic preparation strategy

### **Phase 3: Performance Optimization (2028-2030)**

- Fine-tune HP systems
- Enhance performance support
- Expand international program
- Implement advanced analytics
- Develop medal-winning strategies

### **Phase 4: Sustainable Excellence (2030-2032)**

- Achieve full system integration
- Establish a consistent podium presence
- Create a sustainable funding model
- Build long-term athlete development
- Implement succession planning

## **Success Indicators**

### **1. Performance Metrics**

- Medal counts at significant championships
- World ranking improvements



- Athlete progression rates (Tracking Athletes From Talented to Mastery)
- Coaching certification levels
- 2. **System Development**
  - Number of HP-accredited coaches
  - Athletes in HP pathway
  - Domestic competition quality
  - International competition exposure
- 3. **Program Sustainability**
  - Funding stability
  - Athlete retention
  - Coach development
  - Support service quality

## **Annual Review Process**

- Quarterly performance reviews
- Annual strategic plan updates
- Post-major event evaluations
- Stakeholder feedback integration
- System effectiveness assessment

## **Risk Management**

- Financial sustainability planning
- Succession planning for key positions
- Alternative competition planning
- Injury prevention protocols
- Cultural integrity measures

This strategy represents Ireland Lacrosse's commitment to building a world-class high-performance program that delivers consistent international success while developing sustainable pathways for future generations of Irish lacrosse athletes.