

# AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

## **OLYMPIC TEAM LEADER POSITION PROFILE**

### *INTRODUCTION*

Sports and disciplines within an Australian Olympic Team have traditionally been led by a Section Manager. This role has been accountable for leadership of their section of the team at Games time and management of National Federation liaison with the AOC in the pre Games period.

The AOC has undertaken a review of the Section Manager role, including the consideration of feedback from National Federations. This review has led to a change in nomenclature and a revision of the scope of responsibilities for this position. For the Rio 2016 Olympic Team sports and disciplines will be led by a Team Leader, rather than a Section Manager.

The change in terminology from Section Manager to Team Leader reflects the broader responsibilities of this role, including the strategic oversight of their section's planning, preparation and performance and proactive involvement in the development and implementation of a strong team culture, adhering to Australian Olympic team values and expected behaviours.

The Team Leader of an Olympic Team is a critical role in the Olympic Team Management structure and provides the link between the Team Executive and the athletes, coaches and other support personnel.

In 2016, the Team Executive is committed to delivering a successful Team based on five key themes:

- Leadership
- Planning & Execution
- Performance Excellence
- Culture & Values
- Subsites/Location Specific

## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

### ***NOMINATION & APPOINTMENT***

The Team Leader is appointed by the AOC, on the recommendation of the National Federation. They may be required to undergo a nomination and selection process as determined by the AOC in its absolute and sole discretion.

The Team Leader must act in accordance with the Team Membership Agreement - Officials when published by the AOC. This will be made available on the AOC website at [olympics.com.au](http://olympics.com.au) and all appointments will be conditional of the Team Leader signing the Team Membership Agreement and making a Statutory Declaration regarding anti-doping matters.

### ***RESPONSIBILITY TO THE OLYMPIC TEAM***

The Team Leader, while at all times remaining cognisant of National Federation (NF) objectives and policies, is subject to the control, management and direction of the Chef de Mission of the Team or any person appointed by her.

As well as following AOC directives, the Team Leader must act in strict accordance with the Team Membership Agreement.

In particular, the Team Leader has obligations to: -

- (1) be bound by the Olympic Charter as in force from time to time;
- (2) comply with, the AOC Constitution and By-Laws and the Team Membership Agreement;
- (3) respect the spirit of fair play and non-violence and behave accordingly;
- (4) respond to all operational and other requests by AOC staff and the Chef de Mission in a timely and efficient manner;
- (5) contribute to broader team;
- (6) conduct themselves so as to obtain and maintain their best possible mental and physical fitness and health to perform to the best of their ability at the Games and in the lead up and carry out their duties to the Team to the best of their ability;
- (7) observe and comply with all reasonable directions of the Chef de Mission and any person appointed by her;

## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

- (8) not at any time engage in conduct (whether publicly known or not and whether before or after the date of their selection), which has brought, brings or would have the tendency to bring them or their sport into disrepute or censure, or which is or would have the tendency to be inconsistent with, contrary to or prejudicial to the best interests, image or values of the AOC or Team Sponsors, or as a result of which their continued membership in the Team would not be or would not likely be in the best interests of the Australian Olympic Team;
- (9) provide assistance and honestly and fully disclose and continue to disclose any relevant information to the AOC, and during Games Period the Chef de Mission, or anyone nominated by her, including but not limited to information relating to conduct of an Athlete, Official or Associate Official of the 2016 Australian Olympic Team that may be considered to breach a term(s) of any agreement on similar terms to the Team Membership Agreement;
- (10) travel and depart from the Games Accommodation (Olympic Village or other location as approved by the AOC) on the dates and in the manner determined or approved by the AOC or as directed by the Chef de Mission and any person appointed by her;
- (11) reside in the Games Accommodation for the whole of the period determined by the Chef de Mission or at such other location during the Games as directed or approved by the Chef de Mission;
- (12) wear throughout the Games the uniform and clothing and use the equipment supplied as a member of the Team. The Team Sponsor's marks on this clothing must not be obscured or damaged;
- (13) provide all reasonable assistance to the AOC in its fundraising activities; and
- (14) notify the AOC in writing of the names of their sponsors and the relevant terms of the agreements with their sponsors within 14 days of their selection as a member of the Team and to promptly advise the AOC of all changes to their sponsors and the terms of their agreements with their Sponsors;
- (15) maintain strategic oversight of team planning, preparation and performance;
- (16) proactively develop and implement the Australian Olympic Team culture and values, or culture and values largely consistent the those of the Australian Olympic Team within their section; and
- (17) effectively manage any officials appointed to their section.



## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

### ***RESPONSIBILITY TO THE SECTION***

The Team Leader, in conjunction with the Team Manager and/or Head Coach of the Section (where one and/or the other has been appointed), assumes responsibility for all areas of operation of the Section both within and outside the competition arena.

During the Olympic Games, the Team Executive and other administrative staff place paramount emphasis on supporting the needs of athletes. Recognising this, the Team Leader must at all times focus on the needs of the athletes having regard to developing and enhancing the environment for high performance, discipline and team culture.

## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

### *CONDITIONS OF APPOINTMENT*

Appointment of the Team Leader will be subject to the following conditions:

- Attendance at at least one of the Campaign Rio High Performance Forums to be held in 2014, 2015 and 2016;
- Attendance at the two Team Management Meetings and associated workshops (February 2015 and February 2016);
- Active and satisfactory participation in the touring program of their sport with the senior national Team between 2014 and 2016 in a leadership capacity;
- Signing of the Team Membership Agreement;
- Making a statutory declaration regarding anti-doping matters as required by the AOC;
- Obtain a Working With Children check;
- Where relevant, subject to the qualification of their sport; and
- Where relevant subject to ongoing satisfactory employment with their National Federation.

## ***TEAM LEADER COMPETENCIES***

### **Competencies**

### **Description**

#### **Performance Excellence**

Experienced in leading high performing World and Olympic level national sporting teams with high levels of accountability and visibility. Have proven history of capability of discharging the duties of an Olympic Team Leader.

Understands leadership management principles and their application to managing a national sporting team.

Understands differences in demands made of managers of Olympic Teams compared to those of national teams.

#### **Planning and Execution**

Demonstrates a clear understanding of the issues relating to managing a national sporting team and a perception of the implications of being part of the total Olympic Team.

Has the demonstrated capacity to plan and implement activities, to co-ordinate people and resources and to maintain appropriate monitoring and controls.

#### **Leadership**

Has the interpersonal and management skills to successfully motivate and direct Team members.

Establishes and implements strategic direction of the sport.

Works effectively with people and shows respect and sensitivity to their needs.

Ability to build and maintain partnerships with all members of the Australian Olympic Team.

#### **Culture and Values**

Ability to develop culture and values in team, and to exemplify them personally and ensure adherence by all team members.

## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

|                          |   |
|--------------------------|---|
| <b>Location Specific</b> | Ability to adapt to the challenges of Rio.  |
| <b>Decision Making</b>   | Demonstrates a logical and rational approach in weighing up high performance issues and coming to a decision.<br><br>Shows initiative in making decisions and taking action.  |
| <b>Communication</b>     | Demonstrates strong written and verbal communication skills and able to provide reports when required.<br><br>Experienced exposure to media scrutiny.   |
| <b>Presentation</b>      | Experienced in dealing with international and national media and press conferences.<br><br>Competent to deal with high-ranking Government representatives, officials of the Olympic Organising Committee, fellow sports officials, diplomatic officers and business leaders.  |
| <b>Coping Skills</b>     | Maintains personal control and quality standards when faced with long hours of work and changing demands.   |
| <b>Commitment</b>        | Passion for results.<br><br>Shows enthusiasm and preparedness to put athlete performance before personal considerations.<br><br>Available to travel with the sport to all pre-Olympic competitions and preparations and attend all Team meetings and assemblies.<br><br>Demonstrates commitment to the Olympic movement through an understanding of its Fundamental Principles. |



## **Sport Technical Knowledge**

Demonstrates technical knowledge in their sport and knowledge of IF rules and procedures, to enable understanding of the sport specific administrative procedures and specific technical requirements of the athletes and other officials.

In the case of small sections, demonstrates coaching knowledge, skill and experience to support athletes in their preparation for Olympic competition.

**UPDATED 21 MARCH 2014**



## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

### A.S.P.I.R.E. TEAM VALUES

The AOC Athletes' Commission supports the A.S.P.I.R.E values adopted as the Australian Olympic Team value statement, and enshrined in the Team Agreement, signed by all athletes participating at an Olympic Games.

(1) **Attitude** – My positive attitude is essential in overcoming obstacles to help me improve and give of my best. My positive attitude is a key ingredient to success and leadership.

(2) **Sportsmanship** – I recognise that sport is greater than the individual; that cheating reduces the stature of sport and all who love it; that class, race and creed are never factors in the attitude of true sports people and those who respect the virtues and values of sport.

(3) **Pride** – Pride drives me when the temptation is to settle for something less. I am proud to have been chosen to represent our country.

(4) **Individual responsibility** – I alone am responsible for my performance but I will be generous in acknowledging the support of others.

(5) **Respect** – I respect sport, the efforts of my competitors, my team mates and officials. I respect Australia, our Olympic past and the spirit of Olympism.

(6) **Express** – I have an opinion and will express my view with thought and consideration to others. In showing my emotions I do so with individuality and, where possible, good humour and humility.

## AUSTRALIAN OLYMPIC TEAM – RIO 2016

---

### **THE FUNDAMENTAL PRINCIPLES OF OLYMPISM**

Team Leaders appointed to the Australian Olympic Team should embrace and promote the Fundamental Principles of Olympism and ensure that such principles are incorporated into the manner in which they perform their role.

The Fundamental Principles of Olympism are:

1. “Modern Olympism was conceived by Pierre de Coubertin, on whose initiative the International Athletic Congress of Paris was held in June 1894. The International Olympic Committee (IOC) constituted itself on 23<sup>rd</sup> of June 1894. In August 1994, the XII Congress, Centennial Olympic Congress, which was entitled “Congress of Unity”, was held in Paris.
2. Olympism is a philosophy of life, exalting and combining in a balanced whole, the qualities of body, will and mind. Blending sport with culture and education, Olympism seeks to create a way of life based on the joy found in effort, the educational value of good example and respects for universal fundamental ethical principles.
3. The goal of Olympism is to place everywhere sport at the service of harmonious development of man, with a view to encouraging the establishment of a peaceful society concerned with the preservation of human dignity. To this effect, the Olympic Movement engages, alone or in cooperation with other organisations and within the limits of its means, in actions to promote peace.
4. The Olympic Movement, led by the IOC stems from modern Olympism.
5. Under the supreme authority of the IOC, the Olympic Movement encompasses organization, athletes and other persons who agree to be guided by the Olympic Charter. The criterion for belonging to the Olympic Movement is recognition by the IOC. The organisation and management of sport must be controlled by the independent sport organisations recognised as such.
6. The goal of the Olympic Movement is to contribute to building a peaceful and better world by educating youth through sport practiced without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair-play.
7. The activity of the Olympic Movement, symbolised by five interlaced rings, is permanent and universal. It covers the five continents. It reaches its peak with the bringing together of athletes of the world at the great sport festival, the Olympic Games.
8. The practice of sport is a human right. Every individual must have the possibility of practising sport in accordance with his or her needs.
9. The Olympic Charter is the codification of the Fundamental Principles, Rules and By-Laws adopted by the IOC. It governs the organisation and operation of the Olympic Movement and stipulates the conditions for the celebration of the Olympic Games.