PURPOSE
To provide opportunities for talented Western Australian Athletes to achieve excellence in elite sport with support from their home environment.

VISION
To Produce Champions

GUIDING PRINCIPLES
The philosophies guiding WAIS operations are defined by the following principles:

**International Focus**
WAIS will prioritise resource allocation to support athletic performance at the international level.

**Western Australian Significance**
WAIS will give priority to sports important to the Western Australian community.

**Partner to Value Add**
WAIS will partner sports that provide national leadership and will allocate resources to enhance the support provided by them to their athletes.

**Community Values**
WAIS will maintain high community values in all aspects of its operation and recognise that WAIS athletes as role models are expected to reflect these values.
GOALS

1. Maximise Western Australian contribution to Australia's International Success¹
2. Maximise Western Australian representation on significant Australian Teams
3. WAIS National representatives reflect the personal values of a champion

Note: ¹ as defined by Australia’s Winning Edge Strategy; World Championships limited to Summer Olympic/Paralympic and Commonwealth Games events. http://ausport.gov.au/

KEY PERFORMANCE INDICATORS

• Percentage of Australian gold medal athletes from WA.
• Percentage of Australian gold medal athletes supported by WAIS.
• Percentage of Australian medallists from WA.
• Percentage of Australian medallists supported by WAIS.
• Percentage of national team representatives from WA.
• Percentage of national team representatives supported by WAIS.
• Percentage of WAIS national team representatives reflecting the personal values of champions.

VALUES

Our culture is defined by valuing people and excellence in all aspects of our operations.
OPERATIONAL PRINCIPLES
WAIS is a performance driven organisation and creates structures and systems aligned with the following two principles:

1. Athlete focussed
2. Coach led multidisciplinary approach

PERFORMANCE ENHANCEMENT CRITICAL SUCCESS FACTORS
WAIS core operations are focussed on attaining the following critical success factors:

1. **Quality Athletes**: identifying and engaging athletes with the attributes and attitude for high performance sport.

2. **Training environment**: providing for each identified athlete a daily training environment appropriate to achieve their performance goals inclusive of:
   a) Coaching
   b) Facilities
   c) Equipment
   d) Specialist Services

3. **Competition opportunities**: providing athletes with the required competition opportunities to maximise their competitive skills.

4. **Sport and life balance**: Ensuring identified athletes have the opportunity to engage in the required training and competition plan to meet their sporting and life goals and are supported to develop attitudes and behaviours reflective of community champions.
KEY RESULT AREAS
WAIS has identified five key result areas that are critical to fulfilling our purpose. These KRA’s provide focus for our strategic direction.

ATHLETE PERFORMANCE SYSTEMS
Definition: The athlete identification, development and management systems required to produce champions

<table>
<thead>
<tr>
<th>MEASURES OF SUCCESS</th>
<th>GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effectiveness of systems and processes</td>
<td>Best practice athlete identification, development and management systems and processes</td>
</tr>
<tr>
<td>Efficiency of process</td>
<td></td>
</tr>
</tbody>
</table>

STAFF
Definition: The individual employees and the human resource management systems and processes used to support them.

<table>
<thead>
<tr>
<th>MEASURES OF SUCCESS</th>
<th>GOALS</th>
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<tbody>
<tr>
<td>Knowledge, competencies and performance</td>
<td>Attract, develop and retain quality staff</td>
</tr>
<tr>
<td>Staff engagement</td>
<td>Staff united by our organisational culture and values</td>
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PARTNERSHIPS AND STAKEHOLDERS
Definition: The relationships with the sporting community, government and other stakeholders that enhance the opportunities for our athletes to become champions.

<table>
<thead>
<tr>
<th>MEASURES OF SUCCESS</th>
<th>GOALS</th>
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<tbody>
<tr>
<td>Partnerships achieve agreed objectives</td>
<td>Strategic partnerships to achieve specific outcomes</td>
</tr>
<tr>
<td>Partner and stakeholder engagement</td>
<td>Partners and stakeholders positively engaged with WAIS</td>
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**FINANCE**

**Definition:** The financial resources and systems to deliver the majority of investment required to achieve our vision.

<table>
<thead>
<tr>
<th>MEASURES OF SUCCESS</th>
<th>GOALS</th>
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<tbody>
<tr>
<td>Required versus actual financial resources</td>
<td>Funding to support optimum operations to achieve our goals</td>
</tr>
<tr>
<td>Effectiveness of financial management systems</td>
<td>High quality and low cost financial management systems and processes</td>
</tr>
<tr>
<td>Efficiency of financial management process</td>
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**INFRASTRUCTURE**

**Definition:** The facilities and equipment required to enable and deliver services to our athletes.

<table>
<thead>
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<th>MEASURES OF SUCCESS</th>
<th>GOALS</th>
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<tbody>
<tr>
<td>Quality of available infrastructure</td>
<td>Sport specific training facilities and equipment that meet functional requirements.</td>
</tr>
<tr>
<td>Access to infrastructure</td>
<td></td>
</tr>
<tr>
<td>Quality of available infrastructure</td>
<td>Service and Administration facilities and equipment suitable to support achievement of our vision.</td>
</tr>
<tr>
<td>Access to infrastructure</td>
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</table>
The Western Australian Institute of Sport is proudly supported by the Government of Western Australia.