



Ireland Lacrosse (High Level) High Performance Strategic Plan 2024-2032

"Building Excellence, Achieving Greatness"

High Performance Documentation

29 January 2025

Version	Date	Author	Rationale
0.1	14 January 2025	Sean Gibson	Final Draft
1.0	28 January 2025	Sean Gibson	+MK Feedback
1.1	29 January 2025	CConway	Grammar etc



High Performance Strategic Plan 2024-2032 (High Level Overview)

"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 the 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
- Develop and implement the 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 an Olympic preparation strategy

Phase 3: Performance Optimization (2028-2030)

- Fine-tune HP systems
- Enhance performance support
- Expand the 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.