

World Athletics Gender Leadership Conference - SG Notes

General Links:

Link to WA post:

<https://worldathletics.org/women-in-athletics/news/gender-equity-actions-allyship-award-gender-leadership-conference-tokyo-25>

Lead the Track: Breaking Limits in Global Sport Leadership:

<https://worldathletics.org/women-in-athletics/gender-leadership-taskforce> (watch the video, it's amazing!)

Live Stream: [Livestream - Gender Leadership Conference - World Athletics ...YouTube · World Athletics](#) 9.6K+ views · 2 days ago

Gender Leadership Strategy 2025 - 2027: [Gender Leadership Strategy 2025-2027](#) worldathletics.org [download](#) [download](#)

Opening Remarks from WA President, Lord Sebastian Coe

- Male allyship is absolutely essential.
 - Why? Make it meaningful.
 - How? It must be measurable.
 - What? It must be sustainable - repeatable and continued, not a one time effort.

From Athlos Founder, Alexis Ohanian (video)

- As a male you need to step up and then you need to stand behind strong women
- "When women lead, everyone wins."

From Abby Hoffman, WA Council Member, 4 x Olympian and the Keynote Speaker:

- Dismantle toxic cultures and then rebuild
- Abby's reflections on leadership - lessons learned and What I Would Have Told My Younger Self are in photos below

Panel - Catalysts for Change: Rewriting the Playbook for Athletic Leadership Abby Hoffman, Valerie Adams, and Joanna Hayes

Valerie Adams:

- Bus Analogy - you are the leader of your bus; so who is on it with you to challenge you, who do you need to ask to step off and walk for a few stops, who do you need to kick off the bus, and do you have the humility to stop driving the bus.

Joanna Hayes:

- We need men to open the door. So we don't have to smash it down —> she spoke about imposter syndrome in coaching, which is also in relation to role modelling.

Abby Hoffman:

- Resilience is also a better way

—> Each woman closed with one word: Valerie Adams - Resilience. Abby Hoffman - Awareness, Joanna Hayes - Patience.

Conference Closing thoughts: 1) Attempt the absurd, 2) Kick them off your bus, 3) They're the crazy ones

My reflection: I like this framing of Gender Leadership compared to Gender Equity - we can all be leaders in gender equity

REFLECTIONS ON LEADERSHIP – LESSONS LEARNED

- Seize Opportunities
- Understand the context, the motivations and objectives of others
- Values are critical – words are not enough – actions tell the real story
- Look for allies and people with shared concerns and objectives – you may have more friends than you think
- Be prepared to take risks and live with the consequences of failure or unexpected results – learn, recover and regroup (=resilience)
- Prepare: do your homework, be ready to comment, offer an opinion, and propose options and solutions that will work
- Making meaningful changes can take a long time but sometimes circumstances conspire such that important changes occur quite quickly
- Think about your reputation – how do you want to be regarded by others?

REFLECTIONS ON LEADERSHIP – WHAT I HAVE TOLD MY YOUNGER SELF

- You don't always have to be in front to lead – but when a situation calls for leadership, don't be afraid to step up
- Be helpful – when people and situations need it
- Never waste a good crisis – this is the best time to demonstrate leadership
- Intuition is a great guide – if something feels or looks bad, it probably is – if it looks too good to be true, it probably is
- Watch out for things hidden in plain sight (IAAF)
- Learn to adapt to pressure
- Be persistent – but pick your issues and moments to advance them carefully
- Leadership involves sharing the credit for success – and shouldering the blame when things don't go well

Gender Leadership Conference

LEAD^{the} TRACK



**BREAKING LIMITS
IN GLOBAL SPORT
LEADERSHIP**

Join us

17 September
9am – 12.30pm (JST)
Hotel New Otani Tokyo
(Room Mai)



Scan for more
information on
Gender Leadership.

