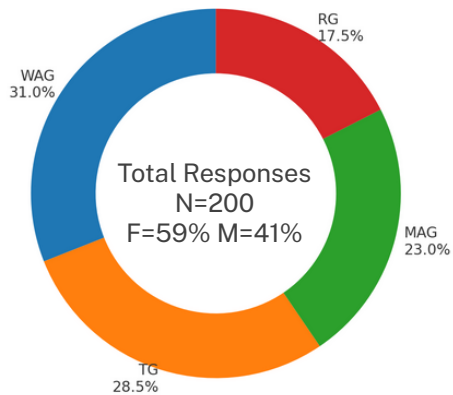


# CULTURE OF EXCELLENCE (COE) Report & Action Plan



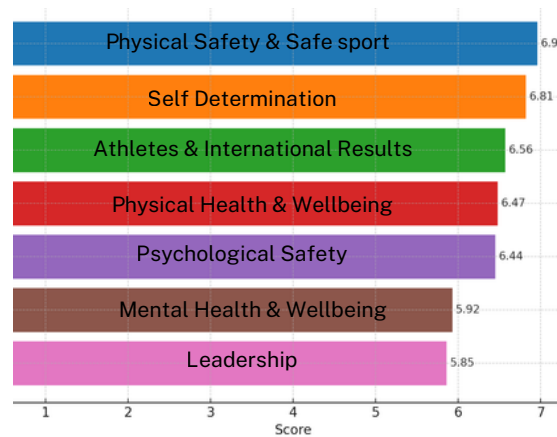
This plan reinforces the foundational elements required for sustained, long-term success, ensuring cultural goals are not standalone but embedded within GymCan's 2025–2028 Strategic Plan — integrated across high-performance strategies and operational roadmaps.

## COE SURVEY DEMOGRAPHICS



Officials (38%), Coaches (27.5%), Athletes (23%), Sport Science/Medicine (6%) and NSO staff (5.5%).

## COE DIMENSION SCORES



## KEY CONSIDERATIONS

- Significant organizational restructuring has taken place over the past 8 months.
- New strategic plan “Win+” will focus on excellence & wellbeing equally.
- There is a general sense of positive shift within GymCan.
- Your feedback has been heard and has led to change!

## CULTURE OF EXCELLENCE GOAL AREAS



**Goal 1: Empower Through Clarity and Connection:** Ensure transparent, timely communication around decisions and expectations.

**Goal 2: Champion Mental Health and Well-Being:** Deliver accessible, proactive, and embedded mental health support to high performance programs.



**Goal 3: Foster Psychological Safety and Trust:** Create open, inclusive, and safe spaces for dialogue, feedback, and trust-building across the organization.

**Goal 4: Support the Whole Athlete:** Deliver holistic well-being and safe sport education that equips athletes to thrive in and outside of sport.



**Goal 5: Celebrate Contributions:** Foster a culture of recognition and respect for the contributions of athletes, coaches, judges, IST members, staff, and volunteers.

## CULTURE OF EXCELLENCE ACTION PLAN

	Key Activities	Lead	Timeline
Goal 1	<ul style="list-style-type: none"> <li>• Weekly discipline updates (team selection, competition plans, resources)</li> <li>• Bilingual NT selection in Welcome Package</li> <li>• Centralized event calendar (2-week change notice)</li> <li>• Quarterly/annual Town Halls</li> <li>• Discipline newsletters (scope &amp; cadence TBD)</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline Leads</li> <li>• SSD</li> <li>• HPD</li> <li>• CEO</li> <li>• PTSOs</li> </ul>	<ul style="list-style-type: none"> <li>• WAG weekly updates started Feb 2025</li> <li>• Town Halls start late Jul 2025 (quarterly)</li> <li>• Selection criteria by Jan 2026</li> <li>• Calendar in progress</li> <li>• Newsletter scope TBD</li> </ul>
Goal 2	<ul style="list-style-type: none"> <li>• Communicate funding; activate Headversity access</li> <li>• MH Action Plan for NT + Game Plan intake; quarterly check-ins</li> <li>• Integrate MH &amp; GP into NT Welcome PackageMH101 + GP + Winning Well &amp; Safe Sport in YTP</li> </ul>	<ul style="list-style-type: none"> <li>• SSD</li> <li>• HPD</li> <li>• Discipline Leads</li> <li>• Game Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Headversity rollout begins Jan 2026</li> <li>• MH101 Jan 2026</li> <li>• Welcome Package by Jan 2026</li> <li>• MH Action Plan development early 2026</li> </ul>
Goal 3	<ul style="list-style-type: none"> <li>• Annual Community Summit; cross-discipline team charters</li> <li>• Quarterly culture/psych safety survey + explainer infographics</li> <li>• Open forums (Town Halls, third-party groups, Team Alliance workshops)</li> <li>• Annual complaints/feedback report</li> </ul>	<ul style="list-style-type: none"> <li>• CEO</li> <li>• HPD</li> <li>• SSD</li> <li>• Discipline Leads</li> <li>• External Partners</li> </ul>	<ul style="list-style-type: none"> <li>• Summit annual (date TBD)</li> <li>• Forums ongoing</li> <li>• Quarterly survey</li> <li>• First report targeted year-end</li> </ul>
Goal 4	<ul style="list-style-type: none"> <li>• Webinars &amp; camp workshops on ‘Living well’ (balance, identity, transitions)</li> <li>• Promote online resources (GP, CAC, AthletesCAN)</li> <li>• Parent Resource Portal (WWPIS)</li> <li>• Group Game Plan intake for all NT athletes</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline Leads</li> <li>• HPD</li> <li>• Game Plan;</li> <li>• Comms</li> <li>• SSD</li> <li>• WWPIS</li> <li>• Athlete Reps</li> <li>• Coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops min 2x/yr</li> <li>• Resources ongoing</li> <li>• Portal in progress</li> <li>• Intake integrated into YTP</li> </ul>
Goal 5	<ul style="list-style-type: none"> <li>• Communications strategy to regularly feature ‘success stories’ aligned to values across roles/disciplines</li> </ul>	<ul style="list-style-type: none"> <li>• Comms Lead</li> </ul>	<ul style="list-style-type: none"> <li>• Cadence &amp; channels TBD (Gymformation)</li> </ul>

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