



Alisa Denne

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I am responsible for the successful delivery of strategic, financial and management outcomes for the Tasmanian Institute of Sport (TIS) Sports Programs. Day to day, this is done in collaboration with program coaches, athlete service providers and TIS administrators – ensuring our athletes receive the right support, enabling them to succeed in their chosen sport and life in general. Further, my role is to work in partnership with state and national sporting organisations to ensure each sport program is delivered in alignment with the sport’s priorities and expectations. There are a lot of relationships at play and a lot of moving parts requiring collaboration, problem solving and trust – making for a dynamic and challenging job.

The combination of previous job roles, life experiences and education brought me to my current role. Police Officer, coaching life-saving courses, sports coach, working on domestic and family violence policy, staff development (human resource development), uni student and elite athlete are some of the ‘hats’ I have worn along the way.

My time as an elite athlete (nearly eight years) culminated in my selection for the 2004 Athens Olympics. Unfortunately, a significant training injury a few weeks before the team departed for the Games prevented me from taking part. It was a heartbreaking experience. My time as an athlete set a strong foundation to lean on in my current role – an appreciation of the athlete highs and lows,

of the quest to be at their best, to be the best. Similarly, my background in staff development ties in well with my current job. How do we get to where we want to be? This question is applicable whether assisting to develop staff or athletes.

I’ve always been a proud Tasmanian and eager for Tasmanian sports people to have opportunities to succeed. In general terms, I have a passion for human performance and continuous improvement – learning and striving, and opportunities to assist others to develop and work at their best. At an individual level, I believe this can build job satisfaction and in turn performance. Better performing individuals improve teams and can transform organisations. In any of the teams I have ever worked or played in, the most successful have this innate understanding that our strength is in our differences, not our similarities – with a genuine commitment to working together - capitalising on the combined skills, knowledge and experiences of many.

I’m a believer in short-term “mentor/buddy systems” – supporting those just starting out in a job or returning to the workplace after an extended period of leave. Having a mentor/buddy minimises the potential for feeling like you’re alone ‘out on a limb’. In terms of career advice, I would say: seek out role models. Authentic, genuine role models in our organisations are of huge value as sources of inspiration – about whom you can proudly say: ‘Yes, I want to be just like that!’