



Our Vision

Pentathlon Ireland: A niche, high performance sport delivering consistent medal success on the world stage

Our Mission

To support high performance athletes achieve their maximum potential

Strategic Focus Areas

World Class High Performance System

Overall Goal

To create a High Performance system that is capable of supporting athletes competing at a world class level

Targets/KPIs

- Win Olympic medal(s) in 2020, 2024 and 2028
- Male and Female athlete consistently in the Top 5 World Rankings
- Win at least one World Cup event annually (male or female)

How will we get there – Our priority breakthrough initiatives

1. Appoint a full-time Performance Director
2. Engage world-class level coaches for each discipline working with our HP athletes
3. Create excellent daily performance environment and culture
4. Develop athlete centred programming/scheduling
5. Establish clear performance standards across programmes
6. Ensure agreements in place to access fit for purpose facilities

Owner: High Performance Director

Strategic Focus Areas

Talent ID Programme

Overall Goal

To build a focused Talent ID programme to ensure we have a constant pipeline of athletes to feed into our High Performance system

Targets/KPIs

- Recruit 2-4 new HP potential athletes (male and/or female) into our system per annum
- Maintain a pipeline of 20-30 'elite potential' athletes on HP pathway
- Run at least 6 'scouting' events/competitions per annum

How will we get there – Our priority breakthrough initiatives

1. Develop competition series to enable Talent ID
2. Create 'scouting' strategy to spot talent in other sports
3. Design development programme to provide for new recruit/pathway athletes needs

Owner: High Performance Director

Strategic Focus Areas

Working in Partnership

Overall Goal

To foster effective strategic partnerships that add value and enable us to achieve our objectives

Targets/KPIs

- Partnership agreement in place with 'discipline' NGBs
- Knowledge sharing and training partnerships in place with 3-4 countries

How will we get there – Our priority breakthrough initiatives

1. Engage with NGBs to develop partnership agreements
2. Identify and agree potential training partnerships with other countries/athletes

Owner: CEO

Strategic Focus Areas

Business Model

Overall Goal

To create a sustainable business model to underpin our activities

Targets/KPIs

- 20%+ of revenue self-generated
- 4-5 carded athletes with at least 2 'podium' carded athletes
- Governance model rating high (as determined by Sport Ireland)

How will we get there – Our priority breakthrough initiatives

1. Appoint a full-time CEO
2. Identify new revenue stream opportunities (Sponsorship, Events, Corporate Days, Philanthropy)
3. Secure High Performance funding for athletes and programme
4. Fully implement the Governance Code for Sport (at a minimum)

Owner: CEO

