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# CARLA R. NICHOLLS

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## **VISION/VALUES**

*To lead a high-performance program that implements strategies to support sustainable excellence within an environment that inspires each individual to unlock their full potential. I lead ethically, respectfully, with the utmost integrity and curiosity.*

<https://www.youtube.com/watch?v=P-KUTViAWr4>

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*Carla is an exceptional international Coach Leader, renowned for her unwavering passion to optimize performance. Through her passion for leadership, she has consistently guided teams to achieve outstanding results that nurture individual growth and wellness while unlocking each team member's potential. Carla's profound interest in leadership fuels her ability to activate a cultural transformation that fosters a high-performance mindset.*

*In her current role as the Head Coach and Lead of High Performance of the Canadian Para Athletics Team, Carla spearheads a high-performance program that prioritizes sustainable excellence. With an impressive coaching background spanning multiple Olympic and Paralympic Games, and many age group world championships, she is widely acknowledged for her expertise in igniting change and implementing strategies that support both performance and overall wellness.*

# CARLA R. NICHOLLS

## **EDUCATION**

University of Saskatchewan, Saskatoon, Saskatchewan  
1989 – Bachelor of Science Nursing

University of Saskatchewan, Saskatoon, Saskatchewan  
2001 – Operating Room Nurse Diploma

## **SKILLS AND CERTIFICATION**

- Charter Professional Coach – Canadian Coaches Association of Canada
- World Athletics Elite Coach Level 5
- Leadership Certificate UBC Sauder School of Business
- Graduate of Own the Podium's Pursuit Program <https://www.ownthepodium.org/en-CA/Pursuit/What-is-Pursuit>
- NCCP/Athletics Canada – Master Learning Facilitator and Evaluator
- NCCP Coaching Level 4
- NCCP Coaching Level 3 – Jumps, Sprints, Hurdles and Combined Events
- Coaches Association of Canada – Women in Coaching Apprenticeship Program Graduate

## **EXPERIENCE**

### **1) Athletics Canada 2009 to present:**

Lead of High Performance and Head Coach of Para Athletics (*2018 to present*)

- Lead AC's HP Para Program based on the High-Performance Plan to systematically guide and support Canadian Athletes along a sustainable pathway to Paralympic medals.
- Member of the High-Performance Senior Management Team focusing on para-specific aspects of the program, including athletes, coaches, SSSMI, facilities, equipment, competitions, and classification.
- Act as an APA (Athlete Performance Advisor) to assigned athletes on the high-performance program.
- Lead Athletics Canada's WPA World Championships and Paralympic campaigns.
- Lead other para camps, competitions, and conferences as required.
- Line manage assigned staff, including coaches, managers, and service providers.
- Form strategic relationships with key stakeholders, including the IPC, WPA, WADA, Sport Canada, Own the Podium, CCES, and COPISN Network.

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- Act as an exemplar of AC's HP culture and behaviors.
- Serve as AC's spokesperson on HPA para issues as required.

## Lead of Olympic Development/Major Sport Partnership Relations and Communications (2010 to 2018)

- Created, lead and delivered Athletics Canada's Olympic Development Program (NextGen).
- Develop and manage the budget and the quadrennial and yearly plans of the NextGen Program.
- Develop Athletics Canada's High-Performance Pathways.
- Prepare annual reports detailing the successes and future goals of the development program for presentation to Own the Podium annually.
- Identify, develop, and recruit Canadian talent through collaboration with Event Group Coaches.
- 2016-2017 Serve as the communicator and lead for Athletics Canada's partnerships with the Canadian Olympic Committee, Own the Podium, Sport Canada, International Athletics Association Federations, and North American/Caribbean Associations .

## National Event Group Coach Combined Events, Jumps, and Hurdles (2009 to 2012)

- Deliver the goals and objectives of the strategic high-performance plan under the direction of the head coach.
- Develop and lead the event group to sustainable high-performance success.
- High-performance advisor for targeted athletes and coaches in combined events and jumps.
- Collaborate with the National Integrated Support Team to ensure the health and well-being of National Team athletes.
- Develop and manage the yearly training plan and budget for the National Training Centre in Calgary.
- Coordinate, organize, and lead warm weather National Event Group Training Camps.

## Lead of Women in Coaching (2010 to 2016)

- Established policies and procedures to ensure gender equity within the National Program.
- Acquired NSO recognition for "Best Practices" in terms of women in coaching, contributing to Athletics Canada winning the prestigious Sheila Robertson Award of Excellence.
- Delivered educational seminars and organized events for Women in Coaching.
- Member of the NACAC Women's Commission.
- Facilitator for Women in Coaching – Canadian Coaches Association of Canada.
- CAAWS Facilitator – Canadian Association for the Advancement of Women in Sport, delivering workshops and educational seminars.
- Member of the Women's Commission NACAC, focusing on gender equity and diversity.

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## **2) Bahrain Olympic Academy – Leadership (*September 2023*)**

- Lead Lecturer for the Canadian National Coaching Certification Program, conducting the NCCP Leadership Course to the Bahrain Olympic Academy

## **3) Qatar Olympic Committee (*2015 x 6 months*)**

- Project lead and writer of the “Qatar Olympic Committee Long Term Athlete Development Manuals.”

## **4) University of Regina (*2001 to 2009*)**

Head Coach Women and Men’s Track and Field/Cross Country

- Responsible for recruitment, talent identification, administration, budget management, fundraising, counseling, and communication with media and community.
- Created and coached the Yearly Training Plan for jumps and combined events.

Instructor/Lecturer Faculty of Kinesiology

- Prepared lesson plans and delivered lectures.

## **5) Club Coach (*1992 to 2018*)**

- Developed athletes across all age groups and mentored new coaches.
- Coached athletes in competition, helping them achieve their personal goals.
- Proposed and organized the amalgamation of three city clubs into one more diverse club.

## **6) Regina General Hospital (*1989 to 2005*)**

Charge Nurse Operating Room – Trauma/Orthopedics

- Coordinated and managed an interdisciplinary medical team in a high-pressure environment.

Coronary Care Unit Staff Nurse

Northern Health Care Clinic Nurse – Casual

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## **NATIONAL TEAM LEADERSHIP EXPERIENCE – Team Canada**

- 2024 Paralympic Games, Paris - Head Coach Para Athletics.
- 2024 World Para Athletics Championships Kobe, Japan – Head Coach Para Athletics.
- 2023 Para Pan Am Games Santiago, Chile, Head Coach Para Athletics.
- 2023 World Para Athletics Championships Paris France – Head Coach Para Athletics.
- 2022 Commonwealth Games, Birmingham England – Head Coach Athletics and Para Athletics.
- 2020 Paralympic Games, Tokyo – Head Coach Para Athletics.
- 2019 World Para Athletics World Championships Dubai – Head Coach Para Athletics.
- 20219 Para Pan Am Games Lima, Peru – Head Coach Para Athletics.
- 2017 Team Leader High Performance IAAF World Championships, London, England.
- 2016 Technical Team Lead of High Performance 2016 Rio Olympic Games
- 2015 Head Coach Para Pan Am Team, Toronto, Canada
- 2015 Team Manager Pan Am Games, Toronto, Canada
- 2014 Head Coach IAAF World Juniors, Oregon USA.
- 2013 Head Coach IAAF World Youth Team, Ukraine
- 2013 Event Group Coach IAAF World Champs, Russia
- 2012 and 2008 Olympic Games – Event Group Coach (jumps/combined events).
- 2012 Head Coach Pan Am Junior Champs –and Event Group Coach (jumps/combined events), Miramar, FL
- 2012 Pan Am Combined Events Champs – Head Coach, Ottawa, ON
- 2011 IAAF World Championships – Event Group Coach (jumps/combined events), Korea.
- 2010 IAAF World Juniors – Head Coach and Event Group Coach (jumps/combined events), Moncton, NB
- 2010 Commonwealth Games – Event Group Coach (jumps/combined events), India.
- 2009 World University Games – Event Group Coach (jumps/combined events), Serbia.
- 2007 World University Games – Event Group Coach (jumps/combined events/throws), Thailand.
- 2007 NACAC Combined Events Championships – Head Coach, Dominican Republic.

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## **References**

Catherine GOSSELIN-DESPRES -Chief Sport Officer, Canadian Paralympic Committee

Simon Nathan - High Performance Director, Athletics Canada



# EMANUEL FRANCO GARIBAY GÓMEZ

26 noviembre de 1994 – Ciudad de México

## Académico

Universidad Nacional Autónoma de México (UNAM)

Lic. Relaciones Internacionales (en curso).

Especialidad: Seguridad Nacional y Cooperación para el Desarrollo.

## Idiomas:

- Inglés: 100%
- Portugués: 80%

## Experiencia Laboral

### Comité Paralímpico Mexicano (COPAME)

- Junio 2016 – mayo 2019: Coord. Administrativo.
  - Mayo 2019 – actualidad: Gerente de Desarrollo.
  - Enero 2020 – diciembre 2021: Gerente Deportivo.
  - Enero 2021 – actualidad: Gerente General (CEO).
1. Apoyo en la relación COPAME – Comité Paralímpico Internacional (IPC).
  2. Coordinador de enlace institucional con Universidades (convenios de colaboración).
  3. Coordinador Técnico COPAME - Federaciones Deportivas Nacionales.
  4. Coordinador General de Comité Organizador en Campeonatos y Selectivos Nacionales (Deportes COPAME).
  5. Coordinador de las Comisiones Técnicas Nacionales (Deportes COPAME).

## Eventos Internacionales

- Comité Organizador Local – World Para Swimming & World Para Powerlifting World Championships Mexico City 2017.
- Team Leader - World Para Athletics Junior Championship Nottwil 2019.
- Delegación Mexicana – Juegos Para Panamericanos Lima 2019.
- Team Leader - World Para Athletics Grand Prix Nottwil 2021.
- Team Leader - World Para Swimming World Series Berlin 2021.
- Personal Técnico – Paralympic Games Tokyo 2020.
- Team Leader - World Para Swimming World Series Berlin 2022.
- Director General – Monterrey 2022 World Para Athletics Grand Prix.
- Director General – Mexico 2022 World Para Swimming World Series.
- Director General – Xalapa 2023 World Para Athletics Grand Prix.

- Subjefe de Misión – Juegos Parapanamericanos Juveniles Bogotá 2023.
- Team Leader – París 2023 Para Athletics World Championships.
- Team Leader – Manchester 2023 Para Swimming World Championships.
- Director General – Mexico 2023 World Para Swimming World Series.
- Jefe de Misión Adjunto – Juegos Parapanamericanos Santiago 2023.
- Director General - Xalapa 2024 World Para Athletics Grand Prix.
- Team Leader – Kobe 2024 Para Athletics World Championships

### Certificaciones y Foros

- SafeSport Trained – U.S. Center for SafeSport Trained. Online. AGOSTO 2019.
- Sport Visitor Program: Enhancing the Paralympic Movement in Mexico – The United States Department of State. Alabama & Colorado. OCTUBRE Y NOVIEMBRE 2019.
- Organizational Capacity Programme – Agitos Foundation. Ciudad de Panamá. NOVIEMBRE 2019.



# Liliana Suárez Carreón

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## Educación

Licenciada en Psicología, egresada de la ENEP Iztacala (Escuela Nacional de Estudios Profesionales) de la UNAM, con diplomados en Administración Pública, Gestión y Administración Deportiva.

## Experiencia Profesional

Inició su labor a favor del deporte con niños en situación de calle y posteriormente, durante 18 años, fue encargada de la inclusión social para Personas con Discapacidad en el Municipio de Cuautitlán Izcalli. Creó y dirigió la Asociación de Parálisis Cerebral en el Estado de México y actualmente, es Presidenta de la Federación Mexicana de Deportes para Personas con Parálisis Cerebral, A.C.

## Principales contribuciones al Movimiento Paralímpico

A partir del 2016 toma el cargo de Presidenta del Comité Paralímpico Mexicano (COPAME), en donde, con tan solo poco más de cuatro años de gestión, a generado un crecimiento y posicionamiento del movimiento paralímpico mexicano, con un impacto desde la base de la inclusión, hasta el alto rendimiento, a través de una gestión deportiva, basada en la profesionalización del COPAME, el acercamiento con los Para Atletas, el respeto, reconocimiento, unificación y empoderamiento de la Familia Paralímpica Mexicana.

Con una gran visión, ha fortalecido las Relaciones Públicas y Diplomáticas, generando el respeto y respaldo de las Instituciones, embajadas y organizaciones Nacionales e Internacionales. Ha creado un gran vínculo con el Comité Olímpico Mexicano (COM), como máximas organizaciones del país sobre el movimiento Olímpico y Paralímpico. Puso a México en la elite de la organización de eventos de talla internacional; creó las comisiones técnicas nacionales; trabaja en la capacitación y actualización del personal técnico (oficiales técnicos, jueces, clasificadores y entrenadores).

## **Reconocimientos**

- Premio 'Mexica'
- Medalla Conmemorativa de 50 años de los Juegos Olímpico en México
- Reconocimiento por su ponencia "Paridad de Género y Deporte Adaptado"
- Reconocimiento por parte de la Fundación Cultural China A.C
- Reconocimiento por su participación en la ponencia magistral con el tema "Deporte adelantado en México" Reconocimiento por su participación como conferencista magistral durante el "2do Ciclo de conferencias de cultura física CONADEMS 2020"
- Reconocimiento por su participación como ponente en el 1er. Congreso de la Academia Olímpica Mexicana Online 2020.
- Reconocimiento por su participación como panelista en el foro "Las Caras de la Inclusión" - Reconocimiento por su participación como ponente en el 1er Congreso Virtual Internacional Mujeres FIEP "Educación Física, Deporte y Salud"
- Reconocimiento por su participación como ponente de la Cuarta Videoconferencia Psicológica frente a la pandemia COVID 19
- Reconocimiento por su participación como ponente en el 2do Foro de Optometría y Discapacidad.

## **Logros Deportivos**

Ha sido parte de diversas delegaciones mexicanas a participar en eventos internacionales, juveniles y mayores:

- Loterías Caixa 2010

## **JUEGOS PARAPANAMERICANOS JUVENILES**

- Juveniles de Colombia 2009
- Juveniles de Argentina 2013
- Juveniles de Sao Paulo 2017

## **JUEGOS PARAPANAMERICANOS**

- Guadalajara 2011
- Toronto 2015
- Lima 2019 (México ubicado en la 3ra posición del medallero con 109 medallas)

## **JUEGOS PARALÍMPICOS**

- Londres 2012
- Río 2016
- Tokyo 2020 ubicado en la posición 20 del medallero con 22 medallas

# STÉPHANIE DESIR

## INFORMATIONS PERSONNELLES

## PROFIL

Professionnelle en ressources humaines, productive, ingénieuse, passionnée, esprit critique et pragmatique, allié à une capacité de réflexion globale et rigoureuse, ainsi qu'à de solides compétences. Capacité de travailler en équipe, avec sérieux, esprit de leadership, flexibilité et ponctualité.

## EXPÉRIENCE PROFESSIONNELLE

**Membre conseiller paralympic**  
O u n

de janv. 2022 à ce jour

## COMPÉTENCES

Superviser sportif

## LANGUES

Français

Anglais

Créole

## CERTIFICATS

Comptabilité

ce jour

Artisanat

Membre conseiller paralympic Haïti

IPC introduction to para sport online

ce jour