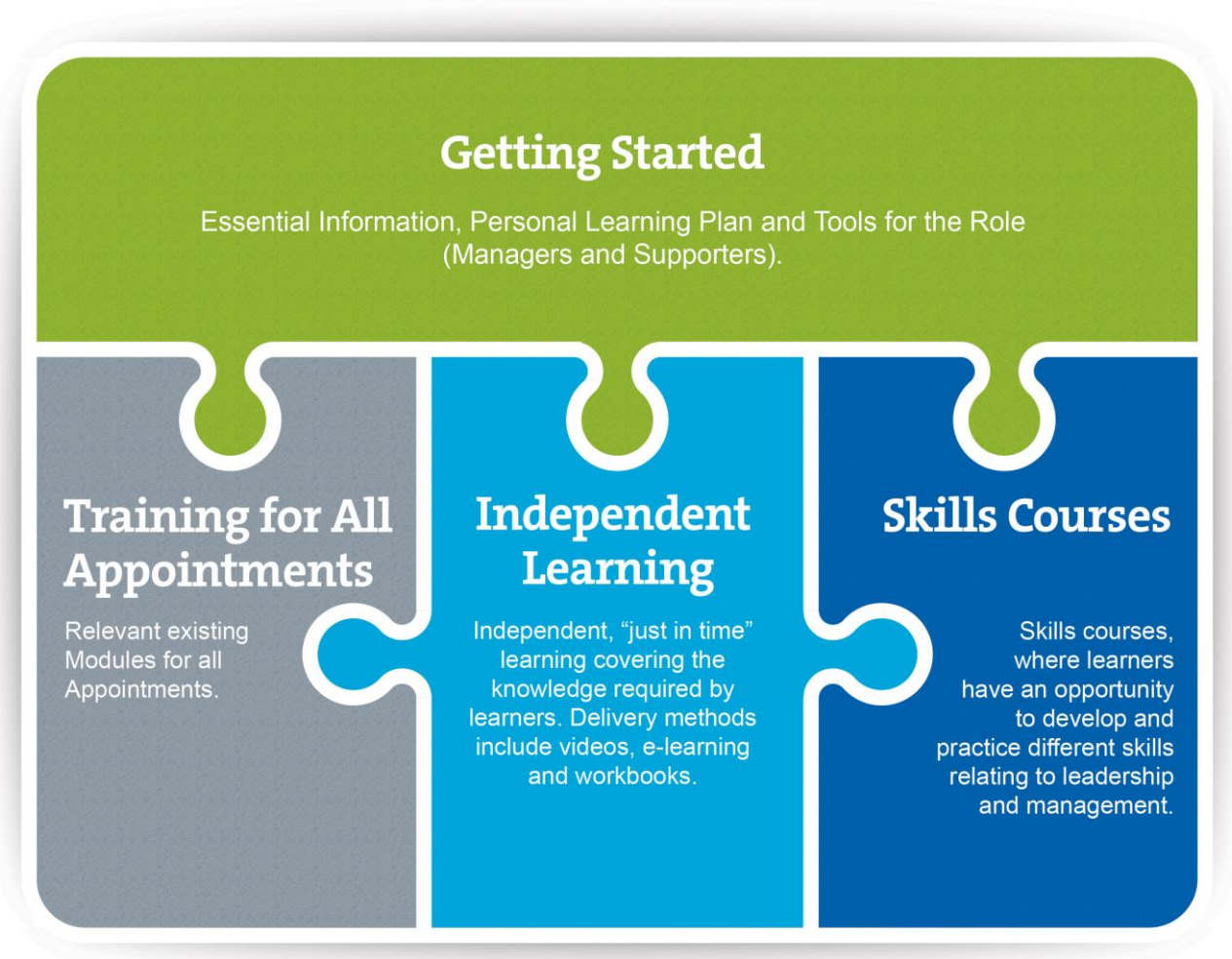


Leadership and Management Training - FAQs

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New Leadership and Management Training

What will the new Leadership and Management training look like in practice?



How will this be different to what currently exists?

The current Manager/ Supporter modules will be replaced with more up to date resources, to better support our volunteers in these critical roles. The new training scheme will consist of:

- **Getting Started** - Essential Information, PLP and Tools for the Role (Managers and Supporters)
- **Training for All Appointments** - Fundamentals of Scouting, Changes in Scouting, Scouting for All, First Aid, Administration, Delivering a Quality Programme
- **Independent Learning** - this will cover the knowledge required by learners to understand the key topics of leadership and management and related Scouting processes. The learning will be accessed via a variety of methods, including videos, e-learning and workbooks.
- **Skills courses** – this will consist of three courses (Skills of Management, Meeting the Challenges and Achieving Growth) where learners have an opportunity discuss and demonstrate different skills relating to leadership and management.

Who is the new Leadership and Management training for?

Is it just for Managers (GSLs, DCs, CCs) or Supporters with management responsibility as well (ADCs, DDCs, ACCs, etc.)

The training will support all volunteers who hold either Manager or Supporter appointments, although they will not all necessarily cover the same content.

How long will learners have to complete this training?

As currently, learners will be expected to complete their Wood Badge within 3 years, from the date of appointment.

How will Regional/National differences be taken into account?

Regional/National differences will be reflected in trainers' notes and independent learning materials.

How will it be recorded on Compass?

Once the new Leadership and Management training is launched, Compass will be updated to ensure that the new training can be recorded on a learner's Personal Learning Plan in Compass. Support materials will be provided, as necessary, to ensure Members know how to record the training.

If a learner chooses to complete any of the independent learning (e.g. videos and learning guides) that are launched before the rest of the new Leadership and Management Training, they may wish to record this on Compass as ongoing learning. Support and guidance on how to record ongoing learning can be found on the **Compass Support Website**.

Launching the New Scheme

What support are Headquarters going to give us for this change?

A wide range of new user friendly resources have been developed to support learners, Training Managers, Training Advisers and Trainers with the new Leadership and Management training scheme. Some resources have been already made available on-line. There will be more resources produced and launched in 2016-17. All changes will be communicated via the Training version of Scouting+.

How long do we have to make the change to this new training?

All Counties/Areas/Regions must move to the new training by June 2017.

Will there be any form of regional or central coordination?

Regional Training Managers (in England) will support County Training Managers to assess demand, coordinate provision and ensure quality and consistency. In Scotland, Wales and Northern Ireland, this will be coordinated at country level.

Are any new resources going to be made available before June 2017?

Yes, in the interim, we will be launching a range of Independent Learning resources, the first of which are five videos with accompanying learning guides. They cover the following topics:

- Enabling change
- Planning for Growth
- Building Effective Teams
- Dealing with Difficult Situations
- Keeping, Developing and Managing Volunteers

How do the new independent learning resources fit into the new scheme?

The table below shows how the independent learning units fit into the six areas of leadership and management and how they relate to the three skills courses.

LEADERSHIP AND MANAGEMENT TRAINING

Independent Learning Units



Areas of Leadership and Management	Independent Learning Units	Skills Courses		
		Skills of Management	Achieving Growth	Meeting the Challenges
Providing Direction	Leading Local Scouting	●	●	
	Planning for Growth		●	
Working with People	Finding, Appointing and Welcoming Volunteers	●	●	
	Keeping, Developing and Managing Volunteers	●	●	
	Safeguarding for Managers and Supporters			●
	Dealing with Difficult Situations			●
Achieving Results	Building Effective Teams	●		
	Project Management	●	●	
	Decision Making	●	●	●
Enabling Change	Enabling Change			●
Using Resources	Financial and Physical Resources	●		●
	Getting the Word Out	●		●
	Executive Committees and Being a Trustee	●		
Managing Your Time and Personal Skills	Managing Time and Personal Skills	●		

Additional Learning

Safety for Managers and Supporters

Understanding the Adult Training Scheme

Can the new resources be used before the launch of the new training?

Yes, these resources can be used to:

- Provide Independent learning for new Managers and Supporters.
- Provide ongoing learning for existing Managers and Supporters.
- Complement some of the current modules (as shown in the table below)

Video and learning guide	Current Module	Topics covered in the video and learning guide
Enabling change	Module 21, Growing the Movement	Change management (theory element) and how to identify situations where change management is required.
		Importance of listening to and being open to new ideas, and either acting upon them or providing constructive feedback as to the decision not to.
Planning for Growth	Module 21, Growing the Movement	Importance of growth in Scouting.
		Your role in achieving growth.
		Role of development plan in achieving growth – how to apply it and regularly review it.
		Tools for development planning.
Building Effective Teams	Module 24, Managing Adults Module 26, Supporting Adults	Need to engage others and cooperate to achieve growth.
		Methods and tips for building team spirit.
		How to build an effective team – including theories.
		Team roles and team dynamics.
Dealing with Difficult Situations	Module 24, Managing Adults Module 26, Supporting Adults	How to run effective team meetings.
		Preventing escalation of disagreements.
		Managing conflict (and theories connected to this).
		Complaints process.
Keeping, Developing and Managing Volunteers	Module 24, Managing Adults Module 26, Supporting Adults	Suspension process.
		Establishing and maintaining positive working relationships with volunteers.
		Motivation – theory and practice.
		Formal and informal reviews.
		Leadership styles: Directing, Coaching, Supporting and Delegating.

Will existing Wood Badges carry credit?

The new scheme does not affect Managers and Supporters who already have Wood Badges for their current role. However, there is a range of resources that existing Wood Badge holders may find useful, as part of ongoing learning.