

Coaching and Mentoring members of your leadership team



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We will look at two aspects:

1. Orientation for new leaders - How to help new leaders through those first three months
2. Coaching and Mentoring members of your leadership team - both new leaders in becoming comfortable in their roles and supporting existing leadership teams in quality program delivery



2



Orientation for New Leaders

- Do you remember what your first three months were like as a volunteer in Scouting?
- Did someone help you understand your role, and provide guidance along the way, or were you left to fend for yourself?



3



Orientation for New Leaders

- We need to properly introduce new leaders to the Movement.
- Too often, organizations (including Scouting groups) approach prospective volunteers and hope they will be suitable.
- In other cases the recruiter hopes that once the new person has received training, they will act appropriately.
- This is often referred to as the 'warm body' approach, is both dangerous and counterproductive.



4



Orientation for New Leaders

- All types of organizations are looking at orientation more seriously
- Some Orientation best practices
 - It must be part of the recruitment process
 - It must provide links to the culture and values of the organization
 - It is a process, not an event - it is not to be in a single evening
 - It needs to be timely
 - Orientation is learning.
 - Often provides the first impression



5



Orientation for New Leaders

- How can we do this?
 - Formally - Introduction to Scouting Workshops, "Introductory Interviews" or "Gateways" that provide basic Scouting information.
 - Informally - Following your weekly meetings, after the kids have gone to sleep at camp, or while they are off doing an activity with other volunteers.
 - Use of Section Specific Orientation Tools



6



Orientation for New Leaders

- What should be covered?
 - outline of a typical meeting
 - Use of outdoor activities
 - Structure of the Scouting group
 - Benefits of using small groups.
 - Role of the Group Committee.
 - Shared Leadership Model/ youth leadership roles.
 - Involving youth in decision making
 - Expectations for personal development
 - Essential leader resources
 - Manage exposure to risk



7



Coaching and Mentoring

- What is a mentor:
 - a qualified and experienced person that shares his or her knowledge with you in a particular field of work.
 - shows you the ropes and helps you learn what you need to be successful in a certain role, profession or craft.
 - helps you learn by pointing out pitfalls and making suggestions
- What is a coach
 - does not necessarily need to direct experience
 - tends to focus on the whole person as the pieces interlock and influence one another constantly



8



Coaching and Mentoring

- In Scouting – it is an experienced leader who assists with the development of other leaders by sharing his/her knowledge and skills.



9



Coaching and Mentoring

- Why should we do it?
 - We need to help new leaders acquire the appropriate knowledge and skills required to deliver an effective program as quickly as possible.
 - This is critical, as providing these opportunities has a significant impact on the quality of the program and our ability to attract and retain new members

Note:

- *New leaders can refer to adults new to the organization, or an existing leader who has changed roles (moved up within the colony to Hawkeye, moved from Cubs to Scouts)*



10



Coaching and Mentoring

- What is the Benefit?
 - Through **Coaching and Mentoring**, leaders have opportunities to develop the necessary skills much sooner than ever before and can do so in a much more time efficient manner.
 - It maximizes the use of everyone's time as it typically takes place during the regular meetings and outings etc, not requiring additional evenings and weekends.
 - It also closely models how leaders interact with the youth, teaching and passing badge requirements, reinforcing a tried and proven method.



11



Coaching and Mentoring

- The Process
 - Coaches/Mentors will demonstrate/teach how to properly conduct the meetings, plan events, etc. and then allow the new leaders opportunities to develop and demonstrate the same skills.



12



Coaching and Mentoring

- Who can be Coaches/Mentors –
 - It is based on their experience, ability to conduct the program and pass on those skills to others.
 - Also is based on their ability to effectively communicate with other adults
 - To coach/mentor, a leader must have completed the learning objectives for the level in which they will be coaching/mentoring plus have experience operating the section
- Examples
 - Adults new to the organization can be mentored by the section head
 - An existing leader who has changed roles – by the Group Commissioner, Area Service Team, or other senior leader in the Group



13



Coaching and Mentoring

The Mentor must:

- Be willing to teach
- Be knowledgeable in the subject
- Able to articulate
- Willing to spend the time

The leader must:

- Be willing to learn
- Need guidance on the subject
- Able to understand
- Willing to take the time



14



For Discussion

- How does your group handle leader orientation?
- Does your group make use of mentoring (either formally or informally)?
- What makes a good Mentor?
- What makes a good Mentee?



15

