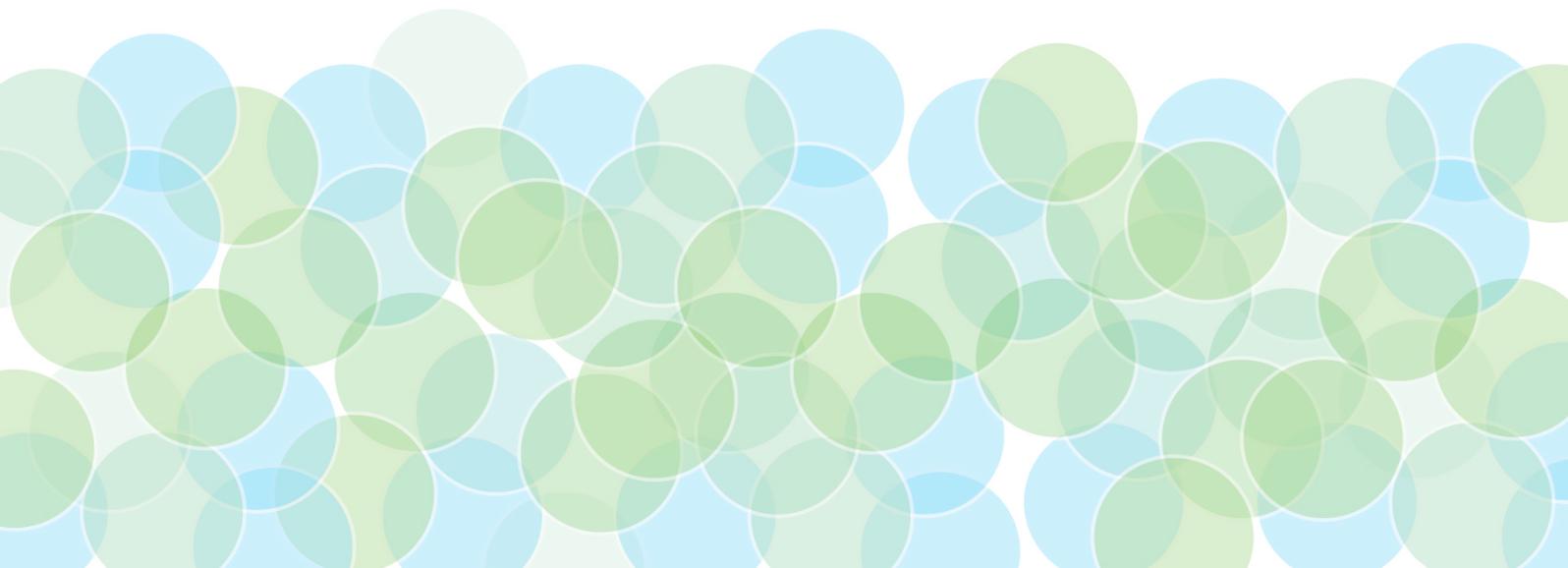


You+Lead

SCOUTS AUSTRALIA LEADERSHIP PROGRAM



PROGRAM OUTLINE





“Education has to be directed to meet what is needed today, and more especially, what is needed tomorrow.

Concentration in education can only be obtained when the work to be done is suited to the tastes and abilities of the learner.”

-Lord Baden-Powell

Youth+Lead

SCOUTS AUSTRALIA LEADERSHIP PROGRAM

For the last 6 years, over 200 Venturer Scouts have participated in the Mawson Scholarship in Leadership. This week-long course provided participants the opportunity to learn about themselves and to both work in and lead a team. Two courses were held annually in a variety of locations. The program has created a strong alumni of participants, with many currently providing dynamic leadership in a diverse range of roles across Scouting in Australia.

Why Change to a new program?

The World Organisation of the Scout Movement (WOSM) has developed a new Youth Involvement policy to ensure National Scout Organisations (NSOs) recognise the value of involving young people in decision making to achieve the Purpose of Scouting. Today, Scouting is a Movement of young people, supported by adults with young people actively involved at all levels both within the movement and in society. By achieving this, we empower our young people to ‘create a better world’.

Therefore, Scouts Australia must move to a new level and create more opportunities for our youth members to develop both leadership, 21st century learning and community engagement skills. Our world continues to change and so we need to keep up to date to ensure our youth members are appropriately skilled and Scouting is seen as a key youth organisation.

This newly revised Scouts Australia Leadership Program (based on the strengths of the former Mawson program) aims to:

- Provide a 3-year program that takes key participants on a dynamic leadership journey providing a diversity of opportunities and experiences to learn 21st century skills in leadership, relationships skills and to understand who they are and their role in their community
- Keep these dynamic youth leaders engaged in Scouting
- Provide a national network for participants
- Develop a team willing and able to assist in the leadership of Australian Scouting

How will this be achieved?

Recognising that to lead effectively a person must develop strong interpersonal skills, confidence and an ability to empower others through delegation, inspiration and motivation. The course will be structured around developing emotional intelligence (EQ), enabling participants to develop the skills necessary to effectively communicate, build teams and complete goals.

The course will improve alumni retention and participant capabilities by:

- Investing wisely in participants by creating an application process that recognises natural talent, emerging leadership qualities and experience.
- Designing a course to build on existing talents, improving EQ skills, developing confidence and structured goal setting.
- Providing significant Branch and National support for the Alumni that ensures they have opportunities to continue to build skills and attain set goals with specific mentoring and coaching post course.
- Providing ongoing opportunities for key participants over a 3-year cycle.

Leadership opportunities offered to alumni post course will ensure these skills are honed and developed so that all participants have ample opportunity to participate within the Branch, National, International Scouting and their wider communities. This will be done through programmed and spontaneous opportunities to take on leadership roles, work as a member of strategic teams and be provided with strong mentoring and support. Selected participants will attend future courses as mentors, tutors and ultimately as course facilitators.

The Model:

The program includes:

- One Branch based weekend (YOU) open to as many participants as the Branch team can accommodate
- A 5-day national course (LEAD) 3 months later for applicants who have successfully completed the Branch course, met key criteria, completed a written application and attended an interview. (Only the most innovative and motivated participants will be invited to take part in the 5-day course. These will be the participants who show the most potential and have a focus on future goal achievement.)
- LEAD participants become a part of the National and Branch alumni where members will be asked to lead and participate in teams to run activities and events, promote Scouting and sit on a variety of committees. This includes goal setting in relation to personal skill development.
- Mentoring from a previous participant.
- The potential to be invited back to future courses as either a tutor, facilitator or course leader.
- Roles as mentors and leaders of the alumni.

The program will be open to Scouts, Venturers and Rovers (pilot program will focus on Venturers).

The program provides an opportunity for the developmental progression of participants over a 3-year cycle.

Key Points

LOOKING FOR: Growth Mindset, EQ and Leadership potential

- The state based camp will allow for direct association with individual applicants thus providing a comprehensive picture of each applicant's strengths and weaknesses and his or her leadership and personal growth potential. (Becoming a part of the selection process for the national camp.)
- This camp allows for reflection of online modules to be completed as a group. This provides an opportunity for group discussion and an ability for the Branch Coordinator to learn about each participant's competencies, leadership potential and how participants contribute to a team.

DUTY TO SELF: For future leadership growth

- Post course leadership opportunities, goal achievement and participation in activities and events will occur through the Alumni and coordinated by a State based Project Coordinator.
- Branch, Region and District Commissioners and Program Teams have the opportunity to support the Alumni, utilise alumni members and help action their involvement and responsibilities in Scouting more effectively through the Branch Coordinator.
- The Branch Coordinator has direct responsibility to facilitate opportunities for the Branch Alumni.
- Selected alumni members will have an opportunity to take part over three years in supporting and presenting at future Branch and National courses.

BUILDING: Worldwide responsibility

- By training the participants in Messengers of Peace the program provides an increased capacity to deliver this important WOSM program.

DUTY TO OTHERS: Community involvement

- Participants will have the opportunity to apply for financial support through Service Clubs (Lions, Apex). This will provide opportunities to be intergenerational, learn skills to negotiate and seek funding, expand their local networks and provide public speaking opportunities.
- Provide opportunity for National Course participants to see how other organisations function and work. For example, the first course will specifically benefit from a visit to key service agencies.

LEADERSHIP COMES FROM WITHIN: We will help build integrity, knowledge, resilience, vision, values, community culture, inclusiveness and worldwide responsibility for others.

- The new program is EQ driven, realising that leadership comes from within. A person must develop personal resilience, confidence and solid mentoring skills to build their leadership capacity. By identifying and working on personal competencies the program will, over a 3-year term, expose participants to many supported opportunities to practice skills, build confidence, tolerance and personal goal setting abilities that will support them for the rest of their lives to be successful community leaders and mentors.

DUTY TO MY GOD: Self Discovery

- The program has strong opportunities for participants to discover and investigate their personal spirituality through meditation, recorded journal's, goal setting and structured discussion forums.

You Program

There will be one course held in 2017 in each participating State.

The camp is to be held in each State as a two-day/two-night residential camp. This camp will consist of team activities designed to get participants engaging in personal development activities, communication styles and practices. This will be the beginning of a journey in self-discovery for each individual.

Attendance and completion of this course is a requirement to apply for LEAD.

Topics to be covered include:

Laughter – How it makes a difference and creates a positive climate

Fear – How to challenge your fears and the impact fear has on our choices

The masks we wear – How we hide behind a variety of masks

Self-Talk – Developing a growth mindset, how self-talk can develop a positive mindset for success

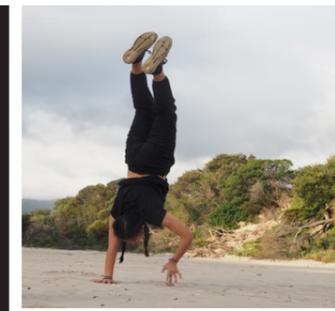
Gratitude – How can gratitude build happiness and success?

Generosity – To be kind in word, deed and thought

Listening – Becoming an active and attentive listener

Mindfulness – Developing the skills to face adversity

During the weekend each individual will also put together a personal plan about what they want to achieve prior to the full course.



Lead Program

The 5-day camp will initially reflect on the personal development work of the YOU program and for participants to then understand how their personal skills and abilities can be used to successfully lead others and achieve success. The week will challenge participants, mentally and emotionally. There will be opportunities for discovery about self through new experiences, challenges and activities.

The key theme for the week is – 'Duty to Self & Duty to Others'

Topics to be covered include:

Youth in action, making a difference – building a deeper understanding of our place in the world, how it works and how we can change it for the better

Problem solving – Taking risks, using a Growth Mindset and team dynamics

Scouting in a global context – how we can contribute to creating a better world

Marketing – how to market yourself

Own adventure topics

Refugees

Gender equality

Mental Health

United Nations

Messengers of Peace – Becoming a Messenger of Peace

Leadership models & scenarios

Team work activities

Personal Growth

SMARTER Targets

The week program will also include daily video blogs, activities for participants to lead and a variety of challenging and motivational speakers.

Scouts Australia Leadership Program Alumni

Graduates of the LEAD program will be invited to join the alumni in his or her Branch.

Alumni members will:

- Participate in tri monthly gatherings
- Participate, assist and lead in a variety of events and activities within districts, regions or branch
- Set personal development goals using a Plan>, Do>, Review> approach
- Mentor new participants to the program

Alumni members may be invited to:

- Assist in the development and running of either the YOU or LEAD programs

2017 Pilot

The 2017 Pilot of the Scouts Australia Leadership Program will be limited to the Branches that choose to participate in the pilot

Timeline

2017

March/April Application open for YOU program

May/June YOU program held in branches

July Branch selections for Lead Program

October 2 - 6 LEAD program (Adelaide)

November Alumni commences



“An individual step in character training is to put responsibility on the individual.”

-Lord Baden-Powell

