

Future Leaders Programme: Participant Pack

Could you lead the Movement in the future?

The Scout Association is embarking on an exciting and innovative volunteer development programme in 2016.

Twenty four people will participate in the first ever Future Leaders Programme (FLP) from June 2016 and will be immersed in a two year supported programme that will equip them to take on senior volunteer management roles much sooner than normally anticipated.

The Scout Association has worked closely with a leading UK charity sector support organisation to create all new learning material and alignment to cutting edge thinking on leadership and management.

The Future Leaders Programme is fully funded once selected, and will involve eight development weekends over the two year period, as well as local projects and secondments to national working groups, committee and teams.

The Future Leaders Programme will allow participants to fully understand national as well as local Scouting.

Who is the Future Leaders Programme for?

The Future Leaders Programme is designed for adult leaders across the UK who have a passion for Scouting and want to play their part in leading other volunteers by taking on the key leadership and management roles of District Commissioner, County/Area/Regional (Scotland) Commissioner, Regional Commissioner (England) and UKHQ roles in the future.

Traditionally, taking on these roles has required a number of years' experience to be successful; the Future Leaders Programme is designed to dramatically reduce this time frame and prepare people for these challenging roles in two years.

Two important drivers from The Scout Association strategy are Inclusivity and being Youth Shaped. The Future Leaders Programme will help create a National Volunteer Team that is both reflective of the diversity of the local and UK community and has a greater representation of young adults many under 25 years of age (though crucially, the programme is open to all).

Across the UK, both women and members of black and other minority ethnic communities are underrepresented in the key leadership and management roles. Applications from member of these groups are encouraged.

Already holding an adult appointment in one of the key leadership and management roles listed above, is not a bar to applying for the Future Leaders Programme as the focus is on development. Likewise, previous managerial experience is not essential.

What are the application requirements?

In order to apply for the Future Leaders Programme, potential applicants will need to match the following criterion.

Practical considerations:

- be an adult member of the UK Scout Association
- hold a current adult appointment
- be available for the selection weekend 15 – 17 April 2016 at Gilwell Park
- have the time and commitment to immerse themselves fully in a two year development programme including a commitment to attend all scheduled weekends

Personal considerations:

- ability to problem solve
- open-minded and tolerant
- accepts responsibility and accountability
- is curious and questions conventional wisdom
- ability to reflect on own abilities
- can deal with challenges and adversity
- interacts effectively with other people
- credible and a well thought of locally
- already displaying 'stand out' leadership potential

How to apply to be a part of the Future Leaders Programme

The process starts by fully completing the attached application form.

You will need to identify a local manager who can verify your details and provide supporting evidence of your suitability for the FLP. This should be either be your Group Scout Leader, District Commissioner or County/Area/Regional Commissioner depending on who knows you best.

What does selection involve?

Up to forty eight short listed applicants will be invited to attend a selection weekend at Gilwell Park over the weekend 15 – 17 April 2016. This overnight event will involve several activities to allow applicants to show their potential.

The event will be funded by The Scout Association, but will not include travel expenses. It is anticipated that local Counties/Regions (Scotland)/Areas/Islands would support this where possible.

Further information will then be obtained from your local area ahead of your attendance at the selection weekend.

Candidates selected to attend the selection weekend will be notified by email in the week commencing 28 March 2016.

What about candidates who are not successful at the selection weekend?

The FLP fits in to a wider area of work by The Scout Association to ensure that adults with the potential to take on higher roles in the association are supported to achieve their full potential.

Candidates who are unsuccessful will be contacted with personal feedback after the process. Their line manager will be contacted by the team with suggestions of how the candidate can be developed further.

Weekend Commitments

Over the course of the two year Future Leaders Programme participants are required to attend eight residential weekends. Four in each year. These dates will be fixed at the start of the programme but the location will vary across the UK.

Participants are expected to be present at the weekend location by 8pm on the Friday evening and will be finished by 4pm at the latest on the Sunday.

The weekend commitments for the FLP are as follows:

24 – 26 June 2016

14 – 16 October 2016

2 – 4 December 2016

24 – 26 February 2017

23 – 25 June 2017

22 - 24 September 2017

23 – 25 February 2018

27 – 29 April 2018

Travel expenses for the weekends and associated work will be met by The Scout Association.

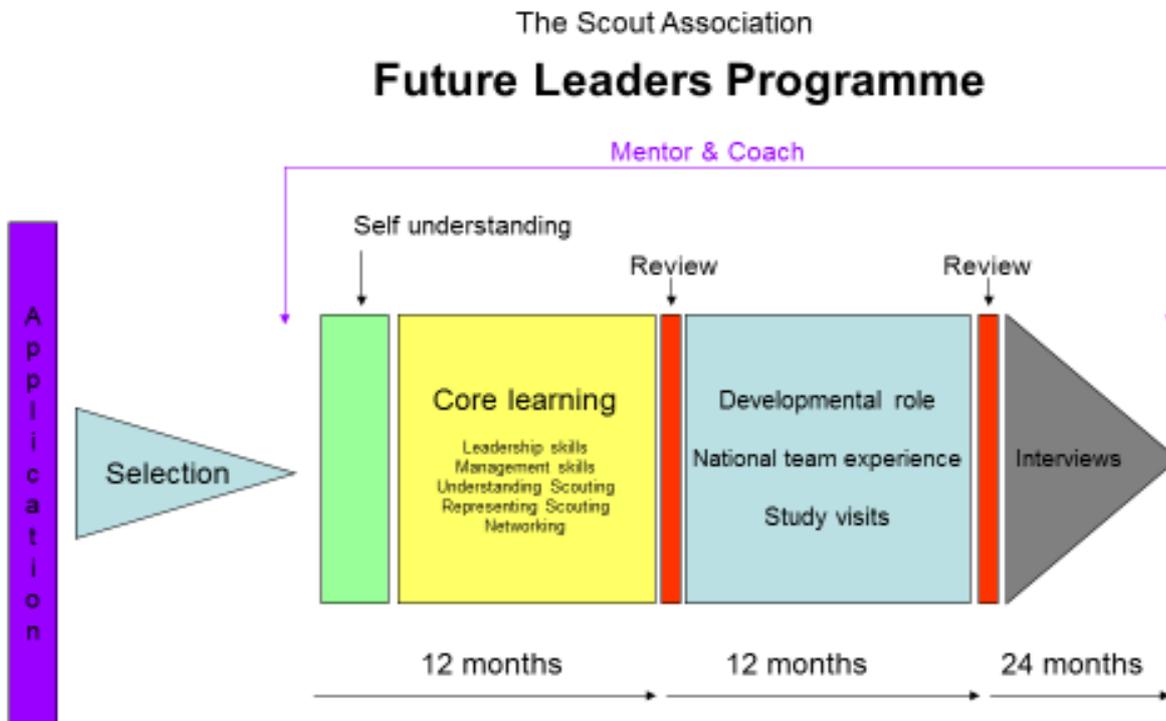
In addition to the time commitment for the weekends, it is anticipated that completion of the Future Leaders Programme will require approximately 10 hours per month personal work.

Further Information

Should you require further information on the Future Leaders Programme contact Adult Support at UK Headquarters, Gilwell Park - adult.support@scouts.org.uk

Future Leaders Programme Structure

The Future Leaders programme is in two parts: an initial element of 12 months of core learning, followed immediately by a further 12 months involving the application of personal learning, developmental volunteer roles, secondments, and national volunteer experience.



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It will use a variety of methods, underpinned throughout with a concept of fun and excitement as an aid to learning. This will include:

Year One: Core Learning

- individually tailored development plans based on self-understanding
- appointment of a mentor (throughout the two year programme and beyond)
- coaching by experienced work place coaches to build and consolidate skills, but primarily to ensure change is integrated and embedded
- shadowing opportunities within The Scout Association, with reflective reports built in to sustain the learning
- interactive weekend workshops, master classes and simulations, and the formation of Action Learning Sets to help integrate learning
- online distance learning resources and a learning resource bank to be used to build vital subject knowledge
- special project attachments to local and regional projects to help transition the learning into practice

Year Two: Developmental

- study visits and personal project with another UK charity or voluntary youth organisation, with reflective reports built in
- appointment to a developmental volunteer role
- short term secondments and special project attachments to a national project
- a study visit to an international youth organisation

- external accreditation for those who seek a qualification

Future Leaders Programme Vision

A vibrant and diverse community of volunteer leaders fully equipped to lead Scouting as it delivers its ambitious and bold agenda for young people.

Programme Outcomes

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| For Programme graduates: | <ul style="list-style-type: none"> ■ have increased confidence as a leader ■ feel more empowered and resilient to lead change ■ feel more skilled and effective as a leader ■ feel equipped with the right skills to make a difference ■ feel part of an effective and cohesive network of managers, learning and developing together ■ have greater affiliation with Scouting ■ have a commitment to self-development and continued professional development ■ have realistic expectations of a career path in Scouting |
| For individual volunteer leaders more generally: | <ul style="list-style-type: none"> ■ more senior managers are more open to new ideas, learn from graduates, and adapt their leadership and management style accordingly |
| For Scouting: | <ul style="list-style-type: none"> ■ has a leadership culture with: <ul style="list-style-type: none"> • More trust and openness to share experience and collaborate, that is more enabling and supportive • More shared learning between leaders at different levels and a shared language about strategy and change • Greater participation in leading strategy and change • More adaptive to change ■ has a talent management culture that encourages and nourishes talent at all levels, with a consistent approach to spotting high potential, a nationwide talent map, succession planning at all levels and a diverse, flexible and powerful leadership pipeline ■ has a fair and transparent, more structured recruitment process, with fewer volunteer management vacancies ■ has greater leadership diversity¹ at national and local level |
| For the wider community: | <ul style="list-style-type: none"> ■ local communities see Scouting as a means of developing young people to take a leadership role in creating positive change ■ other voluntary and community organisations adopt the Scouting approach to future volunteer leader development ■ greater collaboration in volunteer leadership development across voluntary and community organisations |

¹ In terms of age, gender, sexuality, education background, ethnicity, physical ability