

FUTURE LEADERS PROGRAMME



Greater Manchester

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 2017.

Twenty people will participate in the pilot of the second ever Future Leaders Programme (FLP) from June 2017 and will be immersed, initially, in a one year supported programme that will equip them to take on senior volunteer management roles much sooner than normally anticipated.

Greater Manchester has been selected to trial this initiative

The Future Leaders Programme is fully funded once selected, and will involve three development weekends, two development days and four remote (WebEx style) evening events over the year, as well as a local project.

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 members across the UK, delivered at a local level. These members should 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 Group Scout Leader, District Commissioner, County Commissioner.

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.

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

Whilst any adult member of any age can apply for a place on the Future Leaders Programme and will be fully considered, it is ideally suited to people between the ages of 22 and 35 years of age.



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.

All applicants must, however, undertake the Scout Association new Leadership and Management training modules once appointed to a management role.

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:

- An adult member of the UK Scout Association
- Hold a current adult appointment
- Available for the briefing / selection day 11th June 2017
- Have the time and commitment to immerse themselves in a one-year development programme including a commitment to attend all scheduled weekends, development days and remote sessions. The time commitment expected is highlighted later in this document

Personal considerations:

- Ability to problem solve
- Ability to reflect on own abilities
- Can deal with challenges and adversity
- Interacts effectively with other people
- Credible and well thought of in current Scouting role

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 your Group Scout Leader, District Commissioner or County Commissioner depending on who knows you best.

What does selection involve?

Shortlisted applicants will be invited to attend a briefing / selection day in Greater Manchester on 11 June 2017. This event will involve several activities to allow applicants to show their potential.

The event will be funded by The Scout Association/your County.

Further information will be obtained from your local area ahead of your attendance at the briefing / selection day.

Candidates selected to attend the briefing / selection day will be notified by email in the week commencing 29 May 2017

What about candidates who are not successful at the briefing/selection day?

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 at the briefing / selection day will be contacted with personal feedback after the process. The manager supporting the application will be contacted by the team with suggestions of how a candidate can be developed further.

Time Commitments

Over the course of the Future Leaders Programme participants are required to attend three residential weekends, two development days and five remote sessions. These dates will be fixed at the start of the programme.

Participants are expected to be present at the weekend location by 9.30am on the Saturday morning and the weekend will be finished, at the latest, by 4pm on the Sunday.

The commitments for the FLP are as follows:

11 th June 2017	-	Briefing/Selection day
End June (TBC)	-	Introduction Session (remote) for successful candidates
14 th – 16 th July 2017	-	Development Weekend 1
End August (TBC)	-	Remote Session 1
3 rd September 2017	-	Development Day 1
October 2017 (TBC)	-	Remote Session 2
4 th November 2017	-	Development Day 2
February 2018 (TBC)	-	Remote Session 3
17 th – 18 th March 2018	-	Development Weekend 2
May 2018 (TBC)	-	Remote Session 4
16 th – 17 th June 2018	-	Final Weekend

In addition to attending these fixed events, participants are likely to spend an average of 12 hours per month on FLP related project work. Travel expenses for the weekends and associated work will be met by your county.

Future Leaders Programme Structure

The Future Leaders Programme will help to develop the following areas during the year long programme:

- Personal Development
- Outstanding Volunteer Leadership
- Organisational Culture
- Develop Change Process
- Equality and Diversity
- Stakeholders
- Develop and Manage Networks
- Emotional Intelligence and Resilience
- Personal Impact and Public Speaking
- Strategic Information, Social Media and IT
- Research and Analysis

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

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

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 diversity ¹ 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