

Table Exercise	Scenario and suggestions
Scenario A	<p>Supporting a unit with a very established leadership team to adapt to the new programme</p> <p>You could:</p> <ul style="list-style-type: none"> ● Demonstrate how the new programme is still rooted in the Five Essentials ● Show how many of the standards they are already meeting and where they won't need to make any changes ● Work through the checklist for the balanced and varied programme standard to create an action plan ● Buddy them up with another unit which is embracing the new programme, but would benefit from these leaders knowledge in other areas ● Use the standards in a district meeting (if they attend), to facilitate a group discussion which will show them how units are meeting the Five Essentials standards
Scenario B	<p>Dealing with a complaint from a parent who feels the unit programme isn't good enough.</p> <p>You could:</p> <ul style="list-style-type: none"> ● Use the framework to unpick exactly where the parent's concerns are (e.g. is it a lack of variety, issues around group work, girls not having input to decisions etc) ● Consider whether the parent's expectations are reasonable in light of the standards – if not, the standards might help you explain what they can expect from a Girlguiding unit ● Use the standards with the unit team to help them identify how they could improve – but also to identify existing strengths and things they can build on ● Suggest the leaders discuss the Doing Our Best poster with the girls to get their feedback and suggestions ● You could also use the standards to help the parent understand how much goes into running the unit – you might even be able to turn the complaint into an offer of support!
Scenario C	<p>Supporting a leader who is great with the girls, but you think may be struggling with some of the other aspects of running a unit. The unit accounts haven't been reviewed for 3 years and you've noticed GO hasn't been updated for a while.</p> <p>You could:</p> <ul style="list-style-type: none"> ● Introduce Doing Our Best as a tool that's being used to support all units (so the unit doesn't feel singled out) ● Ask open questions to find out how the leader feels their unit is doing ● Give lots of praise and positive reinforcement around the standards that are going well. ● Explore whether other members of the unit team might be able to help with the accounts or with GO, or what other support or training could help. ● Involve other members of the unit team in a group discussion, so that they can see how much work is involved in running the unit and where they might be able to help
Scenario D	<p>Supporting a unit which has a new leadership team with lots of great ideas and enthusiasm, but who lack confidence.</p> <p>You could:</p> <ul style="list-style-type: none"> ● Go through Doing Our Best as a way of showing them how well they are doing – and perhaps also to prioritise what they want to do next, so they don't burn out ● Encourage them to share their ideas with other leaders (e.g. at a district or county day) ● Identify the areas they feel least confident with, and buddy them up with an experienced leader who you know is good at that area.
Scenario E	<p>Planning a thanks and recognition event for volunteers in the division.</p> <p>You could:</p> <ul style="list-style-type: none"> ● Work through each section to help you make sure you're recognising all types of contributions, not just the things that are most visible (e.g. great administrators) ● Use the standards as a framework to recognise volunteers for how they contribute to girls' experience, not just the length of their service ● Collect and present lots of examples of how different units deliver good guiding, arranged by the standards – inspiring everyone. Perhaps your DC team could visit units and put ideas and examples forward? ● Create certificates/badges/awards linked to the standards.