

LEARNING & DEVELOPMENT

AN OPPORTUNITY FOR ONE-TO-MANY IMPACT



LOTS OF CHANGES

Canadian Path

Introduction Of
Online Wood
Badge

New Wood
Badge II
Program

Elimination Of
“Trainer” Role
(and 3rd and 4th
Beads)

Rise Of The
“Support
Scouter”

UNINTENDED CONSEQUENCES

- Many Scouters Not Trained On Canadian Path
- Many Trainers Feel Disenfranchised
- Belief That “Residential” Is Dead
- Areas With Little Training Infrastructure

L&D IS CORE TO THE 5 PRIORITIES

Having a healthy network of Learning & Development Support Scouters who are actively engaged in supporting our Scouters through formal and informal Training, Coaching and Mentoring is vital to the health of our Groups, Areas and Council.

1. Membership Growth
2. Safety Leadership
3. Program Quality
4. Volunteer Support
5. Group Capacity

MOVING FORWARDS

1. Establish Council Training Network
2. Build Our Pool of L&D Support Scouters
3. Clear & Compelling Buffet Of In Person Training
4. L&D Support For Underserviced Roles
5. Emphasis On Mentoring & Coaching

1. COUNCIL TRAINING NETWORK

A support & collaboration framework to plug into

Regular Conference Calls With DACs – Learning & Development

Create An Email Discussion Forum For Our L&D Support Scouters To Plug Into

Pool Resources, Coordinate Trainings

Better Promotion Of Trainings

2. BUILD POOL OF L&D SUPPORT SCOUTERS

- Identify potential L&D Support Scouters in Each Area
- Focus on Areas with weak Training infrastructure
- Identify disenfranchised Scouters (Trainers) who could be valuable resources and invite them back to the table
- Invest Training, Coaching & Mentoring time into Support Scouters
- **GOAL:** Each Area have a core pool of Support Scouters who can service their Area.

3. CLEAR & COMPELLING BUFFET OF IN PERSON TRAINING

- Build Up Our Repertoire Of Offerings Across The Council
- Communicate new WB2 directly to Scouters
- Vary The Options: Workshops, Week Nights, Webinars, Day-long, Weekend/Residential
- Give Our Scouters Easy Access To See What's Available
- Increase Planning Horizon So Scouters Can Plan Many Months In Advance

**4. L&D SUPPORT
FOR
UNDERSERVICED
ROLES**

Treasurers

Group Administrators

Fund Raising Coordinators

Group Commissioners

Quartermaster

Others?

5. EMPHASIS ON MENTORING

Scouters Need Access To
Mentoring After Trainings

Help Implement And
Troubleshoot In The Field

Helps Scouters Feel
“Plugged In” And Supported

Formal AND Informal
Mentoring

QUESTIONS?