

A group of adults and young people are participating in an outdoor activity. They are standing in a line, each carrying a large, heavy log on their shoulders. The log is being passed from person to person, creating a human chain. The participants are wearing various outdoor clothing, including jackets, hats, and scarves. The background shows a grassy hillside and a body of water.

Adults in Scouting World Policy

ADULTS IN SCOUTING



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Millions of adults

Scouting could not have existed around the world without millions of adults, the majority of them volunteers, that currently support the Movement by performing a wide range of roles or functions.



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Systematic approach

Adults in Scouting is a systematic approach for supporting adults to improve the effectiveness, commitment and motivation of the adult leadership so that better programmes are supported in the delivery by and for young people.



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Strong link with ...

Adults in Scouting is one of the three strategic areas that constitute an effectively functioning NSO:

Adults
in Scouting

YOUTH
PROGRAMME

ORGANISATIONAL
DEVELOPMENT



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Strategic outcomes:

INCREASE

MANAGE

IMPROVE



- attraction and selection
- appointment
- training
- in-service support
- renewal

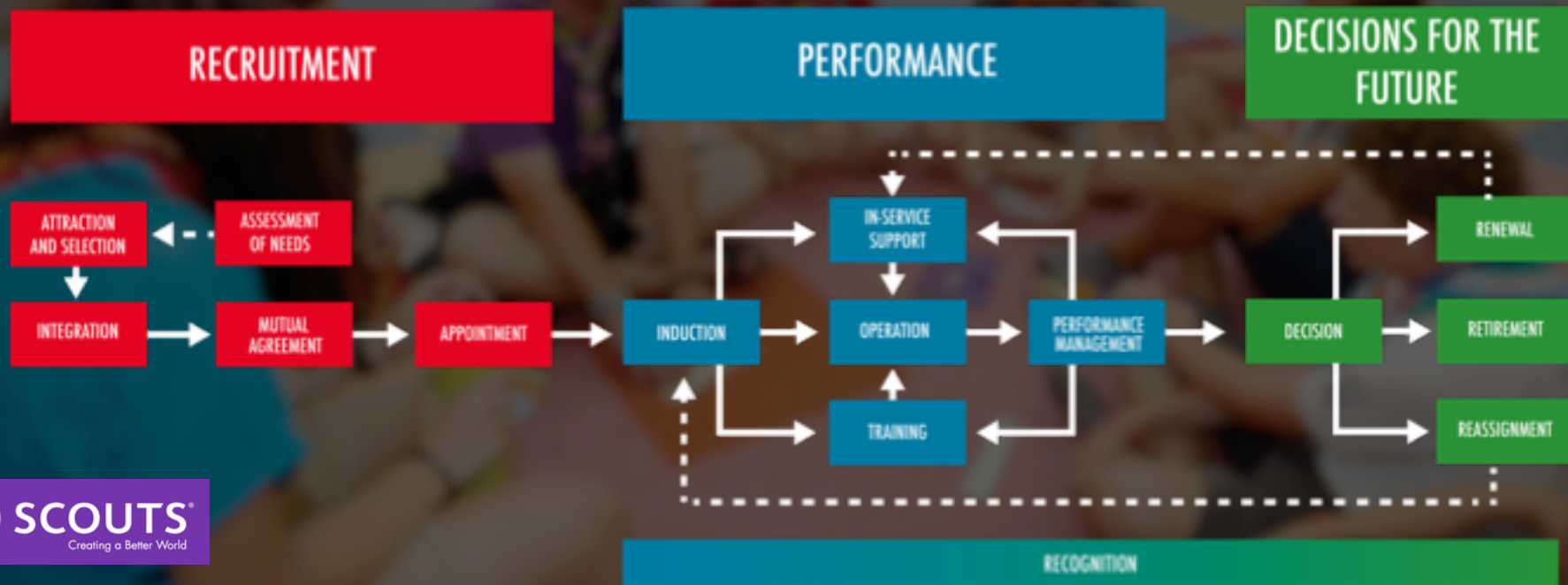
...

- better service to young people
- motivation of adults
- effectiveness and efficiency of NSOs
- social well-being



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The adult life cycle



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Recruitment

Recruitment is a process of sourcing volunteers or employed staff for the purpose of accomplished different work, tasks, job or function required by the organisation.

Steps in the the recruitment:

- Assessment of needs
- Attraction and selection
- Integration
- Mutual agreement
- Appointment



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Performance

Performance is the action or process of performing a task or function. For the good performance next elements are crucial:

- Induction
- Training system
- Operation
- In-service support
- Performance management

Performance management is a continuous, comprehensive and natural process which clarifies mutual expectations and the support required.



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Decisions for the future

Adult in Scouting policy strongly advocates mobility and flexibility across the roles and functions. That enables more opportunities to participate at all levels.

Possible decisions for the future are:

- Renewal
- Reassignment
- Retirement


Decision for the future enable good HR management and help members to stay motivated for further commitments.



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Recognition



All members who have successfully delivered on their agreed commitment to their role or function should receive recognition.

Recognition should be permanent process based on demonstrated performance and personal progression, informal and formal, non-material and not only awards based.

Recognition is critical for increasing members' engagement, leading to higher retention in the long run.



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Retention strategy

For increasing the retention, adults in Scouting need to:

- trust the organisation and feel that they are trusted, respected and supported,
- feel a sense of commitment to the NSO,
- access learning opportunities on a regular basis and continuously develop leadership competencies,
- Adults need to receive a sense of achievement from their role or function in Scouting as well as being recognised for it.

NSOs should respond with clearly outlined retention strategies.



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Triennial plan 2017 - 2020

Adults in Scouting

Strengthen the implementation of all aspects of the life cycle of Adults in Scouting (including recruitment, training and retention), in accordance with the World Adults in Scouting (AiS) Policy.

KPI: 80 NSOs will improve their internal processes for recruiting, training and retaining adult leaders, in accordance with the World AiS policy.



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A blurred background image showing several people, likely Scouts and leaders, working together on a project. One person in the foreground is wearing a wide-brimmed hat and glasses, looking down at their work. Another person next to them is wearing a patterned shirt and a red neckerchief. They appear to be working on a table with various materials and tools.

How

Adults in Scouting Life Cycle is relevant for you?



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Thank You



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