

PERSONAL LEADER ADVISER

Each Leader recruited is to be assigned a Personal Leader Adviser (PLA), by the designated District/Region/Branch team member, to be a 'mentor', 'buddy' or 'adviser'.

The role of the Personal Leader Adviser is vital in the Leader support system of the Movement. The PLA is the key support person who will:

- Assist in the induction process.
- Promote leadership, motivation and loyalty to the Scout Movement as a whole.
- Ensure that the new Leader understands the training system and related obligations, and organise Leaders to undertake the formal training specified by assisting with the application for and completion of formal training programs.
- Encourage all Leaders to progress through the full Woodbadge program, and maintain liaison with Leaders attending formal training programs and support them.
- Encourage belief in the development of all Adults in Scouting and the completion of the Woodbadge as the accepted standard of effective leadership in the Association.
- Be responsible for, or assist with, the assessment of Leaders in achieving and maintaining the standards of the Association.
- Introduce the new Leader to key personnel in the District/Region and assist with an understanding of their role.
- Ensure that the new Leader knows about and receives all available support and other resources.
- Ensure that the new Leader knows about and understands the possibilities of the range of Branch, Region and District Scouting events.

There may be times that the experienced Leader nominated as a Personal Leader Adviser has yet to achieve the Woodbadge. This should not deter their selection and use as a Mentor but it is desirable that a Personal Leader Adviser is an experienced Leader with the appropriate Woodbadge.

The role of the Personal Leader Adviser can be summed up as follows:

1. Support and mentor the new Leader with friendship and reassurance during these first few months thereby helping to maintain the initial enthusiasm. Ensure that the In-service tasks are satisfactorily completed.
2. Talk with the Leader about his/her experience and existing skills then, together with the District Commissioner/DL Adult Training Support/Section Leader, help to plan the In-Service training program in the light of those discussions.
3. Inform the organisers of a District Meeting that you intend to visit and take the new Leader to the meeting. Arrange introductions to the Leaders most likely to help e.g. District Leaders and other Leaders with similar jobs. Try to create a feeling of welcome and belonging to a large successful Scout Movement.
4. Organise the visits to other Sections with the Section Leader concerned. Take the new Leader and help to make the best use of the visit by using the checklist provided in the Skills and In-Service workbook.
5. Ensure that on completion of the In-service and Technical Training Tasks the DL Adult Training Support is informed, using the forms in the In-service Workbook.
6. Ensure the completion of Leadership Workbooks.

The ROLE OF DISTRICT TEAM in relation to appointment of the Personal Leader Adviser (Leader of Youth) can be summed up as follows:

1. **District Leader Sectional**
 - Assigns suitable Personal Leader Advisers to work with specific new Leaders.
 - District Leaders Sectional have an on going responsibility for the training and support of all Leaders within the District. A District Leader Sectional may be appointed as a Personal Leader Adviser.
 - Identifies new Personal Leader Advisers suitable for appointment.
 - Assists with Personal Leader Adviser training as required.
2. **District Leader Adult Training Support**
 - On advice from the District Leader Sectional, records the Personal Leader Adviser name on Branch Records.

- Ensures that the Introduction to Scouting Seminar, In-service and Technical Tasks are satisfactorily completed and the Training Record is completed with the Personal Leader Adviser.
- Ensures that necessary training materials are provided.
- Except in exceptional circumstances the DLATS is not appointed as a Personal Leader Adviser.

APPOINTMENT AS A PERSONAL LEADER ADVISER

Support is needed for a new Leader coming into the Movement especially until they are established as a Certificated Leader. The District Leader Sectional is the provider of support within the section for which the new Leader is training, and will ensure that all Leaders within their Section receive the support necessary for the maintenance of quality Scouting.

To be formally appointed as a Personal Leader Adviser, Leaders should satisfy the following requirements:

- Have had reasonable experience in the Section concerned.
NOTE: Relevant experience in the Section is not optional. For example a Leader without Cub Scout Section experience should not be appointed as a Personal Leader Adviser in the Cub Scout Section.
- Have a good understanding of the structure of the Scout Association and know the key personnel in the local area with whom the new Leader will have to interact.
- Be willing to provide the extra time and commitment and have the ability to take on the role of a coach and mentor for a new Leader.
- Hold the relevant Section Woodbadge.
- Currently be working in the section or at District level.
- Have completed the Personal Leader Adviser Training Course since 1 January 2006.
- ARC (ATD) (on advice from the DC) then recommends the appointment as a Personal Leader Adviser to the Branch Commissioner Adult Training Development who arranges for the appointment to be raised and Certificate and Badge as a Personal Leader Adviser issued.
- Personal Leader Advisers are appointed for a term of three years (renewable).

Further details on the PERSONAL LEADER ADVISER functions and responsibilities are included in:

- Personnel Committee Handbook
- Leader of Adults Handbook
- Policy and Rules

Personal Leader Adviser training is part of the Training of Trainers Program. Details of courses are included in the Training Calendar.