



Personal Leader Adviser Expectation Statement

The Personal Leader Adviser ensures effective support and enrichment opportunities are provided to maximise the benefits of formal and informal training. The Personal Leader Adviser encourages belief in the development of all Adults in Scouting and the completion of the Woodbadge as the accepted minimum standard of effective leadership in the Association. The term Leader is used extensively throughout this document. The 'Leader' refers to the person that the Personal Leader Adviser is providing coaching and mentoring to.

The Personal Leader Adviser:

- Provides a clear sense of direction by;
 - Acknowledging that making mistakes is part of a learning process and that when mistakes are made, they are not ignored and the Leader learns from them
 - Being proactive in assisting the Leader to provide interesting and relevant activities for their role
 - Facilitating knowledge of, & meetings with, other leaders within the Scouting community
 - Being a good communicator and providing a confidential climate for questioning and raising issues
 - Promoting and supporting the achievement of the Woodbadge
- Creates & sustains a successful learning environment through;
 - Having an in-depth understanding of the training requirements
 - An ability to work with the Leader to set goals that meet the expectations of the Leader and the Association
 - Providing on-going encouragement and assessment along with proactive honest and constructive feedback to ensure the Leader continues to enjoy Scouting
 - Facilitating the practical application of Training and providing assistance with skills development
 - Ensuring a climate exists where the Leader feels comfortable in raising issues and instils confidence to do so.
 - An awareness of and response to individual needs by being flexible in working towards the desired outcome.
 - Advice to ensure the leader prepares for their course and follows up after the training course
- Leads by example by;
 - Reserving judgment and keeping an open mind
 - Having a good knowledge of Scouting and behaving in accordance with the Code of Conduct and Duty of Care
 - Setting a high standard of behaviour and acting positively
 - Having an active participation in Scouting events including appropriate Conferences
 - Demonstrating drive, energy, initiative and personal accountability to get results for their role
 - Developing constructive relationships with Leaders
 - Showing a willingness to seek information from others
 - Completing all appropriate training in a timely manner and maintaining currency in appropriate courses
- Establishes & maintains relationships in an environment for leaders to be successful by;
 - Acting as a mentor of, and maintaining regular contact with, the Leader being Mentored
 - Developing the Leader to operate effectively in their role.
 - Being approachable and enthusiastic
 - Ensuring a climate exists to assist the Leader to assess their own needs and supporting the Leader to meet the identified needs
 - Understanding the learning needs of adults and providing them with opportunities to achieve success both individually and in their role
 - Ensuring that fun is an integral part of their role
 - Encouraging leaders to take ownership of and responsibility for their role, and be accountable for their actions.
- Demonstrates integrity when dealing with difficult issues through;
 - Taking a leading role in addressing difficult situations and working towards resolution in a quick and efficient manner
 - Addressing conflict, ensuring it is dealt with quickly to avoid unnecessary escalation.
 - Providing sound advice based on accurate information and listening in an unbiased way to what people say
- Is an active member of their Group, District and/or Region by;
 - Ensuring that the Leader has a well balanced active program.
 - Actively encouraging Leaders to participate in relevant training
 - Developing and maintaining a good working relationship within their Group/District/ Region.