

## Personal Leader Advisers

### RESPONSIBILITIES OF PERSONAL LEADER ADVISER

This statement is taken from the Personnel Committee Handbook. Each new Leader recruited is to be assigned a Personal Leader Adviser (PLA), by the District Leader (Adult Training), to be a "mentor" or "buddy" or adviser. The PLA is the support person who assists in the induction process, ensures that the new Leader applies for and completes training programs and gives friendship and encouragement - a "shoulder to lean on", if required. The PLA is vital in the Leader support system of the Movement.

#### 1. PRIMARY RESPONSIBILITIES

- Help new Leaders to settle into their role within the Movement.
- Organises Leaders to undertake the formal training specified.

#### 2. ACCOUNTABLE TO:

- District Commissioner, for training support.
- District Leader (Adult Training), for supervision and support of allocated new Leaders.
- Adult Leaders in the District, for training support and friendship.

#### 3. PERSONAL REQUIREMENTS

- Positive maturity.
- Honest self-awareness and sensitivity.
- Aware of her/his own skills, needs and effect on others.
- Ability to adjust when necessary, that is have a flexible approach.
- Able to help, without appearing to be a "know-all".
- Shows patience and understanding when a Leader stumbles over some difficulty or returns to a situation already dealt (apparently) with.
- Ready, from time to time, to deal with Leader frustration or even hostility, if a project does not go as well as expected or if external factors hinder progress.

#### 4. FUNCTIONS

- To promote leadership, motivation and loyalty to the Scout Movement as a whole.
- To encourage belief in the development of all Adults in Scouting and the completion of the Wood Badge as the accepted standard of effective leadership in the Association.
- To encourage all Leaders to progress through the full Wood Badge program.
- To be responsible for, or assist with, the assessment of Leaders in achieving and maintaining the standards of the Association.
- To organise Leaders to undertake the formal training specified.
- To maintain liaison with Leaders attending formal training programs and to support continuity.
- To assist Leaders to assess their own particular needs, to ensure that the need is identified and steps taken to meet that need.

#### 5. APPOINTMENT CRITERIA

- A minimum of two years Scouting experience.
- A Wood Badge in the relevant section.
- A knowledge of adult learning principles and the skills required in the Section.
- Able to carry out assessment of peers.
- Completion of a Personal Leader Adviser course

A PLA will be appointed for a maximum of three years (renewable) by the Branch Chief Commissioner on the recommendation of the Branch Commissioner for Adult Training and Development. The Assistant Region Commissioner Adult Training and Development for each Region is responsible for submitting suitable applicants.

Within Victoria Leaders may be appointed as a PLA for Leaders of Youth without a National appointment if they complete a short Leader of Youth PLA course. There may be times when an experienced Leader without a Wood Badge is required to be appointed as a PLA for Leaders of Youth.

