

Transformation Lead Role Overview

Welcome, to your new role as a Transformation Lead! We're excited for you to join us and the other Transformation Leads across the UK on a journey of change, helping to drive the delivery of the Skills for Life Strategy.

Being a Transformation Lead

Alongside fellow key volunteers your role as a Transformation Lead will help your County/Area/Region (Scotland) to understand, plan, and deliver plan the changes to come. A big part of your role will be to champion and promote change, supporting members in your County/Area/Region (Scotland) to connect the dots about what the changes mean to them.

Some of the main tasks will look like:

- Collaborating with Scouts HQ to understand the changes and provide feedback.
- Translating the 'big picture' plans and helping to make these work in a local context.
- Help plan and lead change locally within your County, Area, or Region.
- Engaging and communicating directly and indirectly with volunteers in your local area about the changes.
- Preparing and supporting Districts, Groups and Sections to understand, embrace and adopt changes.

The full role description can be found on the website [HERE](#).

Support

Change can be challenging at times, and we want to make sure you're supported from the centre as you carry out this role. Here's a few ways we can help support you in your new role.

Online Resources

We've developed a [Scouts 4-Steps of Change Framework](#) which will be able to aid and guide you through how to make changes in your area. Our 4-Steps of change are outlined below;

4 Steps of Change



Understand

'We understand why the change is needed'



Plan

'We have a plan to support people through the change'



Deliver

'We are responding to **feedback** and celebrating **wins**'



Keep Going

'We can measure long term success'

You can also read the [key summaries of our focus areas](#) to help build your understanding of the upcoming changes to the volunteer experience on our website.

Monthly Online Meetings

We have a monthly call where Scouts HQ and all Transformation Leads get together to discuss all things Transformation. You can sign up to the meetings [HERE](#) as well as look over previous recordings and slides we've shared.

HQ Support

A change team within Scouts HQ is here to support you with delivering change, along with a dedicated email inbox to contact them Transformation.Leads@scouts.org.uk

Facebook

A dedicated [Facebook Group](#) just for Transformation Leads across the UK where you can share ideas, resources and ask questions. We have over 160 members so far, comprised of Transformation Leads and their teams, County Commissioners, HQ Staff and Volunteers so there's lots of opportunities for meaningful discussions.

If you have any questions, please do get in contact through our [Transformation Lead email](#).

We can't wait to start working with you!