Roadmap for Change

Scouts

Roadmap for Change

Scouts

- The Volunteer Experience programme is focussed on making cultural changes to how we volunteer in Scouting

- These cultural changes are supported by a series of digital tools

- Parts of these cultural changes will come before we release the new digital tools

- Further cultural changes will then be supported by the release of these tools

What changes are happening pre-digital tools?

Scouts

Team-Based Approach

We will be moving from our current roles and structures to a team-based approach to volunteering

This will then be formalised when the new membership system goes live

Resources to support this will be made available during April 23

Our Volunteering Culture

We will be introducing "Our Volunteering Culture" into the way we volunteer

This culture change will take some time to embed, so it is important to start this process soon

Resources to support this will be made available during April 23

Trustee Boards

We will be moving from Exec Committees & Exec Committee members to Trustee Boards & Trustees

We will be aligning with Charity Commission good practice

Resources to support this will be shared in March 23 with the finalised POR version releasing in April 23

Additional

- Clarification around the purpose and boundaries of the 'Occasional Helper' role
- Mapping of current training to new core learning
- Continued focus on training compliance

Scouts

What we'll provide

The Roadmap for Change

- What cultural changes will be coming before the digital systems

- What changes will come alongside the digital systems

- What resources you'll get and when you'll get them

Change Planning Tool

- A tool to translate the Roadmap for Change to your local area

Compliance

- Continued focus on training compliance

What you'll need to do

- Use the roadmap for change to start or continue your local change planning

- Use the draft team descriptions to help your area understand what their future teams will look like

- Plan briefings for District & Group Chairs on the Trustee Board Changes for Mid-March onwards

- Continue focus on training compliance

- Continue cleaning up Compass data

- Continue informing your area about the upcoming changes through events, local emails and more

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What we'll provide

- Information and resource pack for Trustee Board changes on March TL call

- Early look at Culture and Teams resources which will be shared as finalised versions in April 23

- Additional guidance on cleaning up Compass

- Time on Transformation Leads calls to share progress with current local planning and collaborate with other areas

What you'll need to do

- Complete your local change plan, including non-digital changes and other activities, up to September 23

- Plan & deliver briefings for District & Group Chairs on the Trustee Board Changes Mid-March onwards

- Continue cleaning up Compass data

- Continue informing your area about the upcoming changes through events, local emails and more

- Continue using the draft team descriptions to help your area understand what their future teams will look like

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What we'll provide

Our Volunteering Culture Resources

- Our Volunteering Culture Statement

- Video explaining Our Volunteering Culture and whys it's important

- Interactive workshop and guidance to help review and implement Our Volunteering Culture

Team Resources

- Team descriptions, including named role and accreditation descriptions

- Role mapping from current roles to new teams

- Supporting guidance for building new teams

- Guidance for changing an Executive Committee into a Trustee Board

Change Resources

- Video introducing cultural changes happening pre-digital transition

- Webinar for District/County/Area/Region (Scotland) Commissioners to understand how these changes fit into the wider Volunteer Experience changes and the Skills for Life Strategy

POR

- Trustee Board & Constitution updates

What You'll need to do

- Use the team resources to finalise the plan of what your new teams will look like

- Start introducing Our Volunteering Culture to your volunteers

- Start introducing use of teams in Groups, Districts, Counties

- Start introducing the Trustee Board changes via AGMs for Groups/Districts/Counties/Regions/Areas...

- Continue cleaning up Compass data

- Continue informing your area about the upcoming changes through events, local emails and more, using the new videos and other resources to support this

- Continue delivering briefings for District & Group Chairs on the Trustee Board Changes

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What we'll provide

- Mapping of current training modules to new Growing Roots base learning content (The learning every member will need to complete)

- Digital Skills Tool Launch and supporting resources

- Time to share how work is progressing in your areas and tips for success along with support for any challenges being faced

What you'll need to do

- Use mapping of current training to new learning to support your local planning and compliance

- Ensure all local members are aware of upcoming changes and what they need to do

- Get to know the Digital Skills Tool and plan how you will introduce this in your area

- Continue cleaning up Compass data

- Continue introducing Our Volunteering Culture

- Continue introducing use of teams in Groups, Districts, Counties etc.

- Continue introducing the Trustee Board changes via Group/Districts/County AGMs

Scouts ⚜

What we'll provide

- Sharing with Transformation Leads draft plans on how Branching Out will look and work
- Sharing with Transformation Leads draft plans for how the Wood Badge will change

What you'll need to do

- Continue cleaning up Compass data
- Continue ensuring all local members are aware of upcoming changes and what they need to do
- Continue introducing Our Volunteering Culture
- Continue introducing use of teams in Groups, Districts, Counties
- Continue introducing the Trustee Board changes via Group/Districts/County AGMs
- Continue to introduce the Digital Skills Tool in your area and increase usage

July - September

Scouts ⚜

What we'll provide

July
- POR - This will be the final version of POR for Counties to use prior to their transition and will apply in every County until their transition to the new digital solutions in February

September
- Growing Roots (Role Specific) learning content

What you'll need to do

- Utilise additional mapping of current training to new learning to further support planning

- Continue cleaning up Compass data

- Continue introducing Our Volunteering Culture

- Continue introducing use of teams in Groups, Districts, Counties

- Continue introducing the Trustee Board changes via Group/Districts/County AGMs

- Continue to introduce the Digital Skills Tool in your area and increase usage

Aims for September

Understand · **Plan** · **Deliver** · **Keep Going**

Understood –

- Your volunteers are aware of Our Volunteering Culture and the new team structures

- Your volunteers understand Our Volunteering Culture; they understand how to set up the new District and County team structures, what tasks each team does, and the team responsibilities of Sections and Groups

- Your Executive Committee members understand the purpose and tasks of Trustee Boards

Planned -

- Your volunteers have planned how they are going to set up their new teams and what steps to take to implement Our Volunteering Culture

- Your Executive Committees have planned how they will become Trustee Boards

Now Delivering -

- Your volunteers are implementing Our Volunteering Culture, setting up the new District and County team structures (or be on the way to having this structure), and are operating in a team-based volunteering way

- Your Executive Committees will have become Trustee Boards (or are on the way to), and are operating in this way

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What we'll provide

Guidance on:
- Team (Self) Reviews
- Permits & Nights Away
- New welcome processes
- Changes to disclosure process
- Using the new recruitment tool
- Further areas of change coming with digital tools

POR
- All changes needed by a County from the point of their transition

- This will be the version of POR for Counties to use from the time of their transition

What you'll need to do

- Provide additional support to Districts and Groups which are continuing to move to the new team-based volunteering model

- Provide additional support to Districts and Groups which are continuing to move to Trustee Boards

- Use the POR version for post-transition and new guidance to prepare teams for transition

- Continue cleaning up Compass data

- Continue embedding Our Volunteering Culture into new teams

Scouts

What we'll provide

Details of transition plan

User guides on digital solutions

Training & Webinars
- Digital systems
- Welcome Conversations

Early Adopter Learnings

What you'll need to do

- Prepare for systems go live

- Prepare for migration of members to the new systems

- Attend training on digital tools, absorb user guides and disseminate information

- Field questions and support your local transition

- Continue cleaning up Compass data

- Continue embedding Our Volunteering Culture into new teams

Scouts

What we'll provide

Digital Tools Go-Live

What you'll need to do

- Start utilising the new POR version

- Support your local area to utilise the systems

- Ensure new team structures at all levels are reflected on the membership system accurately

- Field questions and support your local transition

- Continue embedding Our Volunteering Culture

Scouts

What we'll provide

- Ongoing additional support

- Further Early Adopter case studies and learnings to support and provide tips

- Targeted support for those having difficulty utilising the new digital tools

What you'll need to do

Celebrate your successes!

- Feedback on future needs for digital systems

- Continue embedding use of digital tools into all areas

- Continue embedding Our Volunteering Culture

Roadmap for Change - Summary

High Level Roadmap for Change – 90%

Scouts

What you'll need to do

- Change Planning
- Cleaning up Compass
- Brief on Trustee Board Changes
- Start planning your new teams

- Cleaning up Compass
- Start introducing Our Volunteering Culture
- Start introducing use of new teams
- Start introducing Trustee Board changes

JANUARY – MARCH 23

APRIL – JUNE 23

What we'll provide

- Roadmap for Change
- Change Planning Tool
- Further guidance on Compass clear up
- Trustee Board resource pack

- Our Volunteering Culture Resources
- Team Resources
- Change Resources
- POR update - Trustee Boards
- Digital Skills Tool
- More Growing Roots learning details

High Level Roadmap for Change – 90%

Scouts

What you'll need to do

FEBRUARY 24

- Start utilising the new POR version
- Support your local area to utilise the digital tools
- Ensure new team structures at all levels are reflected on the membership system accurately
- Continue embedding Our Volunteering Culture

MARCH 24 Onwards

- Continue embedding digital tools into all areas
- Continue embedding Our Volunteering Culture
- Feedback on future needs for digital systems
- Celebrate our successes!

What we'll provide

DIGITAL TOOLS GO-LIVE

- Ongoing support
- Early Adopter case studies and learnings
- Targeted support

High Level Roadmap for Change – 90%

Scouts

What you'll need to do

- Cleaning up Compass
- Continue introducing Our Volunteering Culture
- Continue introducing use of new teams
- Continue introducing Trustee Board changes
- Utilise POR version for post transition to prepare teams for transition

- Cleaning up Compass
- Provide additional support to those continuing to move to new teams and Trustee Board changes
- Continue embedding Our Volunteering Culture
- Prepare for migration to new digital tools

JULY – OCTOBER 23

NOVEMBER 23 – JANUARY 24

What we'll provide

- Final POR edition pre-digital transition
- Further Growing Roots learning details
- Further guidance on changes coming with the digital tools
- October POR edition for use post-transition

- Transition plan details
- User guides for digital tools
- Training & webinars in preparation for digital transition
- Early Adopter case studies and learnings

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What changes are happening with the digital tools?

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Warmer Welcome

The formal change to the new appointment process will come at the point of transition to the new digital systems

Prior to this, areas are encouraged to utilise the guidance on the Scout website appointment panels page, but care should be taken to ensure this fits within the context of the current POR edition

Learning

The move across to an optional Woodbadge and the new digital learning will come at the point of transition to the new digital systems

Prior to this, there will be additional guidance shared around which areas Commissioners should focus on when it comes to compliance

Volunteer Journey

Digital adoption of new teams and titles will come at the point of transition

Compass will not have the new teams and titles available

Prior to this, non-digital adoption of teams and titles will be undertaken as noted on the previous slides

Timeline Overview

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Activity	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Compass Clear Up	████	████	████	████	████	████	████	████	████	████	██▶			
Team-based Approach			████	████	████	████	████	████	████	████	████	████	██▶	
Our Volunteering Culture			████	████	████	████	████	████	████	████	████	████	████	██▶
Trustee Boards			████	████	████	████	████	████	████	████	████	████	██▶	
Preparing for Transition										████	██▶			
New Digital Tools													██	▶
Welcome Conversations													██	▶
Growing Roots Learning													██	▶

Expected time frame of activity

Time frame of activity to achieve the 'Aims for September'

Next Steps

- This timeline will be updated as we progress with more detail

- We'll provide the detailed resources relevant to what you need to be doing, at the time it's needed

- This will let you focus on what needs to be done at that time and prevent volunteers being overloaded with information

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Support

- Resources & tools available on the Transformation Lead hub

- Event support requests

- Contact your neighbouring areas or your wider Region to share ideas, plan together and collaborate

- Additional support requests and questions answered through:

  - Transformation Lead Facebook Page

  - Transformation.Leads@Scouts.org.uk

Scouts