



Horizons

Commissioner Conference 2023
Girlguiding London & South East England



Girlguiding
London and
South East England

Welcome to Succession Planning

Looking Beyond the Horizon



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Aim and Outcome

Aim

Commissioners look to the horizon for succession planning in their areas

Outcome

For commissioners to return to their area feeling confident about implementing their plans for its future and for their own future within Girlguiding

Objectives

By the end of the session, commissioners will have had the opportunity to

1. Discuss their current teams and record how they can effectively work together to plan for the future.
2. Look at the roles in their areas. To consider changes that could be implemented to assist with the role today, as well as with a view to the future.
3. Create a plan to take away and use, in order that succession to the varied roles is successful.
4. Think about their own future within Girlguiding. To hear about opportunities that are open to them and know where to go and who to ask for further information.
5. Take away 'Top Tips' of the session for use in their own areas.

Succession planning scenarios

1. You are the commissioner supporting quite a large number of units. Recently three of your leaders have told you they want to give up guiding and the running of their units. Two of the leaders, who are in the same Brownie unit, have given you nine months' notice, the other leader, who is the unit leader for one of your Rainbow units, has given you ten weeks.

What are your plans? How will you manage this?

Succession planning scenarios

2. You are the commissioner and have a good, strong supportive team. The team includes the Treasurer, Secretary, Events coordinator and DBS Verifier. You have already been in post for three and a half years and have agreed to stay in post for the five year period. Your team are happy to also stay for the five years to support you. However, they have made it quite clear that at the end of your term of office, they also will be stepping down from their supporting roles.

The new commissioner will probably want to set up her own supporting team but how and what are you going to put in place to help plan for the future?

Succession planning scenarios

3. Your Treasurer is a retired guide leader. She has been very happy in her role as treasurer but has recently informed you that her eyesight is becoming worse and that she is finding it increasingly difficult to read text, even with her glasses. What are your plans? How can you and your team help?

Succession planning scenarios

4. You are currently a commissioner who supports units. Your role comes to an end during the current year, as does the role of the commissioner who supports you.

You are interested in taking on the commissioner supporting other commissioners role when your current role ends, but you know that these appointments are made by the county commissioner.

How are you going to prepare for this? What will be your preparations and what help might you need? Who will you inform of your interest?

Succession planning scenarios

5. HELP!

Both your District and Division treasurers are in their 80's. They have both told you that they are stepping down from their roles at the end of the summer term.

What have you already got in place? What plans have already been made / could be made?

Succession planning scenarios

6. Sadly your long standing camp adviser has recently been taken ill and is unable to continue her role. You are the commissioner supporting commissioner of a large area and the camp advisor has a busy role. She has been supporting the annual camps and holidays in your area and the leaders wishing to attain their Going Away With qualification.

What plans could be put in place? Going forward, what changes, if any, could be made?

Succession planning scenarios

7. You are a commissioner supporting units and your role is shortly coming to an end. A new commissioner has been appointed. What have you got in place / could put in place to ensure a smooth handover?

Succession planning scenarios

8. One of your Leaders in your area is expecting her first baby in four months. She is still working but is very tired at the end of her working day and is wanting to give up running her unit until such time

How will you manage this? What's already in place? How can this leader still feel part of guiding?

Succession planning scenarios

9. You're a commissioner supporting a small number of units. All the units are active throughout the year, including their camp and holiday activities. In your area there is a mature leader who holds both the camp and the holiday Going Away With qualification. The Brownies can attend residentials and the Guides take part in District camps. This leader attends both residential activities as the event leader in charge.

There are qualified leaders in the units and one holds the catering qualification. How would you start a conversation with the team around succession planning for residential events?

Succession planning scenarios

10. You are the commissioner who, until recently, supported three commissioners. Two of your local areas have merged to make one and so now there are just the two commissioners who you now support. One of the commissioners has, due to family commitments, stepped down from her role. No one has come forward or volunteered to take on the role for that area. What can you do, going forward, while still working together? What plans are you going to put in place to support the local leaders? What about you? What plans are you going to put in place so that you don't end up carrying out this commissioner role as well as your own?

Succession planning scenarios

11. You are the commissioner supporting your local units. You have been in post for six years and have been unable to find anyone to take over your role. A younger volunteer has recently moved to the area and is keen to take on the role. You are concerned that she doesn't have much experience and that the other leaders in the area don't know her. How will you successfully integrate her to the district?

Succession planning scenarios

12. You are a commissioner who currently supports a team of local commissioners. You are about to reach the end of your three year term. You would like to take on a county position. Who do you need to speak to? Who else apart from your county commissioner could you talk to?

Succession planning scenarios

13. You are a commissioner supporting a number of local units. You have a good team of leaders who have shared many of the commissioner roles and are happy to continue helping the next commissioner. You have found a successor to take over from you, but she wants to do everything herself. How can you ensure that the current team don't feel unwanted?

Succession planning scenarios

14. You are a commissioner supporting a number of commissioners in your area. You have a busy day job and are finding it a challenge to manage the team, run your unit, whilst still trying to find time for yourself. What changes can you make to the structure of your area which might help you have more time for yourself?

Succession planning scenarios

15. You are the commissioner supporting other local commissioners. One of these commissioners has been in post for five years. She has enjoyed this role and is interested in taking on a role at Region. How could you help her achieve this? What help, if any, do you need?

A photograph of a sunset over a calm body of water. The sun is low on the horizon, creating a bright, shimmering reflection on the water's surface. The sky is a deep blue with wispy white clouds. The text "Thank You" is centered in the upper half of the image in a white, bold, sans-serif font with a thin black outline.

Thank You