

Getting back on track

Reconnecting with the Leadership qualification

You're probably referring to this card if you've noticed that your leader in training has lost their way recently. Perhaps they haven't responded to your messages or you just haven't heard from them. It may have been months since you were in contact and you're concerned that they have lost interest in completing their Leadership qualification.

While we don't want you to get dragged into 'doing it for' your new leader you can help her by intervening and understanding what's preventing her from progressing with the qualification.

Get in touch with your leader in training and check in on how she's doing. Try to keep your tone inquisitive and understanding to avoid coming across as confrontational when asking her about what's happening.

You could ask...

How is everything? How are you finding the Leadership qualification?

What initially motivated you to start the Leadership qualification?

I've noticed that you haven't been in touch for a number of months and wanted to see if there's anything more I can do to support you.

What can I do to support you to complete your Leadership qualification?

What's getting in the way of your completing your Leadership qualification?

Common reasons leaders in training might go off track (and what to do about them!)

Lack of time

In a busy world, many of us are stretched for time and juggling lots of different priorities, whether these are at home or work, caring for a family member or stretching ourselves to meet challenging deadlines. Completing the Leadership qualification may be the last thing on someone's list!

- It may help your leader in training to map out the different tasks onto a timetable, then you can help her set realistic deadlines and targets. She might find it helpful to physically mark the activities from the LQ onto a calendar in line with any 'down time' in her personal life.
- Consider opportunities which may be coming up which can help the new leader on her way. For example, if you know there is a district event coming up, work out whether their (or their unit's) involvement in the event will help evidence their LQ.

Loss of interest

Motivated people have a positive outlook, they're excited by what they're doing and they know they're investing their time in something that's truly worthwhile. While your leader in training may have lost her motivation, she once put herself forward to volunteer with Girlguiding, and reconnecting her with this sense of purpose may help her to resume the Leadership qualification.

- Did she get involved in guiding to make a difference? Was it to help her build skills and knowledge for employment? Was it to socialise and meet people? Try to think about how being a leader within Girlguiding will help your leader in training to fulfil her motivation.

- A helpful action may be as small as acknowledging the impact she has on the girls or offering a 'thank you' for the amount of time she has invested in Girlguiding. Don't underestimate how powerful this recognition is.

Lack of progress

- People often lose their enthusiasm and motivation when they don't see any noticeable progress towards their goals or objectives. This is why it's important for your new leader to see small successes as achievements as she works through the Leadership qualification.
- Remind your leader in training of what she has already achieved, whether that is specific modules or something more holistic in the unit (eg for many leaders in training, it's a great step to be able to run a meeting!).

Lack of support

- Sometimes a leader in training can feel as though she is lacking the support network she needs to achieve the LQ. This may be because she doesn't know people, or she may have an unstable relationship with key individuals.
- Ensure she knows who the key contacts for different areas are - for example, her local commissioner and county commissioner, and leaders from other groups in the area.
- Work with your leader in training to identify any areas where she specifically needs support (eg finance) and ensure she is linked up with key contacts or training opportunities which may help.
- Remember! If you feel as though there is a support issue locally or within the leader in training's unit, you should escalate this to the appropriate commissioner.

Other notes

When mentoring, there is a temptation to take on the actions that the leader in training should be doing for herself. It's important to work with your leader in training to identify what she can and can't influence, which will encourage her to take ownership and drive forward what she needs to do.