



Transformation team meeting briefing

Meeting 1 – September

Hi Team,

Thanks to those that attended our first transformation meeting last week. I thought it was a great discussion and really helped us understand and underpin the road ahead of us.

Below I've provided a short overview, this is particularly to help those that were unable to be there.

Firstly, as I promised, here is a link to the transformation folder that I have created – this currently has the documents that were distributed at the meeting and will grow as we move forward:

<https://1drv.ms/u/s!AvmnA0D2ougkiYV7U1oMMruuzz3mXQ?e=O5aozB>

At the start of the discussion, I updated the team on the movements decision to extend the delivery and launch time of some elements of the transformation. Little more is known at this time but it does suggest that we will now have a phrase roll out of the changes instead of a immediate move to all the new ways of working on the same day. This was welcomed.

our approach to transition (change)

- We looked at the scouts national change process and how we interpret it
- We looked at what our critical success factors are

You can find details here:

<https://onedrive.live.com/?cid=24E8A2F64003A7F9&id=24e8a2f64003a7f9%21148265&parId=24e8a2f64003a7f9%21148264&o=OneUp>

- We looked at our planned transition roadmap

You can find details here:

<https://onedrive.live.com/?cid=24E8A2F64003A7F9&id=24e8a2f64003a7f9%21148274&parId=24e8a2f64003a7f9%21148219&o=OneUp>

planning for change conversations (local communications and local challenges) and identifying local challenges

- We look at how we can plan our district wider communications strategy and focus our local communications, how we can identify and plan to support those that might find the challenges difficult to accept and/or implement
- We talked through the first planning tools you can use to help achieve this

You can find details here:

<https://onedrive.live.com/?id=24e8a2f64003a7f9%21148224&cid=24E8A2F64003A7F9>

early thoughts about your possible district structure

- We looked at the way Groups, Districts and Counties will be structure, the 'mandatory' teams within the District structure and a suggested possible structure of a district (to help get you thinking)

You can find details here:

<https://onedrive.live.com/?cid=24E8A2F64003A7F9&id=24e8a2f64003a7f9%21148270&parId=24e8a2f64003a7f9%21148268&o=OneUp>

adult learning: keeping the momentum going....

- We looked at how, particularly, training in South London has been restructured to enable a seamless transition (overtime), from the current training framework to the new learning and

development framework, as elements of the new framework are introduced, and the old modules are discontinued

- We talked about our agreed change of emphasis from 'must complete a wood badge' to 'encouraged to complete a wood badge' following the completion of their getting started and suggested key learning.

You can find details here:

<https://onedrive.live.com/?cid=24E8A2F64003A7F9&id=24e8a2f64003a7f9%21148275&parId=24e8a2f64003a7f9%21148273&o=OneUp>

compass data cleansing

- We talked through the continuous need to clean and maintain the membership data currently held in Compass so that when the data is migrated across to the new membership management system we have a good starting point with data that we are confident is 'correct' and can be trusted.

During our discussions, we touched on the possibilities we have to start adopting the new **welcome conversations** process. Bearing in mind, that what we do and how we operate on the ground needs to fulfil the current volunteer appointment screening required as laid out in the current edition of POR.

Local welcome conversation need to be carried out by three people (whereas in the future it will be two) These three people could be the GSL or the group the new volunteer is joining and two members of your current appointments panel pool. I will work on some resources to support this (should you choose to move to this way of working) and will send a focussed email.

You can find details or the current processes here:

<https://www.scouts.org.uk/por/16-adult-roles/>

You can find the SLS online module 37 – advising on adult appointments, to support appointments panel members here:

<https://southlondonscouts.org.uk/welcome-our-members-area/people/learning-adults/online-learning-modules/advising-adult-appointments>

Next meeting...

We decided to hold the next meeting towards the end of October – this will be on zoom and I will circulate a dole poll to choose the date good for the majority during the week.

I hope this is all help. If you have any questions or need any further information please drop me a line!