

2005 – 2008 STRATEGIC PLANNING IDEAS

COMMISSIONERS WORKSHOP NOVEMBER 2004

STRATEGIC PRIORITY 1: PROVIDE A BETTER GUIDING EXPERIENCE FOR GIRLS

GOAL 1.1: ENGAGE GIRLS IN DETERMINING THEIR PROGRAMS, ACTIVITIES AND PRODUCTS

National:

- input for uniforms with feedback
- questionnaire to girls: What do they like to do (email/mail) – with Province
- Bright Ideas
- Surveys (created by National, implemented by Units) for girls, parents, Guiders

Province:

- Camping in a Box (put on website)

Area/District/Unit:

- ask girls – help to plan activities; girls assist in planning sequence of year; brainstorm with girls at beginning of year
- District/Unit surveys to girls and parents (already available); very important
- Train Guiders to use program aides
- Coaching and mentoring
- Explain program to parents
- Ongoing evaluations (verbal)
- Brainstorming tools
- Develop list of resources/contacts in the community to assist Guiders in program delivery
- Feedback loop from Units back to Area to help in programming

Comments:

- Don't assume that what worked once will work again

GOAL 1.2: EXPAND PROGRAMS TO EMBRACE DIVERSITY AND ENHANCE INCLUSIVITY

National:

- the Open Door Policy
- make current tools; ie Diversity newsletter more visible
- provide more support on how to deal with special needs
- share ideas – somewhere to submit ideas at national level
- Unit Guiders should have the flexibility to adapt the program to fit their needs. This needs to be clearly stated in the program manual (Guider manual).

Province:

- Diversity Adviser
- Economic concerns
- Better support for Guiders in dealing with disabilities

Area/District/Unit:

- accessibility to meetings
- cultural activities with girls
- more interaction between rural and urban communities
- bridging activities, including cultural bridging
- embrace girls' differences
- family traditions
- unit traditions
- share unit ideas with other units
- Special Needs Adviser

GOAL 1.3: IMPROVE THE GUIDERS ABILITY TO DELIVER THE PROGRAM

National:

- more meetings in a box
- help with Safe Guide – event approval directory
- theme Guiding: all levels same theme, different level of teaching
- tools
- flexibility: update older programs
- e-learning
- options and choices
- instant meetings; canned meetings

Province:

- training
- Camping in a Box
- tools

Area/District/Unit:

- mentoring; visit established units, or units meet together
- District/Division orientation
- unit twinning
- training
- District/Division calendar (critical path)
- More than 1 Guider per unit (recruitment)
- Support from previous leader and DC
- Program sharing, work with other Districts
- Bring in resource people

GOAL 1.4: SELECT THE WOMEN BEST SUITED FOR UNIT LEADERSHIP**National:****Province:**

- develop letter of introduction that DC can send

Area/District/Unit:

- train before membership – women will know what it is all about
- advertise – malls, schools, Senior Branches, for more choice
- make sure personal interview is done
- mentorship
- informal unit visits
- recognize abilities (right person!)
- District: screening
- Recruitment
- Notification to DC when Guider moving to new Area
- Do Exit Interview, include permission to forward name
- Discuss position changes in spring
- Find cohesive team
- communication

STRATEGIC PRIORITY 2: IMPROVE THE UNIT GUIDER AND DISTRICT COMMISSIONER EXPERIENCE

GOAL 2.1: RELIEVE THE ADMINISTRATIVE BURDEN

National:

- all forms need to be available in word format – easier for people with computer
- develop and use checklists to help ensure all information is completed
- streamline information (same message from multiple sources)

Province:

- Calendar for Area with critical dates
- Streamline information (same message from multiple sources)

Area/District/Unit:

- ensure unit Guider attends District meetings
- delegate responsibilities; share the load; learn to delegate
- better office support (copy and distribution of information for Guiders who don't have email)
- provide each unit with copies of forms for their convenience and also information regarding job descriptions, ratio for meetings, camps
- Co-Commissioners; deputies – encourage shared leadership
- Knowledge
- Balance strengths and weaknesses – right person in the job
- Training and orientation
- Create more positions ie fundraising co-ordinator
- Critical Path flowchart/checklist ie census, cookies
- Keep on getting rid of local rules
- Division training
- Socialize to know each other

GOAL 2.2: INCREASE MEANINGFUL RECOGNITION

National:

Province:

Area/District/Unit:

- retreat weekends
- awards regularly
- appreciation night; appreciate Leaders – don't miss anyone!
- use 'applause' section

- District newsletter to all including parents – not necessarily a DC job – acknowledge achievements; public acknowledgement
- Unit Guiders acknowledged by DC
- Unit Guiders acknowledged by Contact Guider
- Have Area-developed award
- Little things mean a lot!
- A thank you is appreciated
- On going recognition
- Informal awards (personal notes, etc)
- Encourage leaders to recommend awards for other leaders

GOAL 2.3: IDENTIFY ISSUES AROUND FUNDRAISING AND ASSIST IN THE DEVELOPMENT OF APPROPRIATE SOLUTIONS

National:

- how much is needed and where is it spent?
- Direct communication to Unit Guiders about National budget and need for support
- Cost of cookies and quota

Province:

- make people aware of forms, rules and regulations
- communication
- direct communication to Unit Guiders about Provincial budget and need for support

Area/District/Unit:

- need to know purpose; why are you fund raising
- timing is important
- Fund Raising Coordinator; Product Marketing – as a District Council member
- Sharing fund raising ideas

GOAL 2.4: SUPPORT THE BUILDING OF HEALTHIER INTERPERSONAL RELATIONS AMONG GUIDERS

National:

Province:

Area/District/Unit:

- pay leaders registration fees
- stop gossiping
- attend trainings as a group

- fun events, with food; social nights; District camps; leader retreats
- financial support for leaders
- babysitting
- transportation costs
- support Guiders in all aspects of life
- show appreciation
- right person for the right job
- delegate
- remove political power struggles
- equality/standardized policies throughout – eliminate local rules
- encourage Code of Conduct
- encourage bridging activities – sharing of ideas
- make ‘loners’ feel welcome ie if you see someone sitting on their own, ask them to join your group

STRATEGIC PRIORITY 3: STREAMLINE ORGANIZATIONAL STRUCTURE, PROCESSES AND COMMUNICATION

GOAL 3.1: IMPROVE THE FREQUENCY, CONSISTENCY AND ACCURACY OF COORDINATED DIRECT COMMUNICATIONS TO GUIDERS

National:

- communicate directly to Guiders
- provide critical path for all levels – basic time lines for ‘must do’s’
- communications road map
- Canadian Guider
- If it is not needed, don’t send it!
- Be careful not to filter, keep everyone in the loop

Province:

- provincial newsletter

Area/District/Unit:

- more lead time for activities
- iMIS is up to date
- newsletters; monthly bulletins
- cc to DC
- ask what method is best for each Guider in Unit/District

Comments:

- send information to appropriate levels, branches
- ask people to acknowledge correspondence
- have 1 day per week for email forwards – don’t agree with 48 hour turnaround

GOAL 3.2 INCREASE AWARENESS, UNDERSTANDING AND COMPLIANCE WITH THE GIRL GUIDE RISK MANAGEMENT POLICIES AND PROCEDURES

National:

Province:

- reminders in Blue-Print

Area/District/Unit:

- training at District level
- offer one-on-one if needed
- invite Trainers to District and/or Division

- training, mentoring for orientation
- refresher courses; every 3 years
- emphasis in orientation

Comments:

- promote positives
- be aware of e-learning; needs to be less expensive
- quality control – mentoring and follow up (supportive!)
- share information: request for copies, initial rule changes, FAQ
- Guiders need to be more aware; communication at all levels
- Emphasis risk of not following
- Train Safe Guide before being a member

GOAL 3.3 RENEW THE DESIGN OF THE ORGANIZATIONAL STRUCTURE, ACHIEVE COMMITMENT AND COMMENCE IMPLEMENTATION

National:

- collate communications to Guiders (same message too many times)
- communications ‘road map’ of who is doing what
- add ‘coaches’ to District and Division Councils

Province:

- revise boundaries (Areas)
- communications ‘road map’ of who is doing what

Area/District/Unit:

- send out information prior to meetings, use meetings to discuss decisions and important issues
- teleconference more
- revise boundaries (Districts)
- ensure PR is on Division and District Councils

GOAL 3.4: IMPROVE FINANCIAL MANAGEMENT ACROSS ALL LEVELS

National:

- who should be signing authority on accounts
- e-learning option
- create a financial VHS, DVD with step by step instructions to give Guiders to do their own training on their own time
- include a 1-800 number for questions
- more detailed, redesigned, user friendly financial packages

Province:

- forms
- need to be clear on information
- financial reporting system that goes to province

Area/District/Unit:

- regular checks; mini audits
- screening

Comments:

- training and mentoring
- separate person who deposits and who enters

GOAL 3.5: DEVELOP AND IMPLEMENT APPROPRIATE AND ACCEPTABLE REVENUE DIVERSIFICATION STRATEGIES

National:

- create and sell purse size day timers
- explore other organizations success at fundraising
- more cookie options like GSUSA
- cookie blitz day/week or month with better advertising
- multi purpose flyers/tools ie missed you, join us, information. Contact numbers;
- corporate sponsorships and advertising

Province:

- enforce selling rules; all for one, one for all!

Area/District/Unit:

- service club sponsorship
- school affiliations