



Scouts
Greater London
Middlesex West

**Do more.
Share more.
Be more.**

A presentation by
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Scouts 

We are a team

**Building an effective
District Team**

You can't do it alone!

Delivering Scouting depends on teams at every level

- You are part of a team, even if you are not always aware of it;
- As a manager you can have a vision, but you can't deliver that alone;
- You can't be everywhere and do everything; you can't always make the decisions;

- The bigger your team the more you can do, and the better Scouting will be at the point of delivery.

But where do you start?

- Recognise the truth, **you are not a magician;**
- But, you can effect change;
- The effects are cumulative, don't expect to see the results the day after tomorrow!

Where do you begin?

- Evaluate what, and who you have, both inside and outside the team...
- What are the priorities for the District?
- Don't forget, you can't change everything at once. Prioritise what needs to be done.

Building the team

Selecting individuals

- You need people you can trust;
- You need people with the right skills to tackle the roles;
- You need people that don't think like you too. Even if this might frustrate you at times;
- Try and appoint and/or grow a balanced team.

Selecting individuals

- Take your time; DO NOT RUSH APPOINTMENTS!
- Fill roles when the right person comes up;
- Ensure team members have the same mantra;
- Don't try to tackle too many challenges at once;

Success is borne of success

- Small victories create a feel good atmosphere; you feel good, the team feels good, you see progress.
- Each person will begin their role, support them in delivering positive outcomes, help them deliver the vision;
- The benefits of the change you enact have a positive effect on both Young People and Adults;
- A progressive team will draw more individuals in!

Your (plural!) vision Drives the agenda

- You decide how to improve what the District delivers;
- You support your Groups and Group Scout Leaders;
- You inform others of intent, you work to deliver positive outcomes;
- Your Young People have the time of their lives!

You grow and grow Better Scouting for all

- More team members helps the District deliver better Scouting in all its forms;
- There are less pressures on individuals;
- You enjoy the experience (even) more!

Tomorrow as well as today

- Building a team creates good Scouting today;
- Don't neglect the future; give your team every opportunity to experience what you do;
- Don't be afraid to change the team;
- Ensure continuity of the mindset, the plan and the vision. We are all on a journey and those in charge need to subscribe to that;
- Bear in mind your exit too.

Thank you