



Part 1:

Understanding the changes

It's important that we all understand the coming changes, know how to warmly tell everyone effected about them and why they are needed, and how the changes will bring so much benefit to all adults in scouting. Crucial to this, we also need to understand the barriers some people might face, so we know where and what support is needed and how this can be suitable tailored to each person or situation.

Things we need to think about:

The change itself -

The Change Itself	Why ask this	✓
✓ Does your team understand what the changes involve?	It's important to be clear on what is practically going to change for the people in your group	
✓ Can you explain to others why the changes are needed?	Your team are more likely to get on board if they really know what the benefits are	
✓ Do you know what things will look and feel like once the change is completed?	Help your leaders and supporters visualise what will be better when the changes are done – yes it might be bumpy getting there but it will be worth it	
✓ Do you know what will stay the same?	Remember what happened during your sections and groups programmes remain the same. We work together to give young people skills for life!	

How people might / will respond -





The Change Itself	Why ask this	✓
✓ Have you thought about what people might like about the changes?	This will help give you a sense of what key messages and support might be needed to get your team on board	
✓ Have you thought about what people might be worried about and challenge?	This will help you pinpoint the support you may need to give to some members of your group.	

Part 2:

How we will inform and discuss the changes locally

Things we need to think about checklist:

Having great conversations -

For consideration	Why ask this		
✓ What are our key messages that will help others understand the changes?	It's important to be clear on what is practically going to change for volunteers		
<p>We are transforming your volunteer experience</p> <p>We're moving from appointment panel meetings to welcome conversations that will take place in your group.</p> 	<p>We are transforming your volunteer experience</p> <p>We're moving from training to learning and development. There's some learning for everyone but completing your wood badge will be optional.</p> 	<p>We are transforming your volunteer experience</p> <p>We are moving to teams-based volunteering.</p> <p>Each team has a clear purpose and shared tasks.</p> 	<p>We are transforming your volunteer experience</p> <p>We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from scouts.org.uk.</p> 
✓ How are you going to communicate with, and have conversations with your team?	Your team are more likely to get on board if they feel included and know what the benefits are		
✓ How will you understand how the changes might impact people in your team differently?	Help others visualise what will be better when the change is done and understand that it might be bumpy getting there but it will be worth it		