



Step 2: Planning the change

We all know scouts love a good plan. If we're hiking up a mountain, we need to map out a route that navigates us around any obstacles on the way.

We need to think about mapping out our change plan that supports people to adopt the new ways of working and support a smooth journey for everyone involved.

Things we need to think about checklist:

Having great conversations -

The Change Itself	Why ask this	✓
✓ Who are we going to ask to be our change champions?		
✓ Do you know and understand the barriers might people face?	What are the practical challenges volunteers are going to face when trying to implement change – this could be training needs, confidence, vacancies etc.	

The Impact the changes will bring -

The Change Itself	Why ask this	✓
✓ Do you know what and who will be impacted by the changes in your area?	The changes will affect volunteers differently depending on their role – it's helpful to map this out	
✓ Have you thought about what people might like about the changes?	This will help give a sense of what key messages and support might be needed to get volunteers on board	
✓ Have you thought about what people might be worried about and challenge?		
✓ Do you know/understand the barriers might people face?	What are the practical challenges volunteers are going to face when trying to implement change – this could be training needs, confidence, vacancies etc.	