

Role play of conversation - Leader experiencing difficulty with responsibilities of role

Scene - meeting held in Guide Hall - neutral territory

DM: Hi Diane! I'm so pleased we could meet tonight.
Would you like a cuppa before we start?

Leader: Hello, I do not have much time but yes will have coffee.

(DM goes and brings back two mugs)

DM: Ok as you do not have much time let's get started on this chat.
I have the form and hints for a District Manager and I hope you had time to skim over the same and bring along what would help us.
Is there anything that you would like to say first?

Leader: There are some things that I know I have not completed but I really feel that I am doing well with the unit.

DM: Alright well we let's look at the program.
Have you brought the program folder?

Leader: Yes, here it is but there are some nights missing. There is just too much that I have to remember and prepare.

DM: Right, it can be a lot. Tell me which activities went well or gained approval of the girls.

Leader: We had a great mini Olympics night and craft is always popular as the girls can chat as they make the item.

DM: What input do the girls have into the program?

Leader: Oh I just choose things from books and some websites. Then put a date next to them and take whatever we need for the night.

DM: This means you're doing all the work and must at times feel overloaded?
In Guiding we help our girls develop so we encourage shared leadership and ownership. The AGP gives us so much scope. Would seeing how another Leader does this be something to help you? Having the girls do more planning and running the night would ease the load for you.

Leader; Oh, maybe, that would help but I am concerned about having someone come into the unit.

DM: Then we could go visit the Bay Guide Unit when they are next planning - would you like me to ask? If it eases the nerves, I can go with you.

Leader: Please, I would feel better walking in with another.

DM: It is good to chat about how things are going. There is so much to do but somehow we have to look at what is happening and see how we can better it.

Leader: I know I should use the Patrol Leaders more and not just as leaders of a game. But don't know how to go about it?

DM: Then we can ask the State Program Manager for assistance. Oh, and did you see that region day for Patrol Leaders. It is coming up - let's ask who is available to attend. That will help them and you.

Leader: I did not want to come tonight but I can see how sharing concerns helps.

DM: You know, although you send me your report, regular attendance at our district meetings also enables you to ask for help/advice. Sally and Carol are experienced Leaders and could share ideas.

Leader: Yes, but our meetings go too long and Mike works night shift so I have to be home by 9pm.

DM: You have never mentioned this - okay I take this on board and we will make sure the business of the meeting is completed by 8.30. Will that make it easier for you?

Leader: Thanks

DM: Now we must talk about the financials - is there a problem there? A parent told me her cheque for camp has still not been presented? Did you bring along the folder so we could look at this tonight? Keeping on top of finances is an important part of our role and I too am responsible for what happens in this area.

Leader: No Immmm ... I haven't kept them up to date. I have trouble getting to the bank as the hours do not fit in my own work times.

DM: Alright then.. I can help ...mm .. I need everything dropped in so I can tidy up the situation.
Have you thought of asking Judy - I know she only works part time so could possibly help you there.

Leader: Can I do that?

DM: Sure - after we balance everything we will ask her to help.
Talking of camp what did you enjoy?

Leader: Oh it was so well programmed and so many activities for the girls. It was very busy assisting with the catering but the other Leaders had so much to chat about as we prepared the food.
I would love to get my camping qualifications.

DM: That is a good idea.
Now let's set some goals.
We need to - put the financials in order,
drop finance sheets and bank books into me ASAP
look at sharing the programming with the unit
visit Sydney Guide unit
book into PLs training
and see what you must do to gain a camping certificate.
Does all that sound possible if we take it step by step?

Leader; I can see as we chatted that both the girl and the Leader develops skills as they work together. I think I thought it had to be all me and the girls just playing. I remember things we talked about at training I just didn't know how to put into practice.

DM: Yes there is so much to take on board but we are a TEAM and here to help each other. When I do not know something there is a whole Region Team to assist me.
They are there for you too - just as the rest of us in the District are.
Ok we have the goals so let's complete this form and I think it would be good at the end of next term to just check on how things are going? (Form filled out)
Are you happy with that?

Leader: Thanks so much - yes I can do better and you have helped me tonight.

DM: Well we both have things to do. I will notify State Office that our annual role review has been completed. Then we can both work on achieving those goals.

(They both pick up cups and take to kitchen.)