

LEADERSHIP PATHWAY FOR GIRL GUIDE MEMBERS

Australian Leadership & Qualification Program (ALQP)

The ALQP is made up of:

1. Qualifications for Primary Roles - **LEADERSHIP & MANAGEMENT**
2. Qualifications for Supplementary Roles - **LEARNING & DEVELOPMENT**
3. Ongoing learning for all Members

Each Qualification includes:

- Role-based activities
- Reading and reflection exercises
- Tailored face to face and/or online training programs
- Girl Guide Learning Activities
- Support and guidance from a Mentor (Training Partner for the Learning & Development Qualification)

Ongoing Learning

GGA encourages ongoing learning for all Members. This includes:

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| - Region and State Training and Workshops | Training tailored to meet needs of Districts, Regions & State |
| - Outdoor Modules | Tasks & activities assessed by an Outdoor Skills Assessor |
| - Learning Topics | Suggested activities & resources for self-directed learning |
| - Adult Endeavors | Syllabus of activities assessed by a skilled Mentor |
| - Other Learning | Learning both within & outside Girl Guides |

LEADERSHIP QUALIFICATION

- Unit Leader
- Assistant Unit Leader

MANAGEMENT QUALIFICATION

- District Manager
- Assistant District Manager
- Region Manager
- Assistant Region Manager

LEARNING & DEVELOPMENT QUALIFICATION

- Workshop Presenter
- Trainer
- Training Partner
- Mentor*

* The role of **Mentor** is a specialist learning (supplementary) role. The Mentor supports Leaders or Managers in Training with the tasks and activities in their Passports to completion of the Qualification. They work collaboratively with their Mentee and the Mentee's support network.

The following page provides a snapshot of the Leadership and Management Qualifications and Roles.



This icon indicates where it is possible to start your volunteering with Girl Guides.



LEADERSHIP PATHWAY FOR GIRL GUIDE MEMBERS - ALQP

Leadership Qualification (LQ)

UNIT LEADER (UL)
OR
ASSISTANT UL (AUL)

Induction Meeting with District Manager (DM) Your DM is your Supervisor in Guiding

Induction Meeting with Mentor Ongoing meetings with Mentor & Supervisor in Guiding throughout

First Aid Qualification - HLTAID010 Provide Basic Emergency Life Support is the minimum Qualification accepted

Girl Guide Learning Activities Complete all **ALQP learning Activities** before the LQ Training Workshop

1. Guiding Orientation
2. Risk Awareness
3. Facilitating the Girl Experience
4. Leadership in the Unit
5. Girl Recognition System

Child Safe Child Friendly (CSCF) Activities
Complete CSCF for Leaders & Managers within 6 months of appointment. CSCF for Adults in Guiding is a screening requirement and must be completed before starting LQ

Reading *Guide Lines*, including the Leader's Handbook and the GGA CSCF Framework and supporting documents

Complete tasks with your State Girl Guide Organisation (SGGO) Some require you to:

- Research and are self-driven
- Collect evidence
- Make choices, take action, and challenge yourself

Complete Virtual LQ Training Workshop - Hosted by GGA

Check In with DM halfway through Qualification

QUALIFICATION & APPOINTMENT - Q&A

UNIT LEADER (UL) Your role is to empower girls and young women to discover their potential as leaders of their world

ASSISTANT UNIT LEADER (AUL) Your role is to assist the UL to empower girls and young women to discover their potential as leaders of their world

Role Review with DM 12 months after Qualification

You can complete the Leader Qualification without any prior Guiding experience. Volunteering Time per week is approximately 6-8 hours

Management Qualification (MQ)

DISTRICT MANAGER (DM)
OR
ASSISTANT DM (ADM)

Induction Meeting with Region Manager (RM) Your RM is your Supervisor in Guiding

Induction Meeting with Mentor Ongoing meetings with Mentor & Supervisor in Guiding throughout

First Aid Qualification - HLTAID010 Provide Basic Emergency Life Support is the minimum Qualification accepted

Girl Guide Learning Activities Complete all **ALQP learning Activities** before MQ Training Workshop

1. Guiding Orientation
2. Managing Operational Risk
3. Leadership in the Unit
4. Building & Managing Teams
5. Engaging & Motivating People
6. Managing Difficult Situations

Child Safe Child Friendly (CSCF) Activities
Complete CSCF for Leaders & Managers within 6 months of appointment. CSCF for Adults in Guiding is a screening requirement and must be completed before starting MQ

Reading *Guide Lines*, including the Manager's Handbook and the GGA CSCF Framework and supporting documents

Complete tasks with your State Girl Guide Organisation (SGGO) Some require you to:

- Research and are self-driven
- Collect evidence
- Take action, and challenge yourself

Complete Virtual MQ Training Workshop - Hosted by GGA

NB: ALQP learning, CSCF and virtual MQ workshop are generally only need to be completed once as a Manager

Check In with RM halfway through Qualification

QUALIFICATION & APPOINTMENT - Q&A

DISTRICT MANAGER (DM) Your role is to inspire your Leaders, manage the District and collaborate with your Region

ASSISTANT DISTRICT MANAGER (ADM) Your role is to assist the DM in managing your District

Role Review with RM 12 months after Qualification

You can complete the DM Qualification without any prior Guiding experience. Volunteering Time per week is approximately 10-12 hours

Management Qualification (MQ)

REGION MANAGER (RM)
OR
ASSISTANT RM (ARM)

Induction Meeting with State Commissioner (SC) The SC is your Supervisor in Guiding

Induction Meeting with Mentor Ongoing meetings with Mentor & Supervisor in Guiding throughout

First Aid Qualification - HLTAID010 Provide Basic Emergency Life Support is the minimum Qualification accepted

Girl Guide Learning Activities Complete all **ALQP learning Activities** before MQ Training Workshop

1. Guiding Orientation
2. Managing Operational Risk
3. Leadership in the Unit
4. Building & Managing Teams
5. Engaging & Motivating People
6. Managing Difficult Situations

Child Safe Child Friendly (CSCF) Activities
Complete CSCF for Leaders & Managers within 6 months of appointment. CSCF for Adults in Guiding is a screening requirement and must be completed before starting MQ

Reading *Guide Lines*, including the Manager's Handbook and the GGA CSCF Framework and supporting documents

Complete tasks with your State Girl Guide Organisation (SGGO) Some require you to:

- Research and are self-driven
- Collect evidence
- Make choices, take action, and challenge yourself

Complete Virtual MQ Training Workshop - Hosted by GGA. RM in Training will generally have completed this workshop already.

NB: ALQP learning, CSCF and virtual MQ workshop are generally only need to be completed once as a Manager

Check In with SC halfway through Qualification

QUALIFICATION & APPOINTMENT - Q&A

REGION MANAGER (RM) Your role is to inspire your Leaders, manage the District and collaborate with your Region

ASSISTANT REGION MANAGER (ARM) Your role is to assist the RM in managing your Region

Role Review with SC 12 months after Qualification

Guiding experience is preferred to complete the RM Qualification. Volunteering Time per week is approximately 12-14 hours