

What's next?

This chapter is aimed at all those who are or have been Trainers and what they can do next. It covers opportunities for:

- those who are experienced and want to extend themselves
- Trainers who are getting back into training after a break
- assessing what being a Trainer means.

FURTHER OPPORTUNITIES FOR THE EXPERIENCED TRAINER

If you have been a Trainer for a while, and are starting to think what's next for you, here are some ideas to explore:

- broaden your training experience
- tackle more difficult topics, and topics out of your comfort zone
- train as part of a team
- help others to become Trainers - take on a Tutoring role
- train on a residential event
- train overseas.

Broaden your training experience

This could mean:

- learning to offer a wider range of training topics
- training more often in the programme of a section you are less familiar with
- training a different learner group - if you always train Leaders, volunteer to work with Advisers, or District Commissioners

- practising a training method you use less often - it could be role play or using Girlguiding's YouTube segments - you can practise first with peers
- working with different group dynamics - if you are regularly booked to work with groups of 20 or so learners providing very practical sessions, try small group facilitation with no equipment, or leading a large group session with 150 participants at a County event



- extending your role - you might enjoy being a Commissioner or Adviser, getting involved with an Association or Country/Region working group or managing a team of volunteers at a County event.

Tackle more topics out of your comfort zone

If you usually train on a sections' programme, you could try:

- personal development topics such as self-reflection
- soft skills such as team management, communication skills or time management

- outdoors or indoors - whichever is new for you
- practical demonstration and instruction if you normally train on topics involving discussion.

Train as a pair or in a group

If you usually accept an offer to train as an individual, consider linking up with another Trainer in your County, Region or Country to run a session as a pair.

Your last experience of this might have been with your Tutor when you were a prospective Trainer. You have moved on since then, so why not explore the skill needed to complement and support another Trainer so that the learners get the best that both of you have to offer?

Sometimes Trainers who know each other because they are from the same County or are part of the same Trainer support network work together as a group for a particular learning event. They will plan the learning event beforehand, may travel together and at the event either work in parallel sessions individually or together with all the participants.



Training in a pair or a group can be:

- energising, creative and fun
- a good way to learn new skills and gain a fresh perspective
- a way to assess your own capability by informally benchmarking your skills against those of others
- a chance to get some high-quality constructive feedback about your performance
- a way to save money by sharing and pooling resources.

Help others to become Trainers - take on a Tutoring role

As a prospective Trainer, you will have experienced how important a Tutor is to a new Trainer. Is this something you could become involved in?



Girlguiding offers the following training and support to anyone who is prepared to undertake a tutoring role.

- A two-day training for new Tutors, usually over a weekend. (If, after the training, you realise tutoring is not for you, that's fine. But most people find it a rewarding experience.)

Tutor training

- A resource pack to help with the skills and the processes.
- A peer group of Tutors in your Country or Region to share with and learn from.
- Tutor networking events held nationally.

To find out more about tutoring, please speak to your Country or Region team, or email leadership@girlguiding.org.uk.

Be part of a training team on a residential training event



If you enjoy training as part of a group, you may wish to move on to do residential training, which usually involves at least two Trainers working together. Residential training can take place at the Girlguiding Training and Activity Centres (TACs), other Country or Region training facilities, or public venues such as hotels or conference centres.

Girlguiding is proud of the high standard of the residential training it delivers and encourages all those training at these venues to complete the Residential Training Module which helps candidates acquire the extra skills needed for these events. Completion of this module is a requirement for those training at TACs, and recommended for everyone undertaking residential training.

If you would like to know more about the Residential Training Module, email leadership@girlguiding.org.uk.

While individuals who volunteer to train at TACs may be put into a team by the administrators of the Centres' training schedule, some Trainer groups offer themselves as ready-made teams for residential events. Counties, Regions and Countries holding residential training events will be looking for training teams who are skilled at larger events.

Training at a residential event might involve leading sessions for between 30 and 120 learners, from early evening on Friday night through to late afternoon on Sunday, and covering and between eight and ten different topics for Leaders from all sections. As there is so much planning to do, the team may be booked a year ahead of the event.

Train overseas

There are several ways in which you can become involved in training overseas.

If you are under 30 years old, you can apply to take part in a Guiding Overseas Linked with Development (GOLD) project. Many of these have training embedded in them. This starts with a selection process known as INTOPS (short for International Opportunities). See The Senior Section website for information.

 [The Senior Section website](#)



You might want to deliver training in the Branch Associations or for British Guides in Foreign Countries (BGIFC). There is a training and selection day, usually held annually, for those who wish to be added to the Trainer list for these opportunities. This is advertised in the Trainer's mailout.



As a Trainer for Girlguiding, you will have received your World Association of Girl Guides and Girl Scouts (WAGGGS) accreditation. Why not visit the WAGGGS website and look for opportunities - perhaps to train at one of the World Centres?

 WAGGGS



GETTING BACK INTO TRAINING AFTER A BREAK

If you take a break from training, or put it on the back burner for a while because of other priorities, there are ways to keep in touch and make it easier when you want to resume.

You could continue to be a part of your Trainer support network and attend training as a participant from time to time.

Keep up with what's happening in guiding by reading *guiding* magazine, the e-newsletters and keeping an eye on the website.

Stay in touch with your Country/Region Training Adviser. She will help you devise the most appropriate route for getting back into training after a break.

ASSESSING WHAT BEING A TRAINER MEANS TO YOU

If you are not sure where to start with answering the question 'what's next?', maybe you could have a conversation with another Trainer or your training support group. Or reflect by yourself using the 7 Ps of development as a Trainer. Explore all the directions and see what emerges that might give you an insight into your next steps.

The 7 Ps of development as a Trainer

Purpose

- So far, has being a Trainer helped you to know yourself, be yourself and value yourself?
- Are your personal strengths being used in this role?
- Being a Trainer who regularly plays to her strengths in training is more energising than one who is looking for training opportunities to develop what she feels are weaknesses - are you playing to your strengths enough?
- You can still improve on your weaker areas, but use your strengths as a catalyst for success!

Passion

- When you train are you doing something you love?
- If you are doing something you love, you'll find it easier to find the next step - out of your comfort zone. If you

don't love it, you may want to start by looking at what is getting in the way before you think about trying something new or different.

Perspective

If you want to be successful, expect success and it will come. Do you have beliefs about yourself as a Trainer that limit your potential? Are these beliefs getting in the way of the real you?

Planning

- Not everyone likes to plan life so 'what next' plans aren't obligatory, but a conversation with someone who is there to support your development might help move your thinking on. From this some goals might emerge that you like the sound of and would like to build into your future plans.
- Include goals that will stretch you and get you out of the comfort zone, and have one or two easy-to-achieve goals as well to keep you motivated.
- It is the ambitious goals that will make the difference between a good Trainer and an outstanding Trainer. Take risks and don't be afraid to try something new.

Performance

- While you're thinking about next steps, keep yourself skilled-up with appropriate training and delivering on your commitments.
- Encourage regular feedback on your training and use this information to improve a little each time you train.

Perseverance and persistence

Don't give up just because the way ahead isn't clear or is taking you into unfamiliar territory. Notice what is holding you back and work on it, alone or with the help of other Trainers. If you've taken a decision that doesn't feel right, don't be afraid to pull back from it in search of something that suits your strengths and talents better.

Priorities

Have you been taking on too much for a while now and feel exhausted? Is every weekend a guiding weekend? Is there time built in to safeguard other aspects of life and your other hobbies and interests? Or is there more going on in other aspects of your life that are leaving too little time to

enjoy the training part?

Check out the balance - it might feel fine, or it might be the reason there's not enough clarity in your mind about what you want to do next.



7 Ps of development as a Trainer

SUMMARY

So, if you have been a Trainer for a little time, make sure you keep the buzz. Challenge yourself! Take the next step that is right for you, when it is right for you, but don't let the time pass. You have a support network - let them support you and move on.

Remember that guiding is a movement - each of us needs to keep moving on in our development, and as a Trainer you have so many opportunities available to you, so take them! Whichever of these you choose to pursue, you will find a new challenge, exciting opportunities and a whole new group of friends.