



Girlguiding

Young leader development programme

Leaders Guidance

5 June 2024

Contents

1	What is the young leader development programme and how does it work?	2
1.1	What is the young leader development programme?	2
1.2	How do young leaders complete a module?	2
2	Leaders and the young leader development programme	5
2.1	Getting your young leaders started	5
2.2	Helping your young leaders to complete the young leader development programme?	6
2.3	How does the young leader development programme get added to GO?	6
2.4	How do you get badges for your young leaders?	7
2.5	Transitioning to adult leadership: crossover with the leader development programme (LDP)	7
2.6	How can leaders find more support?	8
3	Young leader development programme – Full task list	9
	Connecting your community	9
	Delivering activities	10
	Finding solutions	10
	Getting out and about	11
	Giving girls a voice	11
	Keeping it kind	11
	Knowing Girlguiding	12
	Looking after you	13
	Planning your activities	14
	Running activities safely	14
	Supporting inclusive spaces	15
	Working with others	15

1 What is the young leader development programme and how does it work?

1.1 What is the young leader development programme?

The young leader development programme is the main offer for young leaders. It has been developed by young leaders for young leaders. The programme is designed to empower young leaders to develop key leadership skills throughout their time in the role. The programme is optional, and is designed to be flexible – young leaders can choose what they would like to do and how much they would like to complete.

There are 12 modules in total for a young leader to choose from. Details can be found here: www.girlguiding.org.uk/yldp

For every 4 modules completed, the young leader will receive a badge recognising their achievements:

- **Discovering Leadership** – for completing 4 modules
- **Exploring Leadership** – for completing 8 modules
- **Empowering Leadership** – for completing all 12 modules.

These badges can be bought at the Girlguiding shop by leaders or young leader coordinators.

1.2 How do young leaders complete a module?

Each module includes:

- **Module task booklet** – a module PDF which contains the aims and objectives for that module, the tasks to complete and a reflection section.
- **Discovery resources** – which contain all the needed information to help the young leader learn more about the topic. These are optional resources and not mandatory to utilise.

1.2.1 Module tasks

Each module has a set of 3-5 tasks for the young leader to complete. Once all the tasks in a module are complete and signed off by an adult member, then the young leader has completed the module.

The tasks can be completed in any way the young leader chooses however, you may need to offer some ideas and guidance. It is not necessary for the young leader to provide written formal evidence of what they do, but it may be helpful for them to keep notes, draw diagrams or take photos so that they can recall what they have done.

How is a task or module signed off?

Any adult volunteer who has evidence that the task has been completed can sign the module off – be that by watching the young leader in action, seeing a plan, notes or images or chatting to the young leader about how the task was completed. This adult member can be anyone in your unit leadership team, or a young leader coordinator.

Once all the tasks are complete, an adult member should chat to the young leader about how it went, and then sign off the tasks in the module task booklet and mark it as complete on GO.

Doing the tasks well enough?

As a leader, you will know your young leader and what they are capable of. This programme is not a qualification, with a pass or a fail. Instead, it is development programme and so you and your young leader can judge whether they have done enough to complete each module. Sometimes things might not go to plan, but this isn't a reason for someone to not complete a module, as long as they are able to learn from the experience and reflect what to do differently in future.

Can doing one thing complete tasks in multiple modules?

There are lots of opportunities across the modules for young leaders to plan and run activities with the girls in their units. It is possible to count activities for more than one task (for example – running the Trefoil Trivia UMA with Brownies, could complete a task in both 'knowing Girlguiding', and 'delivering activities' modules).

However, as planning and running activities is the basis of what leaders do in guiding, you should encourage your young leaders to take as many opportunities to run different activities as they can.

Module reflections

The reflection section in each module is a chance for the young leader to look back at the tasks they have completed, think about the skills they've learnt, and they've developed as a young leader. Each reflection section has prompt questions to help guide the young leader, but they may have other thoughts that they want to record too. They don't have to answer the questions – they're tools to help them think about what they've achieved.

The reflection section can be completed in any way the young leader chooses. They may wish to write or draw their ideas, or they may want to talk to a member of the unit team, or even make a short video.

1.2.2 Discovery resources

Young leaders can use any of these resources to support them with the young leader development programme. These are optional resources and not mandatory to use. They are designed for young leaders who want to build their confidence before taking on any of the module tasks.

Discovery sheets: These aim to provide all the useful and relevant information about each of the module topics. They can be found on the [Girlguiding website](#) and they can be printed off or used online as editable PDFs.

Discovery videos: The videos provide the same information as the discovery sheets, in a video format. They can be found on the [Girlguiding website](#), and they are between 5–10 minutes long.

Training: There will be opportunities for young leaders to access face-to-face, and virtual training which will aim to guide them through the learning and tasks for each module.

Training resources are available for trainers on the learning platform – speak to your commissioner if you think local training events would be helpful for young leaders locally.

Young leader coordinators

There should be a young leader coordinator in your county. Their role is to provide advice to young leaders on completing modules, signposting to opportunities, connecting young leaders with each other and lots more. They can also provide support to you as a unit leader who has a young leader in your unit.

2 Leaders and the young leader development programme

We know our leaders inspire teenagers to become young leaders, so you're already doing amazing things.

2.1 Getting your young leaders started

After your young leader has completed the [welcome leaflet](#), it is time to have a conversation about what they want to do next.

Here are some things that might be useful to cover in your conversation:

- How are they finding the role?
- What areas do they feel confident in?
- What are they interested in looking at more?

This conversation can support your young leader to make a plan.

The young leader development programme is optional, meaning that the young leader can choose whether to do it. It is also designed to be flexible, so that they can start, pause or stop working on it at any time whilst they are a young leader.

There is no rush to achieve all 12 modules of the young leader development programme, it has been designed to be completed across the whole time they are a young leader. Young leaders could work on a couple of the modules at the same time, if they want, or they can space it out and work on them one at a time.

2.2 Helping your young leaders to complete the young leader development programme

All members of the unit leadership team have a role in supporting the young leader/s to complete the YLDP.

Here are some of the ways you can help:

Module selection: You can help your young leader identify which module(s) they want to do. What skills do they want to build, where do they want to increase their confidence?

Module tasks: The module tasks are open to interpretation to allow young leaders to choose how to complete the challenge and to provide challenge at the young leaders own level. You can support them to complete the tasks at a level that suits them. Our [inclusion guidance](#) may help you do this.

Reflection section: After completing a module, your young leader may want to discuss their thoughts and experiences with you. This might also be an opportunity for you to provide some constructive feedback if you feel they would benefit from it.

Finding opportunities: Some of the module tasks may mean the young leader has to look for opportunities outside of the unit meeting. You may have some ideas already or you can sign post them to the following resources:

- County or country/region websites
- Division/district days
- The Girlguiding [opportunity finder](#)
- Young leader coordinator

2.3 How does the young leader development programme get added to GO?

The young leader development programme can be recorded on GO in a similar way to how the Girlguiding programme is recorded. There is a tab specific to the young leader development programme where leaders can record the modules completed and the badges achieved.

Check out the [helpfiles on GO](#) for more support

2.4 How do you get badges for your young leaders?

All badges will be available to buy from [the online shop](#) or wherever you usually get your badges from.

How the badges are presented should be decided between the young leader and the unit leader. You may decide to celebrate their achievements with a badge ceremony, or maybe present them somewhere special or by a different person, such as a local commissioner or young leader coordinator.

2.5 Transitioning to adult leadership: crossover with the leader development programme (LDP)

Young members can still start the leader development programme at 16 years old. However, there is a crossover between the young leader development programme and leader development programme, to help and inspire young leaders to transition to adult leaders.

If a young leader completes the following 5 modules in the young leader development programme they can have the corresponding course in the becoming a leader training marked as complete once they start the leader development programme

YLDP module	LDP course
Running activities safely	Managing safety and risk
Planning your activities	Planning for good guiding
Delivering activities and giving girls a voice	Involving girls in decisions and planning
Supporting inclusive spaces	Celebrating every member

They will not have to complete the learning for these courses again for the becoming a leader training, unless they would like to refresh their knowledge. They will still need to complete check-ins with their mentor to review knowledge and experience and complete the check-in sheets for that section.

This crossover is highlighted to young leaders on the [young leader development programme](#) webpage.

2.6 How can leaders find more support?

You can find out more about [working with young volunteers](#) on our website. This is a great starting point to find out more about working with young leaders.

The young leader coordinator can support unit leaders as well as young leaders. They can offer advice on how to access the young leader development programme, provide information on opportunities for young leaders and lots more. More information about the young leader coordinator role is available on our [website](#).

Commissioners will be able to signpost you to training events they are putting on, link you up with a young leader coordinator and offer advice as always.

Is there anything missing from this guidance? Or anything else you want to know? If so, email programme@girlguiding.org.uk to get in touch with the young volunteer team at HQ.

3 Young leader development programme – Full task list

This lists the tasks throughout each module for the young leader development programme, with some notes to support you as leaders. These notes consider things like:

- When the task might fit in your calendar
- Crossover between modules
- Clarity about your role
- When the young leader may need your specific support.

Review these ahead of the young leader completing the module to ensure that you are confident for the next steps.

Module	Tasks in that module	Notes
Connecting your community Step outside of your unit, be part of your local community and meet other Girlguiding members.	Find out about local guiding by going to an event with other local volunteers. For example, county day, a unit visit, a training event or other activity. Your leader or coordinator can help you work out what you might enjoy and find interesting.	You might need to support your young leader to find suitable opportunities. Anything where they get to meet other local volunteers is suitable
	Take part in a local community activity with your unit so people can see guiding having a positive impact on their area. For example, a litter pick, a community festival, or a fundraising event.	Young leaders can take part with their unit in a preorganised event. They do not have to organise a specific event, unless they want to.
	Connect with other young leaders outside of your unit, either face to face or virtually. Share your experiences of being a young leader and think about what you can learn from each other.	Young leaders may need support in finding suitable opportunities – county young leader coordinators may organise events for young leaders.
	Explain where your unit fits into the Girlguiding structure (think about your local districts, divisions, counties and country or region). You can annotate the	

	model in the worksheet if you like or talk it through.	
Delivering activities Lead a variety of games, unit meeting activities, skills builders and activities beyond our programme, and bring Girlguiding to life.	Observe all the leaders in your leadership team to see the different leadership styles they use and how they run different activities.	
	Take the lead in running 3 different types of activities: 1 unit meeting activity, 1 skills builder activity and 1 non-programme activity. Afterwards, reflect on how they went.	These activities can be run over several meetings. They could be linked with activities they run for other modules.
	Run an activity where you plan to adapt a key element so it works for your unit (you could ask another leader to support you with which element to change).	Guidance for adjusting activities can be found here: Adjustments for disabled members Girlguiding You could also think about time, space, theme for the week as well as disability.
Finding solutions Look at how you can spot problems and solve them like a pro!	In your unit, identify at least 1 problem that you could help with. You could get girls to help you choose. Choose 1 and tell your unit leadership team what problem you're going to tackle.	The tasks for this module are slightly vague as young leaders can pick any problem to solve. It can be something small – like tidying the resource cupboard, or bigger like encouraging girls to move to the next section.
	Break down the problem. Think about the steps you could take to solve this problem or improve the situation. What might happen if you don't do anything?	This can be written down or as a discussion with the unit leadership team
	With others in your unit, put your problem-solving ideas into action.	It doesn't matter if the problem is not completely solved, the learning and development is in trying.
	Evaluate your ideas. Did they solve the problem? Or do you need to try something else?	This can be written down or as a discussion with the unit leadership team

Getting out and about Help to plan and go on some amazing adventures with your unit.	With the unit leadership team, help plan a trip, adventure or activity outside of the unit meeting place. Explore all the things that need to be done to have a safe adventure.	As a leader you could share the forms and processes that need to be completed for a trip – e.g. consent forms, home contact, risk assessment – REN form for overnight events, etc.
	With your unit leadership team, share and agree what tasks you'd like to do on the outing, then prepare how you're going to do your tasks.	Depending on the trip/event/activity and the young leader's experience, decide on how much of the planning they are able to take on – it could be as little as having a group of girls to keep an eye on, to planning and running an activity or planning and running a whole event.
	The time is here! Complete all the tasks you've agreed to do on the outing.	
Giving girls a voice Lift up girls' voices and help them be heard so they have a say in what they do in guiding.	Over a few weeks, look out for and note down the ways girls have a say in your unit. Share what you find out with your unit leadership team.	The discovery resources give some examples of different ways girls can have a say. If this is not something you do often, take the opportunity to try something new.
	Choose a way to collect ideas from girls in your unit – then do it! Find out what they want to do then share ideas with your unit leadership team and the girls.	This could be built into a planning meeting.
	Use the ideas and feedback from the girls to run an activity (or if you're feeling ambitious, a whole unit meeting).	
Keeping it kind Find out the different ways you can deal with tricky behaviour and encourage	During 2 different unit meetings, watch 1 or 2 girls for the whole meeting. See if the way they behave or the things they do show you anything about how they might be feeling. Reflect on your thoughts with another volunteer in your unit leadership team	
	Spend time watching how other volunteers in your unit leadership team manage girls'	If there are other strategies that are not used during these

positive behaviour in your unit.	behaviour (good and tricky) to help create a positive environment. Think about: What techniques they use and how you could use them. Who you can go to for help.	meetings, chat them through with your young leader.
	Run an activity with your unit on creating unit guidelines.	This could be done early in the new academic year.
	Think about a time someone in guiding has been a great role model. What did they do? How did they behave? How did they make you feel Share with your unit leader team what you found out and think about how you can follow their example.	
Knowing Girlguiding Explore Girlguiding's story and traditions and celebrate being part of a global movement.	Run an activity about the World Association of Girl Guides and Girl Scouts (WAGGGS) or international guiding. This can be a programme or non-programme activity. Our activity finder is great places to find some.	Your young leader may want to run this activity around World Thinking Day in February. The could choose a programme activity about WAGGGS, an activity from/about guiding in another country or an activity from the WAGGGS World Thinking Day resource.
	You can choose whether this is for your whole unit, a small group or another guiding group like leaders at a county day.	
	Find out about a key moment or person from Girlguiding's history and share what you learnt from them with a leader, peer or friend.	
	With the unit leadership team and girls in your unit, create or update a unit tradition.	This is a chance to look at the traditions you do in your unit and see if anything can be changed or introduced.
	Help young member(s) in your unit to understand the promise and law.	This could be an individual girl, small group or whole unit activity.

<p>Looking after you</p> <p>Take care of your own wellbeing and the wellbeing of the others in your unit and set goals for your future self.</p>	Put into practise 3 ways you'll look after your own wellbeing as a young leader.	You could have a chat with your young leader about the different things they could do to look after their own wellbeing.
	Identify and share (in any way you like – a picture, map, or even chat) your personal support network.	This is a chance for your young leader to think about who can help them. If you have any concerns about your young leader's wellbeing , you can contact the Safeguarding team for advice and support.
	Run a wellbeing activity with your unit.	There are suggestions of activities from the core programme which link to wellbeing in the discovery resources. This could also be a non-programme activity. Make sure the activity is suitable for your unit.
	Think of something you'd like to achieve in future (this could be within guiding, at school, or a hobby). Set a goal, make a plan to help you work towards it and check in on your progress after a term.	This is an opportunity for your young leader to set a goal for their future. It doesn't have to be anything huge, it could be as simple as planning what YLDP modules they want to achieve, or planning revision for upcoming exams. Give them the opportunity to chat this through with you.

<p>Planning your activities</p> <p>Discover how to plan amazing activities for your unit.</p>	<p>Join your unit leadership team to plan a term of activities, including:</p> <p>How girls share their ideas for what they want to do.</p> <p>A mix of programme and non-programme activities.</p> <p>Who'll deliver each activity.</p> <p>How the plan of activities supports the Girlguiding 5 essentials</p>	<p>The 5 essentials are explained in the discovery resources. Planning should be shared with the whole unit team so include your young leader in this too.</p> <p>If your unit doesn't usually plan for a term at a time, then this could cover a half term, or a few weeks, as long as your young leader has the chance to be part of the planning process.</p> <p>This could be combined with the 1st task in the Working with others module.</p>
	<p>Take the lead on an activity and prepare how you'll run it.</p> <p>Think about what resources you'll need, how you'll set up, and any risks you need to be aware of.</p>	
	<p>Help one of the girls or a group in your unit plan how they're going to achieve a programme award.</p> <p>You can ask your unit leadership team to help you track their progress. Together, think about what they've already done, and what they need to do next (for example, what interest badges they could do).</p>	<p>This is a chance for your young leader to show their understanding of the programme, and support young members in their unit.</p> <p>Young leaders do not have access to the programme recording tool on GO, so you'll need to share this information with them to help them track young members' progress.</p>
<p>Running activities safely</p> <p>Make sure you can safely run the activities</p>	<p>With your unit leadership team, think about the risks involved before you run an activity, and then run it safely.</p>	<p>This could be combined with an activity which the young leader runs for another module</p>
	<p>Take a look at a risk assessment for an activity and suggest where you could help to reduce risks.</p>	<p>Young leaders do not have to fully complete risk assessments themselves, but they should know what they are and be involved in completing them.</p>

your unit wants, through planning and responding to risks as they happen.	Look at where something went wrong and share what could have been done differently.	This is a chance for your young leader to reflect on when things don't go to plan.
Supporting inclusive spaces How you can make sure your unit is a place where everyone feels welcome and can join in.	Use our discovery resources to learn about why inclusion is important to Girlguiding and how to create inclusive spaces. Share your reflections with your leadership team.	For this module, using the discovery resources is mandatory as they will give young leaders some really important information about this topic
	Map out how your unit is already an inclusive space, thinking about things like how activities are made inclusive. Then see if you can come up with ways to make your unit even more inclusive. Share your thoughts with the girls in your unit and/or your unit leadership team.	This can be in the form of notes, photos, videos, or a discussion with the leadership team.
	Show how you would adapt a programme activity to be more inclusive, then run the adapted activity for the girls in your unit.	This could be combined with the activity that the young leader runs for the Delivering activities module.
Working with others Explore how you and the other amazing volunteers in your unit can work together to be a dream team.	Go to a unit leadership team meeting to learn about the different roles within the team.	This could be combined with the 1 st task in the Planning your activities module.
	Observe a unit meeting and watch how the unit leadership team works together throughout the meeting. What are your main takeaways?	The discovery resources give some examples of different leadership styles.
	Take the lead on some unit activities and plan how to share out the tasks to different team members.	This could be combined with activities which the young leader runs for another module
	Chat with another leader about their experiences of working with others. What works and what doesn't? How could this help you in the future?	

	You could choose your leader or someone who is, or has been, part of your district, division or county team.	
--	--	--