

Key Messages for Commissioners

- Building a strong team and supporting the adults in the team is a key task for the Commissioner
- A shared sense of purpose and an atmosphere of openness and trust are key to successful team working
- Making use of everyone's skills and talents and all the resources available will make everyone feel part of what is going on and ensure that the workload is shared - girls and young women will then develop to their fullest potential
- Thanks and recognition is key to the retention of Leaders and other volunteers
- Succession planning is vital
- Prioritise and where possible put "people issues" first
- The Commissioner has a key role in welcoming a new Leader and helping her become part of the District team
- Meetings should if possible include some air and share time
- Representing the local area both within Guiding and externally is an important part of the role
- Delegating administrative tasks will ease the Commissioner's workload and give another volunteer the opportunity to develop their skills
- A clear and robust budget setting and financial monitoring process will significantly reduce the time and effort spent on financial discussions at meetings