



# WANT TO HELP NEW LEADERS?

2015 ADMINISTRATIVE TEAM CONFERENCE

# WELCOME

WRITE DOWN THREE THING YOU THINK  
EVERY NEW LEADER NEEDS

# Why New Troop Mentors Are Essential

- Through the strategic learning process, we learned...
  - Volunteers need more support during first two years
  - Volunteers are more likely to return for a 2<sup>nd</sup> year.
  - Volunteer who stay for two years are more likely to continue through the duration of the Girl Scout Program



# Role of the New Troop Mentor



- Serve as main contact
- Offer one-on-one support
- Provide consistent contact during first year  
– with focus on first three months
- Be a leader to leaders

# New Troop Mentor vs Program Coach

- Mentor – One on One support during first year
- Program Coach - Resource for all troop leaders, new and old
  - Girl Scout Program
  - Enrichment Trainings
  - National, Council and local opportunities

# How We Can Provide Support

- Reach out regularly
- Help plan first few meetings
- Explain Girl Scout resources
- Share ideas and experiences
- Connect leaders to other support volunteers
- Relay and explain pertinent information

The key to being a good mentor is to help people become more of who they already are — not to make them more like you.

# WHAT MAKES A GREAT MENTOR

- Willingness to share skills, knowledge and expertise
- Demonstrates a positive attitude
- Takes a personal interest in the relationship
- Exhibits enthusiasm for Girl Scouts
- Provides guidance and constructive feedback
- Values the opinions and goals of others
- Motivates by setting a good example

**HOW BEST TO MENTOR EACH COLOR**

## MENTORING A GREEN

If you want a Green to succeed... allow them quiet time to think and process information. They may seem to be introverts, but that's just because they spend a great deal of concentrating on key details, planning, strategizing and being systematic in their approach to whatever they are working on.

**Greens** consider the big picture, so you'll want to **ask for their input** and then be sure to validate their responses.

## MENTORING AN ORANGE

If you want an Orange to succeed, allow them to show off their skills without discouraging them. They are proficient, capable people, so give them immediate feedback and praise for the clever way they handle situations. **Oranges are excellent multi-taskers** but for best results, don't insist that they drop what they are doing and give you their full attention. Instead, figure out what you can do to help them finish their projects or otherwise fit into their world.

## **MENTORING A BLUE**

If you want a Blue to succeed, help them develop by providing the training and tools they need to do their jobs and the opportunity to help others. Because they strive to be authentic, encourage them to find different ways to present their ideas. And if you really want them to excel, give them opportunities to train, guide, recruit and mentor others.

## MENTORING A GOLD

If you want a Gold to succeed, give them opportunities to use their skills and hold them accountable. Be specific and logical when communicating with them. They don't have a lot of patience with emotional outbursts and can be intimidating and verbally defensive if they feel threatened. Don't take it personally. They are also secretly very hard on themselves. They expect things to go the way they planned 99% of the time and when that doesn't happen, they become very self-critical – although you'll never hear them say so.

# Monthly Mentor Checklist

- Talking points
- Tips for a successful new troop
- Ideas to get leaders thinking forward
- General guideline



...DISCOVER ...CONNECT ...TAKE ACTION

## Girl Scouts – North Carolina Coastal Pines New Leader Mentor Checklist - Month One



Contact the new leader by phone or by email and explain your role as a new leader mentor. Offer support and establish an open line of communication.

**Make sure to discuss the following items to help keep your new leader get started. Have they:**

- Taken GS101 and Volunteer Essentials?
- Arranged a welcome meet with membership director or key volunteer?
- Received their troop materials? (Journey book and leader guide, program packet and the Volunteer Essentials notebook)
- Held a parent meeting? (If you can attend this meeting to help answer questions that is great, but if not, make sure to share your experience to help the meeting run smoothly.)
- Held a troop meeting?
- Made sure all girls and adults have registered and paid membership dues?
- Utilized the online toolkit?
- Looked through and familiarized themselves with other council resources? (Have they liked our council Facebook page, are they following us on Pinterest and Twitter? And, have they visited the council and county/area webpages?)
- Collected health history forms from all participating girls?
- Attended or plans to attend a local service unit/area meeting?
- Opened troop bank account?
- Been contacted by membership director or other members of your service unit team?

**...DISCOVER ...CONNECT ...TAKE ACTION**

# Girl Scouts – North Carolina Coastal Pines

## New Leader Mentor

### Checklist – Month Two



**Make sure to discuss the following items to help keep your new leader on track. Have they:**

- Accomplished any remaining checkpoints from last month?
- Taught their girls the Girl Scout Promise and Law? Girl Scout sign? Motto?
- Explained the Investiture and Rededication Ceremony to their girls and helped their girls plan it?
- Purchased the appropriate materials for the Investiture and Rededication Ceremony?
- Held their Investiture and Rededication Ceremony?
- Recruited adult volunteers/parents to help fill troop roles and asked them to complete background check (i.e. cookie mom, troop trip chaperone and drivers)?
- Started planning for additional training needed? (First Aid/CPR and Outdoor Skills)
- Made parents aware of Girl Scout resources and where Girl Scout items can be purchased?
- Begun to understand the Girl Scout program and helped girls start thinking of goals for the rest of the year? (Direct them to the Journey and *Girl's Guide to Girl Scouting*)
- Utilized our online toolkit and other web-based resources?
- Learned a Girl Scout song?
- Attended service unit or area meeting?
- Learned about program opportunities, both on a council level and locally?
- Contacted you for support and ideas? (Make sure to make yourself open and available)

**...DISCOVER ...CONNECT ...TAKE ACTION**

## Girl Scouts – North Carolina Coastal Pines New Leader Mentor Checklist - Month Three



**Make sure to discuss the following items to help keep your new leader on track. Have they:**

- Accomplished any remaining checkpoints from last month?
- Started to feel more comfortable with their role as troop leader?
- Learned about each girl in the troop and her personality?
- Talked to the girls about what they want to do as a troop this year and made long-range plans?
- Utilized our online toolkit and other web-based resources?
- Determined the appropriate form of troop government for their troop?
- Attended service unit/area meeting?
- Helped the girls earn at least one badge?
- Contacted you for support and ideas? (Make sure to make yourself open and available)

**Looking forward to the remainder of the year:**

- Check in often to say “hello” and see how the troop is progressing
- Invite leader/troop to local events and meetings
- Send gentle reminders of deadlines
- Offer support when needed
- Remind the leader of any trainings offered locally and those available online

**...DISCOVER ...CONNECT ...TAKE ACTION**

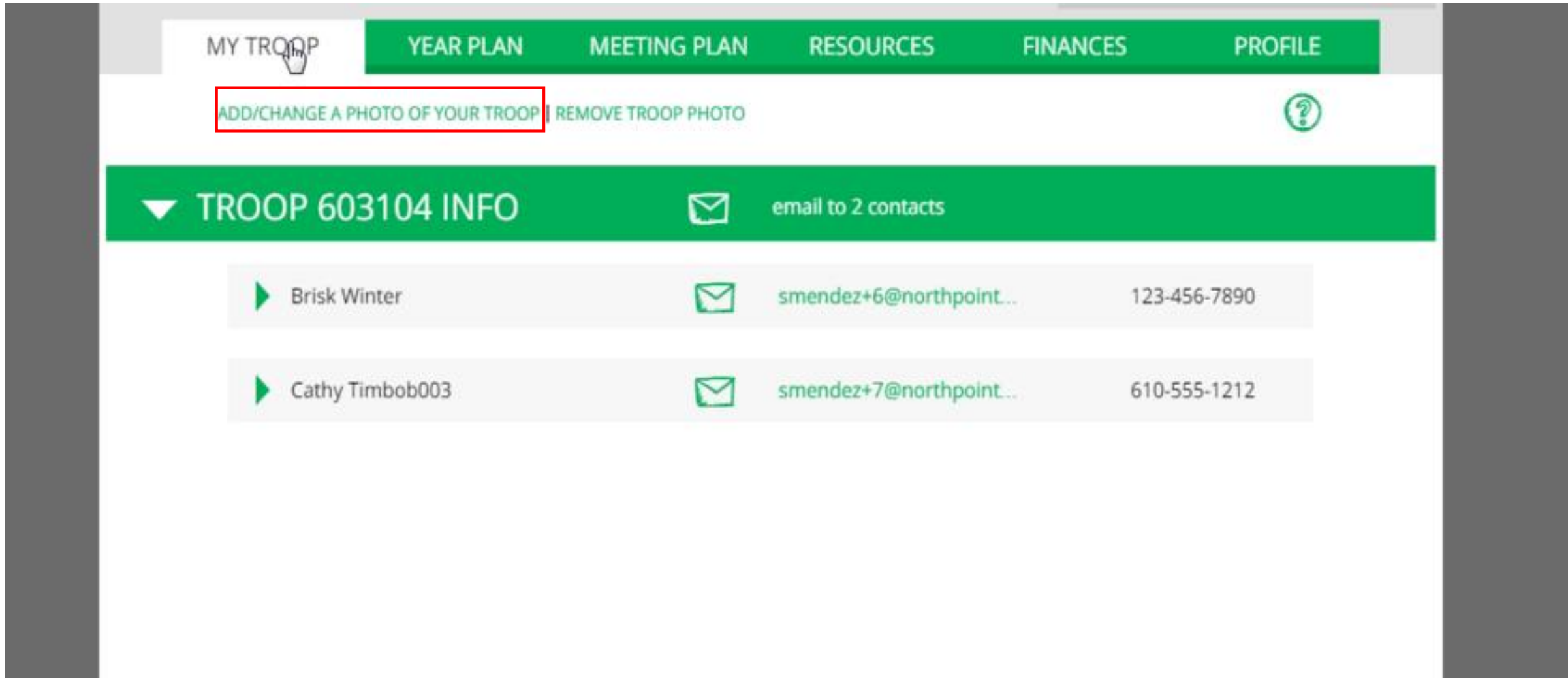
# The Mentor Coordinator

- Build a mentor structure that works for your area/service unit
  - One-on-one
  - By Girl Scout Grade level
  - By school
  - By community
- Assign New Troop Mentors to new troops
- Relay timely information to be shared by mentors
- Help evaluate the New Troop Mentor Program

# THE VOLUNTEER TOOLKIT

FOR A PERSONAL DEMO, PLEASE CONTACT CHRISTIN  
MURPHY AT [CMURPHY@NCCOASTALPINES.ORG](mailto:CMURPHY@NCCOASTALPINES.ORG)

# UPDATED MY TROOP TAB



The screenshot shows a web interface for a Girl Scout troop. At the top, there is a navigation bar with tabs: MY TROOP (highlighted with a mouse cursor), YEAR PLAN, MEETING PLAN, RESOURCES, FINANCES, and PROFILE. Below the navigation bar, there are two links: 'ADD/CHANGE A PHOTO OF YOUR TROOP' (highlighted with a red box) and 'REMOVE TROOP PHOTO'. A help icon (question mark in a circle) is also present. Below this is a green bar with a dropdown arrow, 'TROOP 603104 INFO', an envelope icon, and the text 'email to 2 contacts'. Underneath, there is a list of two contacts, each with a right-pointing triangle icon, a name, an envelope icon, an email address, and a phone number.

TROOP 603104 INFO			
▶	Brisk Winter	✉ smendez+6@northpoint...	123-456-7890
▶	Cathy Timbob003	✉ smendez+7@northpoint...	610-555-1212



**QUESTIONS**

**THANK YOU!!!!!!**