

# SUPPORTING MULTIPLE SEARCHES

## General considerations

- Don't necessarily expect a 100% success rate
- If running a County organised Search, there should be a representative from the relevant District/s (often based on the DC recommendation).
- A successful search requires time and a lot of face to face communication.
- Need to look at the general location of the Searches. Can they be clustered geographically to stagger them a bit?
- Is there a time restraint? Do they all need to be done in one go?
- Do you need to focus more time and attention on particular Groups if the culture is not right/ready?

## Search Chair/Group

- As always, the key to the process is finding a good Search Chair
- Good places to look include
  - GSLs from other Groups
  - Someone from the District with a good overview of the Groups
  - A non-Scouter
- Don't necessarily need a full Search Group. As long as meetings are attended by representatives from each affected Group, they could act as the Search Group.
- Need to ensure there is local and direct involvement (even if there are a number of people from District or County that sit on the group as a constant).
- Local knowledge and contacts tend to be the key to success.
- Need to be able to identify skills in other people that could be utilised – e.g. a Beaver Leader that managed to recruit and retain a team of ABSL could be a great GSL.

## First meeting

- Can hold one meeting for all Groups if geography allows.
- Invite everyone to attend.
- Invite worded to offer help, rather than asking them to commit or do something.
- Ask that each Group sends at least one representative.
- Ask participants at the meeting to commit to particular ways/tangible actions to take the info back to the rest of their Group.
- Use the meeting to explain the role of GSL
  - Highlight the different ways of being a GSL. Could have one person to bring the 'manager' perspective, another to bring the Scouting knowledge etc.
  - Spend some time selling the benefits of the GSL role to the Groups. How are they better off with one?
- Name generation activities
- Try removing the role title – break down what the role is about and see if this produces some additional names. E.g. If you ask for a planner/team leader/etc. who do people think of?

**UNLOCKING  
POTENTIAL**



Group Scout Leaders – District Commissioners – County Commissioners

- Need to leave the Groups feeling empowered to find their new GSL

## Second meeting

- Use to gain feedback from one another.
- Very important
- Learn what has worked, different methods used, a chance to further explore some name generating activities
- This needs to be peer to peer support rather than 'manager led' to reduce the risk of it becoming confrontational/defensive.
- Can be hard to motivate people to attend this meeting (they have either found a GSL so feel the process has finished, or are still looking and potentially feeling let down/like they have failed etc., or they don't believe they need a GSL anyway). Worth considering earlier rather than later.

## Actions for the Groups

- Feedback to the rest of the Group things that were covered in the first meeting
- Could get Groups to publicise/advertise the role (but using the Chair/District reps contact details)
- Run a family night – like a normal parent recruitment event, that the Groups host, but the District run. Have a range of bases, including one specifically for parents outlining tasks/roles the Group needs help with. Can provide volunteers for a range of tasks/roles – not just GSL specific.
- Prepare feedback to take to the second meeting

## Supporting resources

- DC multiple searches spreadsheet
- GSL multiple searches letter