

This agreement is to form the foundation of a relationship between a young Adult Leader and the line manager for their chosen role, be that at Group, District, Region or State level. It is to be signed and dated by both the young Leader and their manager.

The agreement is a series of 'I' and 'we' statements which aim to ensure both parties are aware of what they are committing to and what is needed to make the relationship and role successful.

## We statements

- We commit to establishing open lines of communication, articulating to each other what works for both of us and working within that mutually established communication framework
  - Styles of working, preferred communication methods/times, whether regular meetings are needed etc.
- We acknowledge and understand that life's priorities should be in the following order:
  1. Family and Friends
  2. Education/Work
  3. Scouts
- We understand that 'no, thank you' is a perfectly acceptable answer and that no one should be made to feel like they have to do anything

## I statements – young Leader

- I, as a young Leader, commit to asking for help when I need it. I understand that it is my responsibility to seek assistance when required. I understand that I am in this role to gain experience and develop as a leader.
  - Asking for support in the completion of tasks, requesting mentoring if needed, communicating availability, collaborating strongly with others, gaining new experiences..
- I, as a young Leader, commit to considering opportunities or projects suggested to me by my manager, with a view to taking them on where possible, even if they are outside my areas of interest.
  - Challenging myself, setting stretch goals, exploring new areas of interest, being of assistance to others in their responsibilities, not overcommitting myself, always looking for new development opportunities.

## I statements – manager

- I, as a manager, commit to supporting, reassuring and providing constructive feedback to the young Leader I am managing to help them learn and gain experience in the genuine leadership role I supported them embarking on.
  - Providing feedback in a best practice manner, providing appropriate information to enable the completion of tasks, insights that may help complete tasks, debrief at the completion of tasks and discussion of opportunities for improvement, appropriate praise of efforts.
- I, as a manager, commit to not dismissing opportunities or projects that could be of potential interest to the young Leader I am managing because I don't think they have the experience. I will ask if it is something they are interested in/have experience in/would like to gain experience in.
  - Having a conversation with the young Leader to determine their interests and capacity, simply asking if they would like to be involved and not being disparaging or not offering other opportunities later if they don't accept initially.

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Young Leader signature and date

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Line manager signature and date

This agreement was prepared by the Beyond team in collaboration with the Branch People & Culture team. Discussions with young Leaders and Commissioners, as well as the line managers they report to, have highlighted that these relationships in some cases lack clarity as to the expectations of leadership roles and the support and two-way communication that are necessary to make such relationships work well. Therefore, this agreement exists to be used by any young Leaders and their managers to ensure success for all parties.