



# **County Commissioner Reflective Conversations & Introduction to Facilitators**

## **What is a Commissioner Reflective Conversation?**

It's an opportunity to stop for a while and reflect on your guiding role as a commissioner so that you may celebrate your successes and find a way forward for those situations you are finding more challenging.

It's an opportunity to have a good quality conversation with a trained facilitator where there is an opportunity for learning and development.

It's an opportunity to be open and honest in a confidential setting with the facilitator.

## **What will happen at a Commissioner Reflective Conversation?**

The session will be from 2 -3 hours with breaks as required.

You will have time to reflect, take notes and discuss areas of concern.

It will take place in a setting of your choosing - but a quiet area is best for working together.

The facilitator will guide you through the session and help you plan attainable goals if appropriate.

## **How to book a Commissioner Reflective Conversation?**

Please choose which facilitator you would like to work with and get in touch by email: [reflectiveconversations@girlguiding-scot.org.uk](mailto:reflectiveconversations@girlguiding-scot.org.uk).

A member of our team will forward your enquiry to your chosen facilitator who will make direct contact with you to arrange your reflective session.

## Coaching Facilitators



**Alison Plummer**

I am an experienced trainer and tutor and am part of the UK county commissioner training team. As such, I am skilled at asking the right questions at the right time, so that the participants can be helped to find answers for themselves.

I enjoy helping, mentoring, encouraging and supporting people to succeed. It is vital that our commissioners are supported at all levels, to ensure they can support their leaders and advisers, and give girls the best opportunities possible.



**Ann McWhir**

My career and training as a nurse and in Girlguiding has provided some transferable skills; listening, encouraging, risk assessment and the ability to deal with complaints and difficult situations.

Over the last 24 years I have undertaken role of county commissioner, as well as various other roles. Currently, I am a Guide section leader and vice president of Girlguiding West Lothian.



**Fiona Dalziel**

Having been a county commissioner myself, I have walked in your shoes! I am very aware of the pressure you can often find yourself under. Sometimes you just can't see the forest for the trees and having the opportunity to talk things through with someone neutral can really help

I have had reflective conversations with many individuals in formal and informal settings. I look forward to working with county commissioners in Girlguiding Scotland to help you reflect on and uncover solutions for any challenges you are facing, which will make your role more enjoyable and more rewarding.



### **Helen Shedden**

In Girlguiding circles, I have over 15 years of volunteering experience with Guides being my preferred section. By June 2020, I will have finished my term of office as county commissioner for my local area. Loved the highs and lows of being county commissioner! I hope my skills and experiences can help aid you with challenges you may be facing. I am a good listener and enjoy helping support others through difficult times.



### **Helen Welsh**

I have held the same level of role myself and know well the journey that it can take you on as an individual. It is a place where leadership is expected and where support can feel hard to find. As the Scottish counties begin a period of transition and the role of the county commissioner will be very much one of leading change and creating strong new teams.

I can bring a real empathy as well as understanding of the different approaches that can be applied at particularly challenging times.



### **Joyce Petrie**

As a county commissioner, I have experience of the variety of challenges encountered in the role. My role ended in January and I hope that being involved in this pilot project would allow me to use my experience to help others find their way to achieve their aims.

I have held a number of adviser roles, am a unit leader and a mentor and was a trainer until I became county commissioner.



### **Libby Spence**

I have been involved in Girlguiding for many years and have had the opportunity to take on many roles. Currently I am a Rainbow leader and a trainer.

I am already a facilitator in other aspects of my working life and enjoy to work alongside others as they review, plan and move things forward. I look forward to doing this in a Guiding context.



### **Katherine Smith**

I have been involved with guiding since joining as a Brownie. Have held many roles within guiding, including county commissioner, and adult leader support have worked within the training of leaders.

In all these various roles I have felt comfortable and challenged, and I feel that is important when working with young girls and adults.

As well as leading the girls and learning, we are still on the learning curve as changes happen all the time, and it is important to keep abreast with these.



### **Liz Burnley**

I'm a guide leader at heart, having done various assorted other roles along my guiding journey! I moved to the Highlands 5 years ago and am a proud member of Girlguiding Inverness-shire. Being a joint county commissioner a few years ago was one of the most rewarding and challenging experiences of my guiding. It is for that reason that I would love to offer coaching support for those taking on this key role, which makes such a difference to girls and young women.



### **Marjorie Durie OBE**

Commissioner Reflective Conversations will enable commissioners to be better equipped to meet county needs and challenges while being supported. This is an exciting development and one I wish to encourage wholeheartedly.

I have had a variety of roles and one of which was being Ayrshire North county commissioner so I understand the pleasures and the challenges associated with fulfilling that role.

I have also benefited from experience as a leader in three Girlguiding Counties which helps me to appreciate the uniqueness of local Girlguiding, the benefits in finding local Girlguiding appropriate solutions to local challenges and that one size does not fit all.



### **Sarah MacNeil**

I'm an experienced commissioner having been assistant county commissioner, division commissioner, district commissioner in Edinburgh county. I have an understanding of and experience of working at the county level.

My professional background is in training and HR.

I look forward to being able to support you in your county commissioner role.