



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 take place on zoom and will last between an hour and an hour and a half.

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

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.

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. In June 2020 I 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



Having been a county commissioner, I have experience of the variety of joys and challenges encountered in the role. My role ended in January 2020 and I hope that I will be able to use my experience to help others find their way to achieve their aims.

I have held a number of adviser roles as well as guide and rainbow leader, mentor and trainer and am interested in people, keen to find out about them, and find out how best to support them in their role.

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 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.

Carol Morwood



I have been a member of Girlguiding since I was a Brownie and have held various roles including being a commissioner at two different levels. I am currently a Guide leader, trainer and Chair of the awards committee.

Being a commissioner can be challenging at times but is also very rewarding and provides many opportunities. I believe it is important to be able to explore those challenges to be able to move forward and enjoy those opportunities. That is why I am committed to supporting commissioners through reflective conversations.

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.