



Enrichment Modules

Enrichment Modules are trainings that participants in all streams can take for their personal development, beyond what is outlined in the stream Prerequisite and Foundation modules. These training opportunities will improve skills and enhance self-awareness. All Guiders are advised to take enrichment trainings to encourage personal growth.

A **Yellow Enrichment** pin is awarded on completion of any five Enrichment modules. There are currently 19 TEAM Enrichment Modules available with more being developed on an ongoing basis. Topics available now include:

- Bias Awareness/Equity
- Building Strong Teams
- Communicating with Girls
- Conflict Management
- Cookie Program
- Dramatic Arts
- Effective Communication
- Event Planning
- Exploring the Branches
- Financial Management
- Girl EmPower
- Girls United: Helping Girls Connect in Healthy Ways (Anti-Bullying)
- Guiding and the Promise & Law
- International Guiding
- Leading Active Games
- Mentor Training
- Time Management
- Volunteer Management
- Understanding the Adult Learner



Girl Guides of Canada
Guides du Canada

team

training and enrichment
for adult members

“Training and Enrichment for Adult Members will benefit not just our adult members.

The ultimate beneficiaries are the girls.

If our adult members are more effective in their positions, the girls will have an even more enriching Guiding experience.”

Heather Scott
GGC Training Options



Contact your Area Training Adviser or Commissioner for information about upcoming training opportunities!



Getting Started

Orientation to Guiding is provided to all new members as a mandatory part of the Membership Screening Process.

New Guider Training

New Guider training is for adults who are new to the Guider role. It is designed to be delivered in a flexible manner: either in a full day, two half-day sessions, or three shorter sessions covering:

- **Building Unit Guider Skills**
- **All About Your Branch**
- **Safe Guide**

These three modules will provide you with the basic information you need to begin leading a Unit with girls, and will offer a taste of Girl Guides of Canada trainings on which you can build.

Safe Guide Training is mandatory for new Guiders who plan and/or deliver activities for girls and/or adults. It must be completed within 6 months of the join date which appears on her iMIS profile.

Safe Guide Training

The Safe Guide is Girl Guides of Canada's risk management tool, which provides a consistent process for planning and implementing Guiding activities.

This training program provides knowledge about risk factors, risk assessment and safety management strategies. It will encourage the use of **The Safe Guide's** procedures and good judgment to minimize the risks involved in Guiding activities.



Unit Guiders

The **Unit Guider Stream** provides information specific to Guiders working with the girls. Through these training modules, Guiders will learn about the issues girls are dealing with at different ages. Also included are the goals and components of the program for your branch and innovative ways that you can deliver it to your unit that are fun, active and girl-centered.

How does a **Unit Guider** effectively plan and deliver the program to the girls in her unit? The **Unit Guider Stream** is designed to help Guiders gain the confidence and self assurance they need to deliver girl-centered programs.

The three Branch-specific modules

- **About the Girl**
- **Programming for the Girl**
- **Quick Start**

teach program planning skills including goal setting, activity planning and behaviour management.

Putting the Pieces Together is the final module. It will help you develop a sense of your own leadership style, build your confidence and show you how to combine everything you've already learned in to one fabulous program for some very lucky girls!

The **Red Stream** pin is awarded upon completion of the mandatory trainings and the four Unit Guider Stream Foundation modules.



Outdoor Activity Leaders

The **Outdoor Activity Leader Stream** provides members with core competencies for providing fun and safe outdoor activities. It covers such topics as technical camping skills as well as organizational and leadership techniques.

Outdoor Activity Leadership (OAL) begins with training and activities for planning walks to the park with Sparks, extends through residential and tenting camping and on to the development and execution of Pathfinder or Ranger adventurous camps such as winter camping or tripping expeditions.

Foundation modules:

Getting Outside is designed to provide skills for the newer Guider to take girls outside of their meeting place.

Residential Camping is for Guiders to develop their skills and take girls camping in a residential setting. It is made up of four parts and focuses on leading, planning and executing a camp. These four modules are:

- **Planning**
- **Leading**
- **Food & Nutrition**
- **Camp Life**

OAL Enrichment modules are offered for **Tent Camping** and **Adventure Camping**.

Your **Green OAL Stream** pin is awarded upon completion of the Foundation modules.

Upon completion of **Outdoor Leadership** with girls you will receive the **OAL Go Camping** pin.



District Commissioners

The **District Commissioner Stream** helps participants to develop administration, management and leadership skills. Trainings are open to Commissioners at all levels and are designed to help you to acquire concrete skills and competencies in administration, planning, record keeping and financial management.

In British Columbia, the **Getting Started** Foundation modules have been combined with **More Depth** Enrichment modules to ensure that every Commissioner has the tools and skills she needs to do the job. **More Than Getting Started** is made up of five modules on these very important topics:

- **Foundation of Your Position**
- **District Administration**
- **Human Resources**
- **Building Your District**
- **Risk Management**

The **Orange DC Stream** pin and a **Yellow Enrichment** pin are awarded on completion of the **More Than Getting Started** Foundation and Enrichment training modules.



Administrators

The **Administrator Stream** is designed to help Guiders working as Board Directors, Provincial Commissioners, Area Commissioners, District Commissioners, Committee Members and Advisers to develop communication, management and leadership skills.

Effective Communication

Pick up tips and tricks that will help you to build your communication skills enabling you to work more efficiently with other people both inside and outside the organization.

Time Management

This module is designed to give you the skills you need to effectively manage the time you give to Guiding.

Building Strong Teams

You will learn what a team is focusing on the characteristics of a strong team. This module will teach team building and team development, as well as the characteristics of a team leader, and the preparation and facilitation skills needed to be a better leader.

Conflict Management

Our goal with this module is to help you to develop a personal understanding of conflict: the causes, symptoms and solutions.

To complete the **Administrator Stream** requirements choose any one **Enrichment Module** that is relevant to your position.

The **Blue Administrator Stream** pin is awarded on completion of these five modules.



TEAM Trainers

The **Trainer Stream** aims to equip Members with the skills and resources they need to effectively facilitate learning for fellow Guiders.

Prerequisites:

Safe Guide

Understanding the Adult Learner

It is made up of five modules:

- **Needs Assessment**
- **Training Design**
- **Training Delivery**
- **Facilitation Skills and**
- **Training TEAM**

These modules will provide information in the areas of adult education, experiential learning, facilitation and evaluation.

In British Columbia, the pre-requisite module *Understanding the Adult Learner* and the five Trainer Stream modules are often presented in a weekend format known as **“Presentation & Communication Skills”**

The **Purple Trainer Stream** pin is awarded upon completion of the prerequisites and Trainer Stream Foundation modules.

If you choose to pursue the role of trainer, you will be matched with a mentor who will help you to develop your trainer competencies.

Once you have completed your trainer candidacy, demonstrated your abilities as a trainer and been assessed by an evaluator you will receive the **Trainer** pin.