



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



“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
Canadian Guider Spring 2006



Getting Started

Orientation to Guiding

Have you ever wondered about the organization of Girl Guides of Canada-Guides du Canada? Have you asked yourself what the acronyms: **WAGGGS, TEAM, DC** and **OAL** mean?

Then **Orientation to Guiding** is for you!

This program offers participants an overview of the organization and its Mission, Vision and Values and introduces the different youth and adult programs available within Girl Guides of Canada.

Orientation to Guiding is mandatory for new Guiders and must be completed within six months as part of the screening process.

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.

Safe Guide Training is mandatory for new Guiders who plan and/or deliver activities for girls and/or adults. It must be completed within 12 months of the join date which appears on her iMIS profile.

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.

Taken in conjunction with :
Orientation to Guiding & Safe Guide

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 first 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.

Prerequisites:
Orientation to Guiding & Safe Guide

Foundation modules:

Getting Outside: this module is being developed in 2011 and will 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**

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

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

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.

Prerequisites:
Orientation to Guiding & Safe Guide

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 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, Division Commissioners, Committee Members and Advisers to develop communication, management and leadership skills.

Prerequisites :
Orientation to Guiding & Safe Guide

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.

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:
Orientation to Guiding & 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 provides 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”**

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.

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