

## Short and Snappy – Guiding Older Girls in Leadership



### Objective

To provide tips on how to prepare and guide older girls in leading younger girls.

### Length

20 minutes

### Materials Needed

Pencils and paper

### Information to Share (spend 10 minutes on this section)

By the time your girls are Cadettes, they are beginning to earn their LiA and other similar projects, where they work with younger girls on Journeys and badges. It is important to let the girls lead in planning and implementing these programs, while at the same time providing the guidance, support, and supervision needed for them to produce a valuable program. This can be a difficult balance to achieve.

Here are some tips on how to provide such support:

- **Practice building leadership skills through games and activities:** There are many games and activities that help girls to build their leadership skills. These include communication games, teambuilding games, and self-reflection activities. Get girls practicing these skills through activities and active reflection exercises.
- **Make girls aware of safety expectations:** Before planning and implementing programs for younger girls, your older girl leaders should be aware of Girl Scout safety expectations, such as girl to adult ratios, first-aiders, and the buddy system. These should be factored into girl planning.
- **Discuss the developmental level of younger girls:** Ask guiding questions, such as “what age do you want to work with?”; “What do girls at that age like to do?” and “What are girls of that age capable of completing in the amount of time?” Guide them to the correct answers through thoughtful discussion. Such a discussion can easily move into a brainstorm when planning work with younger girls.

## Information to Share (continued)

- **Talk about inclusion and diversity:** Get your girls thinking about how they will make all the younger girls feel included. Talk about different perspectives, and how each of the younger girls come from different backgrounds and beliefs.
- **Have your girls start off small and build toward the LiA program:** Try connecting your troop with a younger troop for a fun activities session. Get your girls to plan games and songs that they are confident in teaching. Your girls should practice their planning skills by making schedules, making arrangements for safety requirements and materials, and preparing for contingencies. After a few of these smaller, more informal sessions, they will be more prepared to do a Journey program with Brownies.
- **When your girls are planning their programs with younger girls, ask them guiding questions,** such as “Have you thought...” and “what would you do if...” Include examples of things going wrong, and how the girls would react/handle the situation.
- **Play an active adult support role during the event:** Even if the girls are very prepared, this is not a time for you to kick your feet back. Make sure you are able and ready to help your young leaders and provide guidance when things don’t go as planned. If you see things spiraling into chaos, or drama ensuing, be there to ask your girls “what was your contingency plan?” and “how do you think we can make this situation better?” Be a support while still letting them lead.

## Activity (spend 10 minutes on this section)

1. Break up into small groups.
2. Provide the following scenario:  
*Your Cadettes have decided to earn the LiA award. There are three Brownie troops that are interested in working with your troop.*
3. Each group must make a list of 20 questions, discussion points, and activities they could do with the Cadettes to help prepare and guide them to plan and implement a quality program.

