

# The Ranger Program: You Lead the Way

Transition Guide

# Learning Through Doing

The Ranger Program: You Lead the Way offers young women the opportunity to create their own program – doing the activities they want in the way they want.



# The Ranger Program

## ▶ What's the Same?

- Focus on learning through doing
- Work to develop their leadership skills by working with peers or younger girls
- Final award as a girl Member, the Chief Commissioner's Gold Award, still available
- The Commonwealth Award and the Duke of Edinburgh Award still available
- Celebrates the sisterhood of Guiding

# The Ranger Program

## ► What's Different?

- More emphasis on service, with the new Ranger Service Project
- Program designed for all girl Members 15-17+ and can be adapted to individual interests
- New awards and recognition
- Completion of challenges encourages activity — through learning, sharing or participating
- A rethinking of what program means: It is the activities Rangers want to do and the topics Rangers want to explore.

# The Youth Leadership Approach

- ▶ Leadership is a key element of Guiding as girls and young women take on responsibility and are given decision-making opportunities.
- ▶ This is a key element of Rangers: young women are active participants in personal and unit planning.

# Youth Leadership and Rangers



- ▶ Youth leadership means a Ranger is actively involved in her personal and the unit's goal setting and development.

# Youth Leadership & Girl Guides

Everyone involved (Rangers, Guiders, Girl Guides of Canada) must recognize and respect the voice of youth and the choices they have. We all must appreciate young women for the role they play as leaders today and not just as the leaders of tomorrow.



None of this can happen without the support of adults.



- ▶ Young women want adults in their lives who act as strong, positive role models who can offer guidance.



# The Role of the Guider

- ▶ A mentor and adviser who is interested in the young women in her unit and who recognizes the skills and abilities of each Ranger.
- ▶ To help young women feel confident and become leaders.

# The Guider is someone who...

- ▶ provides a positive connection to the adult roles within Guiding and the community
- ▶ acts as a role model
- ▶ advocates for Rangers
- ▶ practices shared leadership
- ▶ models group consensus for all decisions
- ▶ works with Rangers to develop recognition systems that work for them
- ▶ refers Rangers to outside help/resources as necessary
- ▶ takes the training

# Rangers and Guiders Working Together

- ▶ To create a successful partnership, Rangers and their Guiders need to:
  - Discuss their roles
  - Understand their expectations for each other
  - Be willing to learn from and teach each other
  - Share in decision making
- ▶ This will lead to a relationship where Rangers are accepted for who they are, what they contribute and what they know.

# Young Women and Leadership



- ▶ Young women today are more interested in relational leadership.
- ▶ Relational leadership focuses on the ability of the leader to create positive relationships with her team.

# Leadership is:

- ▶ having a vision
- ▶ taking a stand
- ▶ having a positive attitude
- ▶ being confident
- ▶ being able to speak well in front of groups
- ▶ being passionate
- ▶ willing to take risks
- ▶ speaking up for oneself

# Being a Good Leader Means:

- ▶ Being a good listener
- ▶ Being kind
- ▶ Being a role model
- ▶ Being a team player
- ▶ Taking care or advocating for others
- ▶ Being honest, trustworthy and responsible
- ▶ Knowing when to follow others
- ▶ Knowing when not to follow others
- ▶ Admitting when one is wrong or doesn't know
- ▶ Having humility and compassion
- ▶ Being flexible
- ▶ Motivating others

# Rangers in Leadership

Young women see leadership as a process of give and take where one might be a leader today but a follower tomorrow. Mostly, it's about working together.





# The Ranger Program: Flexibility

Every Ranger is an individual, with unique interests, abilities and beliefs. The Ranger program embraces the differences among young women and allows them to create a flexible program.



# Program Areas

- ▶ Celebrate Guiding
- ▶ Community Connections
- ▶ Environment, Outdoors and Camping
- ▶ Explore Your Creativity
- ▶ Global Awareness
- ▶ Healthy Living
- ▶ Leadership and Management
- ▶ Your Future



# Challenges

- ▶ Not everyone in Rangers will want to do the same challenges in the same way.
- ▶ A Ranger can complete challenges:
  - on her own
  - with other Rangers
  - with Sparks, Brownies, Guides or Pathfinders
  - with people outside of Guiding



# For Example: Global Awareness

- ▶ Food Awareness – Create a meal with food from a culture different from your own. Invite family, friends or your Guiding unit to share it with you. Prepare, serve and eat the meal following the customs of the people from that country or region. Over dinner talk about how the meal differs from the ones you normally eat and what role the environment plays in people's diet.

# A Ranger Could Do This:

- On her own, finding recipes, cooking the food and sharing it with her family.
- With other Rangers, working together to investigate a country, choose recipes, and share shopping, cooking, serving and cleaning tasks.
- With Sparks, Brownies, Guides or Pathfinders, facilitating a potluck dinner at a meeting or helping the girls to plan an international menu for camp.
- With people outside of Guiding, organizing an international meal with a community organization or group such as a teen drop in centre, a senior's centre or a social group she belongs to.



# *Rangers: You Lead the Way* is a challenge-based program.

**Each program area has an objective and suggested activities** that could be turned into a challenge. A Ranger and/or her unit can choose to do any activity that fulfills the objective.

**Each program area has sample challenges.** These again are only suggestions and a Ranger and/or her unit can choose to develop a challenge in whatever way suits her/them.

# Making the Most in Rangers

- ▶ Rangers now have many options for how they want to participate in the program!
- ▶ Some of the many options for Rangers are:
  - All three years working with other Rangers
  - All three years working as a Junior Leader
  - One year working as a Junior Leader and the next year working with other Rangers
  - A year (or even all three) working both with other Rangers and as a Junior Leader
  - Working as a Lone, connecting with Ranger units and units of younger girls when possible



# Recognition

- ▶ In Rangers, young women learn new things, have new experiences and build the skills needed to be strong and confident and to willingly take on leadership roles.
- ▶ All this hard work and effort needs to be respected
- ▶ Awards and recognition are one way we can celebrate the young women in Rangers.
- ▶ Awards and recognition are available for Rangers to choose to earn and for Guiders to show their appreciation of the Rangers they work with.

# More Awards and Recognition

- ▶ Chief Commissioner's Bronze Award
- ▶ Chief Commissioner's Silver Award
- ▶ Chief Commissioner's Gold Award
- ▶ Ranger Service Project
- ▶ Cookie Campaign Challenge
- ▶ Junior Leader Certificate of Appreciation
- ▶ Ranger Certificate

# Adjustments

- ▶ Credit for work already done:
  - Use guidelines below to determine where challenges already done fit into the new program
- ▶ Starting the new program in 2<sup>nd</sup> year:
  - Ranger Service Project: 15 hours
  - Cookie Campaign Challenge: two campaigns
- ▶ Starting the new program in 3<sup>rd</sup> year:
  - Ranger Service Project: 10 hours
  - Cookie Campaign Challenge: one campaign

# Making the Transition

- ▶ The transition will be unique for each Ranger and each unit.
- ▶ A Ranger and her Guider should work together with the new program and the transition guide to see what will work best for the Ranger.

# Change Management

- ▶ Change is difficult. It can lead to feelings of frustration as Rangers and their Guiders learn about the new program.
- ▶ These feelings are common among people working through change.
- ▶ Feelings of frustration will lessen as all involved become more confident with the new program.

# Making a Plan

- ▶ How can you make the change easier?
  - Discuss past experiences with change.
  - List reasons for the change.
  - Use the challenge transition chart.
  - Brainstorm all the things you loved about Senior Branches and how you can make them work in Rangers.
  - Make your plan for transitioning to the new program.

# Old Program to New

- ▶ The chart in the transition guide shows how challenges done in the old program can be credited toward the new program.
- ▶ These are approximations and may be different depending on the exact challenge you did. For example:
  - Core #11 is credited with Celebrate Guiding, but this assumes you planned a Guiding ceremony. If you planned, say, a citizenship ceremony then you could credit Community Connections.



# Rangers!

It's designed for you!

