



GIRL GUIDES
AUSTRALIA

Have we got a deal for

REFLECTIONS OF A WORK IN
PROGRESS...

FOCUSING ON THE ORGANISATION





Empowering..



Respect myself and others



*Be considerate honest and
trustworthy*



Be friendly to others



Make choices for a better world



Use my time & abilities wisely





*Be thoughtful &
optimistic*

THE KEY CHALLENGE

Workforce Productivity

- High levels of vacancies – 61% in some remote regions
- Multiple roles held – resulting in over 30 hours a week
- Demand is outstripping supply – waiting lists



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WORKFORCE PRODUCTIVITY CAN BE ADDRESSED - WHY?

1. There are enough volunteers:

- Increased hours - 39 to 46 per volunteer p.a. 1995-2006*
- Increase in national initiatives - Clean Up Australia Day
- New online portals - match volunteer skills to requirements e.g. "Seek Volunteer" & "Go Volunteer"

2. Workforce Planning & Development works: "A human resources strategy to enhance economic stability"



*Dr. Andrew Leigh, Professor of Economics, ANU.

WORKFORCE PLANNING & DEVELOPMENT

Australian Workforce and Productivity
Agency (AWPA) *

- Planned, deliberate work design & better understanding of the existing capabilities of workers is key to improving utilisation of skills.
- Applying workforce planning and development leads to improved productivity and better retention
- The degree of an organisation's success is tied to their ability to strategically plan and develop their workforce



* AWPA's 2013 National Workforce Development Strategy "Future Focus"

AUSTRALIAN GUIDING: TAKING RESPONSIBILITY

Within Girl Guides:

- Redesign the Performance Review System
- Introduced Project Management methodology
- Initiated “One Role” only policy
- Training – “SMART” goal setting, delegation, time management

AUSTRALIAN GUIDING TAKING RESPONSIBILITY

Outside of Girl Guides:

- Today's presentation
- White paper submission
- Early stage conversations in Canberra
- Asking for a parliamentary inquiry



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A photograph of three young women standing on a grassy field, holding a large blue flag with a yellow crescent and star. The woman on the left is wearing a dark blue polo shirt and glasses. The woman in the middle is wearing a purple polo shirt and holding the flagpole. The woman on the right is wearing a pink polo shirt. In the background, there are trees and other people, suggesting an outdoor event or school activity. The text "Be thoughtful & optimistic" is written in a blue, cursive font in the upper right corner.

*Be thoughtful &
optimistic*

IMAGINE MORE...

