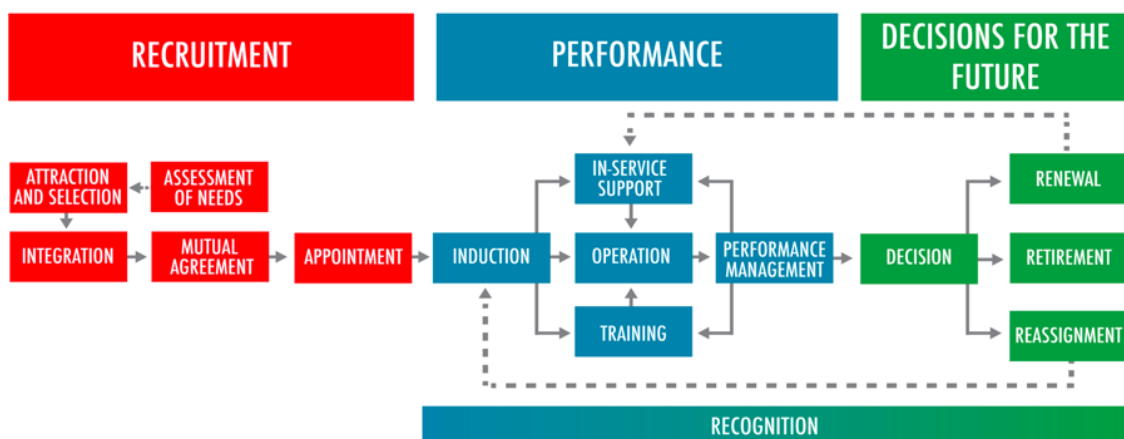


## INTRODUCING THE AIS LIFE CYCLE

The approach set out in the World Adults in Scouting Policy recognises the concept of a Life Cycle in every role or function undertaken by an adult in Scouting.

It is a holistic and systematic approach that gives careful consideration to all aspects of the management of adults in the Movement and includes attracting the adults we need and supporting them in their role or function, assisting them in their development and in their choices for their future. One or multiple life cycles cover all stages and components in the lifespan of an adult in the Movement.



### Adults in Scouting Life Cycle

The Adult Life Cycle highlights all aspects of the management of adults in the Movement such as:

- **Recruiting** the adults we need
- Supporting adult volunteers in their **performance** and development
- Assisting adult volunteers in **making decisions** for their future

## RECRUITMENT

Description	NSO Responsibility	Adult Perspective
Recruitment is the process of sourcing the adults needed to accomplish the different tasks, jobs, and functions required by the NSO	The NSO has an ongoing availability of adults at all levels with the competencies needed to implement a variety of roles	Once attracted, adults go through an open and transparent process from Selection to Integration, to Mutual Agreement.

## PERFORMANCE

Description	NSO Responsibility	Adult Perspective
Performance is the action or process of performing a task or function.	The NSO should put in place systems and measures to support the good performance of adults (Induction, Training, In-service Support and Performance Management).	Adults should strive for their best performance using all available training and resources to develop personal excellence (competencies).

## DECISIONS FOR THE FUTURE

Description	NSO Responsibility	Adult Perspective
Being able to make decisions for the future ensures mobility and flexibility across roles and functions and, at the same time, provides more opportunities for adults to participate at all levels.	The organisation should use this tool to put the right adults in the right positions at the right time, keeping them satisfied and committed to Scouting.	Decisions for the Future helps adults to stay focused, motivated and further committed beyond their comfort zone for a win- win situation.



## RECOGNITION

Recognition can be used every time we gather to recognise the achievements and contributions of individuals, teams and work groups. It appears in all phases of the AiS Life Cycle.

Description	NSO Responsibility	Adult Perspective
Recognition is the permanent process of acknowledging adults' contribution and progress, based on demonstrated performance and personal progression.	The NSO should be aware that recognition is critical for increasing adults' engagement, leading to higher retention in the long run.	Adults expect to be recognized and appreciated for successfully delivering on the Mutual Agreement.

### Visit also:

[World Adults in Scouting Policy](#)

[Adult in Scouting Life Cycle e-learning](#)

[AiS Self-assessment Tool](#)