

# Troop Leadership Training

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Troop One, Akron

March 2023



# Vision, Strategy, Goals

Where to we want to go & How do we get there



# Vision

- A vision statement is a one-sentence statement describing the clear and inspirational long-term desired change resulting from our Troop's work.
- It needs to state where the Troop wants to be in the near future, and it also must have a level of excitement and motivation to it.

Reshaping the Future **1** Scout at a Time



# Sample Vision Statements

- Boy Scouts of America: To prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.
- Ikea: Affordable solutions for better living.
- Habitat for Humanity: A world where everyone has a decent place to live.

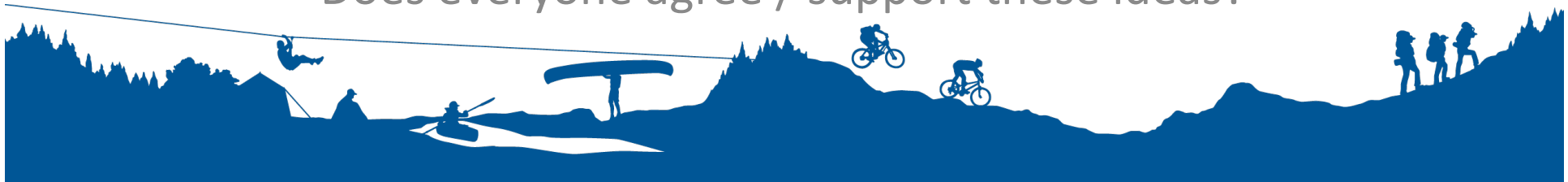


# Discussion: Vision for the next 6 months

What does success look like in 6 months?

SPL will share the Sr Leader's thoughts

Does everyone agree / support these ideas?



# SMART Goals

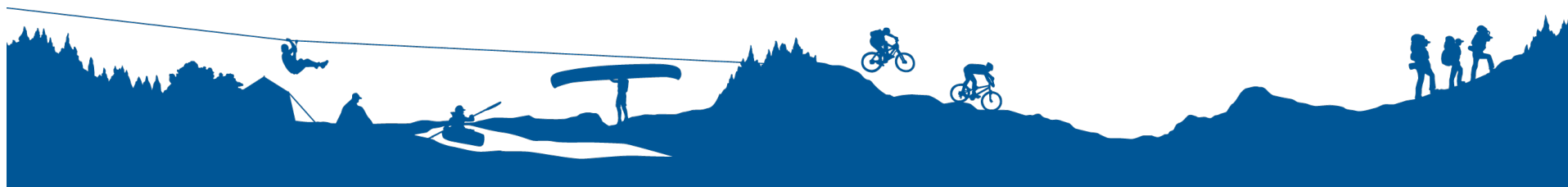
**S**pecific

**M**easurable

**A**ttainable

**R**elevant

**T**ime-Based



# Brainstorm: Share your Goals for the Troop

Brainstorm ideas to support overall Vision & Goals



# Discussion: What are our Troop Traditions?

What makes Troop 1, Troop 1?





# Start, Stop, Continue Assessment

- What should we **START** doing that we are not doing?
- What are we doing we should **STOP** doing?
- What should we **CONTINUE** doing that is working well and helping us succeed?



# Methods of Scouting

Ideals

Patrols

Outdoors

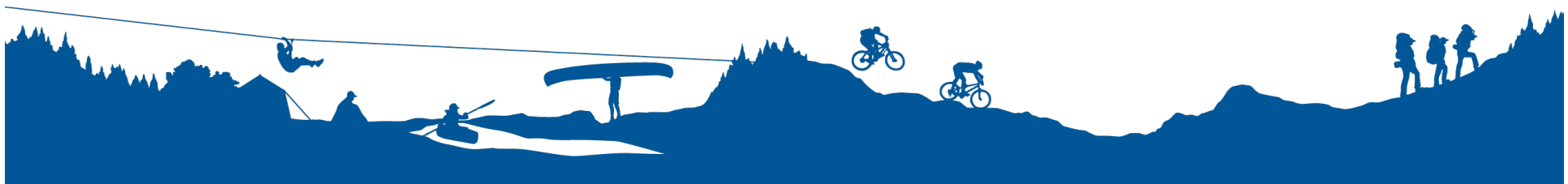
Advancement

Personal Growth

Adult Association

Leadership Development

Uniform



# Assessments

- How Does Troop 1 stack up?

Take Survey 

- Troop as a whole
- Patrol Method vs No-Patrol Method

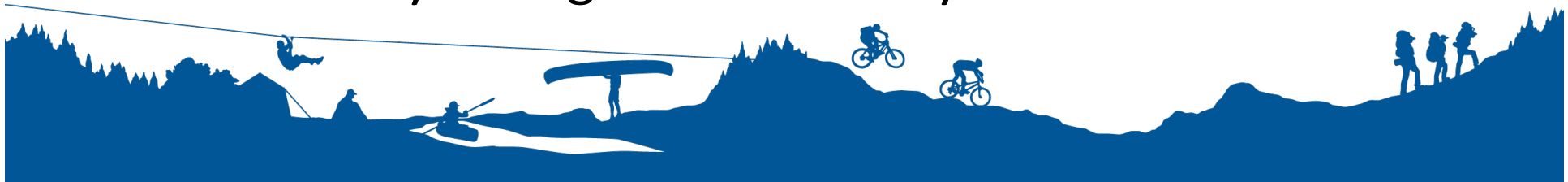


# Game?



# Quotes on Leadership

- ‘The growth and development of people is the highest calling of leadership.’ Harvey S. Firestone
- ‘As we look ahead into the next century, leaders will be those who empower others.’ Bill Gates
- ‘Leadership is the transference of vision.’ Hal Reed
- ‘The only real training for leadership is leadership.’ Anthony Jay
- ‘He who thinks he leads and has no one following him is only taking a walk.’ Anonymous



# Leaders & Leadership



# There are Four Ways Every Scout is a Leader

- You lead yourself (Trustworthy & Loyal)
- You follow cooperatively (Obedient & Cheerful)
- You help your fellow Scouts (Helpful & Kind)
- You shape the directions and plans for your patrol and troop (Scout Spirit)



# Discussion: What Makes a Good Leader?

Seed: Think about those who you look up to (not just in scouting)



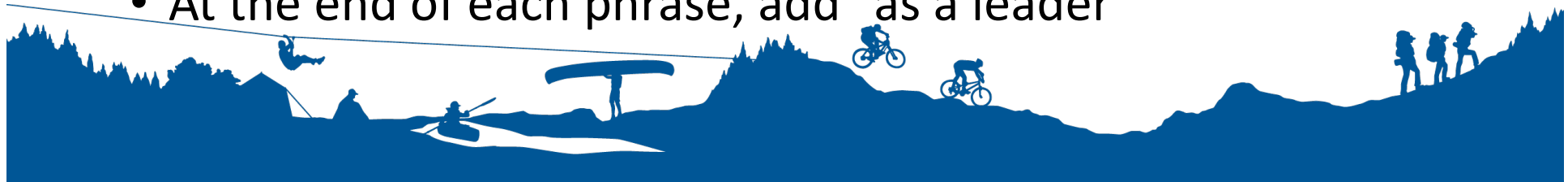


# Leadership Ethics and Values

## Scout Oath

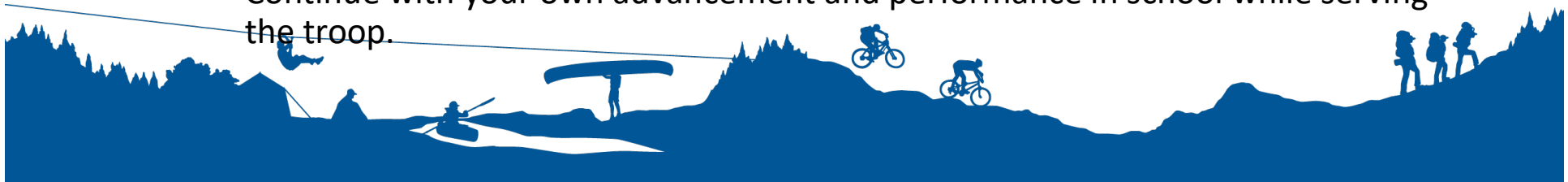
On my honor I will do my best  
to do my duty to God and my country  
and to obey the Scout Law;  
to help other people at all times;  
to keep myself physically strong,  
mentally awake, and morally straight.

- At the end of each phrase, add “as a leader”



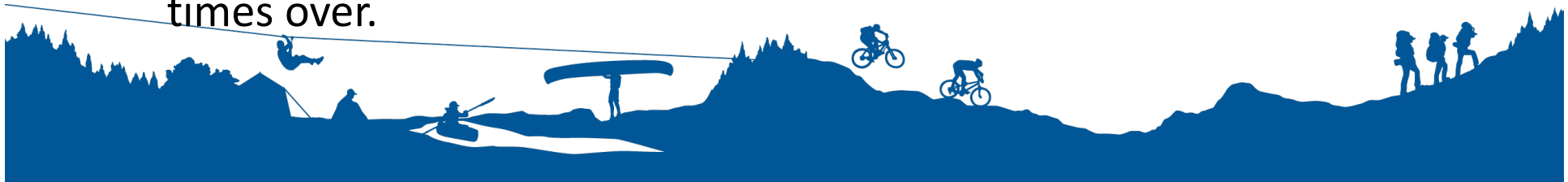
# What Do We Expect?

- Set a good example (language, behavior).
  - Live by the Scout Oath and the Scout Law.
  - Wear your Scout uniform correctly.
  - Show and help develop Scout spirit.
- Serve actively.
  - Develop a vision of success and associated goals for your office or job.
  - Devote the time necessary to handle the responsibilities of the position.
  - Work with other troop leaders to make the troop successful.
  - Provide updates on progress towards goals during each PLC (or troop committee meeting)
  - Discuss your service and goals during your next scoutmaster conference.
- Learn.
  - Continue with your own advancement and performance in school while serving the troop.



# Leaders should:

- **Keep their word.** Don't make promises you can't keep.
- **Be fair to all.** A good leader shows no favorites. Don't allow friendships to keep you from being fair to all members of your troop or patrol.
- **Be a good communicator.** You don't need a commanding voice to be a good leader, but you must be willing to step out front with an effective "Let's go." A good leader knows how to get and give information so that everyone understands what's happening.
- **Be flexible.** Not everything goes as planned. Be prepared to shift to "Plan B" when "Plan A" doesn't work. Think about "Plan C."
- **Be organized.** The time you spend planning will be repaid many times over.



# What Happens if....

- A leader cannot fulfill his obligations?
  
  
  
  
  
  
  
  
  
  
- A leader will not fulfill his obligations?

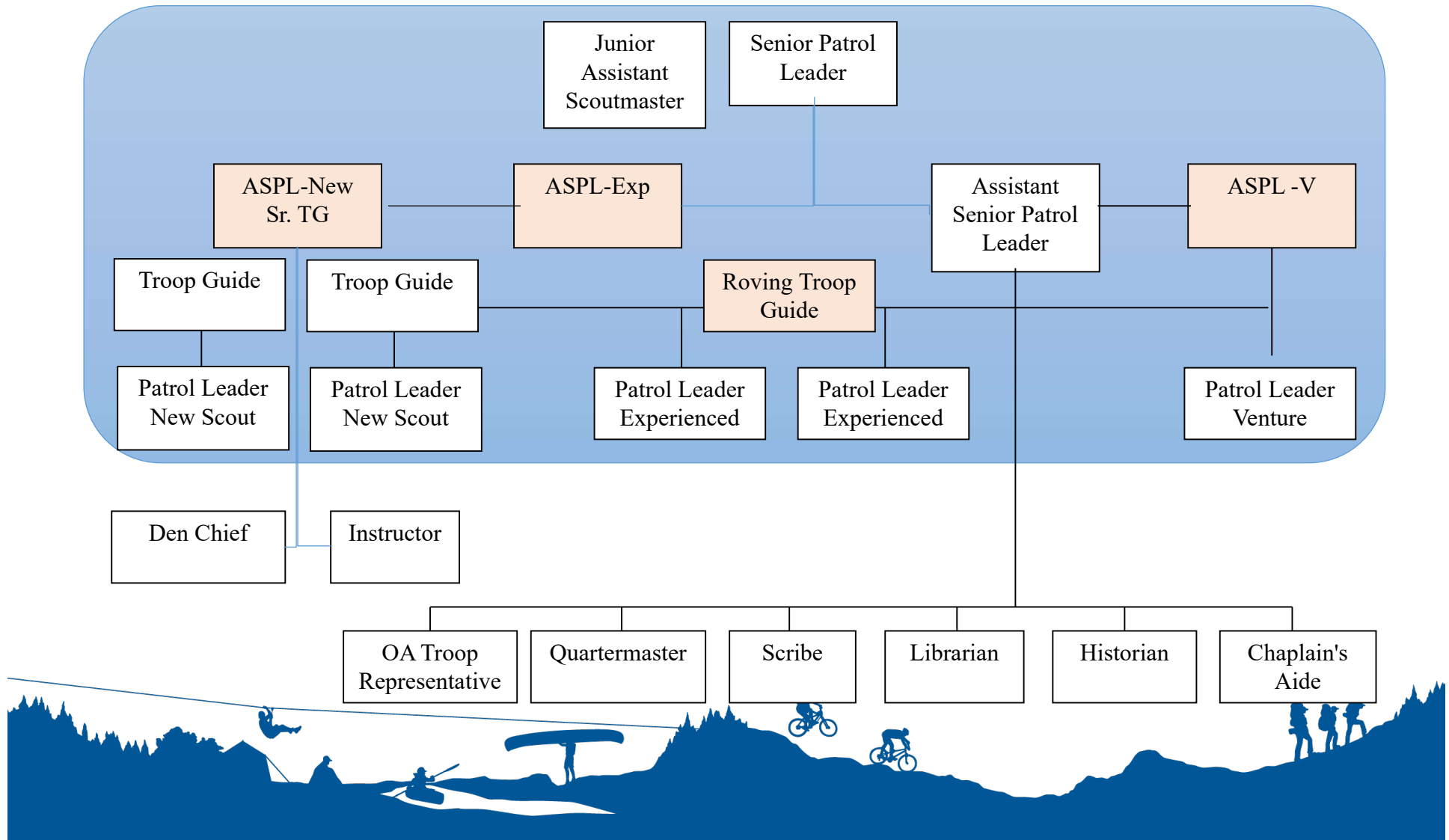


# Servant Leadership

- **It is about a choice to lead. It is about a choice to give rather than to receive.**
  - They do everything they can to help the troop and each member succeed.
  - They focus on how to make every member successful in assigned tasks so that the troop will come together quickly as a team.
  - Servant leaders understand what success looks like not only for the team as a whole, but also for each member of the team.
- **Servant leaders want to lead because they know they can help make a difference and provide a better experience for every individual**



# Who Are Our Leaders?



# Breakout Session: Meet your advisor

What are my Goals for my Role?

How do they help the Troop achieve its Goals



# Job Descriptions

- Where does my position fit into the Leadership Tree?
- Who are my Stakeholders
  - Who do I represent?
  - Who do I serve?
  - Who do I report to?





# Discussion:

What are my Goals for my Role? How do they help the Troop achieve its Goals



# Game: Role Balancing

Role: Understand that no one is an island



# Game: Willow in the Wind

Goal: Feel Support



# Game: Helium Sticks

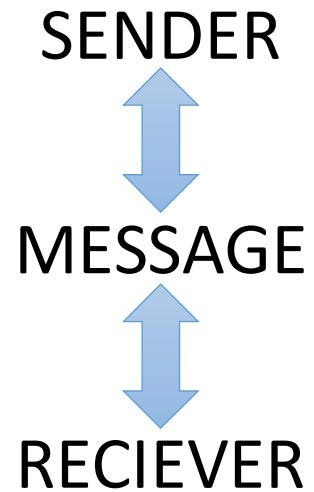
Goal: Communication



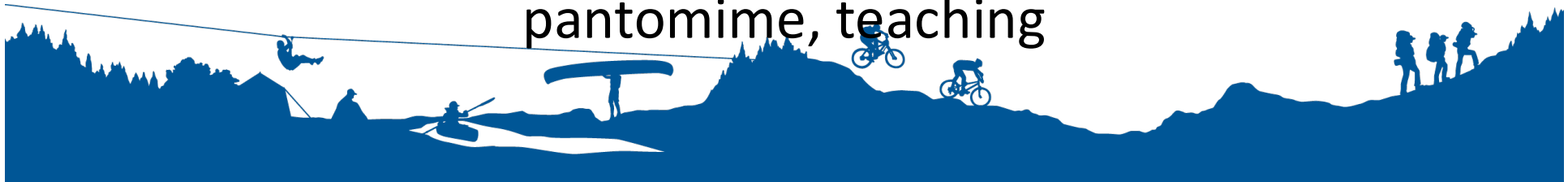
# A Good Leader: Communicates



# Communication



Does this apply to all forms of communication?  
Consider - verbal, written, music, film, signaling,  
pantomime, teaching



# Quality of My Communication

- 7% by word
- 38% tonality
- 55% physicality

-Albert Mehrabian

- Try with a single word - “Stop”



Tonality

**WHAT** are you doing?

What **ARE** you doing?

What are **YOU** doing?

What are you **DOING?**





# Communication Points

- Messages flow both ways—from sender to receiver and back. Both sender and receiver are responsible for good communications to work.
- As the sender, the message often seems clearer to you than to the receiver.
- You may want to ask your listeners to tell you what they think your message is—to confirm that they received it correctly.



# Game: Whole Picture

Goal: Verbal-only Communication, control tonality



# Game: Snakes

Goal: Non-Verbal Communication



# A Good Leader: Teaches



# A Good Leader: Teaches



# Teaching EDGE

- **E**xplain—The trainer explains how something is done.
- **D**emonstrate—The trainer demonstrates while explaining again.
- **G**uide—The learner tries the skill while the trainer guides him through it.
- **E**nable—The learner works on his own under the eye of the trainer



# Breakout: EDGE in Practice

Goal: EDGE refresher



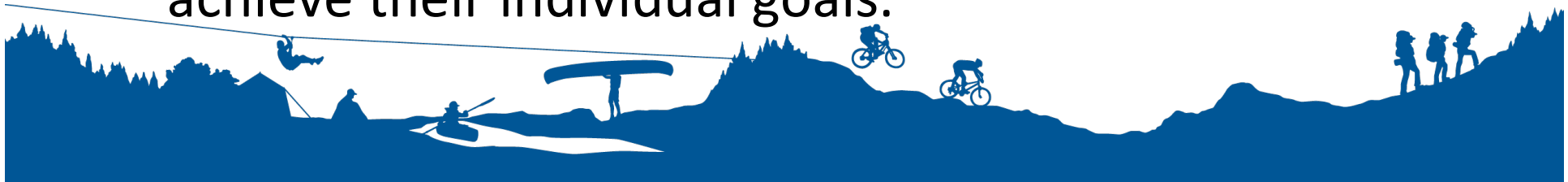
# A Good Leader: Leads





# Team-building

- As a leader, learning to effectively include, engage, and use each member of your team is an important skill.
- Leaders want to look at their team and see how best to involve and use the skills of every person, not just a few friends or the strongest individuals.
- Leaders also want to understand the needs and goals of each individual person and how all the members of the team can help each team member achieve their individual goals.



# Video: Leading Edge



# Leading EDGE

## **Team Development Stage**

- Forming
- Storming
- Norming
- Performing

## **Best Leadership Style**

- Explain
- Demonstrate
- Guide
- Enable



# Team Development

## Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



## Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



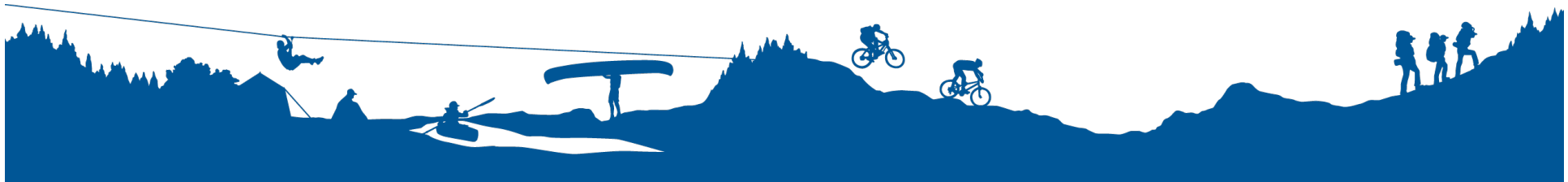
## Norming

People feel part of the team and realize that they can achieve work if they accept other viewpoints.



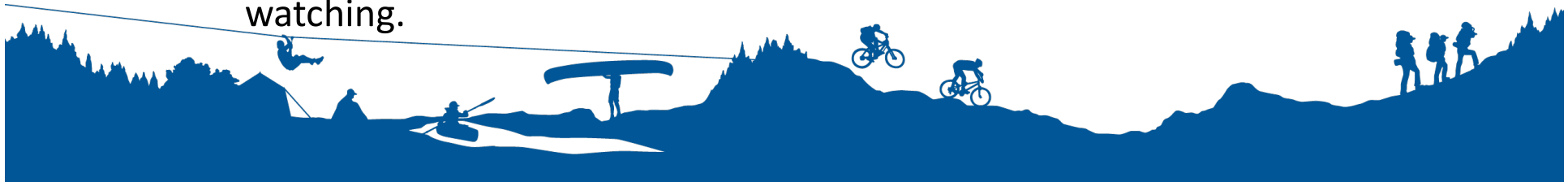
## Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



# Self-Leadership

- Self-leadership means being prepared in whatever you do, having personal initiative and character, taking care of yourself spiritually, mentally and physically.
- If you are prepared, you'll be able to participate actively and help your fellow Scouts. Being prepared means you don't have to depend on others so that others or can depend on you.
- Examples of self-leadership:
  - When you go camping you have the gear you need, and know where to find it.
  - You have practiced the skills required to take care of yourself and help your fellow Scouts.
  - During any activity you are focused on participating rather than just watching.



# Cooperative Leadership

- Being cooperative means supporting each other in working towards a goal.
- Examples of cooperative leadership:
  - Listening attentively to directions, and asking questions when you don't understand.
  - Being patient and cheerful when things are difficult.
  - Doing your best to contribute to the activity, being active and aware of what is going on around you.



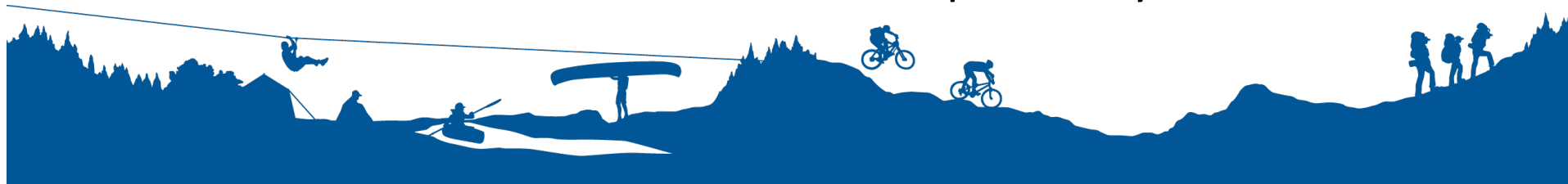
# Supportive Leadership

- Supportive leaders actively assist their leaders and fellow Scouts by being kind, friendly and helpful at every opportunity.
- Examples of supportive leadership:
  - Help another Scout carry out a task.
  - Share your skills and knowledge with other Scouts.
  - Help a fellow Scout when they are discouraged.



# Directive Leadership

- Once you can lead yourself, follow cooperatively and help your fellow Scouts you are ready to guide your patrol and troop. You will help direct them during activities and make plans to help your troop and patrol.
- Examples of directive leadership:
  - Plan a camping trip, patrol meeting, or other activity.
  - Direct your fellow Scouts so they have fun and get the most out of what you have planned.
  - Work with each kind of leadership in every Scout.





# Game: Yurt Circle or Flip

Goal: Listening to the Leader



# Dinner



# Troop Goals: Annual Review

How did we do against our goals?



# Performance Goals

- Increase weekend camping attendance to 50% of active scouts.

November Service day – 10 scouts or 36%

December campout - 12 Scouts or 43%

January Klondike – 12 scouts or 43%

February Induction – 19 scouts or 69%

March Show-N-Do – 14 Scout or 50%

April Air Force Museum – 11 Scouts 40%

May Camp Butler – 7 Scouts or 25%

August Hale Farm – 7 scouts or 25%



# Performance Goals

- At least 90% of active and available scouts go to summer camp.
- Too early to determine



# Performance Goals

- At least 75% of active and available scouts attend both induction & show & do.
- 19 / 36 scouts attended Induction = 53%
- 15 / 36 scout attended Show & Do = 42%



# Program Goals

- Hold a Gear Day at least once per term and keep up on gear during meetings
- Limited Gear maintenance during meetings



# Program Goals

- Training Corps works with newly joined scouts to help 75% of them attain the rank of Scout within 3 months of their joining the Troop.
- 2 Scouts joined late Oct, earned Scout late Feb
- 2 Scouts joined at Induction





# Program Goals

- The Troop will hold 6 meetings, from Oct 2022 - Sept 2023, not at First Baptist Church.
- Any?



# Program Goals

- The Troop will host at least one “game night” per quarter.
- 2 game nights held



# Program Goals

- Hold at least 6 Venture Scout Events, from Oct 2022 - Sept 2023, where at least 50% of active Venture Scouts in attendance.

- 0 Venture Scout Events



# Service Goals

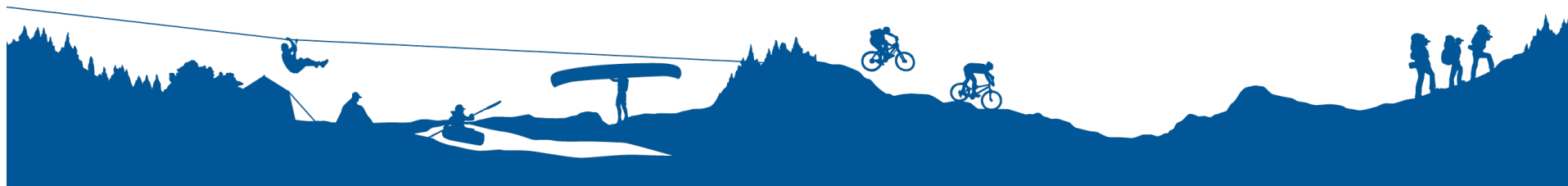
- The Troop will accumulate a minimum total number of service hours equal to 6 hours per scout.
- 143 hours (Oct 2022-Feb 2023)
- 23 scouts
- 6.2 hours per scout



# Service Goals

- Support Cub Scouts by supplying at least 1 den chiefs to local packs.

- No Den Chiefs so far



# Strategic Directions: New Proposals



# Wrap-Up



# PLC

