



Troop Leadership Training Mountain View Methodist February 28, 2009

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Troop 714
Marietta, Georgia



Welcome! -- Who are we?

- Name
- Patrol
- Grade & School
- Hobbies

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What is Leadership?

- Enabling a Boy-Led troop is the core of Scouting!
- We learn by doing – leading troop & patrol
- What is Leadership - list ideas on tablet



What is Leadership?

- “A leader is best when people barely know he exists;
- Not so good when people obey & acclaim him;
- Worst when they despise him!
- But a good leader who talks little when work is done, his aim fulfilled, they will say, ‘we did it ourselves’.

Chinese Philosopher Sun-Tsu



Know where you are going!

- "If you don't know where you are going, you will wind up somewhere else." (*Yogi Berra*)
- "If you don't know where you are going, every road will get you nowhere." (*Henry Kissinger*)
- If you don't know where you are going, any road will get you there. (*Lewis Carroll*)
- One day Alice came to a fork in the road and saw a Cheshire cat in a tree. Which road do I take? she asked. Where do you want to go? was his response. I don't know, Alice answered. Then, said the cat, it doesn't matter. (*Lewis Carroll*)



Know where you are going!

- How do we know where we are going as a troop?
- Who decides?
- Where are we now?



Break – 10 minutes

- Please be back in place on time!



Finding Your Vision

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Finding Your Vision

- Vision is what future success looks like.
- If you can see it, you can be it.



Vision

- Dream big. Dream about what is possible.
- Share the vision. Describe it. Put it into words.
- “Nothing happens unless first a dream.”
(American Poet - Carl Sandburg)



Finding Your Vision

- *Switch to video clip (Day One, 1-17)*



Vision

- For each of the people in the video, What was his or her vision?
- What made it big?
- What gave it the shape of a picture of success?



Personal Vision

- Personal vision shows you who you can become.
- When you see a picture of yourself in the future, you can take steps to make that picture come true.
- If you can see it you can be it.



Goals

- Vision is big – it's the picture of who you want to be.
- Goals are the steps for realizing a vision.



Planning

- Goals can require that a lot of things be done.
- Planning helps you make sure that you haven't forgotten anything and that everything is completed efficiently.



Vision and Scouting

- What is your vision of future success as a leader in your troop?
- What goals will it take to realize that vision?



Servant Leadership

- Leadership in the troop is not about the patch.
- It is about a choice to lead. It is about a choice to give rather than to receive.
- Servant Leaders understand what success looks like (Vision) not only for the group they lead but also for every individual member of the group.



Scoutmaster & ASM Duties

- Ensure health and safety for all youth and adults
- Train and guide youth leadership – then let them lead!
- Set a good example; be a role model for youth & adults
- Wear the Scout uniform correctly
- Live by the Scout Oath and Law
- Show and help develop Scout spirit



Senior Patrol Leader Duties

- Preside at all meetings, events, activities, planning ,etc.
- Chair the Patrol Leaders Council (PLC) meetings
- Appoint leaders with advice/consent of the Scoutmaster
- Assign duties and responsibilities to other youth leaders
- Work with the Scoutmaster in training youth leaders
- Set a good example
- Wear the Scout uniform correctly
- Live by the Scout Oath and Law
- Show and help develop Scout spirit



Assistant Senior Patrol Leader Duties

- Train and lead all appointed troop officers
- Help lead meetings and activities as requested by the SPL
- Guide the troop in the SPL's absence
- Perform tasks assigned by the senior patrol leader
- Function as a member of the Patrol Leader's Council
- Set a good example
- Wear the Scout uniform correctly
- Live by the Scout Oath and Law
- Show and help develop Scout spirit



Patrol Leader Duties

- Plan and lead patrol meetings and activities
- Keep patrol members informed
- Assign each patrol member a task and help them succeed
- Represent the patrol at all PLCs and the planning campout
- Prepare the patrol for all troop activities
- Show and help develop patrol spirit
- Work with other troop leaders to make the troop run well
- Know what patrol members and other leaders can do
- Set a good example
- Wear the Scout uniform correctly
- Live by the Scout Oath and Law



Vision

- Developing a vision involves dreaming or imagining a future that is brighter and more productive.
- A vision gives you an anchor in the future. It is a magnet that pulls you along.
- A vision is the big picture, the overall view.



Game

Front End Alignment

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Knowing and Using the Resources of the Group

- What are “resources”?
- Give some examples of resources
- When do we need to use our “resources”?



Lunch – One hour including cleanup!

- Participants are to prepare lunch for the group
(Instructor will provide directions before dismissal)
- Remember your training
- Use your resources!
- *(Staff needs to meet to prepare for afternoon sessions while lunch is being prepared.)*



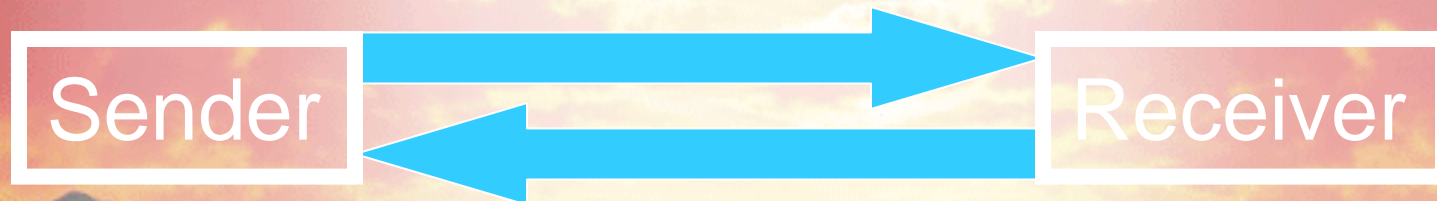
Communicating

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Communicating

- Messages flow both ways – from sender to receiver and from receiver to sender.
- Receivers and senders both have responsibilities for good communication.





Packaging the Message

- A sender needs to package a message so that it can be easily given to the receiver.



Message



Effective Listening

- Communicating well is a matter of respect.
- Out of respect for listeners, a speaker will make sure he sends the message well.
- Out of respect for the speaker, a listener will make sure they understand.
- It is a matter of the Scout Law.

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Effective Listening

- Effective listening encourages listeners to:
 - Repeat the message back to the speaker.
 - Rephrase the message.
 - State your understanding of the message.
 - Ask for more information.



Body Language

- A large part of communication is body language.
- It is important that your body language supports your message.
- Be aware of your own body language.
- Pay attention to the body language of listeners.



Audience Body Language

- Observe the body language of your audience to see how they are responding:
 - Are people paying attention?
 - Are they making eye contact with you?
 - Are they nodding their heads now and then?
 - Is their body position open or closed?



Communicating With Adults

- The same tools that work well with youth also work with adults.
- Communicating well with adults may mean avoiding “bad habit” words such as “like” and “you know”.



Planning

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Vision-Goals-Planning

- **Vision** is what future success looks like
- **Goals** are the means of fulfilling a vision
- **Planning** is a means of efficiently fulfilling goals.



Planning Tool

What	How	When	Who



Start-Stop-Continue Tool

- Start – What should we start doing that will make things better?
- Stop – What should we stop doing because it isn't helping?
- Continue – What should we continue doing because it is working well?



Summary

- Goals are the steps leading toward fulfilling a vision.
- Vision is what future success looks like.
- Planning is a means of efficiently reaching goals.

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Summary

- The planning tool organizes reaching a goal into four parts:
 - **What** has to be done
 - **How** to do it
 - **When** to do it
 - **Who** will do it
- Start-Stop-Continue is an effective tool for testing the effectiveness of your plans.



Conflict Resolution

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What is Conflict?

- Conflicts occur when people disagree and seem unable to find a solution.
- As a leader, you sometimes will need to resolve conflicts.
- Conflicts can be minor or so large that they can damage troop spirit.



Resolving Conflict

- Be aware of yourself.
- Be aware of others.
- Listen.
- Use your EAR



Be Aware of Yourself

- If you are upset or angry, it affects how you relate to others.
- Be aware of your own emotions.
- You may need to call a time-out to let your emotions cool down.



Be Aware of Others

- Being aware of others helps you adjust the situation for a good outcome.
- Be aware of their physical comfort and other factors that might be affecting their emotions. Consider taking a break if necessary.
- Consider the location. Meet away from the rest of the group if possible.



Listen

- The better the information you have, the greater your chances of finding a solution
- Listen carefully to what others are saying, not judging until you hear everyone's story. Be aware of tone of voice, body language, and other clues.

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Listen

- Understand what each person is expressing – what he wants and what he is willing to do to get there. Then clarify that the solution lies with *all* parties.



E A R

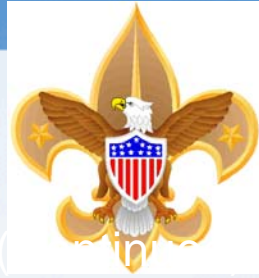
- EAR is a tool for resolving conflict. Ask the people involved to:
 - ◆ Express – what you want and what you are doing to get it
 - ◆ Address – Why it is working or not working
 - ◆ Resolve – What ways there are to solve the situation.



Communication Skills

- Listening is the most important communication skill for conflict resolution.
- Use your ears more than your mouth.
- Encourage others to talk but offer no judgments.

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Communication Skills

- Make sure you hear the message, and put it in your own words.
- Use *EAR* – *Express, Address, Resolve* – to find answers to conflicts that work for everyone.



Look Out for the Little Guys

- A healthy Scout Troop will have your members of different ages.
- Age differences can be a source of conflict.

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Look Out for the Little Guys

- Leaders need to be aware of the experience of younger Scouts.
- Speak up any time you become aware of older Scouts picking on younger boys.



Bring Others In

- When your best efforts cannot resolve a conflict, discuss it with the Patrol Leader's Council and with adult Scout Leaders.
- Serious problems involving drugs, alcohol, hazing or harassment should be reported immediately to the adult leaders of your troop.



Summary

- Even with the best leadership, there are bound to be conflicts among people.
- Steps in conflict resolution
 - Be aware of yourself.
 - Be aware of others.
 - Listen
 - Use EAR – Express, Address, Resolve

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Summary

- Encourage each person to see the situation from other points of view, then have all work together to find an acceptable solution for everyone.



Break – 10 minutes

- Please be back in place on time!



Leading Yourself

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Be, Know, Do

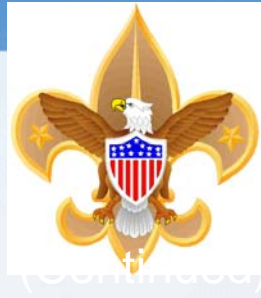
- Be – who you are.
- Know – understanding something about yourself.
- Do – using personal strengths to improve your ability to lead



Leading Yourself

- Before leading others, you need to lead yourself.
- Begin by asking three questions:
 - Where am I now?
 - Where do I want to be?
 - How do I close the gap?

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Leading Yourself

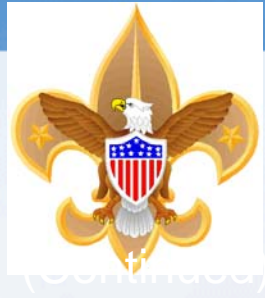
- You are:
 - ◆ The person you lead most.
 - ◆ The person over whom you have the greatest influence.



Summary

- Be, Know, Do of Leadership
- Be – Who you are and how you use your strengths.
- Know – Teaching and helping others reach their goals.
- Do – Communicating, solving problems and resolving conflicts.

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Summary

- To lead yourself you must ask:
 - Where am I?
 - Where do I want to be?
 - How do I close the gap?



Leading Yourself - Exercise

- On 3x5 card write your vision for yourself in Scouting
- Write two goals that will help you achieve that vision
- Vision is big – it's the picture of who you want to be.
- Goals are the steps for realizing a vision.



Questions and Answers

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