

Troop Leader Training

March 2, 2008



Introduction to TLT

- Purpose: Give you the resources you need to do your job
- Evidence: Upon completion you will wear the 'trained' emblem
- Method: Games, hand outs, demonstrations, discussion
- Resources: Your Leader Handbook, the Boy Scout Handbook, Each other, adult leaders



Agenda

- We will cover
 - Leadership
 - Cooperation
 - Troop Structure
 - Snack
 - Positions of Responsibility
 - Presentation of Patches



Warm Up

- Moon Ball
 - Form a circle with a ball handy
 - Rules: you cannot hit the ball twice in a row
 - Set a goal beforehand for consecutive ball hits aloft without the ball touching the ground



Yurt Circle

- Join hands and expand the circle outward until the circle is tight
- Count off by twos
- Bending at the ankles, not the waist, ones lean in and twos lean out
- Do it slowly, then reverse positions



Everybody Up

- Two same-sized people sit facing each other, legs out, knees bent, feet touching opposite person's feet
- Grasp other person's hands tightly, and pull each other into upright standing position
- Repeat, adding more and more people on each side until everyone is included



Why are we here today?

- To learn about leadership
- To share a vision and mission for our Troop
- To understand the resources available
- To learn about our jobs



Overview

- I am a leader – what do I do now?
- Good news!!! Leadership can be learned.
 - Learn by doing
 - Actively seek feedback
 - Get coaching from adult leaders
 - THINK about what you want
 - COMMUNICATE what you want
 - COMMUNICATE period!



Leadership

“It’s what you learn after you know it all that counts.”

- John Wooden, Hall of Fame Basketball Coach

“The true measure of success is found in the eyes of your direct reports.”

- Lt. Colonel Eric G. Kail, U.S. Military Academy

“You must lead yourself first.”

- Greg Hastings, National Champion Parachute Team Captain



What is a Vision?

- A picture of future success
- Motivating
- Straight-forward
- Engages the heart and spirit
- Leads toward a worthwhile goal
- Gives meaning to an effort



Visions

- Martin Luther King – I have a dream
- John F. Kennedy – Before this decade is out to put a man on the moon



My Vision for Troop 77

Troop 77 is a boy-led Troop guided by the Scout Oath and Law



John Ewing's Vision of Success for Troop 77



Stages of Team Development

- Forming (chaos, no clear direction)
 - High Enthusiasm, Low Skill
- Storming (Conflict, Power Struggles)
 - Falling Enthusiasm, Low Skill
- Norming (Sharing Responsibility, Resolving Conflicts)
 - Rising Enthusiasm, Rising Skill
- Performing (Focus on Performance, Clear Goals, Working Together)
 - High Enthusiasm, High Skill



Leading EDGE

- Explain
 - Set goals, communicate vision, assign tasks
- Demonstrate
 - Show how to do jobs, show what “right looks like”
- Guide
 - Help others form a plan, facilitate tactical planning
- Enable
 - Serve as advisor, observer, friend and counselor



Leading Edge and Team Development

- Stages of team development match approaches in the Leading Edge
 - Forming → Explain
 - Storming → Demonstrate
 - Norming → Guide
 - Performing → Enable
- **This is not a static process, and it is not always a forward progression!**



Blind Square

- Needed: 50' of Rope and Blindfolds
- Rules:
 - **Only the leader may talk**
 - **The leader determines when the square is formed**
 - No one may drop the rope for more than five seconds
 - Form a circle and blindfold yourselves
 - Reach down and grab the rope with both hands
- Objective: to form a square using the rope to establish boundaries



Blind Triangle

- Goal: Make an equilateral triangle
- Rules: Same as before, but now everyone may talk



Traits of a good leader

1. .

2. .

3. .

4. .

5. .

6. .

7. .



New Scouts / Venturing

- The two go together
 - Need to retain older scouts
 - Older scouts must work with new scouts
- One can truly become a great leader by understanding and committing to service to others
- One can only really master a skill by teaching it to others



Troop Organization Chart

- Shows in graphical form how Troop is organized
- NOT accurate at the moment for PoRs
- Shows reporting structure. If you have a problem, go to the person above you



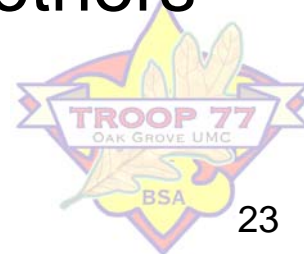
Troop Leader Roles

- Senior Patrol Leader
 - Master of Ceremonies
 - Makes sure things happen as planned
 - Looks ahead to “next time”
 - Did the original plan work well?
 - What should we do differently next time?
 - Should hold a five minute PLC after each meeting
 - Should resist the urge to pick up a dropped ball
 - Should delegate jobs to others
 - Should help others learn from missed opportunities



Senior Patrol Leader

- Top junior leader in the Troop
- Elected by Troop
- Reports to Scoutmaster
- Duties:
 - Runs all Troop meetings, events, activities and the annual program planning conference
 - Runs Patrol Leader's Council meetings
 - Assigns duties and responsibilities to others
 - Assists with TLT



Senior Patrol Leader

- And, as with ALL other Troop Leaders
 - Lives by the Scout Oath and Law
 - Sets a good example
 - Enthusiastically wears the Scout uniform correctly
 - Shows Scout spirit



Assistant Senior Patrol Leader

- Second highest junior leader in the Troop
- Appointed by the SPL
- Reports to the SPL
- Acts as SPL when SPL is absent
- Provides leadership to other junior leaders



Assistant Senior Patrol Leader

- Duties
 - Helps SPL lead meetings and activities
 - Takes an active interest in advancement of younger Troop members
 - Helps train and supervise Scribe, Quartermaster, Instructors, Librarian, Historian and Chaplain Aide
 - Serves as a member of the PLC
 - Sets the example, wears the uniform correctly, lives by the Oath and Law, and shows Scout spirit



Troop Guide

- Appointed by the Senior Patrol Leader
- Reports to the SPL and the New Scout Assistant Scoutmaster
- Represents his New Scout Patrol at the PLC



Troop Guide

- Duties:
 - Both a leader and a mentor to the members of the New Scout patrol
 - Works with the New Scout Patrol Leader much as the Scoutmaster works with the SPL, providing direction, coaching and support
 - Focuses on advancement needs of each Scout in his New Scout Patrol



Patrol Leader

- Is elected by his fellow Patrol members
- Represents his Patrol at the PLC
- Reports to the SPL
- Makes the Patrol go!



Patrol Leader

- Duties:
 - Appoints Assistant Patrol Leader
 - Plans and steers Patrol Meetings
 - Helps his Scouts advance
 - Keeps Patrol members informed of decisions of PLC
 - Sets the example, wears the uniform correctly, lives by the Oath and Law, and shows Scout spirit



Assistant Patrol Leader

- Appointed by the Patrol Leader
 - PLEASE LET JOHN EWING KNOW WHO YOUR ASPL IS BY THE NEXT MEETING
- Leads the Patrol in the PL's absence
- Attends PLC in the PL's absence



Assistant Patrol Leader

- Helps PL plan and steer Patrol meetings
- Helps PL keep Patrol members informed
- Helps get Patrol ready for activities
- Represents his Patrol at PLC meetings when PL is absent
- Sets the example, wears the uniform correctly, lives by the Oath and Law, and shows Scout spirit



Patrol Leader's Council

- Runs the Troop!
- Led by the SPL
- SPL, ASPLs, Troop Guides, PLs/APLs are voting members
- Scribe attends to record actions and decisions
- Plans and runs the Troop's programs and activities
- Gives long-range direction through an annual program planning conference



Patrol Leader's Council

- Meets each month to fine-tune upcoming Troop meetings and outings
- SPL or ASPL **MUST** run the meeting, PLs or APLs **MUST** attend
- Scoutmaster attends as coach and information resource



Time for a Break

- I'm hungry. How about you?



Troop Support Staff

- Every Troop needs a solid junior leader support staff to get jobs done
- All of the following jobs report to and are trained by an ASPL
 - Troop Scribe
 - Troop Quartermaster
 - Troop Instructors
 - Chaplain Aide
 - Troop Librarian
 - Troop Historian



The Patrol Method

- The focus of our activity should be the Patrol
 - Ideal size
 - Allows for specialization
 - Fosters caring for others
 - Harnesses and re-directs competitive nature of boys

Q. Should we have Patrol campouts?



Your Patrol as part of the BSA

- Your Patrol is the most important part of the BSA. It is the heart and soul of the Scouting movement. Here is how your Patrol fits into the Boy Scouts of America
- Patrols are part of a Troop (Troop 77)
- Troop 77 is part of a District (Hightower Trail District)
- The District is part of a Council (Atlanta Area Council)
- The Council is part of the BSA



My Friend the Potato

- Observe closely the potato you receive
- Introduce 'your potato' to the group
 - Tell us about unique features of your potato
- Put potatoes back in the bag and retrieve them one-by-one
- Do you recognize your potato?



Willow in the Wind

- Stand shoulder-to-shoulder in a circle
- One person, the “faller” stands rigid and trusting in the center
- Remaining rigid, the faller falls slowly in any direction
- Before he falls too far, redirect him to another part of the circle
- This “fall-catch-push” sequence should continue until the faller feels relaxed and the team feels it is working together
- Change fallers until all have had a chance



Goal Setting

- What goals should we set for our Troop, for your term of office?
- How about us becoming Quality Unit?
- How about getting some National Honor Patrol Awards?
- How about conducting some Patrol campouts?



Further Training Opportunities

- Green Bar
- National Junior Leader Instructor Camp



Resources

- Patrol Leader Handbook
- Boy Scout Handbook
- Woods Wisdom
- Troop's adult leaders
- Other Junior Leaders



Trained Leader Emblem

- Available to all leaders who have completed basic training programs appropriate to their positions
- Worn immediately below and touching the emblem of office for which it was earned
- May only be worn with the office for which it was earned



Closing Thoughts

- My goal is for Troop 77 to be a boy-led Troop guided by the Scout Oath and Law
- You are critical. Without boy leaders, we cannot be boy-led
- The Patrol is the heart of Scouting.

“The patrol method is not *a* way to operate a Boy Scout troop, it is the *only* way. Unless the patrol method is in operation you don't really have a Boy Scout troop.”

- Robert Baden-Powell



Closing Thoughts

- COMMUNICATE your vision
- COMMUNICATE your goals
- COMMUNICATE your needs and requirements
- COMMUNICATE!!!!!!
- You have adult support – use it when you need it
- You have each other – help each other make the Troop a success

