
Troop Leadership Training

Troop 414
September 12, 2009



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Our Troop Verse...

“But whoever drinks the water I give him
will never thirst.

Indeed, the water I give him will become
in him a spring of water welling up to
eternal life.”

John 4:14



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Today's Agenda

Module 1: **KNOW IT**

- *Troop leadership, patrol method review*

Module 2: **BE IT**

- *Leadership positions & Goals*

Module 3: **DO IT**

- *Putting feet to it – Making it “yours”*



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Module One

Troop Fundamentals & Leadership

(KNOW IT)



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What is a troop?

A troop is a group of patrols,
NOT a group of boys.

Keep this mind for later...



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Is everyone in Boy
Scouting for the same
reason?

So...Why do guys join Boy Scouts?



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What's the #1 reason most guys
are in Boy Scouts?

FUN & ADVENTURE



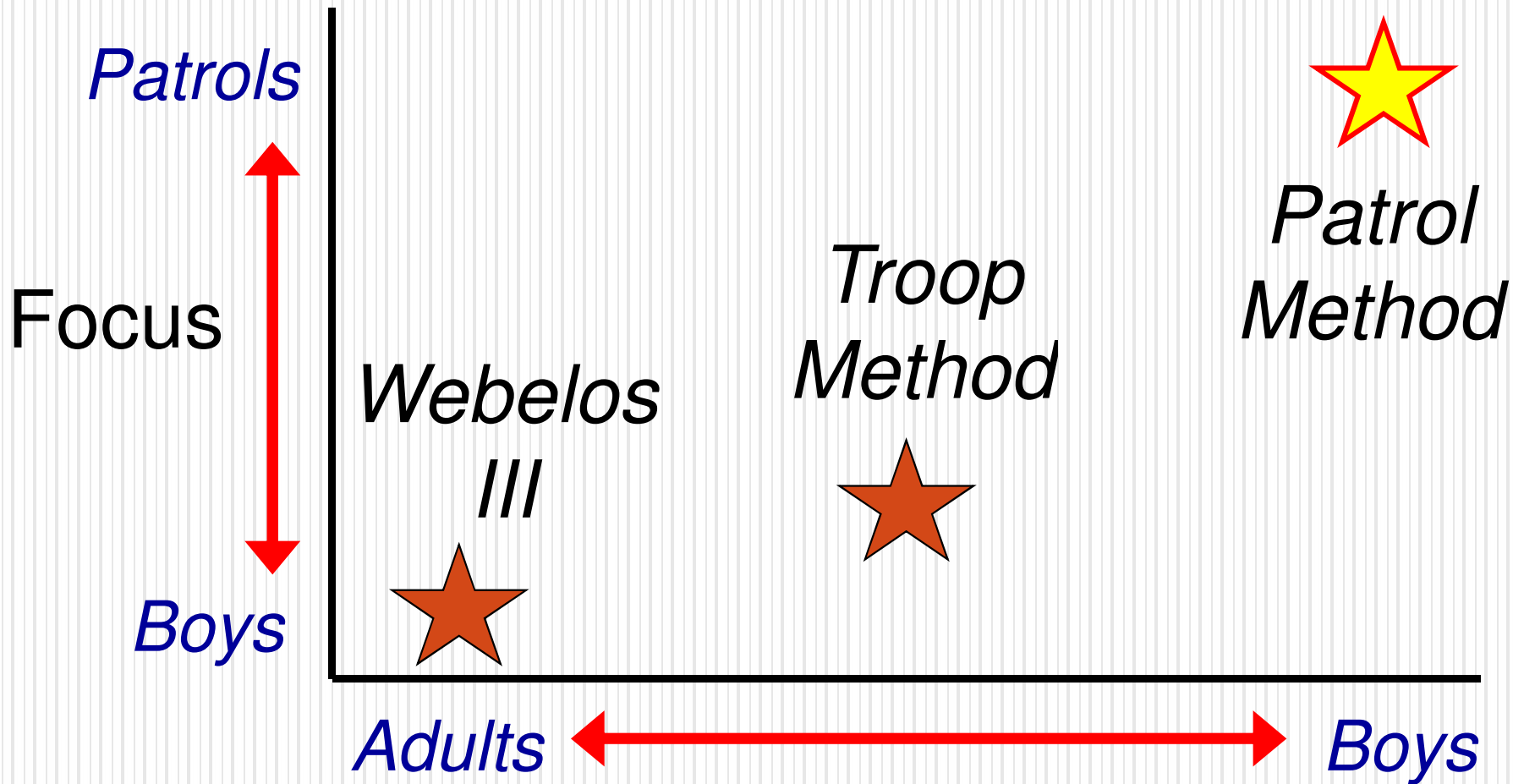
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What is the best model for
delivering a fun and adventurous
Boy Scout program?

How do we do it?



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Leadership & Decision-Making

Three types of Troops



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The Patrol Method

“The patrol method is not *a way* to operate the 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



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Q. So, where should most of the planning, fun, adventure, and advancement be happening?

A: The patrol level

Is it? Why or why not?



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Success requires...

Good leadership

+

Good Followership



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Everyone has a role: Leadership and Followership

🔑 Who leads? *Why?*

🔑 Who follows? *Why?*

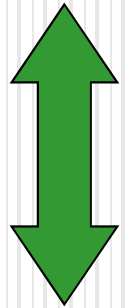
Discussion time...



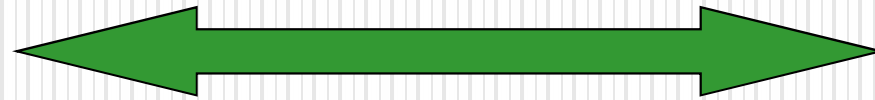
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Boy-Lead Troop – who leads?

Senior
Patrol
Leader

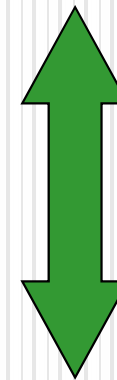


PLC



As needed

Patrol
Leader



Weekly!

Patrol
member



Monthly



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Q

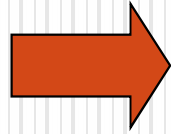
Where do the adults
fit in?

What should *their*
jobs be?

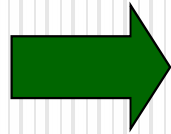
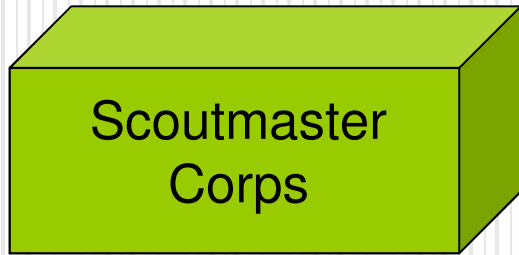
What is their relationship with
the boy leaders?



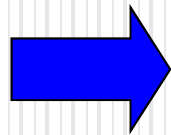
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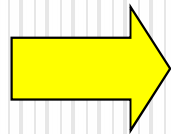
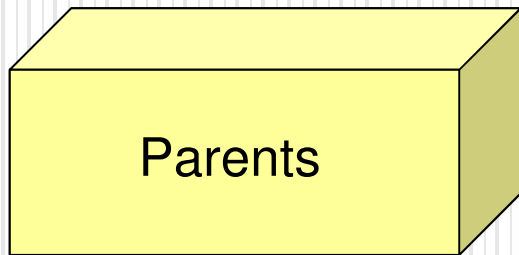
Funding, Supplies, Oversight, Program Approval, Records, Boards of Review



Program Oversight, Safety, Training assistance, Advancement sign-offs, Scoutmaster conferences



Merit badge facilitator, guidance, advice, discussions, approval



Transportation, money, support

The Adults...



Q

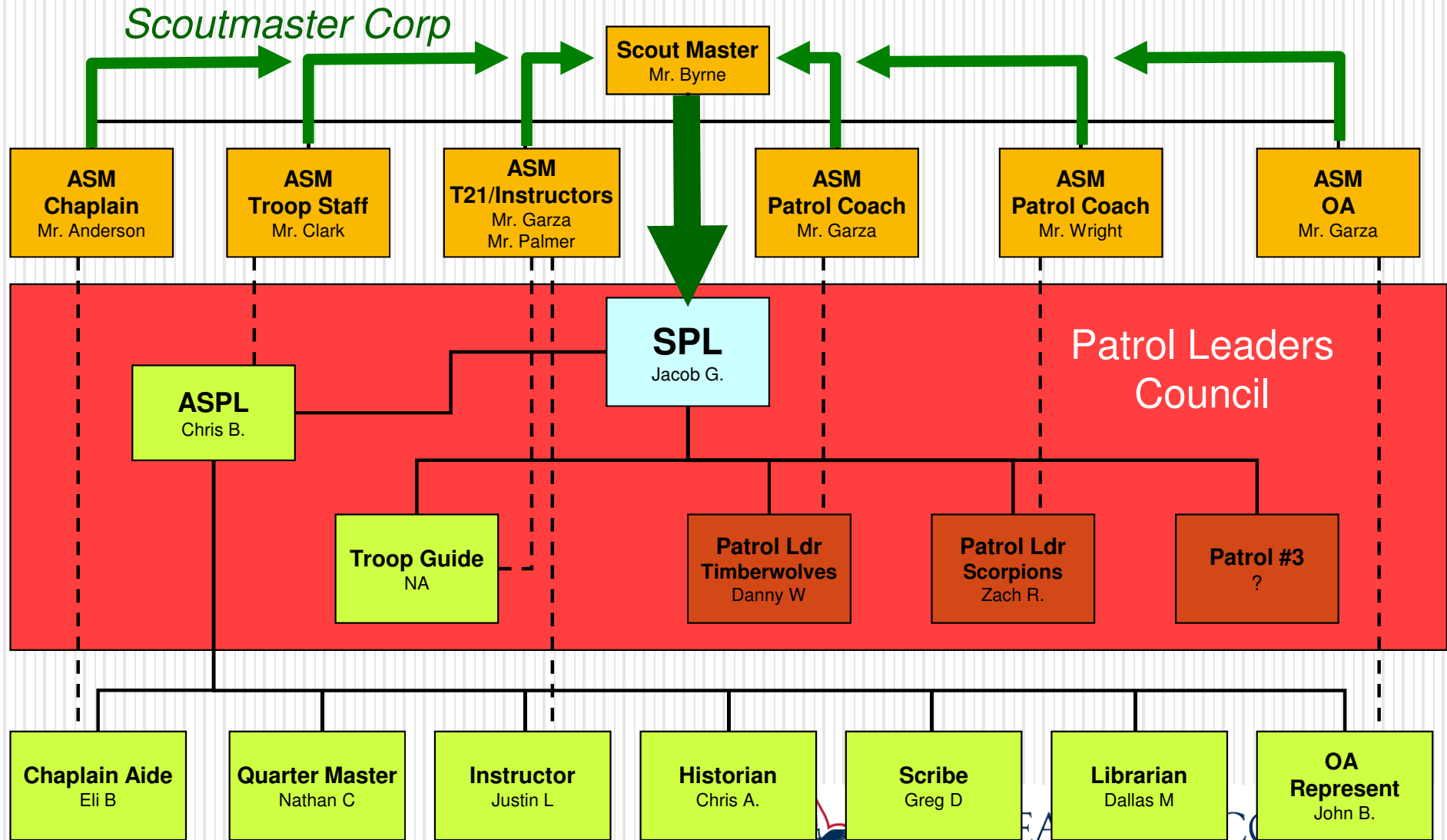
Lots of leaders and followers, but what is the correct chain of command for communication between everyone?

Who should be passing information to whom?



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Troop 414 Organizational Chart



Troop Staff



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So it should be obvious
that Troop 414 strives
to be...

...a ~~scout~~ed,
adult-supported troop



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Our Troop Goal:

If a Scout can do it,
adults don't!



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Module Two

Troop Leadership Positions & Goals

(BE IT)



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OK, Scout leaders...

What's the best way to be sure the
program is fun and adventurous
...and safe?

Planing and
good leadership



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You can't plan and you can't lead if you don't know...

- who you are,
- what's expected of you,
- and where you're going.



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Who you are...

Everyone has a responsibility: To Live the Scout Oath and Law

- 🔑 Are you living it?
- 🔑 How are you living it?
- 🔑 Do you look for opportunities to live it?



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The 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.



The Scout Law

A Scout is...
Trustworthy,
Loyal,
Helpful,
Friendly,
Courteous,
Kind,
Obedient,
Cheerful,
Thrifty,
Brave,
Clean, and
Reverent



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What's expected of you...

Performance Requirements

- **TRAINING:** You must attend the Troop Leadership Training even if you have attended in the past.
- **ATTENDANCE:**
 - You are expected to attend at least 75% of all troop meetings, Patrol Leaders' Council meetings, outings, and service projects.
 - If your attendance is low, or if you have three (3) unexcused absences in a row, you can be removed from office.
- **EFFORT:** You are expected to give this job your best effort.



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What's expected of you...

General Leadership Responsibilities

- **Uniform:** Set the example by wearing your uniform correctly.
 - This means that you will wear all of the parts of the troop uniform
 - shirt is tucked in
 - all required badges in their correct locations.
- **“Full Field Uniform”** =
 - Tan shirt
 - Green pants or shorts
 - Green Scout belt
 - Green Scout socks
- **“Activity Uniform”** = Troop T-shirt, green pants or shorts, green Scout belt, green Scout socks
- **“Dress Uniform”** = Full field uniform plus neckerchief and slide, and sash (*once merit badges are earned*)



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What's expected of you...

General Leadership Responsibilities

- **Behavior:**

- Set the example by living the Scout Oath and Law in your *everyday* life, including at all Scout activities.
- Show Scout Spirit in *everything* you say and do.

- **Attendance:**

- Set the example by being an active Scout.
- Be on time for meetings and activities.
- You must call or email the SPL or a Scoutmaster if you are not going to be at a meeting or if you suddenly have to miss an outing.
- You also need to make sure that someone is ready to assume your responsibilities.



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What's expected of you...

Specific Leadership Responsibilities

- **Your leadership position:**
 - What is expected of you in this position?
 - What are your realistic, achievable goals in this position?



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Senior Patrol Leader (SPL)



- Runs all troop meetings, events, activities, and the annual program planning conference.
- Runs the Patrol Leader's Council meeting.
- Appoints other troop junior leaders with the advice and counsel of the Scoutmaster.
- Assigns duties and responsibilities to junior leaders.
- Assists the Scoutmaster with Troop Leadership Training (TLT)
- Allowed in the Troop trailer



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Assistant Senior Patrol Leader (ASPL)



- Helps the Senior Patrol Leader lead meetings and activities.
- Runs the troop in the absence of the Senior Patrol Leader.
- Helps train and supervise the Troop Scribe, Quartermaster, Instructor, Librarian, Historian, and Chaplin Aide.
- Serves as a member of the Patrol Leader's Council
- One of the few Scouts allowed in the troop trailer



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Patrol Leader (PL)



- Appoints the Assistant Patrol Leader.
- Represents the patrol on the Patrol Leader's Council
- Plans and steers patrol meetings
- Helps Scouts advance
- Acts as the chief recruiter of new Scouts
- Keeps patrol members informed
- Knows what his patrol members and other leaders can do.



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Assistant Patrol Leader (APL)



- Helps the Patrol Leader plan and steer patrol meetings and activities.
- Helps the Patrol Leader keep patrol members informed.
- Helps the patrol get ready for all troop activities.
- Represents his patrol at Patrol Leader's Council meetings when the Patrol Leader cannot attend.
- Lends a hand controlling the patrol and building patrol spirit.



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Quartermaster (QM)



- Keeps records on patrol and troop equipment
- Makes sure equipment is in good working condition
- Issues equipment and makes sure it is returned in good condition
- Makes suggestions for new or replacement items
- Works with the Troop Committee member responsible for equipment
- Gets the US, troop, and patrol flags for meetings and ceremonies and puts them away afterwards.
- One of the few Scouts allowed in the troop trailer



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Grubmaster (GM)



- Keep records of patrol and troop food supplies and menus.
- Keep recipe files updated.
- Issue food/supplies and see that remaining supplies are returned in good order.
- Suggest new and replacement supplies.
- Work with troop committee member responsible for purchasing food & supplies.
- Allowed in the troop trailer for food & cooking supplies



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Scribe

(SC)



- Attends and keeps a log of Patrol Leaders' Council meetings
- Records individual Scout attendance and dues payments.
- Records individual Scout advancement progress
- Works with the Troop Committee members responsible for records and finance.



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Cheermaster

(CM)

- Coordinates and organizes patrol games, fun activities, and patrol contributions at troop campfire programs.
- Knows a wide variety of appropriate Scout skits, songs, cheers, run-ons, and jokes for use at campfire ceremonies and other patrol and troop activities in need of humor and fun.
- Knows a wide variety of fun, safe, and appropriate Scout games for use indoors and outdoors.
- Encourages Patrol members to do their best and have fun.
- Leads the patrol in the patrol yell at appropriate times for patrol recognition, celebration, and identification.
- Is a friend and encourager to all of the Scouts in the patrol.



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Librarian (LIB)



- Sets up and takes care of a troop library
- Keeps records of books and pamphlets owned by the troop.
- Adds new or replacement items as needed.
- Keeps books and pamphlets available for borrowing.
- Keeps a system for checking books and pamphlets in and out.
- Follows up on late returns.
- Issues vouchers for purchase of used merit badge books.



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Historian (HIS)



- Gathers pictures and facts about past troop activities and keeps them in a historical file or scrapbook.
- Works with Troop Webmaster to add & revise activity information and pictures; provides Scout input into appearance and content of troop web site.
- Takes care of troop trophies, ribbons, and souvenirs of troop activities.
- Keeps information about former members of the troop.



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Chaplain Aide (CA)

- Assists the Troop Chaplain with religious services at troop activities.
- Tells Scouts about the religious emblem program for their faith.
- Makes sure religious holidays are considered during troop program planning.
- Helps plan for religious observance in troop activities.



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Troop Guide (TG)



- Introduces new Scouts to troop operations.
- Guides new Scouts through early Scouting activities
- Shields new Scouts from harassment by older Scouts.
- Helps new Scouts earn First Class in their first year.
- Teaches basic Scout skills.
- Coaches the patrol leader of the new Scout patrol on his duties.
- Works with the patrol leader at Patrol Leaders' Council meetings.
- Attends Patrol Leaders' Council meetings with the patrol leader of the new Scout patrol.
- Assists the Assistant Scoutmaster with training.
- Counsels individual Scouts on Scouting challenges.



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Den Chief (DC)



- Knows the purposes of Cub Scouting
- Helps Cub Scouts advance through Cub Scout ranks.
- Encourages Cub Scouts to join a Boy Scout troop upon graduation.
- Assists with activities in the den meetings.
- Is a friend to the boys in the den.
- Helps out at weekly den meetings and monthly pack meetings.



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Instructor (INS)



- Teaches Scouting skills in troop and patrols.
- Resource for advancement skills information, techniques, and equipment/supplies.
- Special Assignments related to development, mastery, and utilization of Scout skills by troop.



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Order of Arrow Representative (OA)



- Attends OA meetings
- Brings information to the troop from OA meetings and/or monthly OA Roundtable sessions
- Promotes OA to the troop
- Assists with OA election process



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Junior Assistant Scout Master (JASM)



- Functions as an Assistant Scoutmaster.
- Performs duties as assigned by the Scoutmaster.



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Q

Who does that?

Review of the leadership position roles



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Q

What will
success
look like?

What will you do to succeed?



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Leadership requires:

- **Vision** – *what do you want to do?*
- **Goals** – *what will success look like?*
- **Plans** – *how will you do it?*
- **Action** – *put the plan to work*
- **Assessment** - *did it work?*



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Write down TWO realistic, interesting, challenging, meaningful goals in your position for the next six months that will benefit your patrol and the troop.



If you can
see it,
you can be it!



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Module Three

Putting feet to it...
making it yours.

(DO IT)



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Do you know?

What makes a
great leader?



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Characteristics of a Good Leader

Be a role model

1. Have a good attitude
2. Act with maturity
3. Be organized
4. Look the part
5. Really care - about the other guy, the patrol, the troop, the fun



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Those nagging questions...

They don't respect me!

I'm the leader, why should I have to do his job for him?

Some of the guys don't seem to know their place

I'm tired of doing all the work!

They just keep making excuses and not helping!

They don't respect the position

They won't help!

They won't do what I tell them to do!



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Some thoughts on respect...

“A lot of people seem to believe that respect is a right, something they are entitled to upon birth. Instead, we need to recognize that respect is something you earn because of your character.” – *Tony Dungy*

“Men are respectable only when they respect.” – *Ralph Waldo Emerson*



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Some thoughts on character...

“Character begins with the little things in life. I must show that I can be trusted with each and every thing, no matter how trivial it may seem. Over time, we create ourselves and build our character through the little acts we do.” – *Tony Dungy*

“Character may be manifested in the great moments, but it is made in the small ones.” –
Phillip Brooks



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More thoughts on character from Tony D...

“Character is tested, revealed, and further developed by the decisions we make in the most challenging times. We have to know what is right and we have to choose to do it. That is how character is developed – by facing those decisions and choosing the right way over and over until it becomes second nature. It’s just how you do things.” – *Tony Dungy*

“In a common world, becoming an uncommon man begins by cultivating uncommon character.”

– *Tony Dungy*



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Q

Are you respectable?

Are you respecting
your fellow Scouts?

Can you make another
Scout respect you and your
position?

*What can or should
you do about it?*



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Motivating Scouts to Lead

A key to being a successful leader
is to *always* model

Servant Leadership

Q What is servant leadership?



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Servant Leadership – Motivating Scouts to Lead

- **Servant Leadership**
 - A choice to give rather than to receive
 - Help the members of the troop or patrol succeed
 - Earn the title and role of leader by earning the respect of the troop and/or patrol
 - Servant leaders help their patrols through the day-to-day operation of the troop
 - This is what Jesus did and told us to do!



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Servant Leadership – Motivating Scouts to Lead

"Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard another one as more important than himself;

Do not merely look out for your own interests, but also for the interests of others."

Phillipians 2:3-4



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SPL's final comments
on servant leadership
and closing thoughts
on today's training



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*OK leaders,
go do it!*



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