



Boy Scout Breakout Troop Leadership Training August 2, 2018

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Leadership in BSA

- **Leadership is a vital part of the program**
 - Scouts run the troop
 - Opportunities to develop leadership skills are of utmost importance
 - Prepares a Scout to be a leader throughout their life
- **Leadership is a way to keep Scouts interested and involved in the program**
- **Eagle Scout Project is about Leadership**
 - Remember the project is not about the service but about how a Scout demonstrates leadership in executing that project

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Leadership in BSA

- **Youth Leaders in the Troop must:**
 - Organize the troop
 - Plan and organize activities and meetings
 - Assign duties to others
 - Encourage advancement
 - Plan menu's and figure out outing costs (food, travel, camping,...)
 - Teach outdoor, sports, or craft skills
 - Ensure the troop's safety during meetings and outings
 - Encourage participation
 - Help other Scouts develop / improve their leadership skills
- **Remember that getting elected does not automatically make that Scout a good leader**

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Troop Leadership Training

- **What is it?**

- A program to:

- Teach Scouts with leadership positions about their new roles
- Understand their responsibilities in this role
- Show them how to succeed in this role

- **When should it be held?**

- Ideally as soon as possible after Troop elections

- **How long is it?**

- Varies by Unit, typically 8-16 hours of training
- Could be held as a day-long activity, or as an overnight outing

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What should be included in TLT?

- **TLT should help a Scout with the following:**
 - Understanding the Troop Organization
 - Build Core skills to help them lead
 - Communication
 - Planning
 - Teaching
 - Team-building
 - Leadership
- **TLT should also remember to include FUN**
 - Adding in optional games and challenges helps keep the program from becoming stale

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Who should conduct TLT?

- **It is the Scoutmaster's privilege and responsibility to organize and lead TLT**
 - Typically assisted by other trained adult leaders
 - Will often include previously trained Scouts
 - Demonstrates shared style of leadership
- **Cannot abdicate all responsibility to Scouts**
 - Adults still play critical role in advising, feedback, and guidance
 - Adults are still responsible for Troop
 - Aim is for Youth to lead, but work in conjunction with adults

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Include it in Yearly planning

- **Schedule on Troop Calendar**

- Make sure it is scheduled well in advance of Troop elections
- Allows those running for office to know ahead of time that they need to plan to be there if elected

- **Designate an ASM to be in charge of planning TLT**

- Must schedule location(s) for conducting training
 - Reserve rooms
 - Get commitments from leaders
- Must get supplies required for course as necessary
 - Projectors / Slides
 - Materials for games / team-building activities

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Agenda

- **Customize based on your troops needs**
 - If you have good communicators in troop, you may not want to include a session on building communication, etc.
- **Keep it fresh**
 - Do not use the same materials for every TLT conducted
 - Re-evaluate needs for each incoming set of leaders
 - Modify content to introduce new skills
 - Allows those repeating course in new role to not get bored
- **Start with a kickoff by Scoutmaster**
 - Outline your Vision for the Troop for the upcoming term
 - Provides a goal for this new team to work towards

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Agenda – Understanding Organization

- **Overview of Troop Organization**
 - Include Organization chart of Youth Leadership
 - Include Organization chart of Adult Leadership
 - Share relationships between the two
- **Overview of Position Responsibilities**
 - Review responsibility and expectations for each troop position
 - Start with SPL, then ASPL, then PL
 - Include Troop Guides, Scribe, Historian, Librarian, OA Rep, LNT
 - Review interactions and reporting structure
- **Provide Handbook for each participant**
 - Includes material presented for handy reference
 - Add additional materials based on course content

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Agenda – Core Skills Building

- **Communications**

- Discuss the skills required to be an effective communicator
- Include activity
 - Example: 2 minute speech on random topic drawn from a hat

- **Planning**

- Discuss the skills required to properly plan an activity
- Include activity:
 - Example: PL/APLs work with Adult mentor on planning using template

- **Teaching Edge**

- Review with group

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Agenda – Team-building

- **Teamwork Session**
 - Discuss Teams and Team characteristics
 - Discuss Stages of Team Development
- **Leadership**
 - Discuss what makes an effective leader
 - Discuss styles of leadership
- **Include Activity**
 - Use a game that allows them to see how a team perform better than an individual
 - We use the survival game (first done individually, then as a team, then compare results)
 - Having a whiteboard available is beneficial for all to see

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Resources

- **Scouting.org**
 - Introduction to Leadership Skills for Troops (new name for TLT)
 - Materials for course available here, along with suggestions
- **Google search for ILST**
 - Found Powerpoint's posted with slide decks for course
 - Download and customize as desired

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Additional Ideas

- **Example 1: Troop 202**

- Friday evening kickoff

- Scoutmaster opens with vision statement
- TCC and SPL follow with Troop Organization discussion and position responsibilities
- Team building movie shown with popcorn / drinks
- Discussion about movie follows

- Saturday morning restart

- Open with team building activity to warm everybody up
- Follow with sessions on Skills (like communications, EDGE, etc)
- Include Teambuilding discussions, with references back to movie
- Other modules as desired
- Close with Lunch and a wrapup

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Additional Ideas

- **Example 2: Troop 212**
 - Saturday all day event
 - Gather at Scoutmaster's house
 - Open discussion / Hands on sessions
 - Team building games
 - Lunch
 - More activities in afternoon

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Q & A

- What does your troop do today?
- Ideas to share with group?

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