

Introduction of Leadership Skills for Crews

Presented by

Crew 56

Zach

Collin

Harrison

Crew Leaders are responsible for:

- Planning and organizing activities and meetings
- Assigning duties to others
- Planning menus and figuring our food costs
- Encouraging advancement
- Guiding a crew's involvement in problem solving
- Teaching outdoor, sports, or craft skills
- Ensuring crew safety during meetings and outings
- Handling crew finances
- Helping others

ZACH

The purpose of the Introduction to Leadership Skills for Crews course is to teach crew members with leadership positions about our new roles and how to most effectively reach success in that role. It is intended to help Venturers in leadership positions within our crew understand their responsibilities and to equip us with organizational and leadership skills to fulfill those responsibilities.

Leadership in Venturing Leadership is a vital part of the Scouting program. Venturers in positions of leadership run the crew. We take care of the many tasks necessary for crew meetings and activities to run smoothly. By accepting the responsibilities of crew leadership, we are preparing ourselves to be leaders throughout our lives.

Among the activities encountered by a crew's leaders are: Organizing the crew, Planning and organizing activities and meetings, Assigning duties to others, Planning menus and figuring out food costs, Encouraging advancement, Guiding a crew's involvement in problem solving, Teaching outdoor, sports, or craft skills,

Ensuring crew safety during meetings and outings, Handling crew finances, and Helping others

Training Outline

- Unit Organization – Crew 56
- Tools of the Trade – Crew 546
- Leadership and Teamwork – Crew 46
- Goal Setting and Planning – Mr. Farber

Today is broken down into 4 parts.

Module One (Crew 54)—Unit Organization includes a description of each leadership position in the crew, including roles and responsibilities, crew organization, and introductions to vision and servant leadership.

Module Two (Crew 546)—Tools of the Trade covers some core skill sets to help the Venturer lead, including communicating, planning, and teaching.

Module Three (Crew 461)—Leadership and Teamwork incorporates additional leadership tools for the Venturer, including discussions of teams and team characteristics, the stages of team development and leadership, inclusion/using your team, ethics and values of a leader, and a more in-depth review of vision.

And ending the day will be Mr. Farber covering Goal Setting and Planning as part of the Goal Setting and Time management requirements for the Venture Discovery Award

Unit Organization – Crew 56

- Introductions / Ice Breaker
- Description of each leadership position in the crew
- Crew Organization
- Vision
- Servant leadership

COLLIN

We are going to start our presentation with an ice breaker so we can all get to know each other a little better. I am sure everyone here has played Bingo. We have a sheet of paper with different descriptions. You are to introduce yourself to someone and find someone in this room with these various traits. As you find someone with the traits, write their name down in the box. You will only be allowed to use that person's name for ___ box(es). So for example, I am going to go up to Zach and introduce myself. I am going to share one of these descriptions that applies to me. (go up to Zach). "Hi, my name is Collin. I am from Crew 56. I have visited Washington DC." Zach responds – "Hi Collin, my name is Zach. I am from Crew 56 too! I have visited another country." We are each going to write down each others name in the corresponding boxes. So I am writing Zach in the visiting another country box, and Zach is writing Collin in the Washington DC box. The middle square is a "free" box. We are going to have different prizes. The first one to complete a row – either across, down, or diagonally, shouts "Bingo".

Any questions? You may begin!

(WAIT FOR BINGO – 1st prize, \$5 Starbucks card)

Now we are going to go for “Blackout” – fill in all the squares. First one completely done, yell Bingo.

Any questions? You may begin!

(WAIT FOR BINGO – 1st prize, \$15 In and Out)

Leadership Positions

- President
- Vice President (Administration)
- Vice President (Program)
- Secretary
- Treasurer
- Crew Guide
- Historian
- Quartermaster
- Crew Member
- Advisor
- Associate Advisor
- Crew Committee Chair

HARRISON

We are all probably familiar with these positions. Since each Crew is different, you may have more leadership positions or you may combine some of these leadership positions depending on the size of your crew.

In your packet, there is a handout. As we go through these positions, feel free to write in the name of the person in your crew who assumes these responsibilities and roles. The descriptions were taken from “Crew Leader Position Description Cards” which can be purchased at the scout shop.

(Look at handout and read through the leadership positions. When done, give each crew about 10 minutes to meet together and discuss who does what, where are they lacking in support/leadership roles how can they combine some of the roles if needed, etc.)

Now do balloon game. Give each person a handful of balloons. Tell them to blow one up for:

- Being a member of crew
- Having a leadership role in crew
- Going to school (high school or college)

- Taking honors or AP or a lab in college
- Having a job
- Playing a sport
- One for each extra-curricular thing they are in (band, ASB, etc.)
- Family responsibilities
- Any other responsibility they have

Now have them juggle all of them keeping them in the air. If the group finds this activity easy, increase the difficulty by requiring them to adapt when a leader (or two) is removed from the game, just as a Scout leader might need to take a break from a specific role because of illness or another emergency.

How hard is it? Did someone help you out at times?

How did you decide which one fell?

Vision

- You'll always be moving forward
- You'll have something to fall back on
- You won't burn out
- You will inspire others

ZACH

Introduction to Vision

Vision and strategy are both important. But there is a priority to them. Vision always comes first. Always. If you have a clear vision, you will eventually attract the right strategy. If you don't have a clear vision, no strategy will save you.

If you think about strategy (the "how") too early, it will actually inhibit your vision (the "what") and block you from thinking as big as you need to think. What you need is a vision that is so big that it is compelling, not only to others, but to *you*. If it's not compelling, you won't have the motivation to stay the course and you won't be able to recruit others to help you.

What is a vision statement? It's 1-5 sentences that describes who you want to be, what you value, and what you want to do. It's meant to be referenced daily so it

guides your everyday and long-term decisions.

The top 4 reasons why you should create your own personal vision statement:

1. You'll always be moving forward.

With a written statement of where you want to go in life, you'll be much more likely to keep moving in that direction. It's difficult to accomplish anything if you don't know what you're working for, goal-wise. Write it out for yourself so you know where you're going -- it'll help tremendously to have something tangible to direct you.

2. You'll have something to fall back on.

Maybe something you were working toward didn't pan out - that's okay! If that happens, you'll always have your vision statement to fall back on, which will help remind you of your most important goals. It's also okay if your vision statement changes with time -- different things will be important to you during different phases of your life.

3. You won't burn out.

It can be tough to sustain motivation over a long period of time, but even harder if you don't believe in what you're working toward. If you have a personal vision statement that is clearly directing you in the way you want to move, you can be sure that you'll always believe in it. You wrote it, after all, so it's what you want.

4. You will inspire others.

One of my favorite things to do is to talk with someone else about something they're passionate about. It's incredibly inspiring to see how fired-up people can get about the cause they're working for -- so inspiring that it motivates me to work harder toward my own goals. The great news is you can be that person to someone else! The people around you will recognize your passion and your motivation, and it will inspire them to find out what they're passionate about, too.

In Scouting, a crew's vision is something developed and shared by all members. It identifies where the crew is going—what it wants to accomplish. What is your Crew's vision? Do you have one? Take a few minutes to look through the following example and discuss your crew's vision.

Sample Statements

- As a crew, we seek a variety of high-adventure activities that offer the opportunity to gain outdoor knowledge and life and leadership skills. We strive to engage in the community while we work towards the development of communication and cooperation within the crew to create an enjoyable and rewarding experience for all.
 - Written and adopted by Crew 710 on November 20, 2011

Sample Statements

- Venturing Crew 0101 is a co-ed, fun-seeking, outdoor-oriented youth group whose goals include STEM-based (Science, Technology, Engineering, and Mathematics) high-adventure activities and encouraging youth to grow as leaders.

Servant Leadership

- Role of a leader – helping other members succeed.
- Understanding success is not for the whole group, but every member of the team. Helping each member feel success.
- A servant leader:
 - Value diverse opinions
 - Cultivates a culture of trust
 - Develops other leaders
 - Helps people with life issues
 - Encourages
 - Sells instead of tells
 - Thinks “you” not “me” – Thinks long term
 - Acts with humility

COLLIN

We trust effective leaders because they care about us and about helping others succeed. That is the true role of a leader—helping other members of the crew succeed. Servant leaders understand what success looks like not only for the group but for each member of every team. We do everything we can to help the crew and each member succeed.

Servant leaders help the crew through day-to-day operations and through all the chores and tasks that must be accomplished. Duties are delegated and roles assigned. Crew leaders help manage this process. We focus on how to make every member successful in assigned tasks so that the crew will come together quickly as a team.

Servant leaders want to lead because they know they can help make a difference and provide a better experience for every individual. The nine qualities of a servant leader are:

A servant leader is one who:

1. Values diverse opinions.

A servant leader values everyone's contributions and regularly seeks out opinions. If you must parrot back the leader's opinion, you are not in a servant-led organization.

2. Cultivates a culture of trust.

People don't meet at the water cooler to gossip. Pocket vetoes are rejected.

3. Develops other leaders.

The replication factor is so important. It means teaching others to lead, providing opportunities for growth and demonstrating by example. That means the leader is not always leading, but instead giving up power and deputizing others to lead.

4. Helps people with life issues (not just work issues).

It's important to offer opportunities for personal development beyond the job. Let's say you run a company program to lose weight, or lower personal debt, or a class on etiquette. None of these may help an immediate corporate need, but each may be important.

5. Encourages.

The hallmark of a servant leader is encouragement. And a true servant leader says, "*Let's go do it,*" not, "*You go do it.*"

6. Sells instead of tells.

A servant leader is the opposite of a dictator. It's a style all about persuading, not commanding.

7. Thinks "you," not "me."

There's a selfless quality about a servant leader. Someone who is thinking only, "How does this benefit me?" is disqualified.

8. Thinks long-term.

A servant leader is thinking about the next generation, the next leader, the next opportunity. That means a tradeoff between what's important today versus tomorrow, and making choices to benefit the future.

9. Acts with humility.

The leader doesn't wear a title as a way to show who's in charge, doesn't think he's better than everyone else, and acts in a way to care for others. She may, in fact, pick up the trash or clean up a table. Setting an example of service, the servant leader understands that it is not about the leader, but about others.

And with that, I turn it over to crew 546 who will talk about the second module – Tools of the Trade.