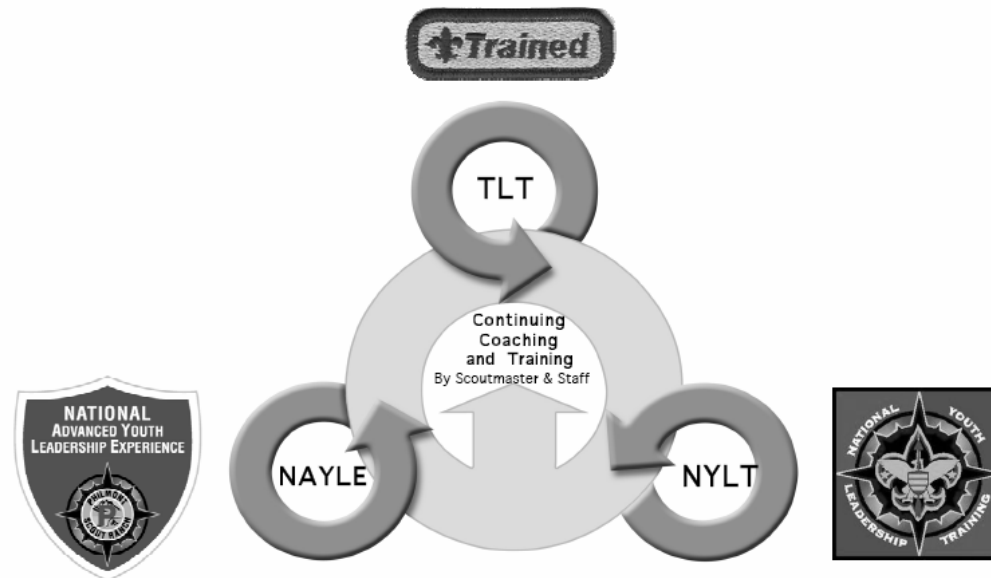




The Youth Leadership Training Continuum

Introduction and Overview

- TLT—Troop Leadership Training (conducted at the troop level)
- NYLT—National Youth Leadership Training (conducted at the council level)
- NAYLE—National Advanced Youth Leadership Experience (conducted at the national level)



Vision of BSA

- The vision of the Boy Scouts of America is to be the nation's foremost youth program of character development and values-based leadership training.
- The youth leadership training continuum (YLTC) plays a vital role in accomplishing this vision.
- Designed to be the premier youth training currently available to our nation's youth.
- YLTC course material is drawn from the best of the best of leadership courses offered in a wide variety of settings, including those taught to corporate executives.

Building Blocks

- Courses are built around the slogan **Be-Know-Do**.
- “Be” encompasses many of the values of Scouting.
 - Focus on ethical decision making
 - Putting team’s needs before his own needs
- “Know” describes the information that the Scout needs to successfully fill his leadership position.
 - Nuts and bolts of the position and its expectations
 - What he needs to know about his team and himself
 - Skills of teaching and leading.
- “Do” provides the youths with a vast set of skills to be effective in his position by employing the skills in the leadership skills toolbox.
 - Skills include communication, problem solving, planning, and resolving conflict.

Troop Leadership Training (TLT)

- Designed to be run frequently in a troop setting.
- SM & SPL will conduct this three-hour training (3 one-hour modules) whenever there are new Scouts or there has been a shift in leadership positions within the patrol or the troop.

I. Introduction to Troop Leadership

- Principles of the youth-led troop (SM)
- Power of a youth-led patrol (SPL)
- Review of the troop organization chart (SM)
- Detail of each position and position description cards (SM/SPL)
- Description of the National Honor Patrol Award requirements (SPL)

Position Description: Assistant Patrol Leader

- Help the patrol leader plan and lead patrol meetings and activities.
- Help the patrol leader keep patrol members informed.
- Help the patrol leader prepare the patrol to take part in all troop activities.
- Lead the patrol in the patrol leader's absence.
- Show and help develop patrol spirit.
- Represent the patrol at all patrol leaders' council meetings in the patrol leader's absence.
- Work with other troop leaders to make the troop run well.
- Set a good example.
- Wear the Scout uniform correctly.
- Live by the Scout Oath and Law.



Name _____

What does success look like for our patrol?

What are my goals to get us there? _____

II. How to Fulfill Your Position

- Focuses on how to fulfill the responsibility of the position
 - Presented by SM and SPL
- Begins to use leadership tools such as Creating a Vision of Success, the Teaching EDGE™ model, and the Start, Stop, Continue method of assessing progress.

III. What Is Expected of Me

- Focuses on what the youth must **do** to be effective in his position.
 - Led primarily by the Scoutmaster.
- Review of position responsibilities
- Discussion of servant leadership
- Learn to create a vision of success for the troop as well as to define goals for how to get there
- Personal coaching of each new leader

Expected Outcome of TLT

- Troop leaders will:
 - Understand what is expected from them in their new leadership position.
 - Understand the roles of each member of the leadership team (at the patrol and troop levels) and will learn to work toward a common vision of future success.
 - Learn that putting others first as a leadership style builds a strong and effective team.



BE-KNOW-DO LEADERSHIP MEMORY TIPS

1. **Vision—Goals—Planning:** Creating a Picture of Future Success
2. **SMART Goals:** Specific, Measurable, Attainable, Relevant, Timely
3. **Planning and Problem-Solving Tools:** What, How, When, Who
4. **Assessment Tools:** SSC—Start, Stop, Continue
5. **Teaching EDGE:** Explain, Demonstrate, Guide, Enable
6. **Leading EDGE:** Explain, Demonstrate, Guide, Enable
7. **Conflict Resolution Tools:** EAR—Express, Address, Resolve
8. **Ethical Decisions:** Right vs. Wrong, Right vs. Right, Trivial
9. **Communication:** MaSel—Message, Sender, Receiver
10. **Valuing People:** ROPE—Reach out, Organize, Practice, Experience

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National Youth Leadership Training (NYLT)

- Simulates a month in the life of a troop
- A six-day course, held at a council camp
- Reinforces and expands upon Be-Know-Do leadership
- Scouts learn:
 - leadership skills and concepts summarized on the memory tips card.
 - stages of team development and how to match the most appropriate leadership style with the developmental stage of the individual or team.
- Course has many challenges for the youths, including its culmination where they undergo a quest for the meaning of leadership, which they then present to the entire NYLT troop.

Elements of NYLT

1. A Month in the Life of a Troop
2. Four Stages of Team Development
 - Forming - High Enthusiasm, Low Skills
 - Storming - Low Enthusiasm, Low Skills
 - Norming - Rising Enthusiasm, Growing Skills
 - Performing - High Enthusiasm, High Skills
3. Leadership Requires Vision, Goals, and Plans
4. Toolbox of Leadership Skills
 1. Vision—Goals—Planning: Creating Future Success
 2. SMART Goals—Specific, Measurable, Attainable, Relevant, Timely
 3. Planning and Problem Solving Tool—What, How, When, Who
 4. Assessment Tool—SSC—Start, Stop, Continue
 5. Teaching EDGE™—Explain, Demonstrate, Guide, Enable
 6. Leading EDGE™—Matching the leader's behavior is to the team's stage
 7. Valuing People—ROPE—Reach out, Organize, Practice, Experience
 8. Conflict Resolution Tool—EAR—Express, Address, Resolve
 9. Ethical Decisions—Right vs. Wrong, Right vs. Right, Trivial
 10. Communication—MaSeR—Message, Sender, Receiver
5. Consistent Leadership Modeling
6. Scout Oath and Law
7. Have Fun!
8. Traditions

Expected Outcome of NYLT

- Scouts who attend:
 - Come away from their NYLT experience with exposure to the best of the best of leadership techniques.
 - Learn invaluable skills about how create a vision of success, how to set goals and make plans, how to listen and solve problems, and how to teach and lead.
 - Learn the bigger picture of how to put the needs of others first in order to be a truly great leader.
 - Learn to use the Scout Oath and Law to make hard decisions and to remain true to Scouting's values.
- NYLT-trained Scouts support their units by:
 - Having a new toolbox of skills at their disposal.
 - Having lived the patrol method and spent the week thinking about their own quests for the meaning of leadership.
 - Their ability to coach and mentor the other scouts, using the Leading and Teaching EDGE™.
 - Making commitments to take on challenges to better their home troops.

National Advanced Youth Leadership Experience (NAYLE)

- Provides Scouts with a Philmont-based wilderness encounter that motivates them to follow a life of helping others succeed based on the values expressed in the Scout Oath and Law.
- Scouts experience such high-adventure activities as
 - COPE
 - Wilderness first aid
 - High-level geocache hunt
 - Conservation
 - Leave No Trace
 - Search-and-rescue activity.
- Complemented by learning the history and inspiration of the Philmont Scout Ranch as well as a personal journal that focuses on the Scout's leadership skills.
- Scouts live in a patrol setting at Rocky Mountain Scout Camp where they use their leadership skills to resolve exciting and challenging backcountry situations.

Elements of NAYLE

Lessons a Scout will take home from NAYLE include:

- Skill, ability, and motivation to be a dynamic and effective leader gained through advanced, practical applications of NYLT skills.
- Innovative techniques to deliver NYLT skills to troops and council staffs.
- Nationwide resources including new ideas and contacts that can be gained only through Philmont's unique environment.
- Personal written commitment designed to apply fresh skills and ideas to troops, districts, and councils.
- Life skills for now and the future.

Similarities to Adult Leader Training

- Historically, the Wood Badge course was patterned after the youth Junior Leader Training course.
- Adult training converted to more modern leadership techniques and skills in 2001, with the rollout of the Wood Badge for the 21st Century course.
- In 2004, NYLT followed suit, completely revamping its tone to encompass the newer “shared leadership” model that is proving to be so effective in team development and accomplishing visions, goals, and plans. The new course introduced the concepts of EDGE™ and the toolbox of leadership skills.
- In 2006, the circle was complete and now Wood Badge is fully aligned with the youth training, the Scoutmaster Handbook, and the Boy Scout Handbook.

Conclusion

- The youth leadership training continuum provides the ultimate in leadership training for our boys, on a par with materials presented to corporate board members.
- Through each stage of their Scouting experience, the youth learn and build upon skills that will make them the best possible leaders for their unit as well as further instill in them the values of the Scouting program.
- Need the support of the adults in these Scouts' lives to get feedback about their experience and have the Scouts explain how they can best use their new skills.
- Adults need to encourage each trained Scout to use his skills in the troop environment and in his day-to-day life so that he will improve and eventually master the skills that he learned.
- While the skills he uses will greatly benefit others over time, it will also benefit him through the accomplishments of his efforts and the positive development of his character.

Scouting is not an abstruse or difficult science: rather it is a jolly game if you take it in the right light. At the same time it is educative, and (like Mercy) it is apt to benefit him that giveth as well as him that receiveth.” (from the foreword of Aids to Scoutmastership). – Lord Baden-Powell

Resources

- The Youth Leadership Training Continuum – A Guide for Scout Leaders and Parents
(<http://www.scouting.org/boyscouts/resources/18-813/index.html>)
- Training Resources
 - Patrol Leader Handbook, No. 32502A
 - Senior Patrol Leader Handbook, No. 32501A
 - Scoutmaster Handbook, No. 33009C
 - Troop Leadership Training, No. 34306A
 - Troop Leadership Training position description cards
 - National Youth Leadership Training, No. 34490
 - NYLT memory tip cards
 - Stages of Team Development chart
 - Communicating Well DVD, No. AV-02DVD20