
Troop Junior Leader Training

LEADERSHIP STYLES

PURPOSE OF THE WORKSHOP *Why are we here today?*

1. We are going to learn about a leadership style that works great in Scouting.
2. We are going to learn how to work together to accomplish a common goal.
3. We are going to learn how to deal with problems that you will likely encounter as a leader in Scouting.

The program will involve viewing a videotape and then playing games or solving problems. At the end of each of these games or problems, we are going to stop for a minute and think about what happened and then try to make sense of it.

SHOW THE VIDEO SEGMENT, “Leadership Styles.”

Do Activity 1A or 1B:

Activity 1A: “Blind Square”

This activity will be used to demonstrate the 'big boss' style of leadership. **The Scoutmaster will be the only one allowed to communicate.**

Equipment:

- 1 50-foot length of rope
- Strips of cloth for blindfolds

How to play

Form the group in a circle Ask each person to blindfold himself. They should then reach down and grasp the rope with both hands. The objective of this activity is to form a square, using the rope to establish the boundaries.

Rules

1. No one may let the rope leave his hands for more than 5 seconds at a time.
2. Only the Scoutmaster may speak. The Scoutmaster may number the other people in the group if desired.
3. The Scoutmaster decides when the square is formed.

Activity 1B: “Front-End Alignment Game”

Equipment:

Pie tins (1 per group); 3 pieces of hard candy per scout. Duct tape.

How to Play:

Leadership Style 'A'

You are the boss. You are in charge. You know what is best for your team and for each player. You must take control of your team to lead it to victory. You believe that

Troop Junior Leader Training

information is power and that you must maintain power to maintain control. Therefore, give out little information, answer few questions, and maintain strict discipline. Strictly enforce the rules and the time limits.

You will give your team orders on how to complete the game. You will not reveal the rules to them. You will tell each person where to stand, both in practice and in the scoring round. Do not give in to complaints or whining from, members of your patrol. “Let me do it my way” or “Let me decide” are demands that indicate a desire by someone to take over your control. You know the rules; therefore, you know the best way to win. What you say, goes.

Now read the rules, implement them, and lead your team to victory!

The Rules

1. The object of the game is to score as many points as possible while staying within the rules. At the end of the game, the patrol with the most points wins.
2. The challenge is to stand somewhere on the marked tape and successfully toss pieces of candy into the container. The piece must come to rest in the container (a HIT). If the piece misses the container or bounces out, it is a MISS and no points are scored.
3. One point is scored for each HIT.
4. Distance bonus points are possible with each HIT. One bonus point is awarded for each foot of distance the player stands from the container while scoring a HIT. No distance bonus points are awarded for a MISS.
5. Each player gets three pieces of candy.
6. One practice round is allowed for scoring begins. Each player is allowed three practice tosses in the practice round. (Points will be deducted if participants practice beyond the rules.)
7. Once scoring begins, each player may toss each piece of candy one time- a total of three tosses per participant.
8. The observer does the scoring.
9. The patrol leader is in charge at all times.
10. The patrol must complete the practice round and scoring round in no more than 10 minutes.
11. These are the rules. The observer will remain silent throughout the game and will not reveal your score until the game is over.

NOTE: The scouts can use anything in the room as long as they follow the rules listed above.

Reflection on Activity 1

(Ask the group to sit where they are for this discussion.) This may be the toughest reflection that you do. First of all, it is the first one you will do. Secondly, you may receive criticism. You have purposely played the role of “big boss” which probably is a role these Scouts see their parents play every day. They may be hostile to this type of leadership. If they confront their parents, they often meet resistance and punishment.

Troop Junior Leader Training

Your job is to help them see the role of the Scoutmaster as an adviser, but not as the “big boss.” Here are some sample questions you might ask.

1. Who took a leadership role in solving this problem? (What happened?)
2. How did decisions get made? (What happened?)
3. What kind of leader did I portray? (Make a judgment.)
4. What didn't you like about this style of leader? (Make a judgment.)
5. How often do leaders act like “big bosses?” (Generalize.)
6. How does it feel to be lead by a “big boss?” (Generalize.)
7. How often does the “big boss” style happen in Scouting? (Generalize.)
8. How could this game be played to eliminate the “big boss?” (Set goals.)

Activity 2A “Blind Equilateral Triangle”

We just completed an activity to make a square out of a piece of rope. We did it with only one leader. This time our objective is to form an equilateral triangle (three equal sides). Everyone is blindfolded, but all can speak.

Activity 2B: “Front-End Alignment Game”

Rules and Equipment:

See Activity 1B

How to Play

Leadership Style “B”

You believe in sharing decision-making with members of your team. You feel that the best way to achieve high performance and creative results is to take advantage of the full talents of everyone on your team. You want to draw on their ideas and experience, and their knowledge of their own skills and ways of finding solutions. You think that solutions to problems can emerge from an environment that is rich in information, even if that seems chaotic.

You share all the information you have with your team. You will tell them the rules of the game, its objectives, and the way it will be scored. Seek the ideas and creativity of the team in planning the best ways to win. Take part in discussions to overcome problems. Help the team stay within the rules and the time limits. Allow players to assess their own skill and comfort level in determining their individual scoring strategies. Be a cheerleader. Participate with your team. Have fun. Celebrate positive results.

Now, good luck and enjoy the game!

Rules:

See Front End Alignment rules 1 through 11.

Reflection on Activity 2

(Ask everyone to sit in a circle for discussion.)

The purpose of the reflection this time is to show the “sharing” style of leadership. Use

Troop Junior Leader Training

some of these questions to get you started.

1. Who assumed leadership roles during the activity? (What happened?)
2. Did the leadership role shift during the activity? Who thought they were taking the leadership role? How did they do it? (What happened?)
3. Did you follow the leader even though you weren't sure that the idea would work? (What happened?) Why? (What happened?)
4. What did you like about this leadership style? (Make a judgment.)
5. What didn't you like about the "big boss?" (Make a judgment.)
6. How could this style of shared leadership work in our troop? (Set goals.)

Identifying Traits of a Good Leader

After the completion of this reflection, ask the group to describe in single words what the traits of a leader should be. List these on a chalkboard or a sheet of flip-chart paper.

- 1.
- 2.
- 3.
- 4.
- 5.

Leader Comments

Tommy asked a question that led the guys to do a better job of backpacking, which in turn became an enjoyable activity. There were no put-downs or "I'll-take-charge-herd" attitudes, just a little focusing to help avoid a potential problem later. Compared to adults, teenagers get bossed around a lot. Scouting ought to be different. It's a chance to be with other guys, and have more control than in a job or at school.

Our job is to lead our troop, patrol, crew, or team in such a way that every Scout feels he has something to contribute and has as much fun playing the game of Scouting as you have. The alternative to the "big boss" is to share your leadership with others by helping your troop or patrol set goals and then assisting them in accomplishing those goals. The neat thing is that you can do it without being a superman.