

Piedmont-Appalachian  
College of Commissioner Science

DOCTOR



COMMISSIONER SCIENCE

THE IMPORTANCE OF A DISTRICT TRAINING CHAIRMAN

BY

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## PREFACE

The training of Boy Scout Leaders, is most important to the leadership of a successful, well organized troop.

BOY SCOUTS OF AMERICA: THE IMPORTANCE OF A DISTRICT TRAINING CHAIRMAN.

ABSTRACT

This is to verify the importance of a, District Training Chairman, for the purpose of recruiting new and inexperienced leaders and to excite older, Scout Leaders, who are becoming disinterested.

APPROVAL OF READERS

This is to certify that, I have read and approved the project entitled, "THE IMPORTANCE OF A DISTRICT TRAINING CHAIRMAN".

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## WHY WE TRAIN LEADERS

Everyone needs training for any task that is to be done. We have been trained to do many things during our careers, from the easy tasks, to the most difficult tasks, during our lifetime. Most of the things, we have been taught by others, and in others, we have learned or have taught ourselves. The end result is an ability to do something that we could not do before, and we feel satisfaction in doing something well.

We train, Boy Scout Leaders, to know why we do things to accomplish our goals. This is done through a well planned program, on which people gain their confidence from being given the facts and being told exactly what is expected of them. How the, Boy Scouts, influence the lives of other boys depends largely on their leaders.

BOY SCOUT TRAINING, is collecting what we already know about the boys and using this information toward the aims and methods of a good scouting program. Good, well trained leaders can be most effective in their roles and then the scouts will be able to reach their goals, resulting in better character and better leaders for the future.

TRAINED LEADERS, will keep the scout program in its proper perspective and the end result will be a, " FIRST CLASS SCOUT TROOP".

## HOW WE TRAIN LEADERS

After much research and study of the material at hand, I find there are three different ways to train new leaders:

1. Group Training
2. Personal Training
3. Self Study

Of the three different ways, the, Group Training is the most effective method. The most important thing to remember is the new leader is to be trained as soon as possible, with the best training-material available. The, Group Training is an excellent way to have fun and enjoy the fellowship as we learn about the, Boy Scout Program. We find people enjoy sharing their experiences in Scouting with others. We each can benefit from what others have accomplished and it is good to know that others have the same problems and interest. Group Training enables the new Scout Leader to learn from others as they advance through the training course.

The training course should be held at a location that is convenient to all who participate. It is most important that the sessions be held in a room that is large enough to hold the entire group, even if they break up into smaller groups.

If we use the six sessions that are outlined in the, Boy Scout Leader Basic Training Handbook, Number 655 2A, the first five sessions should be held indoors and the sixth session should be an outdoor session.

The personal coaching and self-study, are less effective in most cases because their success depends to a great extent on the ability of the, Scout Leader.

Personal coaching can be a one to one situation or with an instructor and a small number of participants.

We must remember that new leaders need to be trained as soon as possible. Sometimes a small amount of training will get the new leader started, which should be followed with group training as soon as possible.

## ORGANIZING THE TRAINING COURSE

The training course that I recently used in a training session that we have just completed was based on, The Boy Scout Basic Training Handbook, Number 6552A. The Pellissippi and Ocanasta District of the Sequoah Council, joined together to have a leaders, basic training course beginning in, April and completed in, May, 1989.

I, met with the, District Training Chairman of the Ocanasta District to discuss the need of trained leaders. We discussed the purpose and found there were many:

1. We made a list of Scout Leaders, who were new, but not fully trained.
2. Out of the list of Scout Leaders we found some that ran effective units. These leaders would be asked to serve as, Patrol Leaders.
3. We had a strong faculty for the course from a group of leaders who had just completed, Woodbadge. They were most willing to share their knowledge and skills they had just learned with others.
4. We designed a plan of promotion for the training course.
5. We set our tentative dates and the locations of the course.

In our next meeting we met with the perspective instructors for the course. The Scout Master, Assistant Scout Master, Senior Patrol Leader, and Patrol Leaders were selected. It was decided to use four (4) training sessions instead of the recommended six (6) training sessions or weeks.



Three of the sessions would be indoors and the fourth session would be outdoors, consisting of an overnight camp out.

At the second meeting we also developed a promotional plan. In addition to announcing the training course date in the council bulletin, the word also would be passed out at the roundtable meeting, district meetings, word of mouth, telephone calls, and personal contacts.

1. After the date and location of the course is set, it would be published in the council and district newsletter and announcements made at the district scout leaders roundtables.
2. Send an invitation to each untrained or new leader on our perspective list.
3. The course patrol leaders selected their patrols from the perspective list and invite them to join their patrols.
4. The unit commissioners were informed of the training plans and asked them to discuss the training opportunity with those on the perspective list. They were to give us a report in a specified time.

## THE MEETING OF THE TRAINING COURSE TEAM

The course, Scoutmaster called a meeting of the scouters that would be conducting the training course. There were several items discussed and covered in this meeting.

1. Every one got acquainted with each other.
2. Responsibilities were assigned to the, Senior Patrol Leaders and Assistant Scoutmaster.
3. Discussed list of untrained and partially trained leaders.
4. Responsibilities were assigned to the, Patrol Leaders.
5. Copies of the training course were distributed.
6. Each Patrol Leader was asked to review the list of prospects and select the ones they wanted in their patrol.
7. The, Training Team was asked to read the training manual and be very familiar with its contents.

In planning our presentation we want the boy scout leaders to have a good attitude toward training and to mix a little fun with it. We gave the trainers some tips on how to make their presentation enjoyable: Such as use notes, stay on schedule, use thought, asking questions and visual aid, above all avoid arguments.

## OUR METHOD OF TRAINING

We used several different approaches to our techniques of training.

1. Buzz session was used to get and exchange different ideas.
2. Group discussion is a good way to examine a topic by means of exchanging ideas.
3. Demonstration shows how certain skills or tasks can be carried out.
4. Lecture, where one person conveys information to the group by talking to them or using visual aid.
5. Role playing, a few members were presented a situation where they were required to act out the roles to represent a situation. This gives the group a chance to analyze and evaluate by the group.
6. Talk is similar to the lecture, except it allows the group to ask questions or a brief discussion. The talk was given with the help of training aids such as slides, publications, posters, films, exhibits, video cassettes and flip charts.

## MANAGING THE TRAINING COURSE

The training course requires good leadership and management. The following points were pointed out to the training team to obtain maximum results:

1. Teach the Boy Scout Program: Don't cut corners trying to teach it all in one weekend. Skipping part of the course will produce poor results. In teaching this course we have attempted to teach what the new and inexperienced leaders need to know.
2. Be innovative, our best results were obtained by holding the training on Sunday afternoons. We know that combining sessions was not good, but due to work schedules and religious commitments it had to be done to have a good attendance. Two weekends were taken for the first four (4) sessions using two Sunday afternoons. Then, we took a two week break and the last two sessions, ( 5 & 6 ) were held the last week in April and the first weekend in May. Session six (6), being the outdoor event on the first weekend in May, beginning on Saturday morning and ending on Sunday afternoon.

In teaching the different activities more time was given to some activities than others, due to the fact that the leaders had learned it from the, Scout Masters Handbook.

3. Promotion is the responsibility of the training team. The training team drew up their plan of teaching and presented it to the patrol leaders.

3. The Patrol Leaders invited the new and untrained leaders to join in their training patrol. This seemed to work, because we had a good response from the new leaders and some new ones came in for the remainder of the course.
4. Room arrangement is very important. When the participants entered the room and saw how we had arranged the room they knew that the training team knew what they were doing. They readily accepted the material that we had laid out for them. The classroom was large enough for the arrangement of the ceremonies, demonstrations, formations, and activities.  
  
Our exhibits were placed near the entrance and in a position to attract their attention. Following the instructions and guide lines in the training manual, arranging the room was very successful in carrying out our training session.
5. Audio visual does make a difference. We found the audio visual an excellent training tool, because it can be used to give the training team and the participants a break in the routine. Film strips, slides and VCR videos obtained from the council office were used.
6. The outdoor session began on a Saturday morning and concluded on Sunday afternoon. Different skills and crafts were taught to fix the outdoor session.

Many of the new and inexperienced leaders had a feeling of uncertainty about the outdoor session and we tried to make it as exciting and rewarding as possible.

The training teams goal, was to try to equip the participants with skills to teach his boys to be leaders in the troop. The training team used the skills and knowledge they had gained down through the years in teaching the outdoor session.

The equipment that was used for the outdoor session came from various scout troops and some from the participants themselves. The equipment used was very suitable for the outdoor session.

During the morning session the weather turned rainy and heavy wind occurred, blowing down several tents.

With the training teams experience and hard work from the new and inexperienced leaders, things were put back in order. The new and inexperienced leaders gained valuable training in restoring the camp site.

## CONCLUSION

This thesis will attempt to point out to the District and other Scouters, "THE IMPORTANCE OF A DISTRICT TRAINING CHAIRMAN"., for the purpose of training new and inexperienced adult leaders. It also attempts to point out the needs and the results of a well trained leader. All the material listed in the bibliography is available at your council office for those who desire to pursue the subject further.

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