

# Roundtable Hot Topic

## Building the Unit Leader Team



A Scout unit succeeds when it has a strong team. Each one of us has a responsibility to create that team and ensure they are working together well. Here are some great ways to build a strong unit leader team!

### **Recruit Leaders**

The first step is recruiting leaders. It is important to recruit a diverse group of adults who represent not only your unit makeup, but also the makeup of the community your unit serves. Diversity is multidimensional - it is not just age or gender but so much more. Out of differences comes inspiration, fresh ideas, and new solutions. Remember, providing a SAFE Scouting environment is key, so make sure they complete their Youth Protection as soon as possible!

### **Training**

Second, ensure your team is trained. Depending on their position, your team needs to have position specific training as well as appropriate outdoor training for their program area. Unit leaders will also need some basic Scouting skills to serve the youth. Units should provide mentoring and coaching with experienced leaders in addition to council and district training opportunities. You can involve your district and council commissioners to help support your unit leaders with mentoring and training, they can help lay the groundwork for unit leaders to understand their roles and responsibilities and show how all leaders work together in collaboration.

### **Goals and Plans**

Third, create and share your goals and plans for the unit. While all units base their vision, mission and values on the Scout Oath and Law, there are a lot of variables to consider. Do you want to double your pack size? Do you want to start a girl troop? Do

you want to recruit more adult volunteers? A team cannot be successful unless everyone knows and understands the direction the team is going. Along with this comes the responsibility of welcoming new team members and new ideas. Don't let "we have always done it this way" be your units' motto.

### **Evaluate Progress**

Fourth, once you have a team and they are working well, you want to evaluate your progress toward the vision. Start, stop, continue is an easy tool for units to use to quickly look at your team. It is important to always ensure a positive environment. Yes, we want new ideas, but evaluation is about more than just pointing out what the issues are. It is also important that we allow all leaders to perform their duties knowing that we trust them and have given them all the tools they need to be successful.

### **Recognition**

Fifth, it is important for all team members to be recognized. There are multiple ways to recognize your team. Positions like Cubmaster, den leader, Scoutmaster, assistant Scoutmaster and others all have recognition knots that can be earned. However, what about the mom who is dedicated to every event? While there might not be a knot to give, that does not mean you cannot recognize her! Recognitions can be as elaborate or simple as one wants. The most important part is to recognize all team members in public. It tells the leader you appreciate them, but it shows everyone you value them as a member of the team.

These are the beginning steps to building a great team. Below you will find resources to help you work through creating a successful team. Each of us can make or break a team. What will you do?



## **Resources:**

Scouting knots

[http://www.scoutingbsa.org/programs/awards/adult\\_leader\\_awards/knots\\_main.html](http://www.scoutingbsa.org/programs/awards/adult_leader_awards/knots_main.html)

Scouting training

[https://www.googleadservices.com/pagead/aclk?sa=L&ai=DChcSEwiuo8Kv5aqKAXWyJUQHc0xGk4YABACGgJkeg&ae=2&aspm=1&co=1&ase=2&gclid=CjwKCAiAmfq6BhAsEiwAX1jsZ9xDro4DkuQpsQLgP2eNVTb6HoQ9UbrwAq3-Tsvxyoa-15SllLq9DhoCTAQQAvD\\_BwE&ohost=www.google.com&cid=CAESVuD2y84VuGbZRdSVBMNtclvhGPFQoeVkOR1iaYGRY85JqyVzL-9Ulyj3xHV3ubt7ixQtuYQhEWLWvuYVzIGnDHJQgEICmDGy7XilYdww6DVexZTwGdVB&sig=AOD64\\_1k\\_UnAsm8T4fYF9fF5QdXCI9DYlw&q&nis=4&adurl&ved=2ahUKEwjXgb2v5aqKAXUpJUQIHRjfOzgQ0Qx6BAgKEAE](https://www.googleadservices.com/pagead/aclk?sa=L&ai=DChcSEwiuo8Kv5aqKAXWyJUQHc0xGk4YABACGgJkeg&ae=2&aspm=1&co=1&ase=2&gclid=CjwKCAiAmfq6BhAsEiwAX1jsZ9xDro4DkuQpsQLgP2eNVTb6HoQ9UbrwAq3-Tsvxyoa-15SllLq9DhoCTAQQAvD_BwE&ohost=www.google.com&cid=CAESVuD2y84VuGbZRdSVBMNtclvhGPFQoeVkOR1iaYGRY85JqyVzL-9Ulyj3xHV3ubt7ixQtuYQhEWLWvuYVzIGnDHJQgEICmDGy7XilYdww6DVexZTwGdVB&sig=AOD64_1k_UnAsm8T4fYF9fF5QdXCI9DYlw&q&nis=4&adurl&ved=2ahUKEwjXgb2v5aqKAXUpJUQIHRjfOzgQ0Qx6BAgKEAE)

How to build my team

[https://www.scouting.org/wp-content/uploads/2019/10/How-Do-I-Build-My-Team\\_Fall-2016.pdf](https://www.scouting.org/wp-content/uploads/2019/10/How-Do-I-Build-My-Team_Fall-2016.pdf)

Create a highly engaged team

<https://scoutingwire.org/four-key-ingredients-creating-highly-engaged-team/>

Recognition ideas

<https://www.pinterest.com/lcck/awards-for-scouts/>

Start, Stop Continue

<https://www.scouting.org/cub-scout-activities/start-stop-continue/>