



BOY SCOUTS OF AMERICA®
ORDER OF THE ARROW

LA410 - Finding the Right People

On-line Training

Objectives

- Identify Procedures To:
 - Find/Evaluate Adult Leaders
 - Train/Develop Adults to Support Youth
 - Build the Team



SCOUTING'S NATIONAL HONOR SOCIETY

Introduction

- 100 Years of Leadership Study
- Good Leaders need the Right People
- Need Good Process to Find People



SCOUTING'S NATIONAL HONOR SOCIETY

Finding the Right People

- Successful Recruiting:
 - Determine Positions
 - Determine Prospects
 - Learn Strengths/Weaknesses
 - Prioritize List – Interview
 - Make the Sale
 - Have Fall-Back
 - Follow Up



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Finding the Right People

- Needs for OA Adults:
 - Good Qualities: Commitment, Positive Attitude, Good Judgment, Experience Leading Others
 - Resource Sheet
 - Interact in Scouting
 - Look Ahead
 - Start Easier then Watch Progress
 - Understand OA is Youth Led
 - Needs Backup
 - Appoint in Writing – one year assignment



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Develop Adults

- Formal Training
- Informal Training
- Communicate Often
- Ask their Opinion
- Public Recognition
- Correct in Private
- Expect Good Planning
- Expect Understanding BSA/OA Standards
- Thanks Liberally
- Focus on Goals
- Treat them Right



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Teambuilding

- Why a Team?
 - Effective use of Talent
 - Brings Different Talent
 - Many Hands
 - More Efficient to Meet Goals



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Teambuilding

- Why Be On a Team?
 - ID With Group Mission
 - Camaraderie
 - Cooperation
 - Enjoy Working with Youth
 - Satisfaction



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Teambuilding

- Job of Leader
 - Get Job Done
 - Keep Group Together
- Teambuilding is Constant Process



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Teambuilding

- Tips
 - Engage Everyone
 - Communicate Constantly
 - Determine/Use All Talent
 - Clear Goals
 - Respect
 - Team Credit
 - Leader Always Responsible
 - Set Example



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Teambuilding

- Tips (Con't)
 - Delegate
 - Be a TEACHER
 - Stick to Rules
 - Expect Good PLANNING
 - Keep Learning Too
 - Keep EVALUATING
 - Represent Group



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Summary

- Be a Good Leader
- Set the Tone
- Keep Team Cooperation
- “Eye on Prize”
- Support the OA Purpose - Develop Youth to Lead and Serve



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