



2018 National Order of the Arrow Conference

Motivating Adult Advisers: Coaching the Youth We Serve

Session Length: 45 Minutes

Through this session, you will:

Explain the adult's role in the structure of leadership in the Order of the Arrow

Demonstrate various methods of reaching out, coaching, and mentoring.

Guide participants to identify when to use these methods and why they are important.

Enable participants to foster relationships with youth leaders through coaching, mentoring and teaching

Learning Outcomes:

- Participants will leave better-equipped with the tools they need to coach and mentor youth.
- Participants will understand the adult adviser's role in leadership.
- Participants will be able to enable youth with the tools they need to strive for success.

Theme Connection:

The theme of NOAC 2018 is "Decide Your Destiny," emphasizing the message that today's decisions shape tomorrow's reality. This session will relay this theme in the following ways:

- Adult participants will be able to enable youth to create their own vision.
- Adults participants will be able to support the vision made by the youth, and push the youth to achieve their goals.
- Adults will be able to coach and mentor youth, enabling them to decide their destiny.

This session will help the SECTION, LODGE, and CHAPTER with the Journey to Excellence Requirement(s): All requirements as a result of positive leadership from Adult Advisers to enable youth to achieve their goals.

Required Materials:

- Projector and Screen
- Slide summary print-outs for all participants
- Print-outs of Leo and Todd role play activity for each participant.



NOAC 2018 TRAINING COMMITTEE
ORDER OF THE ARROW



TRAINER PREPARATION

The trainer should be someone who is very familiar with the Adult Adviser’s role in the leadership structure of the Order of the Arrow. The message may be better received by a respected adult figure of your Section/Lodge/Chapter; depending on the setting. The slide materials should be well reviewed beforehand, and the trainer should be prepared with talking points, examples, and stories. The trainer should be ready to answer questions and even present solutions to certain situations or circumstances that a participant may be facing. Prior experience is key.

1. Develop your lesson plan
2. Prepare the slideshow to cover all topics.
3. Prepare printouts of the slides (8/pg) and any other hand outs as deemed appropriate by the trainer.
4. Prepare hand-outs for role play activity. (Leo and Todd activity) and print enough for each participant to have enough pages.

Session Narrative

Introduction

2 minutes

Introduce the trainer

Review the session learning topics and goals presented in the beginning of the slideshow.

(SLIDES 1-2)

Understanding our Role

5 minutes

Begin by reviewing the Purpose of the Order of the Arrow, and the Mission of the Order of the Arrow Lodge. Focus in on the aspect, “developing youth leadership under the guidance of select capable adult advisers” The key word is guidance.

Explain that understanding our role in the scheme of leadership can be intimidating. For some, you may have very little experience serving in such a role.

(SLIDES 3-4)

Explain the three areas of focus:

- Coaching



- Mentoring
- Teaching

Get feedback from participants on their take on each, what they think the differences are, and the practical uses of all three.

(SLIDES 5)

Well, what's the difference?

10 minutes

It can be difficult at first to establish the differences between these three methods of guidance. Have a conversation about each level – Coach, Mentor, and Teacher. Explain how there is no hierarchy of these methods, that there is a time and a place for each.

Explain that being ONLY a coach, mentor, or teacher is not what we should strive for. Think of these different approaches as “tools” of leadership. There are different applications for each, we aren't picking our “favorite”. Review the Swiss Army Knife. This graphic tells us that each tool is different, but each has its own purpose.

(SLIDES 6-8)

Coaching

5 minutes

Break down what Coaches DO, and tips for coaching.

(SLIDES 9-11)

Mentoring

5 minutes

Break down what Mentors DO, and tips for mentoring

(SLIDES 12-14)

Teaching

5 minutes

Break down what Teachers DO, and tips for teaching

(SLIDES 15-16)

Role Play Activity (Leo and Todd)

10 minutes

Break participants into groups, assign each group a scenario and allow them to complete the exercise outlined in the powerpoint presentation.

Trainer Instructions: Distribute hand-outs for Leo and Todd Role Play Activity. Half of the participants should be assigned as Leo, the newly elected Lodge Chief; and the other half as Todd, the Lodge Adviser. If there is an odd number of participants, the instructor should participate.

Introduce the scenario using the printed hand-outs. Once the groups are split up, give each group their appropriate “additional information”. These should be cut out prior to this exercise. Each side is instructed to partner up with one other person on the other sides for groups of Leos-Todds. The instructor should facilitate healthy conversation.

DEBRIEF:



Ask questions to the participants to break down the activity. Perhaps ask questions specifically to one side.

Todds – what were you expecting

Leos – Were your concerns addressed?

All – what methods of guidance were implemented (coaching, mentoring, teaching?)

Were more than one used?

How could we have improved?

(SLIDES 17)

Takeaway Challenge

3 minutes

Please take out your notebook and pen. For the final three minutes, think about the following. Think about your role in your lodge. Who can you coach, mentor, or teach. Who DO you coach, mentor, or teach. How have you implemented these methods in the past? What benefits do each of these methods have? Write down three key ideas related to this session that you could help improve the way you can help develop youth leadership as an attentive adult adviser. During your break time later today, share these with others in your chapter or lodge.

(SLIDES 18)

Appendix: Resources and Source Material

- **Wood Badge Staff Guide/Course Syllabus @2014 “Coaching and Mentoring”** pages 285-289
http://www.people.vcu.edu/~albest/woodbadge/Syllabus/511-022_2014WB_StaffGuide_Syllabus.pdf
- **OA LLD Training Resources: “Adults Working with Youth”** Training Syllabus
<http://lld.oa-bsa.org/2012/files/Adults%20Working%20With%20Youth-Syllabus.pdf>
- **OA LLD Training Resources: “Coaching a Team: A Bear Bryant Case Study”** Training Syllabus
http://lld.oa-bsa.org/2012/files/Coaching%20a%20Team_A%20Bear%20Bryant%20Case%20Study-Syllabus.pdf