



2018 National Order of the Arrow Conference

Habits of Highly Engaged Advisers

Session Length: 45 Minutes

Through this session, you will:

Explain **What makes an adviser highly engaged**

Demonstrate **What happens if you fail to address self-sabotaging beliefs **

Guide ** A discussion of some of the more important habits of highly engaged advisers **

Enable **Attendees will be able to use the references to further explore this subject **

Learning Outcomes:

- You will have a better understanding of the characteristics that make a highly engaged adviser
- You will be given a number of factors that have a powerful influence in building job satisfaction and engagement
- You will have a list of nine habits that go to make up a highly engaged advisor

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:

- Discuss some of the habits of highly engaged adviser
- This theme is a part of the Motivating Adult Advisers series

This session will help both the Lodge and Chapter with the OA Journey to Excellence Requirements: All requirements will benefit/improve due to the increased involvement of the members as a result of the positive leadership of the advisers.

Required Materials:

- LCD Projector
- PowerPoint slides summary printouts



NOAC 2018 TRAINING COMMITTEE
ORDER OF THE ARROW



TRAINER PREPARATION

1. Develop the lesson plan
2. Prepare the PowerPoint slides to cover each topic
3. Make handouts of the PowerPoint slides summary (8/pg)

Session Narrative

Start with introductions and determine the make-up of the audience, that is, what role do they play in their lodge/chapter.

Introduction

5 minutes

Review the topics and learning objectives as presented on the first few slides

First topic

10 minutes

What characteristics make an adviser highly engaged?

1. They know what is expected of them in their role.
2. They are able to do their best every day.
3. They have equipment/resources needed to do their job.
4. They view their job as important to the lodge/chapter.
5. Their leadership cares about them and the work they do.
6. They have opportunities to learn and grow.
7. Someone encourages their development.



Each one of these characteristics will be discussed using input from the audience.

Second

topic

10 minutes

What are some self-sabotaging beliefs and what happen when they are not addressed?

1. They convince themselves that they are too busy or important to deal with the “people Stuff” that is such a key part of being an advisor.
2. They believe that turnover of the Arrowmen is inevitable, that the Arrowmen will always refuse to take their job seriously and that there is no reason to invest time or resources in Arrowmen who are going to leave anyway.
3. They think that, if they complement the Arrowmen or recognize their effort, those Arrowmen will simply want more recognition.
4. They are reluctant to answer many of their questions because so many of those questions are “stupid.”
5. They do not have time to listen to those Arrowmen who are unable to get right to the point.
6. They do not see any value in trying new approaches to old problems or encouraging creativity in coming up with solutions.
7. They know “what’s best” for these Arrowmen – if only they would listen!

Each one of these self-sabotaging beliefs will be discussed using input from the audience.

Third topic

10 minutes

What are some of the factors that have a powerful influence in building job satisfaction and engagement?

1. The level of reward and recognition.
2. The opportunity to learn new skills and grow on the job.
3. The opportunity to make suggestions (seen as “empowerment” measure).
4. To what degree their work is respected by their adviser.
5. Satisfaction with the resources available to do their job.
6. Agreement that their job makes good use of their abilities and skills.
7. The effectiveness of communications within the organization.
8. Their opportunities for advancement.

Each one of these factors will be discussed using input from the audience.



Fourth topic

10 minutes

What are some of the more important habits of highly engaged advisers?

1. They provide intensive feedback and coaching to new Arrowmen and proactively manage the “onboarding” process, so that they can make a positive first impression.
2. They do not stop there but go on to create a culture of continuous feedback and coaching for all of the Arrowmen. It is imperative that every adviser give timely and frequent feedback to Arrowmen, but equally important, the adviser should not be solely responsible for initiating feedback.
3. They are brave enough to communicate with their Arrowmen in clear and direct language.
4. They recognize that they are being held accountable for performance management and are honest in understanding their own strengths and limitations as an adviser.
5. They recognize the need for training in performance feedback, which also means that their lodge leaders must see the need to provide that training.
6. They work to make the performance management process more of a partnership with their Arrowmen and emphasize mutual performance assessment over performance appraisal.
7. They pay special attention to their “quiet talent,” recognizing their consistency and dedication and rewarding them in ways that are meaningful to them.
8. When Arrowmen are not meeting expectations, these advisers listen, and listen actively to these Arrowmen and make suggestions from the vantage point of their professional capacity that will help them overcome their problems and difficulties.
9. They are not afraid to remove non-performers when the best effort to coach or reassign do not pay off.

Each one of these habits of highly engaged advisers will be discussed using input from the audience.

Takeaway

Challenge

3 minutes

Please take out your notebook and pen. For the final three minutes, think about the advisory role that you might be playing next year in the OA, or the role you hope to play. Write down three key ideas related to this session that you could help improve the way your chapter or lodge advises Arrowmen in a particular job. During your break time later today, share these with others in your chapter or lodge.

Appendix: Resources and Source Material



- 2012 Guide for Officers and Advisers, available online at <https://oa-bsa.org/uploads/publications/GOA-2012.pdf>
- Journey to Excellence Workbook, available online at <https://oa-bsa.org/uploads/publications/jteguide-2016.pdf>
- Rally Point, The Professional Military Network <https://www.rallypoint.com/about-us>
- The 7 Habits of Highly Effective People, Stephen R. Covey <https://www.franklincovey.com>
- Insightlink Communications Inc., Palm Springs, CA 92262 <https://www.insightlink.com/contact.html>