



2018 National Order of the Arrow Conference

Cell Name: Motivating Others to Lead and Serve

Session Length: 45 Minutes

Through this session, you will:

Explain What constitutes an effective mentor.

Demonstrate How to form high-functioning teams.

Guide Learners to evaluate the leadership potential in others.

Enable Learners to create lodges composed of passionate Scouts who share a common vision of success.

Learning Outcomes:

- Identify leadership potential
- Inspire others to become involved and grow in participation
- Promote “activation” within the OA through purposeful mentoring

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:

- This session will help empower you to be a more effective catalyst for developing new and old Arrowmen’s engagement in the mission of the Order of the Arrow

This session will help the ****Lodge/Chapter/Section**** with the Journey to Excellence Requirement(s): ****INSERT REQUIREMENT #****

Required Materials: [tailor specifically for this session after the syllabus is done, e.g. handouts, flipcharts, projector, screen]

- Projector/screen
- Flipchart, blackboard, etc.



TRAINER PREPARATION

1. Carefully review the lesson plan.
2. Reflect on your own experiences as a mentor, and as someone who was mentored, both within and outside of Scouting.

Session Narrative

Introduction

5 minutes

Ice Breaker Hook:

Welcome to “Motivating others to lead and serve.” My name is _____

[Briefly introduce yourself, where you’re from, your involvement in OA]

I’d like you to take out a piece of paper or use the notes feature on your phone to write something down. In the next 60 seconds, I’d like for you to think back to why you got involved in OA. Lots of people are elected to OA, and not everyone even completes the Ordeal. Many of those who experience the Ordeal never do anything beyond that. But you’re here at NOAC. Somehow you made a decision to get involved at a deeper level. So take a minute. Think about what led you take the next step? Who or what caused you to come back for more? Jot that down.

[wait 60 second]

Get into groups of three or four and appoint a scribe who will record the common themes that emerge in your group. I’d like each of you to briefly say what you’ve written down in just 30 seconds or so apiece. We’ll take two minutes total. You don’t need to tell the whole story, but indicate who or what it was that led you to come back after your Ordeal and get more involved.

Remember to have the scribe jot this down so you can report back to the bigger group.

[given them a minute to circle up and then 2 minutes to share with each other.]



OK, what themes came up in your groups. What common experiences did you hear?

- [ask each group to report in turn]
- [write these on a flip chart or board in the room]
- [were there other answers that came up in your groups]

[ask:] WHAT DO YOU MAKE OF THIS? HOW DO YOU INTERPRET THESE STORIES THAT YOU'VE TOLD ABOUT YOUR EXPERIENCES?

- Even though each one of us has a different and unique life story, there are some common threads that keep us here

Ideally you will be able to point out that many of our stories involve
INDIVIDUALS and INVITATIONS and INSPIRATION

Individuals

10 minutes

[Ask learners to think back to their group conversations and share how individuals, specifically, encouraged people in this room to become more active Scouts. Have them say those answers out loud to the room.]

Good mentors don't just make assignments, they seek to understand more about you: your interests, aspirations and goals. The best mentors do not provide guidance exclusively, but do ask thoughtful questions and help you better understand yourself. Only after those questions are asked do they begin to provide guidance, not necessarily in the form of specific directions, but by empowering you to decide, and reach, your destiny. The best mentors motivate, not recruit.

On your notebook paper write down some guiding questions a mentor can use to help someone else better know themselves and discern their own goals, especially in the context of Scouting.

Invitations

10 minutes

Once inducted, how do we invite people to deepen their involvement with their OA Lodge? On your notebook paper take 60 seconds silently to write down some examples which you have found effective, and not as effective.

[Invite learners to share their answers with the room. What do the more effective invitations have in-common? Probably a more personal touch and a "good match" (something where the event or task best aligns with the aptitudes of the person) will be most common.]



Invitations work best when they are personal and when they align most closely to the person invited. Think about how Facebook uses your interests (“Likes”) to precisely direct marketing messages. Simply sending out a mass email, or including something in a newsletter is definitely not as likely to inspire action as a sincerely, personal, invitation.

Some people get their energy from engaging with groups or individuals, others thrive in more solitary environments. Neither is better or worse than any other, just different. Helping someone find the right place for them, not just filling any opening, is the best way to develop a life-long engaged member.

Inspiration

10 minutes

[Ask the learners to think about moments in their Scouting experience they consider ‘inspirational.’ Report those out loud.]

The OA is all about inspiration. Our ceremonies connect us to lofty themes and ancient traditions. Our admonition binds us to one -another, and our obligation reminds us of the timeless ties of brotherhood. This week the shows and festivals ignite our passion for cheerful service.

Inspiration is an invitation by another name.

In addition to ceremonies our inspiration comes from serving others. The spirit of service lives at the core of the OA. We actively look for opportunities to put ourselves to good use, and improve the lives of others.

Tie it together

10 minutes

[Ask the learners to think about all three categories: individuals, invitations, and inspiration. What do they have in common? People, specifically people who care.]

Motivation occurs most effectively when these three streams flow together: the point where individuals, invitation, and inspiration join. This is the hallmark of good mentoring, good coaching, good leadership.

Takeaway Challenge

3 minutes

Think back to that one person who helped you solidify your commitment to Scouting and the OA. Think about how they invited you, challenged you, and inspired you to deepen your engagement with our organization. Remember how they did this; think about how it made you feel; now ask yourself: what am I doing to pay it forward and invite the next up-and-coming Scout to deepen their commitment? How can I help them to decide their destiny?



Appendix: Resources and Source Material