



LODGE LEADERSHIP DEVELOPMENT

ORDER OF THE ARROW

LLD – Performing Effectively in your Role Lodge Leadership Development Training

Session Length: 40 Minutes

Learning Objectives:

- Establish the different roles within the Order of the Arrow
- Define where youth roles fit into the current program
- Best find your fit in the Order
- Learn the objectives to your role and others
- Learn to keep the basic Arrowmen first
- Learn tips and tricks to please the lodge around you and how you can better your own lodge
- Set and Understand a transition for lodge officers

Required Materials:

- Flipcharts
- Index cards
- Loose Leaf Paper

Outline of the Session:

This session will set forth the precedence for how lodge leaders can effectively find their role, and then be best prepared to serve in that role. The Order of the Arrow has many resources set up for youth Arrowmen to use for their roles and this session helps to outline that. Everyone is encouraged to participate as roles that are not officers are also included. Toward the end of the session Arrowmen can work on a transition plan for the future of their Lodge. Allowing you to work with upper level officers to effectively transition so every Arrowman is benefiting from this session. We look to make sure that all Arrowmen find their role and then lead the “average” Arrowmen into the future as well.



Trainer Preparation:

Prepare by reading this syllabus through a few times so that you understand the purpose and objectives of this training session. Make sure to prepare ahead of the LLD and have all materials set up. No need to make a PowerPoint for this session. Keep the session light in nature and moving to keep Arrowmen interested. Sell the idea of servant leadership through your own personal examples as well as other real-life examples in order to provide a real life context to this training.

Session Narrative

Introduction – Finding and Defining your role Activity 10 minutes

Begin with having people break up by number (Count off by 5's). Have every group introduce themselves and what their current roles in the OA. Make sure that Lodge officers do not group with other Lodge officers.

- Everyone should say their name and position
- Once everyone does this have them each say one item of responsibility they carry
 - A Lodge Chief may say that they "Report all Lodge activities to the Council Executive Board" as opposed to a young Arrowmen may say that they serve their unit in a position
- Once each group does this have the group come up with three things they all do in their roles
- Then have a debrief on how each role is different

Trainer Tip: It will be very hard for some groups to come up with three items that they all have in common. That is the goal. Make sure that these groups understand that they are all indeed different.

Every role in the Order of the Arrow has a meaningful use. Make sure to know that just because you are not the top of the top you do not get lost in the world. Everyone can have a role, including you. You are all either the current or the future of our order and we are going to work to make sure that we have the best possible results for it.



Finding Your Role

10 minutes

Everyone please take your original seats. Now we are going to define the different roles within the Order of the Arrow. Every organization has different meanings and different positions. They all work together to make for the best program as well. We look to all of you as the central part of the program.

1. Follower: A follower is the first step to success.
2. Leader: A leader is not a leader without a follower.
 - Understand that everyone is not a leader but everyone is a follower (Leaders are included too!)
 - Followers can be just as important if not even more important than Leaders
 - Again, not everyone can be a leader: **The person best fit to lead a group by example and serve his or her fellows. This would be a servant leader.**
 - Embracing equals around you is very important
 - Just because you are the leader does not mean you are better than anyone
 - Every situation will always have a leader and a follower

Now that we have defined the difference between a leader and a follower we can look at tiered leadership and how it works as a group. Tiered leadership is the way that the Order of the Arrow works. Every role has its own place in the order and every youth can serve on all different levels as well. We are now going to review the different levels of the Order. Please let me know if you have any questions. Troop - OA Representative

1. Troop-OA Representative
 - The OA Representative is responsible for going to Chapter meetings, recording information there, and reporting it to their troops
2. Lodge (Including Chapter officers and Lodge Chairmen and officers)
 - Briefly discuss general lodge roles (Chief, VC Activities/Program, VC Administration/Operation, Treasurer Secretary, change to your lodge's specific positions)
 - Also talk about how your chapters work if your lodge uses them.
 - This is the time for you to talk to your members about how your lodge operates as well.
3. Section, Regional and National
 - Explain the role each have in the OA
 - Spend time to explain the Section but do not dwell too long on this
 - Many Arrowmen will not understand this, so it's not worth stressing over.
 - Also, do not make it seem as if the top-level youth are "Celebrities", while they are vital to our organization it's more important to explain how they are



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important than how they are famous.

Now that you all know the different styles of leadership and the way our organization is set up we can continue. Let's talk about your roles in the Order and make sure that you all have something to write on and a pen or pencil.

What is your Role and What are you responsible for? 15 minutes

We are now going to go around and have everyone state what their roles in the Order or your troop is and what you think they do. Everyone keep it fairly short and keep a few things in mind while we go through these as well:

Make sure to include these points:

- Keeping your constituents in mind throughout this process. Your role is more about others than it is yourself.
- You always serve and represent others in your role
- Keep the interest of others in mind when making decisions. They are the ones who choose you

Now we can talk about what we want to see in leaders. We all know how hard it is to earn respect of others. Make sure that when you go back and work with your lodges you all should keep the common man inside. We all serve other Arrowmen and other scouts and scouters.

Let us take a moment to realize that just because you hold a position in a higher or lower level does not mean that you are not allowed to help others. You should do your best to serve others in whatever fashion is needed to make for the best possible results.

"For he who serves his fellows, is of his fellows, greatest"...E. Urner Goodman

Officer Transitions 4 minutes

Training future leaders is vital to keeping our program run successfully and powerfully. Each member has a role and can always learn more about other positions. Now we are going to discuss ways in which we can have a great officer transition. As we talk, think about some things that may help your fellow Arrowmen in this room. Always think ahead and not back.



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Trainer Tip: It is recommended that you lead this discussion but if it gets off topic then start to ask how they can better their lodge. Maybe start them with some comments about a lodge officer transition or a way for new inducted members to get to know the setup of the lodge at a lodge event.

Closing

1 minute

I want to thank you all for your time today. I have my contact information for anyone that would want it toward the front of the room. Stay in touch and make sure you are all leading for the future and preparing to the best that you all can. You are all leaders, but make sure to follow when right!



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Appendix: Resources and Source Material

[Insert materials as appropriate, for example:]

- 2012 Guide for Officers and Advisers, available online at <http://www.oa-bsa.org/pages/content/publications#goa>
- Introduction to Leadership Skills For Troops, available online at <http://www.scouting.org/scoutsource/BoyScouts/Youth/Publications.aspx>