The Venturing Youth Leadership Training Continuum

Begin with the Basics …

Venturing Fast Start Show the video tapes, *Briefing the Organizing Committee* and the *New Crew Fast Start* if you have them. These are currently no longer produced and not available for sale, but they can often be found on many resource DVDs available to be shared by colleague Venturing leaders. Network within your District and the Council to locate these resources. The textbook option is to take the online adult leader *Venturing Fast Start* (an interactive presentation) found on the National BSA website http://www.scouting.org under *MyScouting* and then *E-Learning*. This *Venturing Fast Start* can also be purchased on CD, $9.99, from the Council Scout Shop or the National Distribution Center.

Crew Leadership The Venturer members elect crew officers vs. adult leadership appoint officers.

New Officers' Briefing Shortly after crew leadership elections, a brief discussion of officer job descriptions and responsibilities, meeting types and times, calendar of upcoming events and activities, and leader training opportunities. See the *Venturing Leader Manual*, pages 32 and 34, for details.

Venturing Crew Officer Orientation CD can be used to explain crew organization, job descriptions, and the planning process. This CD can be purchased at the Scout Shop. It is also viewable online on the Venturing home page of the National BSA website at http://www.scouting.org > ScoutSource > Venturing > Online Orientation (lower right)

Officers' Seminar A day or overnight event – an opportunity to coordinate more details on crew organization and duties, program planning, planning the calendar, and crew code and bylaws. See the agenda for a *Crew Officer's Seminar* in Chapter 3 of the *Venturing Leader Manual*, page 34, for explanation of the seminar and page 47, for the Seminar agenda. The *Venturing Crew Officer Orientation* CD may also be used at the seminar.

(Note - if available, a district or council Venturing facilitator can assist to facilitate this meeting. The seminar is a simple process and can easily be conducted by the Crew leadership using the material in the *Venturing Leader Manual* identified above. A crew unit commissioner might also serve as a facilitator.)

Venturing Crew Code and Bylaws The basics and guidelines of the crew from items such as when and where the crew meets, what the dues are and a mission statement to rules of conduct and how to enforce them (guided youth decision & enforcement). This *Crew Bylaws* should be drawn up by the crew leadership at the crews first *Officer's Seminar* after the crew is formed. At every *Officer's Seminar* after that, the crew leadership should review the *Crew Bylaws* to be sure that they still reflect the policy and procedures of the Crew as they continue to operate and determine if anything should be changed.

Initiative and Cooperative Games Often overlooked as idle, energy-burning play – games are outstanding tools for crews. Initiative games are valuable for discovering the reluctant leader in the group or for unearthing an organizational, analytical or problem-solving skill in a teen. Cooperative games are great for teambuilding when synergism is the order of the day for the crew. There are many resources including online for creative games for this age group, including the *Venturing Leader Manual*, Chapter 10, pages 229-37.

Ethics in Action Negotiating the ethical questions that seem to come naturally on a regular basis with this age group is a regular exercise in ethical controversies. One of the requirements for the Venturing Silver Award calls for a Venturer to participate in the discussion of ethical controversies and to organize

and lead the discussion of ethical controversies. Chapter 9, page 197 of the Venturing Leader Manual has more information about the Ethics forum discussions.

Learnable Moments and the Reflection Process The emphasis here is not on the 'teaching' or the 'teacher' but on the 'learning', the 'discovery process' and the 'learners'. The reflection process helps to bring to the surface the 'ah-ha*!*' factors of an experience but without teaching, more with intrinsic discovery and genuine learning. 'Roses, Thorns and Buds' and 'Stop, Start and Continue' are tools in the toolbox of this feature on the Leadership Continuum.

Youth Protection Guidelines: Training for Adult Venturing Leaders Though this is an adult leader course, it is valuable to offer this training to the officer corps (for example at an *Officers' Seminar*) or to the whole crew in a meeting or face-to-face training session. It is not recommended that Venturers are directed to take the course online because the value is in the group discussion. It is recommended that the Venturers' parents be notified ahead of time of this training in case there is a parent who chooses to opt-out their youth. For the comfort level of the crew to have open and honest discussion, it may be advisable to invite a facilitator who is not a regular leader in the crew. The DVD for Venturing Youth Protection is available from the Scout shop.

Personal Safety Awareness for Venturing Annually, each crew should conduct personal safety awareness training for the Venturers. April is the usual month in which this is done. This should be done in coordination with the sponsoring organization and with the parents' knowledge in case there is a parent who chooses to opt-out their youth. The Venturing program has a DVD of vignettes, each depicting a specific youth protection concern. Discussion guides are provided for each vignette. These are designed to be shown to crew members to stimulate discussion about the topics. The vignettes addressed are:

- Sexual Harassment
- Date Rape
- Internet Safety and Stalking
- Suicide and Depression

The DVD and discussion guide, *Youth Protection: Personal Safety Awareness,* is available from the Scout shop.

New as of 2010 BSA developed a common Youth Leadership Training Continuum for Boy Scouts, Varsity Scouts, Venturers, and Sea Scouts. The continuum features the new *Introduction to Leadership Skills* (ILS) courses, one each for Troop, Team, Crew, and Ship. The ILS for Troops (ILST) replaces the Troop Leadership Training (TLT) course. The syllabus for each of these courses is available online.

For Venturers, ILS for Crews (ILSC) replaces the *Venturing Leadership Skills Course* (VLSC). The continuum second and third levels, the *National Youth Leadership Training* (NYLT) (council-level), and the *National Advanced Youth Leadership Experience* (NAYLE) (regional/national-level), are considered the three levels of the Venturing youth leadership training continuum. Therefore, the continuum is ILSC, NYLT, and NAYLE. Read on for information on how the format for NYLT and NAYLE now include Venturers and Varsity Scouts.

Introduction to Leadership Skills for Crews (ILSC) ILSC is intended to help Venturers in leadership positions within their crew understand their responsibilities and equip them with organizational and leadership skills to fulfill those responsibilities. Leadership positions in a crew can be defined as all elected positions and any appointed positions at the discretion of the crew. In some crews, this might mean that this course is for every youth member. In fact, it is desired that every member of the crew have

some kind of leadership responsibility every year, even if it is a minor responsibility. It can be conducted at the Crew level by the adult leaders or it can be conducted at a district or council level, but it is preferable for the course to be presented with the assistance of Venturers who have had ILSC, VLSC or other advanced leadership training.

ILSC is the first major course (after the *Officers' Briefing*) in the series of leadership training offered to Venturers and consists of three 90-minute modules which can be taught separately or together.

- Module 1 – Unit Organization (90 min)
  - The Team Based Crew
  - Crew Organization and Jobs
  - Servant Leadership
  - Introduction of Vision
- Module 2 – Tools of the Trade (90 min)
  - Communications
  - Planning
  - Teaching EDGE
- Module 3 – Leadership and Teamwork (90 min)
  - Teams and Team Characteristics
  - Stages of Team Development and Styles of Leadership
  - Inclusion
  - Leadership Ethics and Values
  - Vision

Venturers who have completed the ILSC will wear the ***'Trained'*** patch on their uniform. (Note: Venturing members who completed VLSC may continue to wear the trained emblem for that course.) Completion of this course is a prerequisite for Venturers to participate in the more advanced leadership course *National Youth Leadership Training* (NYLT) – called Impeesa in the National Capital Area Council (NCAC). It is also required for *Kodiak*.

The reason this introductory level leadership course has been redesigned is to align the training platform for all BSA programs so that Scouts and Venturers may transition smoothly from one course to the next regardless of what type of unit they belong to. All but the intro is now "program neutral" and each course needs the same basic info and leadership vocabulary as a prerequisite. The *Introduction to Leadership Skills for Crews* (ILSC) syllabus is available online at http://www.scouting.org/filestore/training/pdf/511-013WB.pdf .

Then Build on the Basics …

Venturing Standard Operating Procedures Released in November 2010, and updated in November 2011, the National Venturing Youth Cabinet supported by the BSA National Program Impact department and the Youth Development team led a process to create a minimum set of standards for operating as a Venturing Officers Association (VOA), resulting in the *Venturing Standard Operating Procedures* (SOP's). The document is available on the National website Venturing page at:

http://www.scouting.org > ScoutSource > Venturing > Venturing Standard Operating Procedures

The new Venturing Operating Procedures document includes information and guidelines for the following:

- Mission of the National Venturing Cabinet, region, area, council and district Venturing Officer Association's (VOA's),
- Selection process for youth President at the national, region, area, council and district tiers,
- Appointment process for youth Vice Presidents at the national, region, area, council and district tiers,
- Organizational diagrams of the structure of positions and functions for regions/areas and councils/districts,
- Job Profiles for each position both youth officers and adult advisors, and
- Glossary of terms describing the process, positions and key terms.

It is important for councils to note that these are minimum standards of recommendation and councils may add to these making them functional for their service demographics and directives as determined by the council-approved leadership charged with this task both from a volunteer and professional perspective. While this is not a leadership training, *per se*, it is valuable to note here because it is an organizational handbook for quality trained Venturing youth leadership.

Kodiak Challenge The *Kodiak Challenge* is a youth leadership development course that is presented as part of an outdoor high-adventure program – six days or two three-day weekends. It is based on the servant-leader concept and teaches seven leadership skills using illustrations found in nature. On the pre-trek portion of the course, the skills highlighted are vision and planning. Each day during the trek, one skill is the focus -- effective communication, team development, inclusiveness, values/making ethical decisions and servant leadership.

Kodiak can be used by Venturing Crews, Sea Scout Ships, Varsity Teams, Scout Troops, even groups other than BSA units. *Kodiak* can be presented at a crew/unit, district or council level in an outdoor setting in your local area or remote to the council. The *Kodiak Challenge* syllabus is available online at http://scouting.org/filestore/training/pdf/Kodiak%20Challenge%20FINAL%202011%20-%20Item%20Number%20511-014.pdf .

All *Kodiak* treks must be approved by the Council Training Committee Chairman. In the NCAC, the Training Committee has a **Kodiak Trek Approval form** to be completed by the lead contact for any group planning a *Kodiak* trek. This form can be obtained from Catherine Pressler (advisor@ne6venturing.org), Venturing Representative on the Training Committee.

As of 2011, *Kodiak X* was discontinued. The significant features of *Kodiak X* were not lost -- servant leadership was added to *Kodiak* and mentoring will now be a stand-alone program in BSA (information on the *Mentoring Tomorrow's Leaders* course follows).

National Youth Leadership Training (NYLT) NYLT brings together Boy Scouts, Venturers Varsity and Sea Scouts from all over the Council for an action-packed program designed to provide youth members with leadership skills and experience they can use in their home units and in other situations demanding leadership of self and others. The Scouts learn and practice leadership skills and styles together in a program-neutral group concept. The NYLT course centers around the concepts of what a leader must BE, what he/she must KNOW, and what he/she must DO. The key elements are then taught with a clear focus on HOW TO. The skills come alive during the week as the team goes on a Quest for the Meaning of Leadership.

NYLT is a six-day course. Content is delivered in a group and team outdoor setting with an emphasis on immediate application of learning in a fun environment. Interconnecting concepts and work processes are

introduced early, built upon, and aided by the use of memory aids, which allows participants to understand and employ the leadership skills much faster. All content presentations are made by inspiring NYLT-graduate Scouts and Venturers.

To learn more about the NCAC's NYLT course, also known as *Impessa*, go to http://www.boyscouts-ncac.org/openrosters/ViewOrgPageLink.asp?LinkKey=18907&orgkey=1934 to download a flyer or register for an *Impeesa* course at Camp William B Snyder.

The NYLT Leadership Academy The *NYLT Leadership Academy* is a Northeast Region-level training that takes place at NCAC's Camp William B. Snyder. The program is designed to develop youth staff to become world-class presenters, evaluators and leaders of their council's *National Youth Leadership Training* (NYLT) course. It is a direct descendant of the *National Junior Leader Instructor Camp* (NJLIC) previously offered at Philmont Scout Reservation, and the train-the-trainer courses originally delivered at Schiff Scout Reservation on Long Island, NY. More information is available about the NYLT Leadership Academy at http://www.NYLT-LeadershipAcademy.org/.

NYLT Leadership Academy uses the NYLT syllabus and course content to help participants learn presentation skills and servant leadership through receiving and providing feedback each day. Taking advantage of the proximity to the Nation's Capital, each day a "real world" leader in politics, the military or business is invited to address the academy participants regarding their views of leadership, life and whatever they have found meaningful and useful in their personal/professional development. Midweek, participants hike Washington D.C. making presentations in formal settings. Participants return to their local NYLT courses with additional knowledge, leadership skills, confidence and an unparalleled level of enthusiasm. NYLT Course Directors report courses being more youth-led and taken to a new level. NYLT Leadership Academy enables youth to rise to new levels of course leadership.

National Advanced Youth Leadership Experience (NAYLE) The *National Advanced Youth Leadership Experience* (NAYLE) is offered by the Philmont Training Center and based at the Rocky Mountain Scout Camp.

This camp is designed to provide Boy Scouts and Venturers with a Philmont-based wilderness encounter that will motivate him or her to follow a life of helping others succeed based on the values expressed in the Scout Oath and Law. The Philmont leadership is committed to making NAYLE a very special experience. Scouts and Venturers will live in a team setting at Rocky Mountain Scout Camp where they will use leadership skills to resolve exciting and challenging backcountry situations. This week will conclude with a closing challenge for each Scout to build upon the Legacy of Waite Phillips, the benefactor of the Philmont Scout Ranch.

NAYLE will equip youth leaders to be better unit Leaders, NYLT staff members and/or superior camp staff. It will help guide a Scouts' journey in leadership service to others, able to develop all members of whichever team they lead. It provides life skills for now and the future.

NAYLE is also offered here in the Northeast Region at Onteora Scout Reservation, near Livingston Manor, NY, August 5 to10, 2012. A slideshow, flyer and more information can be found at http://nerventuring-bsa.org/training/nayle-information/ . Registration is open through July 15, 2012. Go to www.onteora.org - click the NAYLE link or call the Theodore Roosevelt Council Service Center at 516-797-7600.

Mentoring Tomorrow's Leaders The *Mentoring Tomorrow's Leaders* workshop is a six-hour classroom seminar with a three-month follow-up monitored practicum. The experience will introduce

participants to two distinct styles of mentoring – the sponsorship and the developmental model of mentoring -- as well as their benefits and when these models are appropriate.

This seminar is designed for youth leaders in Venturing or Boy Scouts that are at least 15 years of age, but not yet 21. Because this course expects that participants are familiar with the concepts of planning, goal setting, communications, and teamwork, participants must have completed either *National Youth Leadership Training* (NYLT) or *Kodiak*.

This syllabus may be presented to adult leaders in all Scouting programs. Because this course expects that participants are familiar with the concepts of planning, goal setting, communications, and teamwork, adult participants must have completed the course sessions of *Wood Badge*.

When the course is conducted, these two target audiences are not to be mixed. It must be either all youth leaders or all adult leaders. This is done to allow youth leaders to have the confidence to voice their concerns during the discussions of the session.

Venturers completing the course receive a green and white 'Mentor' patch with the Venturing symbol on it to be worn on the sleeve of their uniform. The patch is currently available at the NCAC Scout shops.

The draft syllabus for this course is available online at
http://www.scouting.org/filestore/training/pdf/mentoringtomorrowsleaders.pdf .

And Beyond …

Venturers who are 18 years and older, and have completed *Introduction to Leadership Skills for Crews* (ILSC), are now eligible to attend *Wood Badge for the 21st Century* and *Powder Horn*.

Wood Badge for the 21st Century Wood Badge is a two weekend or six-day course in leadership skills offered to all adult Scouters in the BSA who have completed basic training for their registered position. It is based on a hands-on course originally offered by the founder of Scouting, Lord Baden Powell, of England, in the fall of 1919. Wood Badge is offered throughout the Scouting world and recognized world wide. The National Capital Area Council (NCAC) offers this course two or three times a year, depending on demand. Scouters may sign up by getting information off the council web site and sending in an application to attend. Wood Badge is considered the most advanced leadership course offered in Scouting.

Powder Horn Powder Horn is a two weekend or six day course designed for Venturing and Troop adult leaders who want to learn more about the resources available to provide challenging outings for young people, as exhibited in the Venturing Ranger requirements. Those attending have hands-on experience with such activities as SCUBA, climbing, horsemanship, shooting sports, land navigation/GPS, cycling, cave exploring and the like. NCAC currently offers this course every other year, but the course is also offered in nearby councils if Scouters desire to attend it in a year when it is not offered locally. The next NCAC course is scheduled for 2013.

Catherine Pressler
advisor@ne6venturng.org