

# Summer Leadership Seminars



presented by NYLT staff

## Seminar #8 Notes

### **If your Unit Leader or Scoutmaster asks...**

These seminars provide Scouts opportunities to continue their leadership development despite the cancellation of summer NYLT. The fast-paced, 50 minute presentations are not a substitute for a NYLT course but allow Scouts to examine important leadership topics

# Summer Leadership Seminar #8:

## Recruiting and Motivating Your Team

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### Module 1: Recruiting- Sharing Your Vision of Success

#### Team Composition

##### Qualifications and Experience

You typically want a balance between “veterans” and less experienced Scouts. Scouting is about *growth* so make sure you’re offering *everyone* opportunities to stretch and try new roles.

A team of all experienced people has its advantages because everyone will know their role the best. However, this can lead to complacency and a lack of preparedness.

The experienced members will pass their knowledge and enthusiasm to the new members, and the effectiveness of the team will continue.

##### Diversity

Diversity is one of the most important factors when assembling a team in order to bring different perspectives and experiences to the table.

Scouting strives to create an inclusive environment where all feel represented and welcome.

##### The Element of Trust

Once you have assembled and trained your team, you should be able to trust them to fulfill their roles. If you can’t, something went wrong. Maybe they didn’t understand their job, or they were not properly trained, or they misunderstood what was required of them.

### Recruiting 101-Selling Your Team

#### Make others excited for your team

Your enthusiasm as a leader is what will get others excited about being on your team. When recruiting people to fill roles, it’s important that *you* have an idea of why they should want to join.

#### Provide Incentives

“What’s In It For Me?” is a question *most* people wonder when figuring out whether they want to join. It’s not necessarily a bad question. Think through why people should *want* to join your team.

If you join our team, you will have a lasting impact on our crew.

You can convince the PLC to plan the trip you’ve always wanted.

This could help you reach your next rank.

#### A Good First Impression is Crucial

Make it fun, make it wacky, and make them want to come back and hang around you as the leader, as well as fellow members of the team.

#### Summary

Bringing a team together takes planning, communication and the ability to share a vision. It’s sometimes one of the first tests of a leader even if it’s overlooked. Recruiting an enthusiastic and diverse team is the best way to start strong.

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### Transitions

#### Introduction

Transitions are useful because they break up your online meetings. You can deliver a quick joke, or use a campfire run-on skit. You can keep it simple and your Scouts will appreciate the fun, quick break. If you DON'T break up your meetings and just have one person talk the ENTIRE time it will be difficult to keep everybody engaged.

#### Content

What if you want to be more creative than just a quick joke?

Transitions should be short, only a minute or two, **but they can be imaginative.**

**Are you a storyteller?** Can you build interest with simple **special effects?**

The earliest filmmakers, using primitive cameras figured out ways to make their short stories magnificent.

Like **Georges Méliès** who took his audience on a *Voyage to the Moon*.

In 1902 nobody had ever seen a film like his before. He used special effects and editing to tell a simple story while exciting his audience.

Melies was a **pioneer**, an **experimenter**, a **tinkerer**, and an **innovator**. What would he have done with the technology we use on zoom?



What stories can you tell? Where can you take people?

#### Resources:

Georges Melies - Master of Illusion: Crash Course Film History #4

<https://www.youtube.com/watch?v=L8is28gAOTc>

Silent movie Special Effects

<https://www.youtube.com/watch?v=oBSpuzDKaKI&gl=UG>

Buster Keaton

<https://www.youtube.com/watch?v=d1ilfp2AxK8>

\*\* Videos are included to inspire your imagination... do not imitate professional stunts. : )

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### **Module 2: Motivating Your Team**

*“Without Enthus’m, You’re Gonna Lose ‘em”*

After recruiting a team, GREAT leaders find creative ways to keep the team focused and motivated to do the best job they can.

#### **Get on the same page**

- Develop common knowledge
- What do you need to teach your team?
- Get to know your team

#### **Build a vision together**

- Ensures everyone believes in it

#### **Be excited about it**

- Go into your early meetings clear headed and excited.
- Your team is looking for something to rally around, let it be your vision**

#### **Clarify Roles**

- What are all the positions on your team
- Who is responsible for what
- Who is responsible for who

#### **Make it Worth Their Time**

- Keep your time together focused
    - Work when you need to work, play when that is appropriate
  - Schedule time for fun!!
    - Keeps enthusiasm up
    - Team Bonding
  - Remind them of the vision
    - Keep their eye on the prize
    - How is what they are doing now going to help them succeed later on?
- Have you ever been to a meeting and not gotten anything done?*
- Plan out your meeting and make sure you have clear goals of what you want to accomplish.

#### **Develop as a Team**

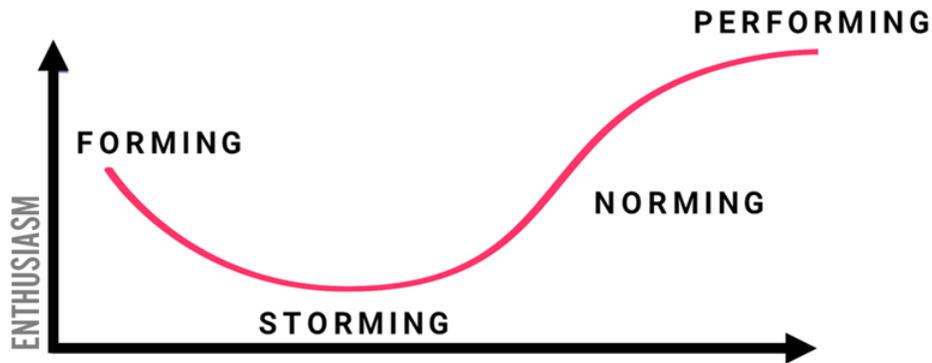
- Get to know each other
  - Builds stronger bonds
- Who else is ready to take on more responsibilities?
- Utilize the members of your team
  - Who is good at what?
  - What connections do different members have?
  - EXERCISE your muscles... build on your strengths.

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Keep track of where your team is at



Responding to Different Stages of Team Development

Positive reinforcement works best when wanting to keep a team motivated.

Model the behavior you want to see in the team

Teams learn how to work together by playing together

Train them and then trust them

As a leader, stay friendly, stay flexible, and keep moving forward

### Summary

There is no substitute for “Enthus’m” when keeping your team Motivated. Assembling a good team is important. Helping them learn to work together, stay enthusiastic and focused on success will keep them engaged and provide the fuel to get them to the finish line.