Engaging New Leaders & Parents
Zip Bong Chasm
Learning Outcomes

After today’s session, you will be able to:

• Identify and Recruit a parent for a leadership position (make the ask)
• Strategically delegate tasks to leaders and parents
• Provide resources and training to new leaders
• Develop a succession plan for all unit positions
• Onboard & welcome new parents through a positive unit culture (orientation)
Resources

• New Leader Prospect Sheet
• Family Talent Information Survey
• Situational Leadership Styles Handout
• Oreo Test Article
The Need for New Leaders

• Scouting programs are designed to be family oriented
• The future of every unit is tied directly to the commitment of adult leaders
• Many hands make light work
Parent Orientation and New Leader Prospects

• Develop a positive unit culture
• It’s difficult to recruit leaders to unorganized units
• If all positions appear filled, parents may think they are not needed
• Scouting should be fun for both the kids and the parents (shared experiences)
• Explain that all parents are encouraged and expected to get involved
Delegation and Situational Leadership Theory
Best Practices

• **Be Discerning**
  Don’t just go into a room of people ask “who wants to be a leader?” Not any warm body will do. Avoid any and all mass-appeals.

• **Observe**
  When you meet all the parents, look for the natural leaders to emerge. Keep your eagle eye sharp and focus on those parents who might be looking to get more involved.

• **Identify**
  Research potential leaders. Many of them might already be doing great things, and could really dive into Scouts!
Best Practices

• **Pursue**
  You want to refresh the unit’s talent and develop leaders as well as Scouts, so it’s important to pursue parents and volunteers who will rise to the occasion.

• **Commit**
  Start with small asks. Use the Oreo Test.

• **Be Proactive**
  Don’t get comfortable with the excellent leaders you might currently have. The future is unwritten and change happens. Whether it’s a move, a retirement, a graduation, or something else entirely, it’s great to keep a talent pipeline in the works.
Make the Ask

Once you’ve identified a leadership candidate:

• Plan a time to sit down with the potential leader
• Avoid putting them on the spot
• Bring a detailed position description
• Explain the qualities this person has that lead you to identifying them for this new role
Make the Ask

• Describe your expectations and include training opportunities and resources that will help them succeed

• If they say no, ask clarifying questions to find out why. Try to address their concerns

• If you get a hard no, find out if there is something else they would be willing to do and/or who you would recommend for the position
Preparing Your New Leader

• Position descriptions and unit expectations/time commitment
• Leader Guide for Position (if applicable)
• Online and In-Person Position Training
• Available literature/ helpful online resources
• Contact details for unit commissioner, unit serving executive, and/or a previous leader
Succession Planning

• Start small, prime new leaders
  • Can you help me with this one little thing...

• Prepare a year ahead
  • Know when someone is leaving
  • Plan overlap to allow for training
    • Year 1:
    • Year 2:
    • Year 3:
Pros/Cons of Leadership Cycle

- Fresh Ideas
- New Energy
- New Leaders
Final Tips

- Holding events for parents (make it fun)
- Bryan on Scouting Oreo Test
- Self Reflection