

Selecting quality leaders

How did you become a scout leader?

- Stepped forward as a former scout or supportive parent
- Selected and invited by others

Prerequisite assumptions

- As a parent, my boys deserve the best available leadership
 - Leadership is a privilege
 - Leaders should be selected
- A leadership selection process is an important step in youth protection
- Scouting is a movement – we're here to positively impact boy's lives and thus the community
- A scouting unit is an organization accountable to and held in trust for the good of the community
- Volunteer work ethic: It's worth the time to do things right and well

Chartered organization's role

- It's the CO's prerogative to select the key leaders of the unit
- Two worst times to meet your IH without having an existing relationship:
 - removing a leader (uh, our treasurer lost the popcorn money...)
 - presenting a leadership replacement problem
- Chartered organization relationships can be developed to be a great help to units, to be the steadfast rock on a stormy day.
- Parent associations, on the other hand, have no depth to rely on.

What doesn't work in recruiting leaders

- Fundamental flaw: Willingness is not competence
- Locking everyone in a room until someone volunteers
- Advertising in the newspaper
- Begging and threatening at pack meetings
- Departing leader unilaterally chooses and grooms their successor
 - (Why? We tend to pick people like us to replace us. Units may really need a different skill set the next time.)

What makes a poor selection of a leader?

- Round peg in a square hole. Put people in places where they are strong and avoid putting people in places where they are weak
- A disorganized treasurer
- A Cubmaster with a phobia about public speaking
- A scoutmaster who can't relate to today's youth
- Someone who lacks commitment and follow-through

Setting the stage for growing your leadership base

- It takes at least two “co-conspirators” to sustain a unit’s program.
- Your goal should be at least several committed adults to be leaders – around 1/3 of your parents would make acceptable and contributing leaders.
- Just as a dynamic program is important to attracting and retaining youth, it is also essential in attracting adults. The chicken must come before the egg.
- Avoid an atmosphere of desperation. No one wants to join a sinking ship.

The process

- Consult with your chartered organization for key positions. Ask a DE or commissioner to present a briefing on the Selecting Quality Leaders process.
- Form a nominating committee – 3 or 4 people who know the unit and know people
- Define the position duties. Define the troop’s priorities for the position. Determine the qualities that you want in the next occupant.
- Brainstorm a list of potential candidates. Don’t be afraid to list people who are already committed to other ventures.
- Compare your list of candidates against the duties and priorities and rank them.
- Select your number one candidate and then select a small group to ask this person to take the job.
- Visit the candidate, explain the scouting program, the vision of the unit, the selection process, and ask the candidate to accept the position.
- After accepting, have the candidate complete an application and conduct a reference check. If successful, submit the application to the council office for processing.
- Formally welcome the new leader at the next appropriate opportunity
- Invite the new leader to take both fast start and basic training at the next opportunity.