

WOOD BADGE FUNNIES...

The Wood Badge Fox Trot

I used to have a life,
 a pretty good life too.
 But now that I'm in Wood Badge,
 it's all I seem to do.
 I get up very early,
 and I go 'til way past ten.
 When the sun rises tomorrow, we'll do it all again.

The Beavers are all whining,
 the Bobwhites now are gray.
 The Eagles wings are drooping,
 and the Foxes can't think straight.
 The Owls are always sleepy,
 and the Bears are ornery too.
 Oh, we'd love to take and hide the SPL's kudu.

The Buffalos are angry,
 the Antelopes are blue.
 The staff if feeling overwhelmed,
 they don't know what to do.
 The Scoutmaster is missing,
 and the SPL is gone.
 And my troop guide has just told me,
 that my ticket is all wrong.

And now our song is over,
 but you know it isn't true.
 We all had fun at Wood Badge,
 despite a lot to do.
 But come the end of Sunday,
 we will gladly all proclaim,
 That we're glad we'll once more have,
 a normal life again

*By Craig Ibbotson with input from the
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Through Norman's Eyes

This is one of my favorite Norman Rockwell paintings, "The Right Way," as it epitomizes the desire of Lord Baden-Powell to have a "boy led program." In this painting youngest boys are learning from their Den Chief under the watchful eye of the Senior Patrol Leader or other older boy leader. Boy Scouts is a boy-led, boy-run organization, but the boys must be trained to be leaders. One of the Scoutmaster's most important responsibilities is to provide the direction, coaching, and training that empowers the boy with the skills he will need to lead his troop.



"Leadership" meaning, the Troop's program teaches Scouts the core skills of leadership, communication, ethical decision making and team work. We accomplish these skills by learning and teaching core scouting skills such as first aide, knot tying, citizenship and the Patrol Method.

"Leadership system" meaning that the planning meetings, PLC meetings, Campouts, Troop Meetings are constantly being reviewed and discussed by Scouts and adults so that everyone is "thinking" and reinforcing the same vision, objectives or goals. The Troop's program is designed so that the Scouts use the same thinking, approach and methods over and over again until it becomes instinct or routine. Boys love to learn from other boys, they will bond with them quicker, and seek to emulate them as they mature. Well trained older scouts will result in a vibrant and growing program.

Alan Lakein: "Planning is bringing the future into the present so that you can do something about it now."

George S. Patton: "Don't tell people how to do things, tell them what to do and let them surprise you with their results."

We thank you for the opportunity to inform you, teach you and perhaps even amuse you! We wish you the best of luck and God's blessings in all your endeavors and especially in your Scouting career. May it be long and full of fun. We hope you have enjoyed our Gazette and this course. We hope to see you soon are your beading ceremonies!

Sincerely, the Scribes

THE ELEVEN SKILLS OF LEADERSHIP

The Boy Scouts of America has long been involved in the development of leadership in both its adult and youth members. A number of years ago, research and experiments led to the idea that leadership could be taught much as any other skill. Eleven leadership skills were identified as those crucial for success to a Scouting leader-although they clearly applied to other leadership roles as well. These skills of leadership are now a part of Boy Scout Leader Wood Badge, Junior Leader Training Conference, and Post Leader Workshop and are scattered throughout items of Boy Scouts of America literature.

- Communicating
- Knowing and Using Resources
- Understanding the Characteristics and Needs of the Group and Its Members
- Planning
- Controlling Group Performance
- Effective Teaching
- Representing the Group
- Evaluating
- Sharing Leadership
- Counseling
- Setting the Example

For our purposes, leadership is defined as "the process of persuasion or example by which an individual influences a group to pursue objectives held by the leader or shared by the followers." Thus, the leadership process is a function of the leader, the follower, the goals, and the situation at the time. It is active, exerts influence, requires effort, and is related to goals.

Leadership skills become the vehicle by which the leader achieves given objectives. Leadership is the active and dynamic process of applying those leadership skills called for in given situations. Any musician knows that an individual part in an orchestral work can sound strange if played alone. It is only when an instru-

ment's part is blended with the other instruments in the orchestra that the beauty of the symphony or sonata emerges. The same can be said for each of the individual skills of leadership. Each functions well only when combined with the others to produce an effective leadership style.

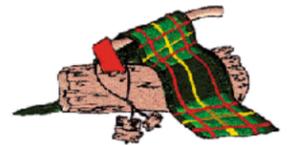
An individual skill of leadership seldom is able to stand alone. Used in concert, each complements the other and the result can be greater than the sum of the parts. In counseling, for example, one must first evaluate the needs and characteristics of the individual to be counseled and the resources that are available. Counseling involves clear communication, an element of control, and setting a good example of representing the group's needs to the individual and vice versa. An effective teaching situation will probably involve all eleven skills to a greater or lesser extent. In a symphony orchestra, French horns are often silent, sometimes play solo passages, but more often add a richness and harmonic variety to the total work. The same applies to other instruments--and to a balance of leadership skills.

Participants in leadership or management training (and Wood Badge) often return to their home situations to make dramatic changes in leadership styles, using- the new skills they have acquired. A disaster



often results. Leadership skills and management training are not designed to cause a dramatic change, but rather to help a person fine-tune the skills he or she already has. If something runs, don't fix it! Yet almost anything can be made to run a little more smoothly with some minor adjustments. A skilled mechanic seldom adjusts more than one thing at a time. This is the only way the mechanic can find out if the adjustment produces the desired results. The wise use of the skills of leadership will

September 25, 2011



Today's Agenda:

Breakfast & Assessments	7:00 am
Gilwell Field Assembly	9:00 am
Interfaith Worship Service	9:30 am
PLC	
Lunch	11:00 am
Troop Presentations	12:30 pm
Closing Gilwell Assembly	3:00 pm
Pack-out, Clean-up, Inspections	

result in an improvement if applied subtly and discreetly over a considerable period of time. Avoid the temptation to oversimplify by asking the leader to identify a problem and one or two skills of leadership that could be used in its solution. Leadership skills simply don't work that way--they must be used in concert with each other. Be considerate and thoughtful in your application of leadership skills. Boys often will copy the actions and behaviors of leaders they like and admire. Boys will literally walk, talk, and act as the example set by the adult and youth leaders of the troop.



DAY SIX - ILLINOIS STATE FLAG

The bald eagle represents the United States. In its beak, it holds a streamer with the state motto on it. The state motto means that Illinois governs itself under the government of the United States. In the eagle's claws is a shield with thirteen bars and thirteen stars. This represents the first thirteen states. The two dates on the boulder are the dates of Statehood and the State Seal.

WHAT HAVE YOU LEARNED?

COACHES AND MENTORS

A Coach is an individual who develops skills and capabilities in another person or in a group of people (a team). Coaching is a leadership behavior and skill. Coaching can take the form of discussion, lecture, critique, or guided practice. It is distinguished by the process of letting go and enabling success. As the individual's capabilities grow, the coach may become a mentor or the team moves into the performing stage, stand aside as a team resource.

TIPS FOR GOOD COACHING

- Listen
- Supply Energy
- Provide Focus
- Provide Information
- Influences, don't control
- Recognize individual / team success
- Recognize what's right vs. what's wrong
- Value differences
- Evolve and grow with the team's stage of development

TIPS FOR GOOD MENTORING

- Provide a safe, non-threatening environment
- Keep confidences
- Build trust early
- Be a good listener
- Share personal experiences
- Make suggestions on specific problems
- Make suggestions on what it takes to get things accomplished.

TIPS FOR RECEIVING FEEDBACK

- Seek out feedback
- Listen carefully
- Listen Actively
- Listen emphatically
- Monitor how you feel when you receive feedback.

Feedback is truly a gift!

ASSESSMENT — A TOOL FOR LEADING CHANGE

Good 360-degree assessments help people discover differences between how they perceive themselves and how others perceive them.

Developing a 360-Degree Assessment Survey

1. Instructions should be clear and unambiguous. State why they should complete the assessment. How it will be used. Reassurance that only the facilitator will see the results.
2. Align the questions with your goals. The feedback should lead to change and bring you closer to your goals.
3. Feedback should come from those who actually observe and can measure progress toward the goal.
4. Answers to the questions are best if they are simple:
 - Green—Yellow—Red Lights
 - Way to Go—Way to Grow
 - Start—Stop—Continue

The survey should also encourage stakeholders to add any comments and suggestions they feel would be helpful.

Wendell L. Willkie: "Education is the mother of leadership."

CRITTER TALES...

LOOK UP!

While you are walking around camp this weekend, take some time to appreciate some of the treasures that nature has for you. I'm talking about the flora and fauna that are flying through the trees or just at your feet on the path.

You are probably most familiar with the robin, a large brownish-black bird with a bright orange chest, which sings what sounds like a regretful tune toward the end of the day. The Illinois state bird is the cardinal, a bright red bird with a black mask and red crest on his head whose clear *what-cheer, what-cheer* can be heard often in these woods. You may hear raspy scolding (*dee-dee-dee*) as you pass by an evergreen. If you stand quietly and whistle two notes softly, a curious black-capped chickadee may come down to see who is calling him.

Some of the lesser-seen but often heard feathered friends are orioles, whose call is similar to the robin. Woodpeckers are frequently heard hammering on the trees, but they also seek each other with sharp *flick-flick-flick* calls. The catbird is a type of mocking bird, and you may be lucky to hear his vocal prowess as he rattles off sets of melodious phrases. Early in the morning, however, you hear how this secretive bird gets his name, as he "meows" to the rising sun.

I realize not all of nature's surprises may be in the treetops. An American toad may have startled you crossing your path on his way through some of the wildflowers of the area. You may be well aware of the yellow goldenrod fronds (some of you more so than others), but there are also clusters of tiny white flowers of the yarrow plant, loosestrife's magenta spikes, and bright yellow petals with reddish-brown anthers of the partridge pea.

But some of the most exciting sights and sounds occur after the sun goes down. An owl may have announced his presence by hooting a greeting. Four deep hoots come from the great horned owl, while eight lighter but more emphatic indicate a barred owl. Owls hooting in the distance can even sound like a dog barking.

After sunset on the Eastern horizon, a bright object appears, which will be best seen about the time you wend your way back to your tent. This time of year, it is Venus, our "evening star." Straight overhead is a group of 5 stars in the shape of a cross. This is the constellation Cygnus, the swan, aka the Northern Cross. A bit to the south of it is the constellation Scorpio. Both of these lie on what looks like a bright pathway across the night sky. What you are seeing is our Milky Way galaxy edge-on.

If you are up before the sun comes up, take a look toward the Southeast, and you will see what is, perhaps, the most recognizable of constellations. Orion the Hunter is easy to spot by the three stars that make up his "belt" and the red star Betelgeuse in his right shoulder. Over his shoulder is his loyal dog, Canis Major, where Sirius, the dog star, resides. Near Orion is Taurus, the bull, whose head is distinguished by his big red eye and V-formation of 5 stars. At Sol Crown, we are able to experience what you are unlikely to see in a more urban area. Take advantage of your weekend to enjoy all the treasures that these woods have to offer!

