



Wood Badge Leadership Training Course Overview

What is Wood Badge?

Lord Baden-Powell, the founder of Scouting, directed the first Wood Badge course in 1919 and gave each of the participants one of the beads which he had captured from the African chieftain Dinizulu. Thus did the course name develop, for its symbol was literally a badge of wood.

Wood Badge is, further, Scouting's premier training course. Baden-Powell designed it so that Scouters could learn, in as practical a way possible, the skills and methods of Scouting. It is first and foremost, learning by doing. The members of the course are formed into patrols and these into a troop. The entire troop lives in the out-of-doors for part of the course, camping, cooking their own meals, and practicing Scout skills.

The uniqueness of Scouting is the patrol method. The use of the natural gang of six or eight youth who elect their own leader and plan and carry out many of their own activities is a democracy in microcosm. Here young men learn the give and take of working with people as they must surely do all their lives. Here, too, they are given leadership and learning opportunities which prepare them for their future roles as citizens. It is for this reason that it is so crucial that all adults understand thoroughly the patrol method.

But Wood Badge is more than just mechanical course work. Wood Badge is the embodiment of Scouting spirit. Like many intense training experiences, it has always relied on a busy schedule forcing the participants to work together, to organize and to develop an enthusiasm and team spirit to accomplish the tasks and challenges placed before them. Carried out in context of Scouting ideals and service to young people, the course brings out a deep dedication and spirit of brotherhood and fellowship in most participants. Certainly were it not for the common goal of the movement and its program for young people, it would be hard to get grown men and women to commit their time to training like this.

The course is designed to be a highlight -- "a mountaintop experience" -- for the course participants. Careful planning and strict attention to detail provides a physical/logistic support and program second to none. Add to this a thoroughly prepared and enthusiastic staff and it is little wonder that most Scouters return from Wood Badge inspired and prepared to do an even better job of providing Scouting to boys.

In addition to a fine course, all the traditions and heritage of Scouting are stressed and used to inspire those attending. Wood Badge in one form or another is used throughout the Scouting world. Tens of thousands of Scouters proudly wear the Gilwell neckerchief, woggle, and beads of Wood Badge-trained leaders. Because it was begun by Baden-Powell in England in 1919, it is clearly backed by the finest thought and tradition of the founder and thus carries with it great prestige. Wood Badge is then, a great force for world brotherhood, for though it uses the local traditions in each country, it emphasizes the international aspects of the movement and the heritage of Baden-Powell and Gilwell Park.

*Portions excerpted from the
History of Wood Badge BSA Publication # 3164*



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The Objectives of Wood Badge

Wood Badge has four specific objectives: As a result of attending Wood Badge, participants will be able to:

- View Scouting globally, as a family of interrelated, values-based programs that provide age-appropriate activities for youth.
- Recognize the contemporary leadership concepts utilized in corporate America and leading government organizations that are relevant to our values-based movement.
- Apply the skills they learn from their participation as a member of a successful working team.
- Revitalize their commitment by sharing in an overall inspirational experience that helps provide Scouting with the leadership it needs to accomplish its mission on an ongoing basis.

Wood Badge Five Central Themes

The themes that follow encapsulate the course content of a Wood Badge course.

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| <p>Living the Values —Values, Mission, and Vision</p> | <p>Models for Success —Stages of Team Development —The Leading EDGE / The Teaching EDGE</p> |
| <p>Bringing the Vision to Life —Listening to Learn —Communication —Leveraging Diversity through Inclusiveness —Generations in Scouting —Coaching and Mentoring</p> | <p>Tools of the Trade —Project Planning —Leading Change —Problem Solving and Decision Making —Managing Conflict —Self Assessment</p> |
| <p>Leading to Make a Difference —Servant Leadership —Leaving a Legacy</p> | |

Wood Badge Overview and Delivery

Course Overview:

Wood Badge is delivered to all Scout leaders: Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. Its focus is on leadership, not out-of-door skills.

Course Delivery:

The first part of Wood Badge course reflects unit meetings, while the second part of the course uses a unit camping activity as its delivery model. During Wood Badge, the model Boy Scout troop will serve as a laboratory for training purposes. This is done for several reasons:

- The Boy Scout troop simulation provides a good framework in which to practice the leadership skills introduced in the course.
- Boy Scouting provides a natural bridge between the various programs in Scouting, and leaders should understand the importance of transition.
- It would be difficult and most likely confusing to simultaneously model Cub Scouting, Boy Scouting, and Venturing in one course.



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What are the skills being taught?

Throughout the course, the staff will be modeling the concepts and skills that are the core content of the course. The focus of each session is not only knowledge but also giving the participants a “Toolbox of Skills” that equips them with the “how.”

Listening to Learn

Understand that the skills of communicating well are not just for presentations but can be used whenever one is sharing ideas.

Values, Mission, Vision

Consider values, mission, and vision in the context of leadership.

Leveraging Diversity Through Inclusiveness

Recognize the importance of inclusiveness to achieve diversity.

Stages of Team Development

Develop the ability to recognize the stage of development associated with a group. Understand the characteristics of each of the four stages of team development.

Communication

Understanding how listening can be an important part of communication. Develop strategies to overcome barriers to communication.

Project Planning

Identify the five stages of team-based project planning. Understand the importance of selecting the appropriate approach or method.

Leading EDGE

Describe the four leadership approaches included in the leading Edge (Explaining, Demonstrating, Guiding, Enabling) and how to apply them to team development.

Teaching EDGE

Describe the four steps of the Teaching Edge (Explain, Demonstrate, Guide, Enable) and how to use effective communications skills as a tool for teaching.

Leading Change

Understand the value of change and develop skills to lead it successfully.

Problem Solving & Decision Making

Understand the relationship between problem solving and project management.

Managing Conflict

Better understand conflict from a leadership point of view. Acquire new skills for successfully managing conflict situations.

Coaching & Mentoring

Discuss the different roles of coaching and mentoring and ways in which the skills of coaching and mentoring can be used to lead teams and individuals.

Self-Assessment

Understand the importance of self-assessment in maximizing leadership potential.

Servant Leadership

Recognize that leaders and teams form strong, important bonds that affect their output. Know the responsibilities of the leader to the team and the team to its leader.



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What else do participants learn and experience?

Opening Campfire

Experience a model for running a successful campfire – well-planned, interesting, and no longer than necessary.

(Daily) Patrol Leaders Council

Learn what is a PLC and how a PLC should run. Learn what are the roles and responsibilities of all attendees. See an example of a boy-lead troop in action.

(Daily) Troop Meeting

Conduct a well-prepared troop meeting (seven parts) using a Troop Meeting Plan. Use TEACHING EDGE to teach a skill, Conduct an inter-patrol activities based on the Teaching EDGE skill.

Scout's Own Service

Experience an appropriate Scout's Own Service. Learn how to plan a Scout's Own Service and the importance of religious services for a troop or patrol.

(Daily) Patrol Meetings

Learn the purpose of the patrol meeting and how a patrol meeting should run. Learn what are the roles and responsibilities of all attendees. Learn to use Stop/Start/Continue to evaluate patrol performance.

The Tool Box and Memory Joggers

- ✓ **Vision – Goals – Planning** – Creating a positive future
- ✓ **Smart Goals** – Specific, Measurable, Achievable, Realistic (Relevant), Timely
- ✓ **Planning Tools** – What, How, When, Who
- ✓ **Assessment Tool** – SSC – Start/Stop/Continue
- ✓ **Leading EDGE** – Explain, Demonstrate, Guide, Enable
- ✓ **Teaching EDGE** - Explain, Demonstrate, Guide, Enable
- ✓ **Stages of Team Development** – Forming, Storming, Norming, Performing