



Presenting the New LLD: Developing and Planning the New LLD

Session Length: 45 Minutes

Through this session, you will:

Explain all the essential components of a Lodge Leadership Development Seminar

Demonstrate how to use the material included in this session to coordinate their own LLD

Guide participants

Enable participants to be able to completely plan, develop, and run their own LLD program

Learning Outcomes:

- Participants will be able to break down the curriculum and decide which lessons should be taught at their Lodge Leadership Development Seminar based on their JTE scores.
- Participants will be able to break down the logistical needs of running a Lodge Leadership Development Seminar including people, supplies, facilities, and budgeting.
- Participants will be able to take the schedule template set by national and manipulate it to best fit their needs as a Lodge.

Theme Connection:

The theme of NOAC 2018 is “Decide Your Destiny,” emphasizing the message that today’s decisions shape tomorrow’s reality. This session will relay this theme in the following ways:

- Decide how they want to apply this information back in their lodge to create a lasting impact in how the scouting program is practiced in their council
-

This session will help the Lodge/Chapter with the Journey to Excellence Requirement(s):

- Potentially all JTE requirements could be improved.

Required Materials: [tailor specifically for this session after the syllabus is done, e.g. handouts, flipcharts, projector, screen]

- Projector
- Computer
- Whiteboard
- Expo markers



TRAINER PREPARATION

1. The trainer should be extremely familiar with the LLD guidebook as that is the main content of this session.
2. The trainer should have navigated the national training website and be able to give examples of how the algorithm works.

Session Narrative

Introduction

5 minutes

- Introduce myself and my background with the new LLD program
- LLD is more than meeting JTE criteria. LLD is about improving the quality of leadership on a council and district level to be able to better facilitate the scouting program to the youth of America.

Trainer Instructions: Ask for volunteers from the audience to read the learning outcomes of the session. Also, start with some leading questions to get them thinking about why we train. Most people forget that training can be something that leads to a stronger program and a stronger lodge.

Resources

15 minutes

- People
 - You may have found yourself responsible for planning your lodge’s Lodge Leadership Development event through appointment to the position by your Lodge Chief and Adviser or serving as the Lodge Officer or Adviser over this event. Regardless, the team you work with to plan and enact this event is critical to its success. Each LLD staff will be made up of staff members in two categories: facilitators and support



staff. Facilitators are the individuals who lead individual sessions throughout the event. These Arrowmen will be comfortable presenting the sessions to learners and able to guide discussion around their session. Ideally, they will be something of an expert over the given topic. They can be current or past lodge officers, guests from other lodges or section/national leadership, or adult advisers capable of captivating youth in a training scenario. This staff group should have meetings before each set of program hours to discuss preparations. Support staff are those behind the scenes of your event. This includes the kitchen staff, registration team, representatives from the host facility, and anyone who helps to make the weekend successful without facilitating sessions. These individuals can be active adult advisers in the lodge, youth with positions indicating their work in this area, or Arrowmen given the specific responsibilities over these areas for this sole event. 4 All staff members should be assigned well in advance of the event, and aware of the full expectations of their performance as well.

- Facility
 - A Lodge Leadership Development event should be held at a location that is accessible for all participants (ideally less than a four-hour drive for a weekend event, less than two hours for a day-long event), has housing accommodations for participants if needed (youth, adults, male, female, disabled, showers, etc.), has enough physical space to comfortably and effectively host the event, and has options for access to technology and, if needed, cooking. If your council owns a property that fits this description, whether a camp or council office, this would be a great facility given the connection. However, if the local council does not have such facilities, other camps, civic centers, conference centers, etc., will be excellent options.
- Supplies
 - When selecting sessions for your curriculum, take note of any listed supplies. Generally, though, a projector, writing surface (whiteboard), writing utensils, food supplies, paper, and registration equipment (Lodgemaster equipped laptop, extra medical forms and dues cards, etc.) are needed.
- Budgeting
 - Just like any other lodge event, budgeting for an LLD is critical in preparation. Things to factor into this budget are the number of projected attendees, food costs, supply costs, and facility fees. The LEC should determine if certain costs for this event will be absorbed to maintain a lower attendee fee and/or staff fee. If so, setting the cost of the event will be done separate from the projected costs. However, if the event is expected to pay for itself, the total expected expenses will be divided by the total number of attendees to set the fee. The LLD sessions 9A and 9B can provide insight into budgeting for events



Curriculum

10 minutes

- Lesson Descriptions
 - These are a couple lesson descriptions to give an idea to the participants the content in the new LLD
 - **The Role of An Adult Through the Eyes of A Youth:** Youth leaders in the Order of the Arrow are paired with adult advisers to ensure their success- this isn't just about program success, it includes mentorship and relationship building.
 - **Building Relationships:** The brotherhood of cheerful service is just that- a brotherhood, connected throughout. This session focuses on how to effectively create and foster relationships in the Order.
 - **Budgeting for Success:** Understanding financial information and using it effectively can make or break lodge performance. This session breaks down budgeting with a workshop that makes it easy for any Arrowman to understand the financial needs of a lodge.

Trainer Instructions: Go to the national training website, and show them the session recommendation tool. Ask for lodges from the audience and what challenges their lodges faces. Explain the connection.

- Building Your Event
 - Identify Audience Some LLD events will have a different focus- in some cases, they may only be held to engage members of the LEC. Other times, they may include the general lodge membership or a select group from across the lodge. Some sessions may not be relevant for the general membership (Budgeting For Success, for example) but are for the leadership team. Knowing the audience (youth: adult ratio, LEC/membership, etc.) can help identify curriculum and staff members.
 - Identify Needs Every lodge faces a different series of challenges, and these obstacles can change year to year. As such, no two LLD events should ever be the same. Based off self-identified problems from JTE metrics and program issues, your planning team can identify the most valuable sessions to impact your lodge.

Scheduling

10 minutes

- Depending on the number of sessions you hope to deliver at your event, you may find that a one-day seminar or a full weekend event fits your needs better.
- If going for a **weekend long event**, it should follow a similar structure to other lodge events; Friday night should begin with registration, leading into a fellowship activity, and then an opening session or series of sessions. Saturday morning should begin with an early breakfast



and lead into four hours of training (including breaks), followed by lunch. After an hour of lunch, another three hours of training should occur, followed then by a fellowship activity, dinner, and another two hours of training before fellowship until bedtime. Sunday morning begins with a breakfast and no more than two hours of training with a half hour review of the weekend, leaving participants plenty of time to get home at an earlier hour.

Trainer Instructions: Take this time to poll the crowd about what their lodge typically does at lodge events.

- A **one-day event** has a much more condensed schedule; an opening session quickly leads into a few training sessions before lunch, followed by four hours of training in the afternoon, a closing session over dinner, and departure.
- Obviously, these event outlines can be adjusted based off the needs of the lodge and the desire for more or fewer training sessions or fellowship activities, and open discussion.

Takeaway Challenge

3 minutes

Please take out your notebook and pen. For the final three minutes, think about the role that you will be playing next year in the OA, or the role you hope to play in your lodge. Think about 3 ways you want to improve your home lodge and council and connect those ideas to the steps you can take to achieve those improvements. Ponder how implementing a strong leadership development program can impact the areas you see need improvement. How can your actions have a lasting impact in your lodge?

Appendix: Resources and Source Material

- LLD Rewrite Article
<https://oa-bsa.org/article/youth-led-task-force-reimagine-lld-program-2017>
- National Training Website
<https://oa-bsa.org/training>
- Chapter Journey to Excellence Workbook, available online at
<http://www.oa-bsa.org/pages/content/printable-forms>