



District Key 3 Learning Journal



Participants Learning Journal



Prepared. For Life.™

District Key 3

Conference Objectives:

The overall objective of the course is to improve how the District carries out the operational mission of the Council resulting in higher scores for Journey to Excellence and Voice of the Scout.

This course will help you:

- Build District Key 3 – Alignment with Purpose
- Define role of each of the members of the District Key 3
- Create your personal Playbook
- Evaluate your leadership style as a Key 3 as seen by your district committee.
- Learn how to use the nominating committee to increase the capacity of your district committee
- Review the principles of running effective meetings
- Identify the resources available to District Key 3 members
- Recruit a complete team of quality district volunteers



We encourage you to share this training with you district volunteers back home!





Day	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	Faculty Introductions Objectives "Getting to Know You" Activity Meet and Greet—Council Key 3 and District Key 3 "Four Functions of the District"	Committee Development: - Nominating Committee - Leveraging Diversity on board & committees Recruiting District Volunteers	Feedback 360 from District Committee Meetings & District Operations Feedback 360: Review	Offsite: Joint sessions with District Key 3 and Council Key 3 - Hot Topics/Current Events - Key Needs	Volunteer/Professionals Relationship Volunteer Accountability and Alignment for Success
PM	"Whose Role Is it Anyway" Healthy Organization & Playbook - District Roles/Alignment - Create a Cohesive - Leadership Team	Recruiting Volunteers (Role Playing) Peer Breakout Sessions Effective Meetings	Family Activity Time	Strategic Planning - Goal Development - Overcoming Obstacles to Goal Achievement	Action Plan Recognition







1. What is your name?
2. What is your role with the district?
3. How long have you been with Scouting?
4. What city and state do you live in?
5. Why did you come to this conference?
6. What results are you wanting to obtain by attending this conference?



Picture Waiting Activity – Brain Teasers

1 CCCCCCC	2 LE / VEL	3 GIVE GET GIVE GET GIVE GET GIVE GET	4 ABCDEFGHIJKLMNPOQRSTUVWXYZ	5 T O W N
6 LU CKY	7 HE'S / HIMSELF	8 I S C O S I	9 AID ← AID AID	10 W D E S T
11 GROUND FEET FEET FEET FEET FEET FEET	12 ECNALG	13 CYCLE CYCLE CYCLE	14 R E A D I N G	15 R O A D S R O A D S
16 0 — M.D. Ph.D. B.Sc.	17 KNEE LIGHTS	18 YOU JUST NE	19 MILONELION	20 PRO / MISE
21 TO CH U	22 1,2,3,...,38 39,40 LIFE	23 JACK	24 economy	25 UP 8
26 	27 	28 G N I K A M LOST LOST LOST LOST	29 O V A T I O N	30 STAND TAKE MINE TAKING 1 YOU 2 MY

ANSWERS:

- | | | |
|-----------|-----------|-----------|
| 1. _____ | 2. _____ | 3. _____ |
| 4. _____ | 5. _____ | 6. _____ |
| 7. _____ | 8. _____ | 9. _____ |
| 10. _____ | 11. _____ | 12. _____ |
| 13. _____ | 14. _____ | 15. _____ |
| 16. _____ | 17. _____ | 18. _____ |
| 19. _____ | 20. _____ | 21. _____ |
| 22. _____ | 23. _____ | 24. _____ |
| 25. _____ | 26. _____ | 27. _____ |
| 28. _____ | 29. _____ | 30. _____ |



Four Functions of the District

Membership

Fund Development

Program

Unit Service



Fund Development



Standard and Performance Team

Funding Ideas

Traditional

FOS- All phases- Family, Community, Volunteers and Board/Major Gifts- Conduct an effective and disciplined campaign that evaluates current donors, identifies potential donors and then executes a through plan to secure a gift.

Remember the three A's

Ability- What level of gift is the donor capable of making

Affinity- What is the donor's interest in Scouting. General, Specific Programs, Specific Projects

Availability- Who is the best person to make the solicitation and secure the gift.

Special Events- Look at the events you are conducting now. Are they effective? Do they have a community following? Do they represent the program and values of the BSA? Is your community suffering from "rubber chicken" fatigue?

If so, you may want to consider doing away with ineffective or stall events and creating or enhancing a "Signature Event" that focuses the community's attention on your Council and the Boy Scouts of America. Highlight the aspects of leadership, patriotism, community action the Scouting provides to our members and the community.

Project Sales- Many donors today are looking to see how their donation is being used. Look for pieces of the council budget that you can sell to a donor. Scout Reach programs, School Night for Scouting recruiting materials, a specific program at summer camp like shooting sports, sailing and other attractive programs. Don't forget gifts in kind as well, if they are for budgeted items. An automotive dealer may be more willing to perform maintenance and put new tires on the camp vehicles that to write a check.

Product Sales- Yes, popcorn has been around for a long time, but do you just assume that units understand the value in participating in a program has a unified approach and has high exposure in the community. Camp Cards is a much newer program and is growing rapidly across the country. The card is at a price point that is an impulse purchase and has value beyond when you finish eating the product.



Newer Ideas

On-line Giving- The BSA currently has an online platform available to local councils to facilitate on-line giving. A Place to Give <http://aplacetogive.scouting.org/> has a landing page already created for every local council. Councils may use the page as is or working through the National Service Center to personalize the page for your council. The site allows flexibility for donors to support general contributions or specific programs or projects. The site also supports recurring donations, where a donor can indicate a donation monthly, quarterly, semi-annually or annually. Contributions are collected by the national council and distributed to local councils on a monthly basis.

Monthly Giving Society- Create a Monthly Giving Society to encourage donors make a gift either through traditional FOS or using the online giving platform. At \$300 annual gift may be easier to secure if it is framed as \$25 per month.

Shiny Objects

Beware of “Shiny Objects”! Some ideas in the market place today are simply commercial promotions or multi-level marketing masquerading as fund raising ideas. Ask to see proven results from other non-profits and get as much information about the organization proposing the idea as you can. How long have they been doing this? How are they funded? Is this a full time venture or a part time impulse.

Final Thoughts

Select those fundraising activities that match up with your council, your community and the managerial skills of your staff and volunteers. Focus on those items and then plan and execute those plans. Consider doing a few things and doing them very well, rather than falling into the fund raiser of the month club.

Resources for all of these activities are available at <http://www.scouting.org/FinanceImpact/Council%20Fund%20Development.aspx>



Whose Role is it Anyway?

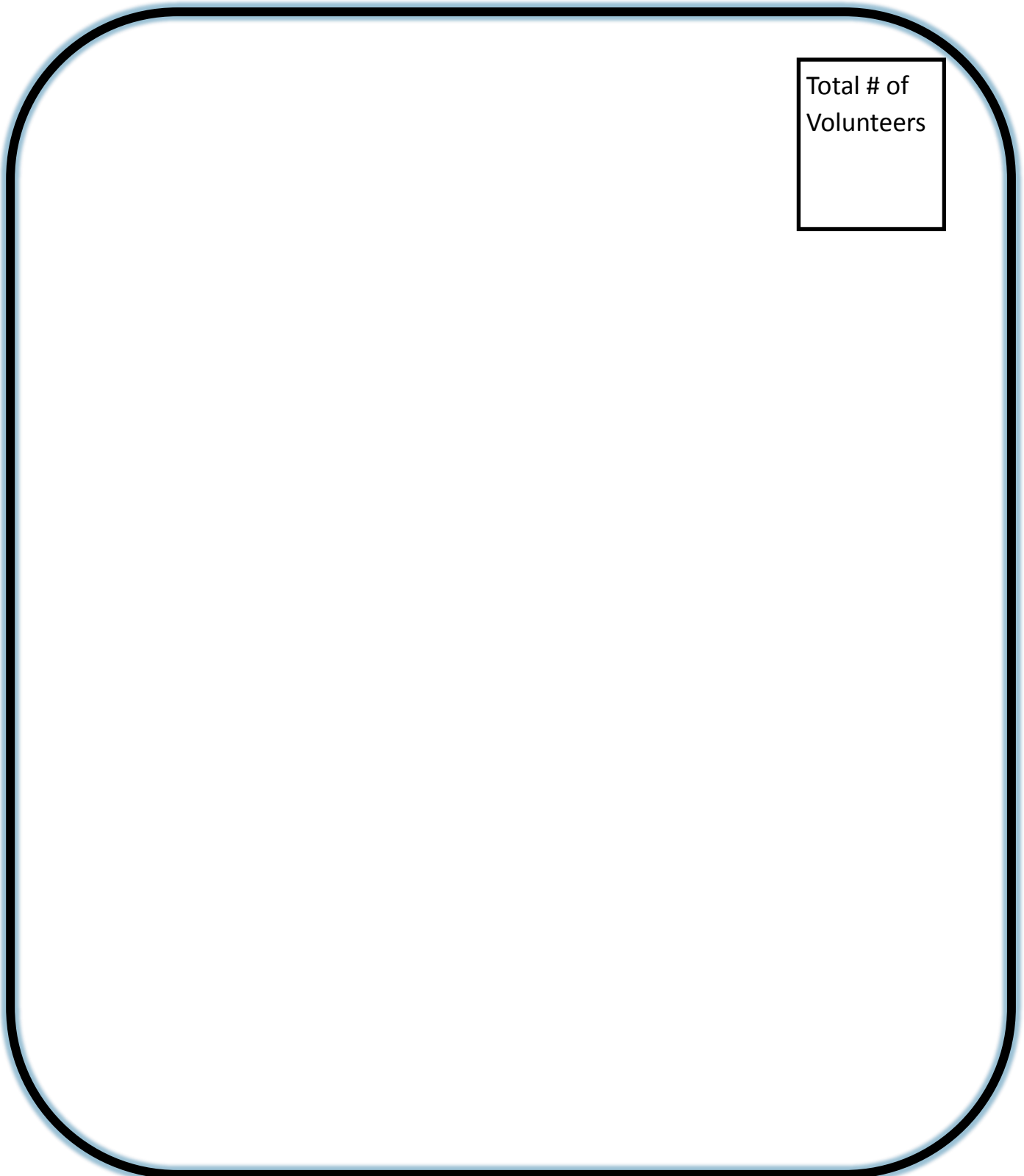
District Commissioner

District Executive

District Chairman






My District Organizational Chart (Today)



Total # of
Volunteers



Whose Role is it Anyway?

Scenario – Indicate which leadership position(s) should be involved by placing an X in the appropriate column. (In some cases there may be 1, 2 or all 3 involved)			
1. Unit is having infighting going on between a cub master and a committee chairman.			
2. Provides direct coaching and consultation to unit volunteers after the illness of a scoutmaster where he is no longer able to be a Scoutmaster.			
3. Contacts the Bank of America President (who he knows that his son is a Cub Scout) and asks for an introductory meeting to present Friends of Scouting.			
4. At the local council executive board meeting, _____brought an announcement of a stolen trailer filled with camping gear from troop 17. He wanted to know if other troops/districts may be able to help out in replacing some of the supplies.			
5. Met with a Scoutmaster to insure that the unit had completed the unit charter renewal.			
6. As popcorn campaign manager helped to bring in 25% more sales than last year.			
7. Met with United Way representative and received additional funding for the replacement of Troop 17 stolen trailer.			
8. Found a church to be a location for a Scout troop that was meeting in a recreation center, but received notice that the recreation center is having to close down.			
9. At a luncheon meeting with some of his volunteers, the _____ is presenting an award to a restaurant owner for training a new scout leader.			
10. _____ responded to a Scout masters inquiry on the validity of an Eagle Scout project.			
11. _____ meets with a well know millionaire who was a Scout and wants to help in getting new units started.			
12. At the annual State fair of Texas, arranged for volunteers to “man” an information booth on Scouting on behalf of the council.			
13. _____ meets a member of the district committee to talk about training for new Venturing leaders.			
14. _____ responds to a request from a Pastor who is interested in starting a youth program at his church.			
15. _____ Attends the local Rotary Club and presents information on needing to renovate a Scout Camp after a tornado.			
16. _____prepares an agenda and makes plans for a meeting on a new fundraising campaign.			



JTE 2016 District Scorecard

Scouting's Journey to Excellence

2016 District Planning, Performance, and Recognition

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Finance					Category Total Needed for Overall Gold: 175		Total Points: 500
#1	Fundraising performance: Achieve district finance goals as defined by the council.	Meet or exceed goal established for bronze.	Meet or exceed goal established for silver.	Meet or exceed goal established for gold.	100	200	300
#2	Fundraising manpower: Achieve district goals related to volunteers involved in fundraising as defined by the council.	Meet or exceed goal established for bronze.	Meet or exceed goal established for silver.	Meet or exceed goal established for gold.	75	100	200
Membership					Category Total Needed for Overall Gold: 325		Total Points: 900
#3	Market share: Increase market share of members (Cub Scouts, Boy Scouts/Varsity Scouts, Venturers and Explorers).	6% density or 1% growth in density (i.e. 5.00% to 5.05%)	9% density, or 6% and 1% growth in density	13% density, or 9% and 1% growth in density	75	100	200
#4	Membership/youth growth: Increase number of registered youth (Cub Scouts, Boy Scouts/Varsity Scouts, Venturers and Explorers).	Greater than prior year	1% growth over prior year	2% growth over prior year	100	200	300
#5	New member recruiting: Increase number of new Cub Scouts recruited by providing sufficient opportunities to join.	New Cub Scouts joining represent at least 4% of TAY or growth in packs	New Cub Scouts are 5.5% of TAY, or 4% and growth in packs	New Cub Scouts are 8% of TAY, or 5.5% and growth in packs	75	100	200
#6	Youth retention: Improve retention rate of traditional members.	65% retention or 2 percentage points increase (i.e. 58%-60%)	72% retention, or 65% and 2 percentage points increase	78% retention, or 72% and 2 percentage points increase	75	100	200
Program					Category Total Needed for Overall Gold: 175		Total Points: 600
#7	Cub Scout advancement: Increase the percentage of Cub Scouts earning rank advancements.	50% or 2 percentage points increase (i.e. 28%-30%)	61%, or 50% and 2 percentage points increase	75%, or 61% and 2 percentage points increase	75	100	200
#8	Boy Scout advancement: Increase the percentage of Boy Scouts and Varsity Scouts earning rank advancements.	44% or 2 percentage points increase (i.e. 30%-32%)	50%, or 44% and 2 percentage points increase	55%, or 50% and 2 percentage points increase	25	50	100
#9	Cub Scout camping: Increase the percentage of Cub Scouts attending day camp, family camp, and/or resident camp.	36% or 2 percentage points increase (i.e. 18%-20%)	55%, or 36% and 2 percentage points increase	90%, or 55% and 2 percentage points increase	25	50	100
#10	Boy Scout camping: Increase the percentage of Boy Scouts and Varsity Scouts attending long-term camp and high-adventure program.	55% or 2 percentage points increase (i.e. 38%-40%)	65%, or 55% and 2 percentage points increase	80%, or 65% and 2 percentage points increase	25	50	100
#11	Community service: Increase the amount of community service provided by Scouts, Explorers, leaders, and other participants.	Average 3 hours per youth member or .2 hour growth (i.e. 1.8 to 2.0)	Average 5 hours per youth member, or 3 hours and .2 hour growth	Average 7 hours per youth member, or 5 hours and .2 hour growth	25	50	100
Unit Service					Category Total Needed for Overall Gold: 175		Total Points: 500
#12	Unit retention: Improve retention rate of traditional units.	86% retention or 2 percentage points increase (i.e. 80%-82%)	90% retention	94% retention	75	100	200
#13	Unit contacts: Support implementation of the Unit Service Plan through detailed assessments and an increased number of significant unit contacts.	10% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	20% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	35% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	50	100	150
#14	Unit performance: Improve the performance ratings of units using Journey to Excellence metrics.	Have 50% of the units in the district achieve the Bronze award or above.	Have 60% of the units in the district achieve the Bronze award or above.	Have 70% of the units in the district achieve the Bronze award or above.	50	100	150
Leadership & Governance					Category Total Needed for Overall Gold: 175		Total Points: 500
#15	District committee: Increase the effectiveness of the district committee.	Have a registered district chairman, vice chairman, commissioner, and 9 other members - 12 total	Have a registered district chairman, 2 vice chairmen, commissioner, and 16 other members - 20 total	Have a registered district chairman, 3 vice chairmen, commissioner, and 28 other members - 33 total	75	100	200
#16	Unit leadership: Increase the number of direct contact leaders who are trained.	34% or 2 percentage points increase (i.e. 22%-24%)	42%, or 34% and 2 percentage points increase	60%, or 42% and 2 percentage points increase	100	200	300

Scoring: Gold- Total of 1,650 total points plus minimums in every category, Silver- Total of 1,350 points, Bronze- Total of 1,000 points

JTE 2016 District Scorecard

Scouting's Journey to Excellence

2016 District Planning, Performance, and Recognition

Journey to Excellence in 2016 will proceed along the path of continuous improvement. It is based on many of the best practices used in the corporate performance measurement field today. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous years to guide your performance improvement goal-planning. The district may qualify by meeting either determined or performance improvement standards.

Finance Measures	
1	The council will approve goals for the district, defining bronze, silver, and gold determined standards. The district may be evaluated based upon achieving an overall fundraising goal or achievement of the individual elements, as defined by the council. There is no improvement performance standard for this criterion, as it is being measured against goals.
2	The council will approve goals pertaining to the recruitment and involvement of volunteers for the district fundraising campaigns, defining bronze, silver, and gold determined standards.
Membership Measures	
3	Total Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers on 12/31/16, divided by total available youth (TAY).
4	Difference between 12/31/16 total of Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers and 12/31/15 total of same membership categories, divided by 12/31/15 total of same membership categories.
5	Number of new Cub Scouts registered during the year divided by total available youth of Cub Scout age. Unit growth measures the change in total packs over the prior year. Newpacks organized should have at least 10 members.
6	Percent of traditional youth (Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, and Sea Scouts) remaining registered after one year (12/31/15 to 12/31/16), including all transfers. Youth who turn 18 within the year are not included in the calculations.
Program Measures	
7	Total number of Cub Scouts advancing at least one rank (Bobcat - Arrow of Light) on 12/31/16, divided by total Cub Scouts on 12/31/16.
8	Total number of Boy Scouts advancing at least one rank (Scout - Eagle) on 12/31/16, divided by total Boy Scouts/Varsity Scouts on 12/31/16.
9	Council Cub Scouts attending any in-council/out-of-council day camp (including STEM), resident camp, or family camp during the period of 9/1/15 through 8/31/16, divided by Cub Scout membership on 6/30/16.
10	Council Boy Scouts/Varsity Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, jamboree specialty camp (such as STEM), or serving on camp staff during the period on 9/1/15 through 8/31/16, divided by Boy Scout/Varsity Scout membership on 6/30/16.
11	Total service hours by Scouts, leaders, and other participants recorded on Journey To Excellence Service Hours website on 12/31/16, divided by registered youth (Cub Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers) on 12/31/16.
Unit Service Measures	
12	Percent of traditional units (packs, troops, teams, crews, and ships) remaining registered after one year (12/31/15 to 12/31/16).
13	Number of unique units receiving six or more assessments of which one should be a detailed assessment, as recorded in Commissioner Tools during 2016, divided by total number of traditional units on 12/31/16.
14	Total number of packs, troops, teams, crews, ships, and posts rated as bronze, silver, or gold on 12/31/16, divided by the total number of packs, troops, teams, crews, ships, and posts.

Leadership & Governance Measures	
15	Bronze: Minimum of 12 district committee members with paid or multiple registration on 12/31/16, including a District Chairman (61), at least one District Vice Chairman (62), and a District Commissioner (81). Other members may be registered as Neighborhood Chairmen (64) or District Members-at-large (75). Silver: Minimum of 20 district committee members on 12/31/16, including a District Chairman (61), at least two District Vice Chairmen (62), and a District Commissioner (81). Gold: Minimum of 33 district committee members on 12/31/16 including a District Chairman (61), at least three District Vice Chairmen (62), and a District Commissioner (81).
16	Number of Cubmasters (CM), Tiger Cub den leaders (TL), Den leaders (DL), Webelos den leaders (WL), Scoutmasters (SM), Leaders of 11-year old Scouts- LDS (10), Varsity Scout coaches (VC), Crew advisors (NL), and Skippers (SK), paid or multiple registration, completing essential training requirements for their position by 12/31/16, divided by total number in the positions listed above on 12/31/16.

Scoring the district's performance: To determine the district's performance level, the council will use the above information to measure the points earned for each of the 16 individual criteria and then add those individual point scores to determine a composite score. Bronze level requires earning 1,000 points, Silver level requires earning 1,350 points and Gold level requires earning 1,650 points (and stated minimum point totals in each of the five categories). Councils may offer up to 100 bonus points to their districts for strategic initiatives. These will be added to the total score, but will not be included in any category.

Personal Playbook

Why do we exist?

How do we behave?

What do we do?



Personal Playbook

How will we succeed?

What is most important, right now?

Who must do what?



Leveraging Diversity on Board & Committees

Define diversity:



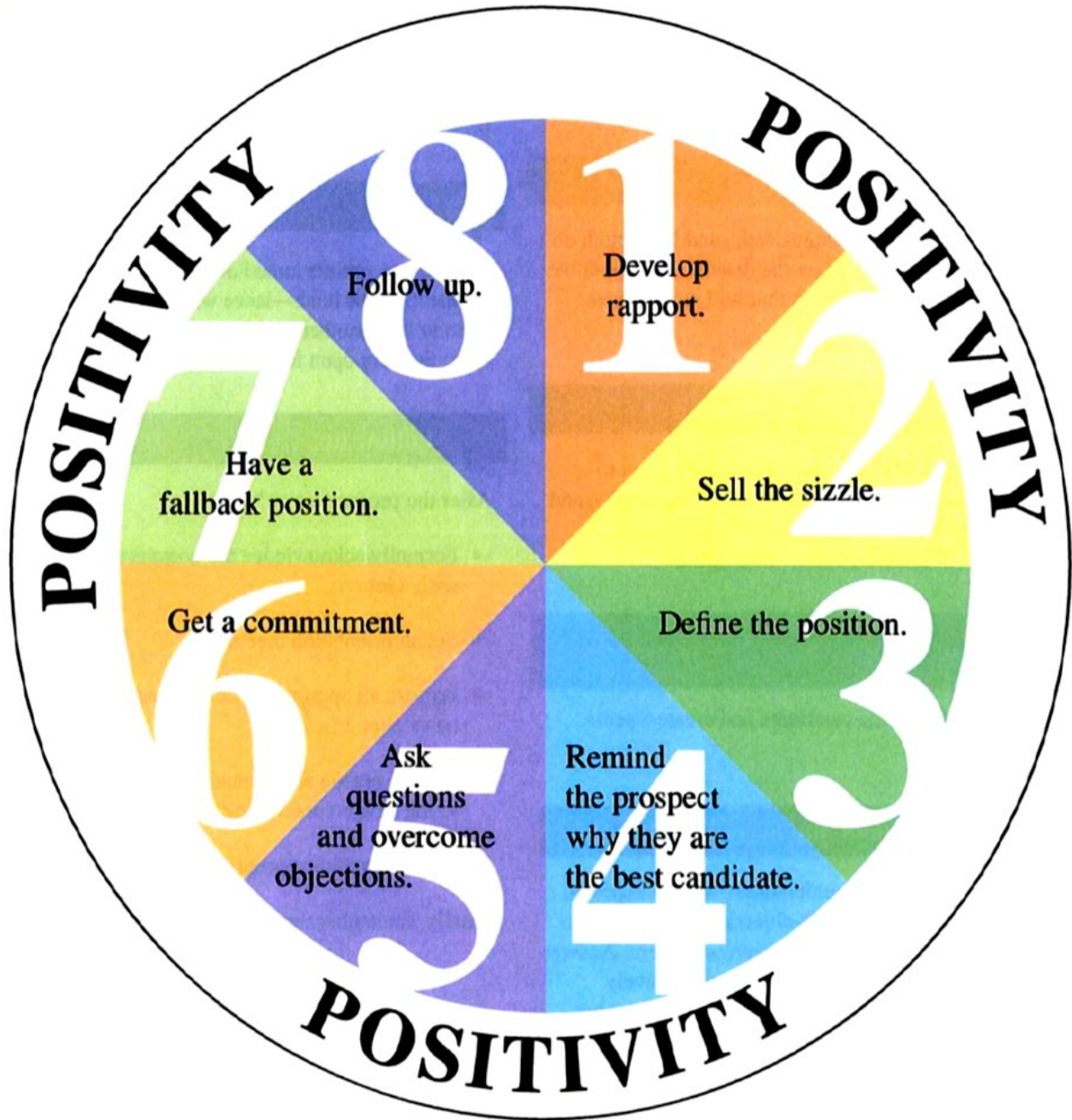
Benefits of leveraging diversity:



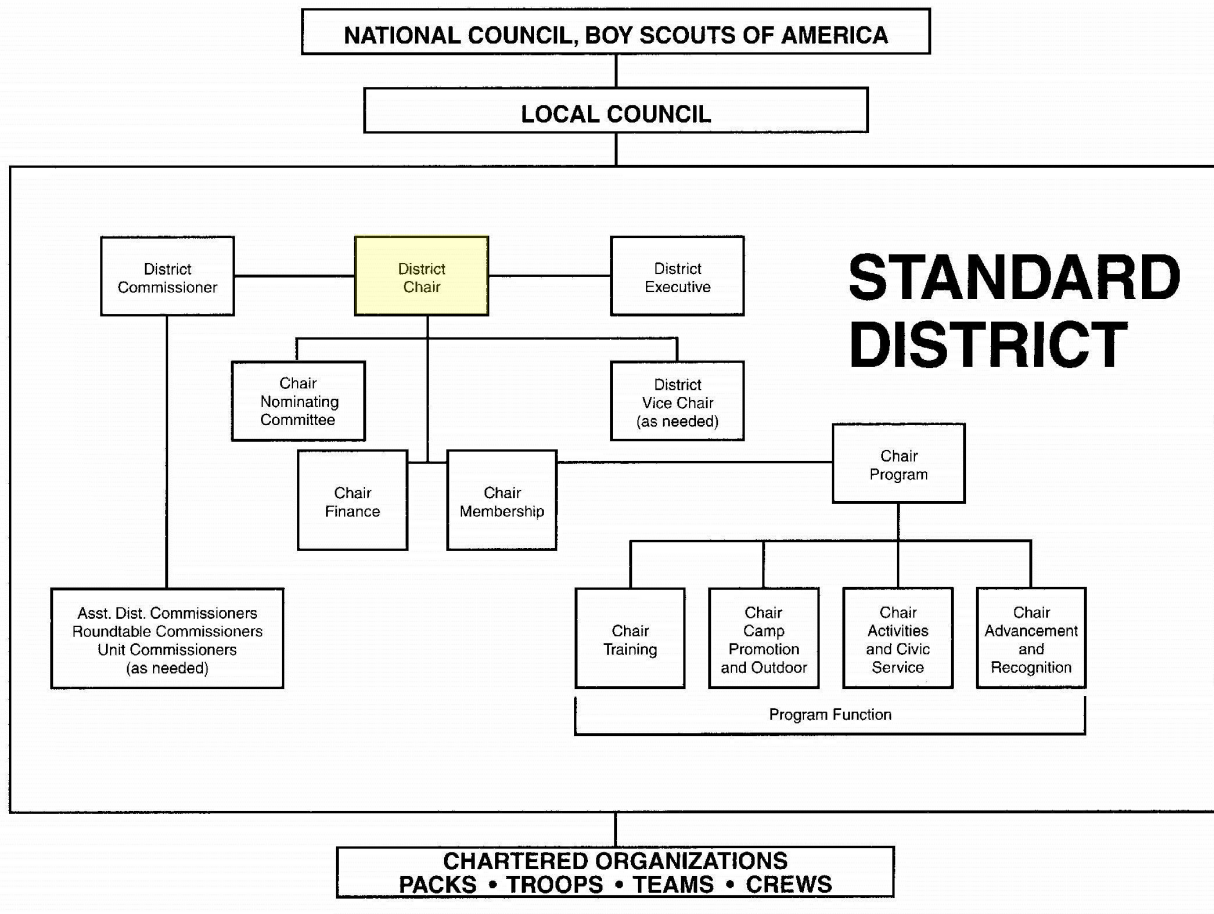
The strength of the Boy Scouts of America lies in its Mission, it's Vision, it's Traditions but most of all in its PEOPLE!

Recruiting District Volunteers – Role Playing

8 Step Recruiting Wheel



Recruiting District Volunteers and Role Playing



FORMS



Recruiting District Volunteers and Role Playing

EXAMPLE

District Chairman Position Description

The District Chairman of the Philmont District coordinates and leads all of the volunteer committees in an effort to serve Scouting units in our council.

1. Serve as chairman and preside at the meetings of the Philmont District and recruit committee chairman as needed.
2. Participate in Key 3 meetings and setting the agenda for the district.
3. Recruit a nominating committee chairman and finance chairman.
4. Make a gift of at least \$1,000 to our Friends of Scouting Campaign.
5. Represent the district at Council Board meetings.

This position reports to the Council Vice President of Operations. The term for this position is for one year, renewable by mutual consent for up to three years.

Staff support provided by the District Executive, Tracy Allen, tracy.allen@scouting.org; 817-430-5300.

Important dates:

District Committee Meetings—Third Thursday of each month,
7:00 PM, Philmont Scout Ranch.

Key 3 Meeting—At least once a month, date set upon a time agreeable
to all three participants.

District Recognition Dinner—March 14, 7:00 PM

Council Executive Board Meetings—Second Tuesday of the month
7:30 AM, Philmont Scout Ranch.

Expected time commitment: 10-15 hours per month.



Volunteer Recruitment

Volunteer position most needed for our district: _____

Volunteer position description:



Recruiting District Volunteers and Role Playing

Six Rules of Recruiting

1. Always practice your recruiting presentation with your team.
2. Always have three or more prospects on your list for the position that you are recruiting.
3. Always recruit with a position description
4. Always recruit face-to-face, not on the phone.
5. Always have a volunteer along on the recruitment visit.
6. Always be relaxed, comfortable and have fun!

Example is not the main thing in influencing others. It is the only thing."

— Albert Schweitzer



Types of Effective Meetings



A Twist of the Serenity Prayer. .

*“God grant me the serenity to accept
the people I cannot change, the
courage to change
the ones I can, and
the wisdom to
know. . .it’s me!
-John G. Miller*



Feedback 360



SARA – Natural Response to Feedback

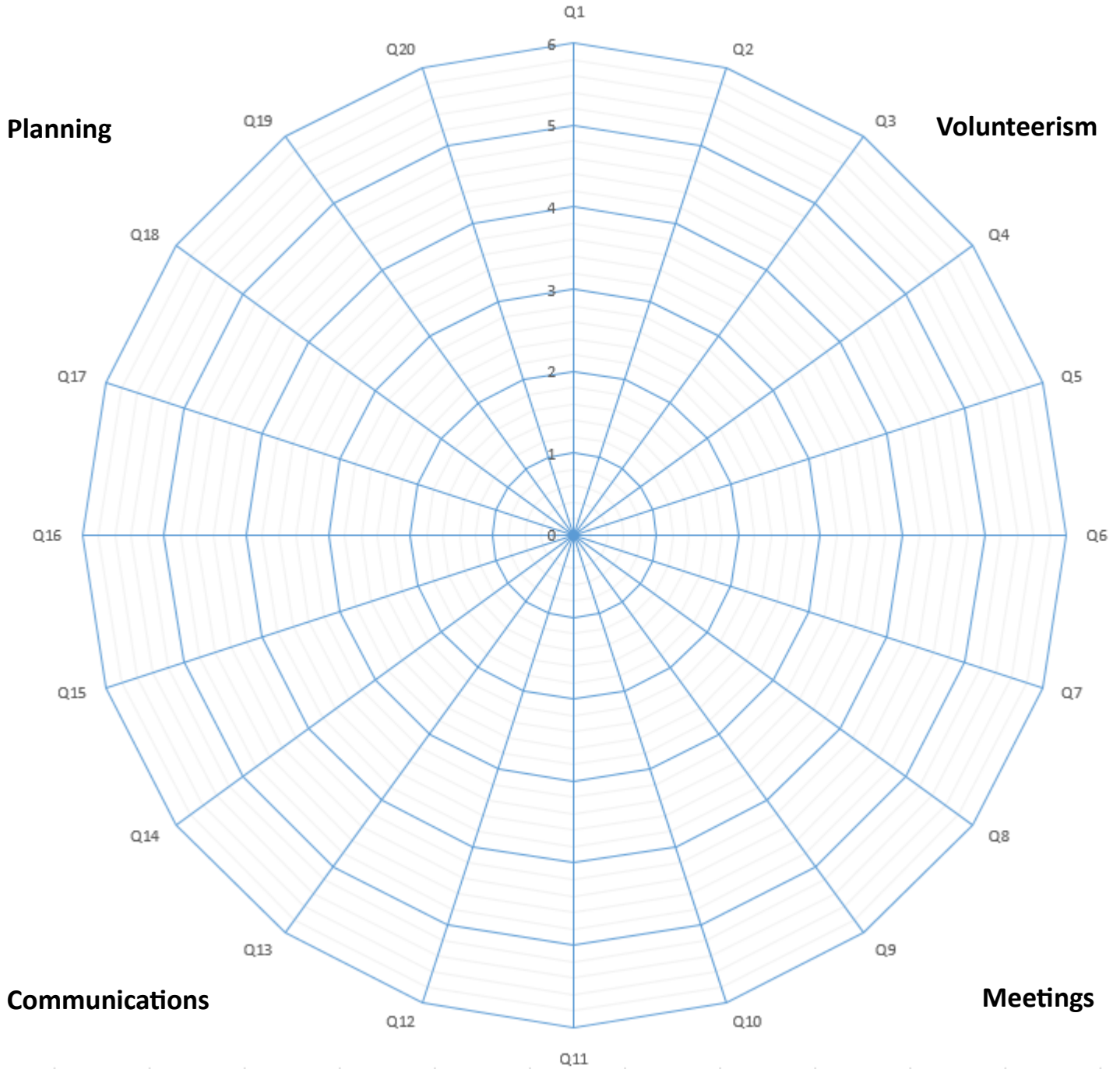


Key Take-aways:



Feedback 360

Feedback 360 District Key 3



Feedback 360

Which of the 4 quadrants provides you the greatest opportunity for improvement?

- Planning Volunteerism Communications Meetings

Behaviors to change for greatest impact:

Leadership style:

Areas of strength:

Areas for improvement/ideas:



Joint Session: District and Council Key 3

Hot Topics / Current Events

Topic #1

Topic #2

Topic #3

Topic #4



Joint Session: District and Council Key 3

Key Needs

Topic #1

Topic #2

Topic #3

Topic #4



Boy Scouts of America National Council Goals

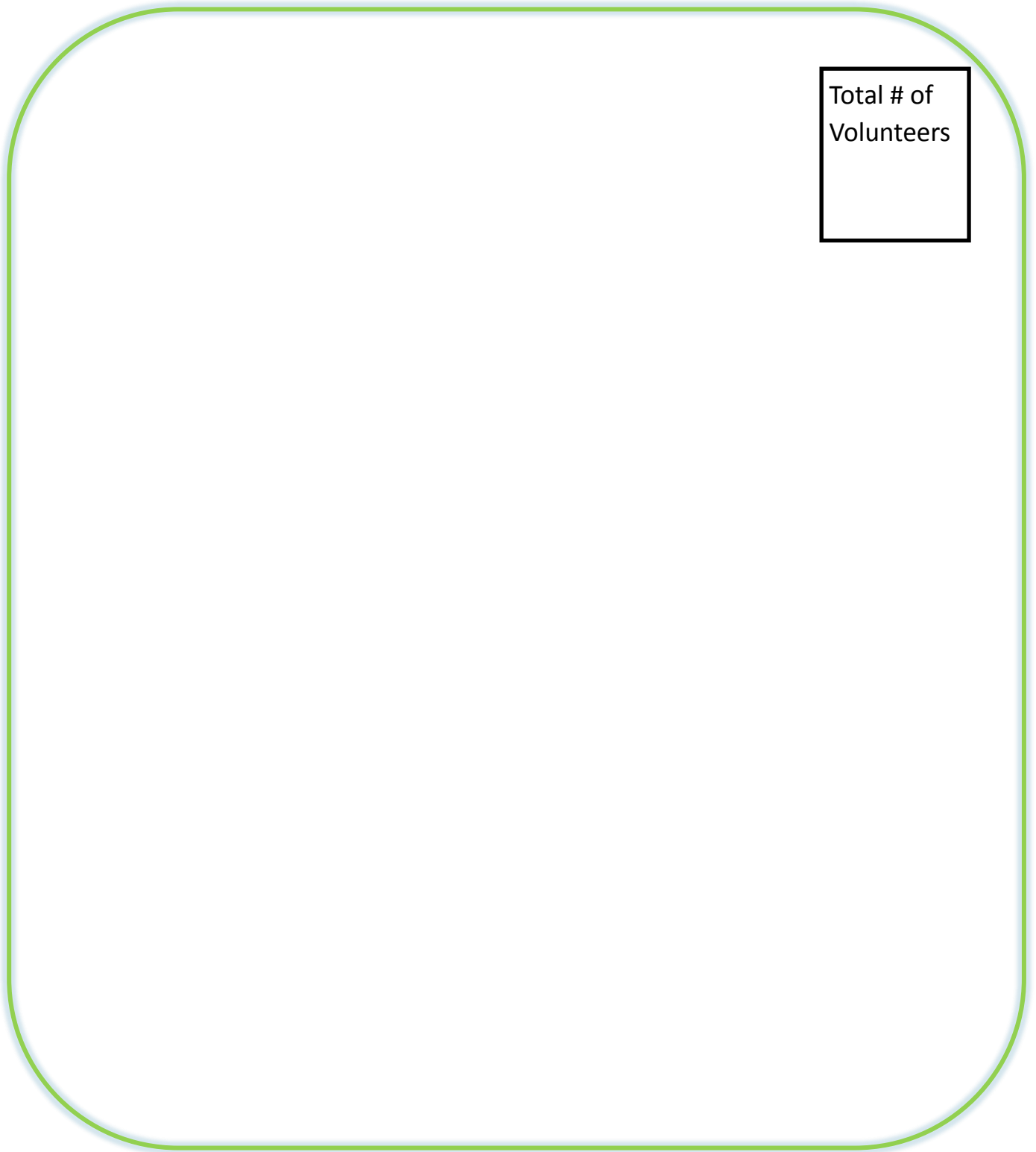


- 1) Increase Cub Scout membership and retention.
- 2) Improve JTE scores in 150 councils.
- 3) Increase diversity on our council boards.
- 4) Increase revenues and balance our budget.

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.



District Organization Chart (1 Year from now)



Total # of
Volunteers



Strategic Planning / Goal Development

Goal #1: _____

Tactics:

Goal #2: _____

Tactics:



Strategic Planning / Goal Development

Goal #3:

Tactics:



“Leaders aren't born they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal.”
- Vince Lombardi



Overcoming Obstacles to Goal Achievement

Lessons learned:



Teamwork and diverse skills matter

Organizations must be learning-driven

Be aware of hidden assumptions in your work



Six Major Tasks for Volunteer Success

1

Define Responsibilities

Volunteers must know what is expected for them to be successful. Carefully define, in writing, the responsibilities for each position. Use Commissioner Responsibility Cards, No. 34265; District Committee Responsibility Cards, No. 34266; and *A Handbook for District Operations*, No. 34739, to assist you.

2

Select and Recruit

Fit the right person to the job. Consider each prospect's skills, interests, and other relevant factors. Consider the variety of motivating factors for people getting involved in Scouting. Use all the prescribed steps in recruiting district volunteers and use the recruiting resources of the BSA. Helpful recruiting resources include *Selecting District People*, No. 34512; *A Handbook for District Operations*, No. 34739; and the District Nominating Committee Worksheet, No. 513-332.

3

Orient and Train

Provide each person with prompt orientation and adequate training on their individual assignment to be successful. Use the *District Committee Training Workshop*, No. 34160, and *Administration of Commissioner Service*, No. 34501.

4

Coach Volunteers

Provide ongoing coaching as needed. Build a volunteer's confidence and self-esteem. Help conserve a volunteer's time. Coaching should be provided by the appropriate committee chair or professional.

5

Recognize Achievement

Recognition must be sincere, timely, and earned. Use the great variety of formal BSA recognition items, but also be creative with frequent locally devised thank-yous. Even more effective may be the personal "pat on the back" for a job well done. Recognize volunteers on a face-to-face basis, from a person of status, and preferably in front of the volunteer's peers.

6

Evaluate Performance

Help district volunteers regularly evaluate how they're doing. Use the Self-Evaluation for Unit Commissioners in the *Commissioner Fieldbook for Unit Service*, No. 33621; *A Self-Evaluation Guide for Successful District Operation*, No. 34207; and the "How Will You Know When You Have Done A Good Job?" section in *A Handbook for District*



District Action Plans

<i>What are our opportunities back home?.</i>
<i>What specifically can we do to make our district better?</i>
<i>How can we be more of a solution?</i>



Personal 90 Day Action Plan for _____

Strategic Plan/ Goal	<i>Start Date</i>	<i>Date Completed</i>
1.		
2.		
3.		





Key Takeaways:

Skills I want to master:

Start/Finish Date

Skills I want to master:	Start/Finish Date

What do you need to implement your plan?

List additional skills and projects you could accomplish with more training.



BSA Operating Principles

Operating Principles are the broad philosophies that guide an organization throughout its life in all circumstances.

Think Strategically – Act Boldly

- Creates new opportunities
- Demonstrates bravery
- Believes strongly in BSA's Strategic Plan
- Creates an atmosphere where bold ideas can be explored
- Seeks out new knowledge to grow as a leader

Practice Authentic Leadership

- Creates open dialogue
- Serves as a role model of BSA's values
- Develops and maximizes talent
- Champions diversity
- Accepts input and criticism
- Fosters an environment that leads to success

Assume the Best in Each Other

- Has no hidden agendas
- Conducts business with honesty and integrity
- Respects the impact and contribution of every employee

Live and Honor the Scout Oath and Scout Law

- Exemplifies BSA's core values
- Uses the Scout Oath and Scout Law to inspire and guide actions
- Sets high expectations for himself/herself and others

Impact Youth as One Family, One BSA

- Brings the words and spirit of the Boy Scout Handbook to life
- Focuses on creating the ultimate Scouting experience
- Ensures every stakeholder has a voice
- Thinks in terms of "we" instead of "they"

Think and Act in the Greater Interest of the BSA

- Keeps BSA mission the priority
- Makes personal sacrifices to take on new work assignments
- Shows passion for the task and mission
- Gauges the impact of his/her action on others and the BSA
- Dedicates time and travel to meet the needs of others
- Portrays positive interests in voice and attitude
- Recognizes the value of good impact on others



Top Ten Ways to Inspire Others to Be Their Best

By Michael Angier, © Copyright [Success Networks International](#)



We all know people who are inspiring. But just how does one inspire others? Here are ten simple ways you can inspire people to be their best:

- 1. Be a good example.** People watch what you do more than they listen to what you say. Be someone worth emulating.
- 2. Care about others.** People don't care about how much you know until they know how much you care. Ask questions. Take a genuine interest in people.
- 3. Encouragement.** Everyone goes through tough times. When you support people and encourage them through these times, you'll be inspiring them to see the best in themselves and in the situation.
- 4. Be inspired yourself.** Look for people, ideas, environments and knowledge that you find inspiring and motivating.
- 5. Share from your own experience.** You have more to share than you realize. Mine the rich experiences of your life and share your wisdom from your unique point of view. You may be the only one who can touch someone with your inspiring message.
- 6. Be vulnerable.** Be willing to share your failures as well as your successes. Others will relate to you. They'll understand that they're not the only ones with challenges.
- 7. Tell stories.** Facts tell and stories sell. They inspire, too. We learn best from parables and we all need to develop our own inspiring stories.
- 8. Be a good communicator.** Increasing your ability to communicate effectively is a critical element for you to inspire others. Watch how you speak and what you say. Invest in your communication skills.
- 9. Challenge people.** Many of us have had teachers who at times seemed more like tormentors than mentors. They challenged us to do our best, and we were better for it. Practice "carefrontation" – the careful and caring confrontation of others.
- 10. Read.** It may not follow that all readers are leaders, but certainly all leaders are readers. Stay informed. Share what you read with others. Tell people about books that have inspired you. Share the knowledge.





Notes:





Notes:



Thank You!

Thank you for attending District Key 3. We hope you found the training informative as well as entertaining, but more importantly gained new insights on how you can use in your position to better serve Boy Scout youth.



Maximize the effectiveness of this course with these easy tips and techniques for applying what you've learned into your daily work routine.

Develop an Action Plan—Put it in writing! Incorporate the training into your work routine. Establish milestone dates and mark them on your calendar.

Keep Your Goals & Objectives Visible—Develop a goal chart and track your progress. Use individual goals and phrases as reminders on your computer screensaver.

Share What You've Learned with Others—Involve others in the race to mastery. Add your goals to your performance objectives to receive support, and show initiative and accomplishments.

Evaluate What Works for You—Review what's been working and what needs improvement. Continue to do what works, modify as needed, and refocus your efforts to incorporate new skills into your personal work style.

Keep a Positive Attitude—Change and mastery come with time, practice and perseverance.

