



Leadership and Planning

Being Prepared for the Next Twelve Months

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Leadership 2020

Our Scout Leadership has been doing a great job!!!

- Adapting meetings to Zoom, MS Teams, Google, etc.
- Virtual programming – Merit Badges, Campouts, etc.
- Advancement/Training getting done

In the face of the new normal, we need to continue to be creative as we lead both our adult teams as well as our Scouts to move forward

- Leadership points
- Planning 2020/2021





Are you a Carrot???





Are you a Carrot???



In the face of Stress, we all react differently. Stress is like boiling water...the heat, the steam and the way it envelops us.

Are you a carrot?

When a carrot is boiled in becomes wimpy and limp, it blanches.





Are you an Egg?





Are you an Egg?



Or, are you an egg?

When an egg is boiled, it looks the same, but the inside becomes hard, hiding how it is being affected.





Are you a Bean?





Are you a Bean?



Or, are you a bean?

A coffee bean when boiled embraces its new environment and transforms into something new and delicious.

Be the bean. How can you adapt?





Leadership 2020

Keys to Leadership in Times of Distress

- **Meet people where they are.** Your first instinct may be to rush into action, but your first job in any crisis is to make sure your people feel safe. Once you've addressed that essential element, you can move on to the next steps.
- **Look ahead, not just around.** While you're reacting to what's happening in the moment, you also need to be thinking and projecting several steps ahead through every likely scenario. Especially if you can map what's happening now against an earlier crisis, you can determine what you're likely to encounter and be prepared to meet it.
- **Expect frequent course corrections.** In times of crisis things are always changing. Make a plan, but be prepared for course corrections along the way. Agility and flexibility make the best plans work, and the more perspectives you consider the better prepared you'll be to adapt.
- **Communicate continually.** The worst thing you can do in a crisis is to leave your people in the dark. They need to trust that you'll always let them know what's going on, even if the news is bad or the answer is "I don't know."
- **Set priorities.** Even in the best of times, leaders have to balance urgent needs with longer-term but equally important tasks. In times of crisis, it's more important than ever to determine what you need to deal with immediately, what can wait, and what you can delegate.

Adapted from The Leadership Gap by Lolly Daskal





Leadership 2020

- **Make sure you're learning.** There is nothing more important than learning from each crisis—examining what is working and what is not, and applying that as experience. If the past can't teach you what you need to know, make sure you can apply what you learn along the way to the future.
- **Aim for constant improvement.** Every crisis is an opportunity to learn about the strengths and weaknesses of your leadership. Reflect on your initial responses to stress, your emotions and behaviors. Ask yourself how you can better handle the human dimensions of the crisis. Even in the most challenging situations, great leaders are constantly working to improve themselves.
- **Elevate others.** In stressful times it's more important than ever to seek out ways to empower and inspire people. Put the well-being of your people before anything else. The way you treat them in a time of crisis will define much of your legacy as a leader.
- **Lead from within:** In a crisis, it's not the command-and-control type of leader who is successful but the one who stands with their people.

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Planning 2020/2021

- Given the lack of the true outside activity in the spring it is important that we all plan a full calendar for the summer and the fall that includes program, fundraising, membership drives, etc.
- It recommended that program in the fall be ‘front loaded’ to avoid any issues that may come back in November.
- Let’s ensure we hit the ground running in September





Planning 2020/2021

Follow our normal process that occurs in August with some twists. There will be a new normal as to social distancing and such – these are logistics to deal with, not a reason to stop programming

- Pull the committee (and for Scouts USA, the Leadership Corp) together and review the prior year - What went well, what can be improved
- Identify key activities and calendar for the year from June, 2020 to August 2021
- Do the math and prepare a budget





Planning 2020/2021

The Twists

- Program
 - Plan outdoor events from July through October/November. Scouts learn from doing and being active...even if they're 6 feet apart.
 - There are numerous opportunities to be outside and socially distant as we open up
 - Heartily endorse joining the LI Greenbelt
 - <http://ligreenbelt.org/index.php>
 - Check on your meeting venues and any guidelines they want you to follow. Reach out to your Chartering Organizations and identify backup meeting places
- Membership
 - Scouting is alive and well in the face of Covid
 - This is a great marketing statement to make – our Scouts continued their activities creatively
- Fundraising
 - Consider starting over the summer as we open
 - It will be easier to follow guidelines and hold pancake breakfasts, spaghetti dinners, car washes outside
 - Popcorn pickup is Friday 9/11 & Sat 9/12 Try to complete your sale quickly!!!
 - Great BSA Budget Template <https://www.scouting.org/programs/scouts-bsa/program-planning-tools/>
- Advancement
 - Once again, summer and front load fall with your plan to complete as many outside activities as possible
 - For Scouts USA, please review all Scouts over 16 and check their dates to complete their path to Eagle by age 18 – help them be creative in their selection/timing of projects that can be managed/accomplished virtually if necessary





Planning 2020/2021

Bottom Line

- We have an outstanding opportunity to teach our Scouts how to be goal oriented, flexible, creative, positive minded by exhibiting these traits ourselves
- Yes, outdoor adventure is the heart of our program to build tomorrow's leaders, but we have already shown how we can continue.
- Scouting is movement, a state of mind...and *we can do this*

