

TOPIC: Advisor Conferences- Reflections, Goals, And More

Participants will be able to answer the following questions by the end of the session:

- Explain the elements of an advisor conference
- Describe three elements of an effective advisor conference
- Explain how an advisor BOR is a tool for personal growth
- Explain how the skills of counseling are critical for an advisor conference

Presentation Method

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Resources

Boy Scouts of America (2014). *Handbook for Venturers*. Irving, TX: Boy Scouts of America (BSA No. 619088)

Boy Scouts of America (2014). *Venturing Advisors Guide*. Irving, TX: Boy Scouts of America (BSA No. 618768)

Boy Scouts of America (2014). *Venturing Awards and Requirements*. Irving, TX: Boy Scouts of America (BSA No. 618767)

Boy Scouts of America (**). *Goal Setting and Time Management Training*. Irving, TX: Boy Scouts of America (**)

OVERVIEW The Venturing program is structured around four areas of program emphasis: Adventure, Leadership, Personal Growth, and Service – ALPS. This session explores the use of leadership and mentoring as an area of program emphasis.

INTRODUCTION There are specific ways to counsel Venturers through their journey in Venturing. Starting with large goals and narrowing down as they progress through the recognition system.

SERVICE IN VENTURING As an Advisor in the Venturing program, it is very important to guide the Venturers but also serve as a mentor, coach, and confidant when needed. During Advisor conferences, you have a great opportunity to explore these areas and help the individual set personal and professional goals to grow.

VENTURING + DISCOVERY During a Venturers progress to earn the **Venturing Award**, one of the first opportunities you will have to discuss goals is during the Crew President and Advisor interview.

This might be viewed as a time to ask the Venturer why they joined the Venturing Crew, which is important, but you do have a great opportunity to start setting large scale goals and start planning for future success. Though this should have open an open dialog, always come prepared with open ended questions to set the environment of this meeting.

The **Discovery Award** is when you start getting into the details of the Venturers goals and vision of the future. Personal growth becomes a foundation for future success.

Personal Growth

- Complete a structured personal reflection, and use this reflection and what you learned from the process to prepare for goal-setting and as part of your Discovery Award Advisor conference. Explore one of the following areas: Development of Faith, Development of Self, and Development of Others.
- In consultation with your Advisor, establish at least one personal goal, and achieve it. The goal should be grounded in the area you explored in Discovery Award Personal Growth requirement 6.

Note that personal reflections don't need to be shared. In some cases, these can be very personal or specific to a certain area of the Venturers life. Focus more on the development of this reflection and explain that instead of thinking about the future, focus on the past. See where improvements are needed or where they are curious about exploring.

After all the requirements are complete it is time for the Advisor Conference and Board of Review.

Advisor Conference and Board of Review

- Since earning the Venturing Award, participate in a conference with your Advisor. As a part of this conference, discuss with your Advisor the challenges you faced and what you learned in fulfilling Personal Growth requirements 6 and 7.

This is your first chance to review (1) what goals have been set (2) how they achieved to alter them (3) how they feel about their experiences and (4) what will they do going forward. This portion of the conference can also help you, as the Advisor, to gauge how your program is going and what changes you need to make to help your Venturers be more successful and broaden their experiences.

You can also discuss the conversations had during their first interview. It is important to understand the struggles going on in a Venturers life. Juggling school and an active life

outside of academia is very challenging. Asking about their work, school, sports, etc. can help you build a relationship and also guide them to success, if needed.

The Advisors Conference will, in summary, help you (1) develop your program (2) understand more about your Venturers (3) give them the tools and mentoring needed to succeed on all aspects of their life.

PATHFINDER

During the **Pathfinder Award** the Venturer starts adding more personal goals and also ethical controversies. This is a great template and addition to your conference.

Personal Growth

- Since earning the Discovery Award, explore the two areas (Development of Faith, Development of Self, or Development of Others) that you did not explore previously. Based on what you discover, prepare a set of personal reflections or thoughts on the subjects. Use your reflections and what you learned from the process to prepare for fulfilling Personal Growth requirement 7 and for your Pathfinder Award Advisor conference.
- Participate in an ethical controversy discussion activity that includes an extension into conflict resolution.
- In consultation with your Advisor, establish at least two personal goals and achieve them. The goals should be grounded in the areas you explored in Pathfinder Personal Growth requirement 5.

Each discussion about personal growth goals should expand off of the previous what was said earlier. More detailed and challenging questions can be asked along with exploring more challenging goals.

Always make sure to keep the dialog fluid and open. The best responses come from a relaxed and comfortable environment.

SUMMIT

The **Summit Award** is the pinnacle of a Venturers journey through these awards. They have grown, achieved goals, leading others, mentoring younger Venturers, and have the ability to facilitate discussions such as the ones you, as the Advisor, have been doing since they started.

The Venturer now develops personal code of conduct based off of their experiences and goals. During the conference the Advisor will discuss this code of conduct and help the Venturer stay on track.

**DISCUSSION
QUESTIONS**

Use the discussion questions to provide advisors an opportunity to process and analyze the information presented during this session. As a general suggestion, keep the discussion positive and constructive, in keeping with the values of Scouting and of Venturing as a youth development program.

A helpful comment to use to keep the discussion moving in a positive direction might be, "how does [comment] help the Venturer develop and achieve their goals?"

- What type of questions can you ask to lead this discussion?
- What do you think are some barriers to communication and how to you, as the Advisor, overcome them?
- How can you develop a sense of trust?
- What can you do as an Advisor to set an open and relaxed environment for discussion?
- Is the Advisor the only person qualified to hold these conferences?

CLOSURE

Wrap up conversation. Close by asking participants how they will use what they learned during this evening's Roundtable to support their youths' development.

ASSESSMENT

Look for participant answers to the following questions by the end of the session:

- Why are Advisor conferences a critical tool to help grow your program?
- What are the key elements that go into these conferences?
- How do they change throughout a Venturer's progression through the recognition system?
- What is the overall goal of the conference?

TOPIC: Pathfinder: Recruitment Growth and Mentorship

Participants will answer the following questions by the end of the session:

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OVERVIEW

The Venturing program is structured around four areas of program emphasis: Adventure, Leadership, Personal Growth, and Service – ALPS. This session explores the use of leadership and mentoring as an area of program emphasis.

INTRODUCTION

The ALPS model was developed during the 2012-2014 program review process by the National Venturing Task Force.

	ADVENTURE	LEADERSHIP	PERSONAL GROWTH	SERVICE
SUMMIT 	<i>Mentoring and participation</i>	<i>Ongoing leadership development</i>	<i>Goal-setting and personal growth</i>	<i>Leading others in service</i>
PATHFINDER 	<i>Leading and participation</i>	<i>Leading others</i>	<i>Goal-setting and personal growth</i>	<i>Participating in service</i>
DISCOVERY 	<i>Participation</i>	<i>Preparing to lead</i>	<i>Goal-setting and personal growth</i>	<i>Participating in service</i>
VENTURER 	<i>Initial participation, orientation to the crew, Personal Safety Awareness training, induction into the crew</i>			

SERVICE IN VENTURING

Adventure and leadership go hand in hand. The adventures you experience in Venturing normally do not happen on their own. Venturers make them happen. And Venturers make it happen by developing and demonstrating leadership.

Venturers are the leaders of their crews. In Venturing, leaders help the crew develop its goals, plan its adventures, and get the most out of the Venturing experience. They teach others and inspire others by their example. They work to keep the group together. At times, they may have to help resolve conflicts. They also help other Venturers gain leadership skills by sharing responsibilities and mentoring others.

Leadership is evident in Venturing in three different ways: in leading and supporting adventures, through leadership training courses, and through elected and appointed positions of leadership.

VENTURING + DISCOVERY

The levels of achievement in Venturing serve as benchmarks of progress in developing and demonstrating leadership.

Adventures, of course, don't just happen – they require planning, preparation – and executing the plan. This is one way that leadership is developed in Venturing. Leadership is not simply an abstract proposition – leadership is required to make the crew's program come to life.

In addition to leading adventures, there are a variety of leadership development courses available to Venturers to help them develop their skills as they prepare to apply them.

For new members of the crew, the **Venturing award** requirements offer an orientation to the crew and its opportunities for adventure and leadership.

- For a brand new Venturer, the first experience is to become oriented to the crew. One of the requirements for the Venturing award is to participate in a crew activity outside of a regular crew meeting.
- This is an opportunity for an astute new member to see leadership action as a current member of the crew is responsible for organizing the event.
- There is a counseling opportunity for an advisor meeting with a new or prospective member at this time to help them appreciate that Venturing is fun – but it is action-based fun. And to make it happen, there are opportunities for leadership that will come with time and preparation during his or her time in the crew.

For members who may be pursuing the **Discovery award**, participation and training help establish firm foundation in leadership skills.

- Participation in outings and adventures as a crew member helps to build on the foundation established at the Venturing level. Participation also alerts the Venturer of the importance of being an effective member of a team to help prepare them to lead a team.
- For Venturers at this level, they gain exposure to leadership skills through a series of BSA training courses. As with taking part in an adventure before leading one, the training courses create a foundation of leadership that will serve Venturers well in the time ahead. Training at this level includes *Introduction to Leadership Skills for Crews* (or an equivalent), *Goal-Setting and Time Management* training,

and the *Crew Officer Orientation*.

PATHFINDER

At the **Pathfinder award** level, the preparation for leadership is now put to a critical test in several different ways. By serving as the leader for an adventure (at either a Tier II or Tier III level), the Venturer is challenged to put his or her knowledge and skills to work.

At this level, two more opportunities to develop and implement leadership skills are available to youth to help them further develop their leadership skills:

- To help plan and carry out projects such as crew adventures, Project Management Training is available.
- Development and demonstration of additional skills can be achieved through either one of two options: to serve actively as officer (such as crew president, vice president, etc.) *OR* participate in or serve on staff for leadership training such as National Youth Leadership Training, Kodiak Challenge, etc. These additional opportunities will help Pathfinder candidates plan and direct crew adventures, which serves as a foundation for planning and achieving projects later in life.

SUMMIT

At the **Summit** Level, the leadership experiences focus on further development of skills and leaving a legacy of leadership.

- Venturers continue to participate in Tier II and Tier III adventures (participate in at least three additional (for a total of seven). Previously, a Venturer has served as the leader for an adventure. At the Summit level, the Venturer is to serve as a mentor for another Venturer leading the crew’s adventure. This builds on experiences gained previously while leading an adventure.
- To assist the Venturer in his or her service as a mentor, he or she must complete Mentoring training prior to initiating mentoring with the adventure’s leader.
- Three further options are available, with the Summit candidate required only to accomplish two of them. (1) serve as an elected or appointed officer, (2) participate in or serve on the staff of a leadership training course (different from the one used at the Pathfinder level, and (3) lead ILSC for your crew or another crew. In all of these cases, the opportunity to leave a legacy of leadership is a fundamental part of the experience.

**DISCUSSION
 QUESTIONS**

Use the discussion questions to provide advisors an opportunity to process and analyze the information presented during this session. As a general suggestion, keep the discussion positive and constructive, in keeping with the values of Scouting and of Venturing as a youth development program.

A helpful comment to use to keep the discussion moving in a positive direction might be, “how does [comment] promote a youth-designed and youth-led program?”

- How do you see that the pieces of leadership developing – adventures, taking training, and serving as a crew officer – serve as a practical way to develop leadership?
- How does the opportunity to plan and deliver trainings (1) help the crew’s program and (2) help crew members grow as leaders?

- How can formal training courses (e.g., ILSC, mentoring training, time management training, etc. provide some structure for the crew's annual program?
- What sort of counseling is needed to help Venturers take on the opportunities that will make them more successful leaders?

CLOSURE

Wrap up conversation. Close by asking participants how they will use what they learned during this evening's roundtable to support their crew's program.

ASSESSMENT

Look for participant answers to the following questions by the end of the session:

- How does leadership and mentoring fit into Venturing?
- How do the opportunities for leadership grow over time in Venturing?
- How can a crew use leadership opportunities to (1) contribute to the crew program and (2) provide the foundation of success in delivering adventures?

TOPIC: Leadership and Mentoring Part II

Participants will answer the following questions by the end of the session:

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TOPIC: What Makes Advisors Effective: Advising vs Leading

Participants will answer the following questions by the end of the session:

- Participants will describe the characteristics of an effective Venturing Advisor
- Participants will describe how the methods of Venturing provide a pathway to success for crew advisors
- Participants will contrast the definitions of success amongst adults and amongst youth of a unit
- Participants will discuss the differences between a Scoutmaster and Crew Advisor

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Advisor specific training

OVERVIEW

The role of a Crew Advisor and how he or she leads a Crew is very specific to the development of the Venturer. The measures of success and how you guide youth are drastically different from the role of a Scoutmaster.

INTRODUCTION

There are key factors that make an Advisor successful. Along with using the ALPS model to deliver a quality program to all Venturers.

Characteristics of an Advisor

- Be a mentor.
- Be a coach.
- Walk your talk.
- Be understanding of the teenage years and teens' search for autonomy.
- Be able to relate.
- Show mutual respect as a team member.
- Develop and demonstrate conflict management skills

How to be successful

**Youth vs Adult
Success**

**Scoutmaster
and Crew
Advisor**

**DISCUSSION
QUESTIONS**

CLOSURE

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