

TOPIC: The Induction Interview

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

- What makes Venturing a Community of Practice?
- What is the role of communication in helping a community to thrive?
- How can the interview among the crew president, advisor, and a new Venturer benefit the crew and all members of the crew?

Presentation Method

In planning the presentation, you should review the latest materials posted at <http://www.venturing.org/> The most recent program information is posted there and is ready for your use.

Use the discussion outline below to help you prepare your remarks. PowerPoint presentation slides were not prepared for use during this session. If you wish to use one, the content below will be helpful in constructing your presentation.

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)

OVERVIEW The first level of recognition in Venturing is the Venturing Award. The focus of this recognition is helping to orient a Venturer to a crew – and the crew leadership to a new Venturer.

INTRODUCTION Requirement 2 for the Venturing Award:
 “Participate in an interview conducted by your crew president and your Advisor.”

ENGAGEMENT Ask participants why a requirement like this is important....

- To a new crew member?
- To a crew president?
- To a crew’s advisor?

EXPLANATION **Communities of Practice¹**
 Organizations such as Venturing crews are an example of something called a **Community of Practice (COP)**. A community of practice is a group of people who share an interest or passion for something that they do and learn how to do it better as they work together. A community of practice has three parts: a domain, a community, and a practice.

¹ Introduction to Communities of Practice. Retrieved on 2018 March 8 from <http://wenger-trayner.com/introduction-to-communities-of-practice/>

The domain: A community of practice is not merely a club of friends or a network of connections between people. It has an identity defined by a shared domain of interest. Membership therefore implies a commitment to the domain, and therefore a shared competence that distinguishes members from other people. (You could belong to the same network as someone and never know it.) The domain is not necessarily something recognized as “expertise” outside the community.

Question:

- Given this definition, what is the domain for a Venturing crew?
- How does the idea of a domain relate to the Venturing method of group identity?

The community: In pursuing their interest in their domain, members engage in joint activities and discussions, help each other, and share information. They build relationships that enable them to learn from each other; they care about their standing with each other.

Question:

- Given this definition, what makes a Venturing Crew a community?
- How can thinking about the crew as a community help guide the operation of the crew or how the crew members think about Venturing?

The practice: A community of practice is not merely a community of interest—people who like certain kinds of movies, for instance. Members of a community of practice are practitioners. They develop a shared repertoire of resources: experiences, stories, tools, ways of addressing recurring problems—in short a shared practice. This takes time and sustained interaction.

Question:

- Given this definition, what is the practice of a Venturing crew?
- If you were to describe the practice of a crew you work with, what would you say?

APPLICATION

Making a COP Work

The point about a practice is that it is a shared set of experiences and it requires sustained interaction with all members.

How do these suggested questions help a new crew member understand the crew as a community, the crew as a practice, and the crew’s domain of program/expertise?

- How often does the crew meet?
- What kinds of things does the crew do?
- What is the biggest adventure the crew has taken in recent years?
- How much does it cost to participate?
- What sort of fundraising does the crew do?
- Who are the other members of the crew that I might know?
- What is Venturing's connection with Scouting?
- How do I fit Venturing into a busy life?

- What makes this crew different from others in the area?
- What keeps other crew members coming back?

What sort of things should an advisor and a crew president think about in advance of an interview with a new crew member? What do your own answers reveal about how you think about the crew, its operation, and what it brings to current and prospective members?

**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?”

- What makes Venturing a Community of Practice? How is it helpful to think about a crew in this manner?
- What is the role of communication in helping a community to thrive?
- At the conclusion of the interview, what is the most important “takeaway” for a new Venturer? The crew president? The crew advisor?
- How can the interview among the crew president, advisor, and a new Venturer benefit the crew and all members of the crew?
- How does this discussion become a foundation for all future crew advisor conferences?

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:

- What makes Venturing a Community of Practice?
- What is the role of communication in helping a community to thrive?
- How can the interview among the crew president, advisor, and a new Venturer benefit the crew and all members of the crew?