

**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

**Presentation Method**

In planning the presentation, you should review the latest materials posted at <http://www.venturing.org/>. The most recent program updates and resources are posted there are 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 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. It is key to remember that as our youth transition through the program, in theory, so do adults. As we watch our youth develop as leaders, there is also a transformation that goes on throughout the adult leadership.

**INTRODUCTION**      There are key factors that make an Advisor successful. From shadow recognition to facilitating discussion, Advisors serve a key role in youth development.

**Characteristics of an Advisor**      Sometimes its hard taking your hands off the steering wheel and watching the driving make wrong turns. In Venturing, this is one of the major measures of success for an adult Advisor. Even though the route might have been planned ahead of time there are always changes as you move along.

As an Advisor you need to understand that our youth develop through planning, implementing, adjusting, and then evaluating. Our main focus is to make sure they're safe and lessons are learned throughout the process.

Through patience, anticipating their needs, being able to communicate, and the ability to relate to your youth, those are some of the key ingredients to be a successful leader.

**How to be successful** Understand the principles of learning through discovery. We as Advisors are here to mentor and make sure our youth are safe. All the decisions, plans, and actions should be led by Venturers with our support in the background.

Always be ready and willing to step in to assist or give advice. Your life experiences are crucial and valuable, even if the Venturers don't know it yet. One of the major ways to be successful as an Advisor is to make sure you know your youth. Depending on how they are developing as leaders will dictate your involvement. Which is why its so crucial to develop a good standing relationship with your Venturers.

**Youth vs Adult Success** Whether it is achieving a strenuous task or struggling to accomplish a goal, as an Advisor, you need to make sure your youth leaders walk away with a sense of accomplishment. This can be done through shadow recognition or just asking open ended questions to help our youth leaders reflect on the experience. If they walk away with a positive attitude, new idea, or mindset on how to approach the task you've succeeded. Nothing is better than a positive experience.

Recognition is also key to measure success. If your youth are succeeding, make sure they know it! It can be as informal as an honorable mention or as formal as an award. If your Crew doesn't pursue the awards system, you can "behind the scenes" track their progress and surprise them. That's is the definition of shadow recognition.

**Scoutmaster and Crew Advisor** Going back to the relationship between planning a road trip and advising, the Advisor is along for the ride. Generally, with a Scoutmaster, there is more feedback given to planning the route you'll take.

There is no right or wrong answer to the question "What's the difference between a Scoutmaster and an Advisor" but normally the role of that key adult leader depends on the development of the youth they serve.

**DISCUSSION  
QUESTIONS  
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:

1. How can you relate to your youth?
2. What is a fundamental difference between Scoutmasters and Advisors?
3. In your opinion, what is the definition of success?
4. How do you measure success as an Advisor?