

Embracing Change

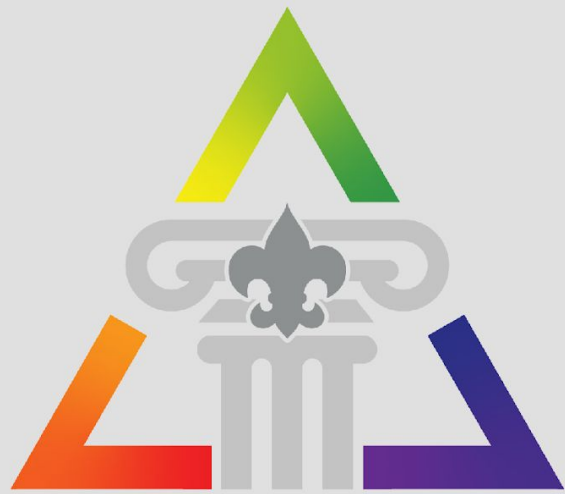
Subheading



Learning Outcomes:

- Be able to lead transformational change that aligns with the OA's 2025-2027 Business Plan
- Identify and address barriers to change within lodges.
- Apply practical skills and strategies to initiate and sustain change.
- Develop the ability to inspire, engage, and empower Scouting members to embrace and support transformational change.





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Understanding the Need for Change

2025-2027 Business Plan

Pillar A:

“Position the Order of the Arrow as the retention driver for all older youth in Scouting America”

Pillar C:

“Create a member journey that attracts and retains as many young people within Scouting and the Order as possible.”

Pillar B:

“Support our lodges with useful tools to serve and retain older youth in Scouting.”

Pillar D:

“Ensure a firm foundation is in place to achieve the Order's vision beyond the current business plan”



Barriers to Change

Within your groups for the next 6 minutes, create your own barriers to change poster

Why Change Fails	What Helps Change Succeed



Leading Lodge Level Change:

With in your group, choose one pillar on the 2025-2027 business plan to answer the following questions:

- What does this pillar mean to your lodge?
- What is one example of a change that is necessary to fulfill this pillar of the business plan?
- What obstacles might your lodge face in making these changes?



Personal Commitment to Change

“A change I would like to see in my lodge is _____ because _____ . It will support the _____ pillar. In the next 30 days, I will _____ in order to create the change I would like to see in my lodge”

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