

SESSION: Embracing Change



Duration: 40 minutes

Facilitator: Section Staff

Supplies:

- Copies of 2025-2027 Order of the Arrow Business Plan (Digital or Paper)
- Poster Paper
- Markers
- Sticky Notes
- Pens/Pencils

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.

Introduction: 3 minutes

Welcome to Embracing Change. My name is TRAINER NAME. I am a member of LODGE NAME from CITY AND STATE. My current OA role is POSITION, and I am excited to be here with you today.

[Change Slide]

By the end of this session, you should have learned:

- How to lead transformational change that aligns with the OA's 2025-2027 Business Plan
- How to identify and address barriers to change within lodges.
- How to apply practical skills and strategies to initiate and sustain change.
- Develop a plan to empower lodge members to embrace and support transformational change

[Change Slide]

Section 2: Understanding the Need for Change 8 minutes

Q&A: Ask participants to raise their hands to answer: "What changes have you seen or heard about in the OA recently?"

Present participants with a copy of the OA 2025-2027 Business Plan.

Say: This plan lays out the vision for the OA over the next three years. It's built around four key pillars. Instead of seeing this as a national-level document, let's think about what it means for you and your lodge, chapter, and unit.

[Change Slide]

Trainer Tip: *The goal of presenting the Business Plan is to help delegates connect national level documents to local level operations. Focus more on how this relates to our lodges/chapters than on a national level.*

Give a brief overview:

- Pillar #A - "Position the Order of the Arrow as the retention driver for all older youth in Scouting America"
Question: What are we actively doing to make members feel valued and connected, encouraging them to stay for years to come?
Ex. Hosting an exciting retention fellowship event.
- Pillar #B - "Support our lodges with useful tools to serve and retain older youth in Scouting."
Question: How does your lodge or chapter utilize resources provided by Nation to bolster retention?
Ex. Lodge Support Web Page: information on Performance Measurement Program, toolkits, and best practices.
- Pillar #C - "Create a member journey that attracts and retains as many young people within Scouting and the Order as possible."
Question: "How does your lodge, chapter, or unit impact your journey in the OA? Can anyone share an example of these people intentionally making a positive impact?
Ex. Being personally invited to come back to an event.
Ex. Someone who helped you become more involved in Scouting
- Pillar #D - "Ensure a firm foundation is in place to achieve the Order's vision beyond the current business plan"
Question: "What can your lodge or chapter do to strengthen finances, brand, and communications for long-term OA success?"
Ex. Reviewing Financial Budgets
Ex. Updating Social Media Pages and Websites with updated information.

Q&A: "Why are these changes necessary for the growth of your lodge and chapter"

[Change Slide]

Section 3: Barriers to Change 9-10 minutes

Breakout:

- Split participants into groups either by lodge or other preference

- Give each group 6-7 minutes to create a poster with two columns: “Why Change Fails” and “What Helps Change Succeed.”
- Once complete, have all posters hung at the front or somewhere visible and begin discussion

Group Discussion:

- Facilitator will talk through various examples from each column
- Introduce the concept that some people may resist big changes for various reasons

Examples for activity:

Why Change Fails	What Helps Change Succeed
Lack of communication when a new program or event format is rolled out	Phasing changes gradually instead of all at once
Not involving youth in the planning or decision-making process	Clear communication about the purpose of the change (how it helps Scouts and lodges)

[Change Slide]

Section 4: Leading Lodge Level Change 12 minutes

Breakout:

- Split participants into small groups by lodge
- Each group will 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?

Discussion:

- The facilitator will briefly review questions with the group to hear various perspectives

[Change Slide]

Section 5: Personal Commitment to Change 5 minutes

Activity:

- Each participant will write down one commitment they will make:
 - A change they want to see in their lodge
 - Which pillar it supports
 - One step they will take in the next 30 days
- Example: “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”

Closing: 3 minutes

As a reminder, the main points of this session were:

- 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.

Say: I hope you have enjoyed learning with me today, and thank you for your attention and participation. If you have any questions, please find me during a break, or my contact information is on the screen. This was Embracing Change.