



Motivating Adult Advisers:

“How to Motivate Adult Advisers in 4 Easy Steps”

Session Length: 45 Minutes

Through this session, you will:

Explain the importance of developing adults as a part of the team.

Demonstrate how to inspire adults to become a useful part of a team.

Guide learners to develop skills to encourage adult advisers they currently have.

Enable members of teams to remain focused on the mission of the team.

Learning Outcomes:

- Identify ways to encourage adult advisers to become effective mentors to the youth of the OA and other organizations.
- Discover skills needed to effectively work with other adults to achieve a common goal.
- Utilize Start, Stop, Continue with your teams as a way to assess where you are, where you are going, and where you want to be.

Theme Connection:

The theme of NOAC 2018 is “Decide Your Destiny,” emphasizing the message that today’s decisions shape tomorrow’s reality. This session will relay this theme in the following ways:

- How adult advisers prepare & act with adults & youth of the OA can shape their futures and the future of the areas of the OA they influence.
- Adult Advisers constantly have to re-evaluate their positions of influence to insure they are giving the best guidance possible to the youth of the OA.

Required Materials:

- Projector
- Screen
- “Challenges vs Abilities” Handout
- Action Figures for the team exercise





TRAINER PREPARATION

1. Fully develop the lesson plan.
2. Prepare the PowerPoint presentation.
3. Ensure all necessary handouts, supplies, & action-figures are on hand.
4. Ensure all equipment is available and working at site.

Session Narrative

Trainer Instructions: Begin with introductions and give a brief personal & Scouting history. Engage adults in the room to determine their roles within the OA and what level – Chapter, Lodge, Section, etc.

Introduction **5 minutes**
 Begin with a question, such as, *“How do we motivate others?”*. Allow for learners to give several responses.

Step One: **5 minutes**
“Give Them a Vision They Can Believe In”

- Form a cult (Well...Almost) – Shared belief
- “People are engaged and motivated by *why we do things* More than *what we do.*” – Simon Sinek

Step Two: **5 minutes**
“Make Them FEEL Something”

- Feelings REALLY motivate people.
- We change individual behavior by speaking to an individual’s feelings.

Step Three: **5 minutes**
“Focus on Progress, NOT Rewards”

- When we feel no progress, motivation dies.
- When rewards stop, so do people.
- *“A consistent amount of minor success produces much more happiness than occasionally bagging an elephant.”*

Step Four: **5 minutes**
“Celebrate the Victories”

- Encourage people to reflect on how far they’ve come



and the good work they’ve accomplished

Team Exercise: “How would _____ Motivate Leaders?” 15 minutes

Divide learners into teams of 6-8. Give each team an action figure, such as Star Wars, Avengers, etc. Explain that each team has 5 minutes to come up with ways their action figure would motivate a member of their team. Call on teams to present their list.

Takeaway Challenge

5 minutes

For the last few minutes, think about the role that you will be playing next year in the OA, or the role you hope to play. Write down three key ways you can encourage and motivate the adult advisers in your chapter, lodge, section, etc. What do you need to do in preparation to do these things? Share your ideas with an adult in your chapter, lodge, section, etc.

Appendix: Resources and Source Material

- Time Magazine: “How to Motivate People: 4 Steps Backed by Science”
<http://time.com/53748/how-to-motivate-people-4-steps-backed-by-science/>
- The Scout Association: Motivation of Leaders
<https://members.scouts.org.uk/factsheets/FS310514.pdf>
- Motivating and Retaining Adult Volunteer 4-H Leaders
<http://www.jae-online.org/attachments/article/542/38-02-01.pdf>
- 2012 Guide for Officers and Advisers, available online at:
<https://oa-bsa.org/uploads/publications/GOA-2012.pdf>