



2018 National Order of the Arrow Conference

Motivating Youth: Motivating and Empowering Youth Leaders

Session Length: 45 Minutes

Through this session, you will:

- Explain** the qualities and demographics of Youth Arrowmen
- Demonstrate** ways to manage the demands on the time and resources of our youth
- Guide** advisers to understand the youth of today and what their motivation is
- Enable** advisers to motivate and empower youth leaders

Learning Outcomes:

- Explore the youth of today's Order of the Arrow
- Understand the demands on their time and resources
- Learn what motivates them and how to empower them

Theme Connection:

- How will you motivate and empower your youth leadership team. Will you be respected or feared? Which will leave the greatest legacy? You have the tools to create your destiny as an adviser.

This session will help the Lodge (Applicable to Chapter and Section) with the Journey to Excellence Requirement(s) by motivating and empowering youth leaders:

- #2: Membership Retention
- #3: Unit Elections
- #5: Lodge Event Participation
- #6: Brotherhood Completion
- #8: Section and National Event Attendance
- #16: Leadership Development

Required Materials:

- Blank flip chart for idea sharing
- Marking pen
- OA Handbook
- PowerPoint presentation (optional)

TRAINER PREPARATION



The trainer for this session is preferably an individual who has lodge leadership experience, and also became a member of the OA as a youth and served as a youth leader.

In order to deliver an effective training, the trainer should be familiar with the lesson plan and flow of the presentation. Prepared flipcharts or a PowerPoint presentation is required. The session is intended to invoke group discussion and facilitate an exchange of ideas between all those in attendance. In order to moderate a dialogue, the trainer should come prepared with examples and discussion points.

Session Narrative

Introduction

5 minutes

Trainer Instructions: Introduce yourself and give some background on your experience. Talk about the session goals and what the group should hope to accomplish from the discussion.

Session Goals:

What we will do:

- Explain the qualities and demographics of Youth Arrowmen
- Demonstrate ways to manage the demands on the time and resources of our youth
- Guide Advisers to understand the youth of today and what their motivation is
Enable Advisers to motivate and empower youth leaders

What we hope to accomplish:

- Explore the youth of today's Order of the Arrow
- Understand the demands on their time and resources
- Learn what motivates them and how to empower them

Youth Arrowmen

5 minutes

In order to successfully motivate and empower youth, you must first understand their qualities and demographics. The two key youth demographics in the OA are:



- Ages 11-15: All are at least First Class Scouts elected by their peers. Varying levels of experience in the OA, and from different Scouting backgrounds due to variations in their home Troops.
 - Focus of leadership development and program within the Lodge.
 - As a Lodge Adviser, you will most likely work with slightly older Scouts, from ages 16-20.
 - They are our most important members to engage and mentor into leadership positions, as they are the ones who will plan, execute, and ultimately judge the program.
 - *Strengths*: Excitement, and full of willingness and positive energy.
 - *Weaknesses*: Transportation and communication may be out of their control, depending on their age and family situation. As they may be new to the program, they will need considerable training and mentoring to understand the details of planning events. They can be easily influenced. They may be typically unorganized, with short-term memory lapses for their items of responsibility; therefore, frequent communication is key.

- Ages 16-20: Often junior/senior in high school, college/technical school students, or working full-time. These members often have experience planning and executing OA events.
 - *Strengths*: Are typically very active, and have a great understanding of how Lodge events are best run. They have been trained, and are very capable in many roles. Can have the greatest impact on the growth and development of the OA.
 - *Weaknesses*: May have trouble developing the next generation of youth leaders. Develop tight bonds with their peers that can unintentionally act as a clique. These individuals may also have strong opinions. This group can also have great external pressures affecting their performance.

It is important for you, as an Adviser, to get to know your youth members of your Lodge in order to motivate, empower, and determine how to best address their needs.

Opening Exercise

10 Minutes

Trainer Instructions: On a flip chart or PowerPoint slide, have these terms prewritten. Please feel free to insert additional terms you would like to include:

Have you heard of these?

- SnapChat/Tumblr
- Memes



- Post Malone
- BuzzFeed
- #OABSA
- GChat
- Venmo
- Youtube
- Lit/Popping

Trainer: *Can anyone tell me what these words mean?* Go through these individual words and get feedback. The point is that while each of these terms is probably very familiar to the youth of today, they may be completely unfamiliar with many of the adults in the room.

What's the point? The point is that youth today speak in a different language than we did when we were their age. Many of you may remember when there were fewer distractions to the youth and the OA.

But the times, they have changed.

Question for the group: What do you think is the single biggest challenge to working with youth in the Order of the Arrow?

The answers will vary, so ask this next question:

What do you think motivates the youth of today?

Again the answers will vary. It is hard to put a definitive stamp on what that answer is. So let's look at youth these days.

Let's envision what the lives of today's youth are like. Today's youth are multitaskers. They can watch television, surf the internet and talk/text on their cell phones... all at the same time.

They do have a sense of responsibility. They are motivated to do well and to succeed. The biggest challenge we as adults in the OA have is coming up against the "over stimulated youth."

Question to the group: What do we mean by that?

Over recent years, parents have felt the need to involve their children in a variety of different activities. Maybe too many. Youth these days have great demands on their time and are pulled in many different directions. That's not to say all youth are honor students. In actuality the majority of these young men are average students, maybe even struggling in school, and Boy Scouting and the OA can be a great way for them to succeed.



Did you know the youth you are working with most likely have an SAT exam coming up? They could also be in an AP (advanced placement) class, play a sport regularly or perhaps play and practice an instrument, and by the way, also have homework and friends and family, aside from their responsibilities as the Lodge Chief, Chapter Chief, or Ceremonies Chairman? They sound like they are as busy as we adults are.

Can you help? Sure. How?

15 Minutes

Break Out: Divide the group up into smaller teams. Share experiences among the group about how you as an adviser have worked with youth who may not be as focused as you would like.

Enabling advisers to be good motivators is crucial. Motivating youth is not easy, but there are ways to do it.

- Ask questions: Impart Knowledge through directed questioning.

Examples:

"What would make you come to this event?"

"How can we involve more people in this project?"

"What are you trying to accomplish with this?"

To have the youth come up with the answer is 100% better than you just giving it to him. This also results in the youth buying into the solution.

- Ask a youth leader, what can I do to help? Provide Suggestions
- Set expectations and analyze those expectations and results frequently.
- If you directly advise a youth, look at his priorities and give advice on how to proceed. Don't give, "If I were you" advice.
- Get to know the youth you advise. Understand what is going on in his life. Is he studying for his upcoming SAT? Is he currently working on his Eagle project? Once you see how the OA and his part in it fit into his busy life, you then can understand how to motivate him to succeed.
- Be enthusiastic!
- Don't do the job for him. Guide him to success.

How do you know when you've accomplished your task of motivation?



For many advisers, it can be when a youth comes to the adviser to ask advice on something other than scouting or the OA.

It can be tough to actually do it, but establish an environment where they create their own motivation.

Wrap-up

5 Minutes

Youth these days are a great deal different than those who came before them. If you were a youth in the program say 25, 20, even 10 years ago, the demands on today's youth can be daunting. In some ways they may even speak a different language than adults.

Understanding these concepts and understanding what motivates youth not only in the OA, but outside of it, is important when becoming a mentor.

Some things to remember:

- Respect is the basis of your interpersonal relationships.
- You are the example.
- Prepare for your multiple roles.
- You are not better than your youth, you are merely more experienced. Behind the scenes the two of you are equal; in action the youth is the one who is in charge
- The best way to grow is to find a Role Model – an adviser who has had some success for you to talk and ask questions.

Takeaway Challenge

5 minutes

Take the time to understand the youth that you serve alongside. Get to know what motivates and empowers them to succeed. Their success is your success.

Please take out your notebook and pen. For the final five minutes, think about your role as an Adviser. Considering your current and upcoming youth leaders, how can you best motivate and empower them to succeed? Write down three key ideas related to this session that could help. During your break time later today, share these with other advisers in your chapter or lodge.

Appendix: Resources and Source Material

- 2016 Guide to Unit Elections, available online at <http://www.oa-bsa.org/pages/content/guide-to-unit-elections>
- 2012 Guide for Officers and Advisers, available online at <http://www.oa-bsa.org/pages/content/publications#goa>
- 2008 Lodge Finance Manual, available online at <http://www.oa-bsa.org/pages/content/publications#lfm>



- Chapter Journey to Excellence Workbook, available online at <http://www.oa-bsa.org/pages/content/printable-forms>