



2024 National Order of the Arrow Conference

Session: Your Leadership Style

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Session Length: 45 minutes

Through this session, you will:

Explain EDGE leadership styles that influence how you lead to become better at it.

Demonstrate Leadership styles to support the Lodge Performance Measurement Plan.

Guide Each scout to find their style of leadership.

Enable Everyone to become better leaders when working with scouts that use different styles.

Learning Outcomes

Outcome 1: Learn different types of leadership styles. Develop your best individual leadership style so that you can Explain, Demonstrate, Guide and Enable (EDGE) others in any activity.

Outcome 2: What style are you? Identify your own leadership style to develop a plan of action to improve your Lodge Performance Measurement Program (PMP).

Outcome 3: How does your style work with others? With the addition of the leadership styles of your brothers develop a plan of action to improve your Lodge PMP.

Theme Connection: Seek New Heights

The theme of the 2024 NOAC is Seek New Heights, emphasizing the drive for excellence that characterizes the OA and our daily lives. This session will enable youth leaders to identify and adapt their own leadership style while working with other leaders and their styles with the shared goal of achieving High Performing Lodge in the Performance Measurement Program.

Facility and Material Needs

Facility Needs

Is this session remote delegate-compatible? No, as this requires group interaction.

Does this session need audio/video (AV) capabilities? Yes, for computers to access PowerPoint.

Are there any other specific facility needs for this session?

Movable chairs and tables or desks for group breakouts.

Material Needs

[Please put “NOAC Training Committee” under “Source” if you need a material and cannot source it yourself - we will try to source it for you. Please note that we would strongly prefer training materials to be in a digital format and would advise against flipcharts and other physical materials. If you need microphones, extension cords, etc., please also specify those needs here.]

Material	Quantity	Source
none		

Session Preparation Steps

Step 1: Set up room for PowerPoint presentation.

Step 2: Designate areas for each group to move to when directed.

Additional Staff Members

Trainer Name	Email	Phone #

Lesson Plan

Scouts and Leadership Styles Introductions

2 minutes

Slides [1]-[3]

- Scouts introduce themselves.
- Scouts may offer why they selected this class which provides insight for the instructor.
- Review three Learning Outcomes.

Leadership Styles

10 minutes

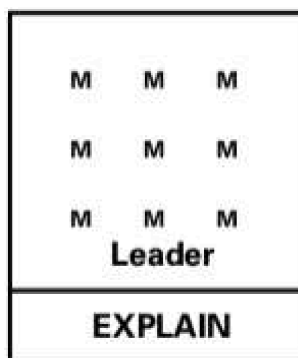
Slides [4]-[9]

- Review the Leadership EDGE with the class as they learned and practiced in National Youth Leadership Training (NYLT) or any BSA training course.
- Identify NYLT Staff members and invite them to take turns explaining each EDGE Leadership Style.
- Note that there may be scouts who are not NYLT trained and remind them to register for this exciting council training course as soon as they return home. They can also ask their lodge members if they have completed NYLT or have served on staff.

In Scouting we use the **EDGE** method. It can help us identify how to best work with a team.

Explain

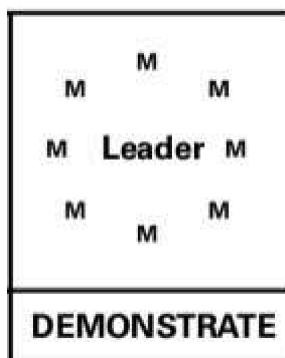
An effective leader of a team that is forming often will do lots of careful explaining to help the team members understand exactly what the leader expects them to do. Notice how the leader is in front.



The leader might have to explain things multiple times. This is a good time to share your vision of success.

Demonstrate

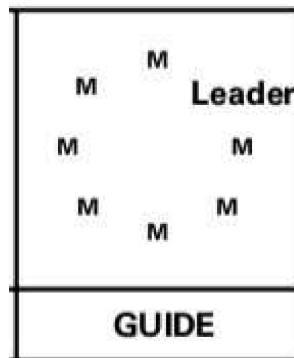
An effective leader will continue to make things clear by demonstrating to the team how to succeed. The leader may act as part of the team, helping with difficult tasks. This is a good time to set expectations, and share goals that will help the team accomplish a shared vision.



The team may enter the storming stage as they realize that the goals might be difficult to achieve. Set small goals early to help them see early successes. Sometimes when the team is storming, the leader needs to be in the middle in order to demonstrate a necessary or frustrating skill, bolster morale, or relieve tension/stress.

Guide

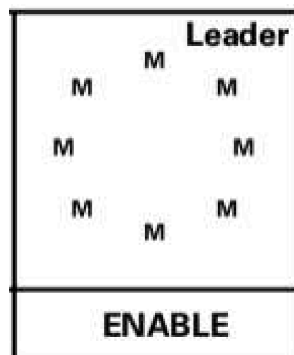
Leaders of teams in the norming stage can find success by giving team members lots of freedom to act on their own, while also being ready to provide guidance and coaching when a little help is needed. The team's skill is getting better, and they can do more things on their own. You'll see goals being completed in this stage, which will give the team more confidence.



This is also the time when other leaders start to emerge. Invite others to lead, and help those budding leaders succeed.

Enable

When teams get to the performing stage, they make decisions on their own. The team may have developed its own vision, instead of just relying on their leader's vision. This is also a good time for the team to reflect on its success. A valuable role the leader can play is to facilitate the team's reflection about their vision, goals, and objectives for the future, and in the process.



Order of the Arrow Lodge Performance Measurement Program

10 minutes

Slides [10]-[11]

- Review the Order of the Arrow Lodge Performance Measurement Program.
- Explain each Objective.
- Review criteria for a Thriving Lodge.
- Review criteria for a High Performing Lodge.
- Describe Amplifying Instructions to the Lodge PMP on page 2.
- Provide responses to scouts and scouters who are not familiar with PMP.
- Note that that this is an annual requirement for the following year's lodge charter.
- If available provide national or sectional data from the previous program year that has the percentage of lodges that are Thriving and High Performing.

Your Leadership Style | Training Syllabus

Lodge Performance Measurement Program 2024 OA Program Year

Council name		HQ City & State		Council #	
Lodge name		Region		Section	

To qualify for recognition, lodges must renew their 2025 charter on time and be in compliance with the current OA Handbook, Guide for Officers and Advisers, Field Operations Guide, Guide to Inductions, and ceremony books. A completed Lodge PMP petition through OA LodgeMaster is required to receive a 2025 lodge charter.

Item #	Objective	Level		Points	
		Thriving	High Performing	T	HP
	Primary Objectives				
1	Unit Elections: Conduct in-person unit elections in all troops, crews, and ships.	Complete unit elections in 50% of troops, crews, and ships.	Complete unit elections in 90% of troops, crews, and ships.	2	4
2	Induction Rate: Induct youth* Ordeal candidates.	Induct 60% of youth* Ordeal candidates.	Induct 90% of youth* Ordeal candidates.	2	4
3	Activation: Engage new youth* lodge members within the first 6 months of membership.	Achieve 20% activation of youth* members.	Achieve 50% activation of youth* members.	2	4
4	Membership Retention: Improve the retention rate of youth* lodge members.	Achieve 50% retention of youth* members.	Achieve 71% retention of youth* members.	2	4
5	Membership Growth: Experience positive growth in youth* membership over the previous year.	Grow total youth* membership by at least 1 more member over last year.	Grow total youth* membership by at least 5% over last year.	2	4
	Secondary Objectives				
6	Lodge Event Participation: Improve lodge membership participation at full lodge events.	Average at least 8% of lodge membership at all lodge-wide events.	Average at least 17% of lodge membership at all lodge-wide events.	1	2
7	Brotherhood Completion: Convert eligible youth* Ordeal members to Brotherhood.	Convert at least 30% of eligible youth* Ordeal members.	Convert at least 50% of eligible youth* Ordeal members.	1	2
8	Contribution to Council: Contribute cash, materials, and/or both to the council.	Contribute an average of \$7.00 per lodge member.	Contribute an average of \$25.00 per lodge member.	1	2
9	Council Service: Deliver to the council measurable service in terms of the average tracked hours per lodge member.	Record an average of 5 service hours per lodge member.	Record an average of 13 service hours per lodge member.	1	2
10	Leadership Development: Conduct at least one LLD during the year with qualified instructors using current materials.	Train 3% of lodge members.	Train 13% of lodge members.	1	2
				Total achieved	
				Total possible	15 30
				Grand total	
Award level:					

Award level:	
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Group Breakouts and Application of Leadership Styles

15 minutes

Slide 12

- Divide groups into 3 or 4 scouts and assign one Primary Objective (1 – 5) to each.
- Assign Secondary Objectives (6 – 10) as needed for a larger class.
- Assigning objectives to more than one group is acceptable.
- Groups will be provided 15 minutes to work on the following:
 - Identify a specific task to be accomplished this year to support your assigned Lodge PMP Objective.

- Which Leadership Style are you using to help your lodge be Thriving?
- Which Leadership Style are you using to help your lodge be High Performing?

Class Review and Recap

6 minutes

Slide 13

1. Each group will report on their meeting and provide their answers.
2. Following group reports, invite responses from the class at large for the following:
 - What is your own leadership style?
 - Did your leadership style change while working with others?
 - Is there an optimum EDGE Leadership Style for any of the PMP Objectives?

Conclusion & Takeaway Challenge

2 minutes

Slide 14

The EDGE Leadership Styles are Explain, Demonstrate, Guide and Enable and help identify how to best work with a team.

Understand that Leadership Styles are dynamic and can change during the process of performing any task in your unit, lodge, school or home. That means leaders can go back and forth through the EDGE process as necessary to get the required results.

As an example you applied your leadership style while working with the leadership styles of your brothers to develop steps to improve your lodge's Performance Measurement Program. This was a real exercise in goal setting and decision making while demonstrating your ability to influence the group to attain a common objective.

Today or sometime this week start a discussion with your lodge and write down steps for how they will meet and exceed PMP objectives in the remaining months of this year. By doing so, you will Seek New Heights and return home with a written plan for success.

Appendix: Resources and Source Material

Resource	Link
Boy Scouts of America, National Youth Leadership Training, 2021 Editions (with 2023 updates)	
Order of the Arrow, Performance Measurement Program	Available online at: https://oa-bsa.org/resources/ucl-support/performance-measurement-program