

New Intro to Leadership Skills for Troop Training (ILST)

Time Available

10 minutes.

Learning Objectives

At the conclusion of this session, participants will be able to:

- Make sure Troop leaders know that a new version of the Introduction to Leadership Skills for Troops was made available in 2017.
- Discuss the values of using the new ILST syllabus.

Suggested Presenter(s)

Preferably, a Troop leader who has used ILST in the past with good results. The District Scout BSA Training Chair is an alternative. The presenter should read the new ILST beforehand, since much has changed from the prior version.

Presentation Method

- Begin by asking how many of the attendees have used the Introduction to Leadership Skills for Troops to train their youth leaders.
- Let the Troop leaders know that a new version of the ILST is available for download, along with updated youth leader position description cards.
- Discuss the benefits to Troops from using the ILST materials.
- Encourage all Troops to download and begin using the new ILST materials.
- As companion items, make sure the Troop leaders know that new and improved editions of the Senior Patrol Leader handbook and Patrol Leader Handbook were made available in 2017.

BSA Reference Materials

- [New Introduction to Leadership Skills for Troops](#)
- [Position Description Cards](#)
- 2017 editions of the Senior Patrol Leader Handbook, Patrol Leader Handbook and Outdoor Ethics Guide Handbook.

Presentation Content

Introduce the updated Introduction to Leadership Skills for Troops syllabus.

- Ask the attendees by show of hands if they have used ILST to train the youth leaders in their Troops.
- Ask the attendees by show of hands if they know that a new edition of the ILST syllabus is available online, and encourage them to start using it right away.
- If there are attendees who have not used any of the previous editions of the ILST syllabus, encourage them to begin using the new one to train their youth leaders.

- How has the new edition improved the syllabus?
- The new edition of the syllabus was developed to remove obsolete material, add new material, and change the format to make it easier to use.
- Icons have been added to the left margin in Modules 1-3, including “ ” for “say this”, a key for “key teaching points”, a head with a brain for “reflection”, etc. These icons help the presenter visualize the purpose of each part of the course, and serve to avoid a full page of text.
- Text bars have been added before sample questions, key teaching points, etc., for the same reasons.

What does the ILST syllabus cover?

- Module One, Troop Organization, includes a description of each leadership position in the troop, including roles and responsibilities, troop organization, and introduces the concepts of a vision and servant leadership.
- Module Two, Tools of Leadership, includes core skill sets to help the Scout lead, including communicating, planning, and teaching.
- Module Three, Leadership and Teamwork, incorporates additional leadership tools including discussions of teams and team characteristics, the stages of team and leadership development, inclusion/using your team, a more in-depth review of vision, and ethics and values of a leader.
- Since the SPL is intended to play a key role in conducting the course, pages 10 and 11 of the syllabus give the Scoutmaster important tips for preparing the SPL.
- Each module contains one or more group games that reinforce the key points in the module, since “Scouting is a game with a purpose.” The games also allow Scouts to move around so they are less likely to get bored.

Why use the ILST syllabus?

- It is the Scoutmaster’s responsibility to make sure each Scout with a leadership position has all the necessary tools and to coach and mentor the Scout to be successful.
- Training Scout BSAs members to be leaders is an ongoing process that begins immediately when a Scout accepts a leadership position in his troop.
- Leadership experiences can be frustrating and disappointing for a Scout who is not given the knowledge, skills, and encouragement that he must have to fulfill his leadership assignment.
- One purpose of the ILST course is to enable Scoutmasters and their SPLs to teach Scouts with leadership positions about their new roles, and the organizational and leadership skills needed to most effectively reach success in those roles.
- Two other key purposes of the ILST course are: the

establishment of personal goals for each youth leader and the effective formation of the leadership team. Both of these purposes are best achieved if all Scouts with troop leadership positions do this together.

- Completion of ILST is a prerequisite for Scout BSA members to participate in the more advanced leadership courses National Youth Leadership Training (NYLT) and the National Advanced Youth Leadership Experience (NAYLE). It is also required to participate in a Kodiak Challenge Trek.

Who should participate in ILST training sessions?

- The course is for every Scout in the troop who holds a leadership position, including all elected positions and any appointed positions at the discretion of the senior patrol leader. In some smaller troops, this might mean that the course is for every Scout!
- In some cases, it can benefit the troop if youth who are likely to become troop leaders also participate in the course.
- It is beneficial for all the Scouts with leadership positions to go through this course together, even if only some of them are new leaders.
- It is strongly preferred that all Scouts with troop leadership positions participate in the course at the start of each term of office, even if they have participated before, and even if they are filling the same leadership position.
- In order to keep experienced youth leaders who have been through the course before from becoming bored or perhaps not wanting to participate again, the troop should consider having them serve as trainers for some of the segments or as facilitators for some of the games and challenges in this course.

How do you conduct ILST?

- ILST may be conducted in a variety of ways and formats. The best way for ILST to be presented is in a troop setting by the Scoutmaster, the SPL, previously trained Scouts, and other trained adult leaders.
- Regardless of format, it is important that the troop leadership is participating, being trained, and being built **as a team**. While ILST does benefit individual Scouts, a very important goal of the training is building the troop leadership team.
- Three recommended formats are:
- Conduct it over three different days, one module at a time, perhaps before three regular troop meetings that incorporate some of the optional games.
- Conduct it in one session. If this single-day format is used, it is important to include several breaks for two reasons. Without breaks, participants will become overloaded and lose attention. Participants often benefit from being able to immediately spend some time thinking about, discussing, and applying their newly learned leadership skills to their positions, perhaps by writing goals or brainstorming about new activity ideas.

- Spread the course over a weekend activity with meals, camping, or other activities interspersed between the modules. Make the ILST experience a fun event for the entire troop to look forward to.
- It is preferred that ILST not be presented as part of a district or council day of training, University of Scouting, or other such events, since the troop would not be conducting the event, and many of the new youth leaders from a unit might not be in attendance so that troop-based team-building activities led by the unit's SM or SPL wouldn't happen in the intended manner.
- District or Council ILST training is not preferred, but may be necessary in certain circumstances.
- Pages 6-8 of the new ILST syllabus offer suggestions on how best to conduct a district or council ILST event.
- The purpose is to train the troop leadership, so it would be inappropriate to conduct an ILST training where youth can come as individuals.

Other resources that reinforce the lessons contained in the ILST course:

- Wallet sized position description cards that tell what is expected from a Scout holding each leadership position. They are intended to serve a purpose similar to job descriptions used in the employment context. The position descriptions ensure that the Scout and his Scoutmaster have the same expectations for the position. The relevant card is to be printed and given to each Scout.
- The 2017 edition of the Senior Patrol Leader handbook.
- The 2017 edition of the Patrol Leader handbook.
- The 2017 edition of the Outdoor Ethics Guide handbook, which was newly created for this recently added leadership position.