



# GILWELL GAZETTE

Knox Trail, Mohegan and Nashua Valley Councils, Massachusetts

## Saturday, October 1, 2011

Day 4  
Issue 6

Living the Values ❖ Bringing the Vision to Life ❖ Models for Success ❖ Tools of the Trade ❖ Leading to Make a Difference

### WEATHER



**Saturday:** 63° F | 52° F

70% Chance of Thunderstorms.  
North winds 5 to 10 mph.  
Patchy fog in the morning.



**Sunday:** 65° F | 47° F

20% Chance of Rain

### DAY 4 SCHEDULE

7:30AM	Participants Arrive
8:00	Gilwell Field Assembly
8:30	Travel to Outdoor Experience
10:30	Troop Presentation: Leading Change
11:20	Break
11:30	Patrol Leaders' Council Meeting Chaplains Aide Meeting
Noon	Lunch
1:00PM	Troop Presentation: Generations in Scouting
2:00	Break
2:15	Patrol Presentation: Managing Conflict
5:00	Patrol meeting Program Patrol Retires the Flags
6:00	Dinner
7:30	The Diversity Game
8:30	Participant's Troop Campfire
9:30	Patrol Cracker Barrel
10:30	Lights Out

### PROGRAM PATROL:

Antelope

### SERVICE PATROL:

Buffalo

## Welcome Back to Gilwell!

During the first weekend, we were introduced to the Five Central Themes of Wood Badge



- Living the Values
- Bringing the Vision to Life
- Models for Success
- Tools of the Trade
- Leading to Make a Difference

The *Values, Vision, and Mission* presentation taught us about **Living the Values**. *Listening to Learn, Communicating, and Leveraging Diversity Through Inclusiveness* are useful skills for **Bringing the Vision to Life** within our program. We learned that *Stages of Team Development* and *The Leading EDGE™ / The Teaching EDGE™* are **Models for Success** that leaders can use to lead and teach their followers. Finally we started putting together our **Tools of the Trade** with the *Project Planning* presentation.

This weekend, we will continue building on the Five Central Themes of Wood Badge. The skill of Coaching and Mentoring will complete our understanding of how to **Bring the Vision to Life**. We will greatly expand our **Tools of the Trade** with *Leading Change, Managing Conflict, Problem Solving and Decision Making, and Self-Assessment*. Finally, we will complete our weekend by learning about **Leading to Make a Difference** during the *Leaving a Legacy* presentation.

In addition to the Five Central Themes, we will continue our experience of living a month in the life of a troop. During the first weekend, your Cub Scout Dens crossed over into a Boy Scout Troop. Through "weekly" Troop meetings, patrol members learned the basic camping skills of Leave No Trace and proper usage of backpacking stoves which they will need for the upcoming camping trip. Patrol meetings, both during the first weekend and during the break, allowed your Patrol to further plan for the trip. Now, finally, we are back at Camp Wanocksett ready to depart on the Outdoor Experience. This should be a fun and memorable experience. You've made it through the Forming and Storming stages during the first weekend. Over the break, your patrol reached the Norming Stage. Now, it's your time to Perform.

## The Challenges of Human Nature

The Leading EDGE™ / The Teaching EDGE™ is a valuable model for successful leadership and teaching. **Explaining** is the appropriate style to use when teams first form or learners begin a new skill: when their enthusiasm and motivation are high but their productivity and skills are low. Low skills begin to cause problems and, as a result, the team's enthusiasm and motivation will fade. At that point, a leader/teacher should switch to **Demonstrating**. With successful leadership/teaching, the team's/learner's skills and productivity will begin to improve and, as a result, their motivation and enthusiasm will too. As this happens, a leader should step back and provide **Guidance**. When a team's/learner's skill, productivity, motivation, and enthusiasm reach a high level, a leader/teacher can **Enable** them to continue succeeding.

One of the greatest challenges to using The Leading EDGE™ / The Teaching EDGE™ stems from basic human nature. We all like to feel good about ourselves and are prone to overestimating our level of proficiency at various tasks. It is estimated that 70% of the population believes they are above average when, by definition, only 50% are. For leaders and teachers, this means that their teams and learners may believe they are in the *Performing* stage and should be **Enabled** when they are really *Norming* or even *Storming* and require **Guidance** or **Demonstration** in order to be successful. This is especially true of the teenage youth that we work with in Scouting. They are desperate to prove that they can be independent and often times resist and even resent guidance from adults.

While there is no clear solution to this challenge, there are some things that you can do to improve the situation. Start by educating your team or learners about the Stages of Development and The Leading EDGE™ / The Teaching EDGE™. This should help them understand that you have picked the style of leading/teaching that you think is most likely to help them become successful. Once your team/learners understand the Stages of Development, teach them how to use Start, Stop, Continue to evaluate their progress and judge their Stage of Development. If their evaluations do not represent their actual performance, use leading questions to help the team or learners form a more accurate opinion—it is easier to accept failure if you discover it for yourself instead of having to be told. Finally, do not overestimate your abilities as a leader or teacher. Ask your team or learners how you are doing and what you can do better.

The Leading EDGE™ / The Teaching EDGE™ is a powerful tool for efficiently leading and teaching; however—like any other tool—it can only be useful if used correctly.



**Foxes on the prowl around Camp Wanockett**

## Morning Has Broken on Gilwell

### *By the Eagle Patrol*

Morning has broken like the first morning.  
Lord Baden-Powell held his first training 1919.  
Praise for the MacLarens. Praise for the morning.  
Praise for Gilwell Field, safe for the world.

Irene's heavy rain fall shifted our 1<sup>st</sup> call  
Now we have gathered, Woodbadge Class N-I-230-11-01.  
Like the 1<sup>st</sup> dew fall on Gilwell's green grass.  
Praise for the sweetness of our course staff.

Mine is a Vision. Mine is my ticket.  
Born of the one thought I got yesterday.  
Praise the campfire. Praise every morning.  
God's recreation of the new day.

Cool the gray clouds roll while singing back to Gilwell.  
Bobwhite in her free flight, Owl swooping the skies.  
Praise for the mystery. Fox in the hen house,  
Eagle in full flight, waiting to strike.

Beavers are busy, damming our waters.  
Sandy's Care Bears, spread joy to the earth.  
Praise for the Antelope grazing this morning.  
Buffalo are roaming, across Gilwell Field.

Ours is a turning, ours is continued scouting.  
As we continue the journey of scouting for life.  
Praise for the sweet glimpse, caught in a moment  
Of our vision and totem, completed tonight

## All Hail to Massachusetts!

All hail to Massachusetts, the land of the free and the brave!  
For Bunker Hill and Charlestown, and flag we love to wave;  
For Lexington and Concord, and the shot hear 'round the world;  
All hail to Massachusetts, we'll keep her flag unfurled.  
She stands upright for freedom's light that shines from sea to sea;  
All Hail to Massachusetts! Our country 'tis of thee!

## A Colony of Beavers

The Beaver Patrol reports having a successful Patrol Meeting during the break. Patrol Leader Dave Mackersie lead the Patrol through planning the patrol project, food and equipment, and songs for the campfire. The reverend Sigmund Podlozny opened and closed the meeting with a prayer. During the meeting, the patrol's new flag was unveiled. Overall, a fine evening was had by all.



## World Friendship Fund

During the first weekend's Interfaith Worship Service a total of \$224 was collected. The World Friendship Fund is currently focusing its efforts on rebuilding the Scouting program in Iraq. Thank you all for your generous donations.