



Wood Badge

Information for Employers

Wood Badge is the premier leadership training program for adults offered by the Boy Scouts of America. You are reading this letter because one of your employees has requested time and/or financial support to attend Wood Badge. We hope this letter will help you better understand the benefits to you and your employee to attend and complete their Wood Badge.

Participants spend five full days and nights learning modern leadership techniques based on the works of contemporary leadership and management scholars while conducted in a Scouting format. Among others, the course incorporates materials from: Robert Greenleaf who pioneered the topic of servant leadership; Warren Bennis, rated as one of the top international leadership professionals; Ken Blanchard, who authored amongst others, the *One Minute Manager*; Steven R. Covey, rated one of *Time Magazine's* 25 most influential Americans; and Spencer Johnson, known for his book on change, *Who Moved My Cheese?*

Wood Badge is a leadership training program that challenges your colleague in an intense training scenario over two long weekends in a retreat like setting incorporating both experiential learning and interactive classroom experiences. Wood Badge is taught using multi-media presentations, hands-on exercises, case studies, role playing, and a unique after-course commitment to practice the leadership skills taught in the course. The participant develops five significant Scouting goals during the course, and then is mentored to successfully lead others in completing those goals within eighteen months. Only after their "ticket" is complete do they earn their Wood Badge.

Many companies and organizations spend thousands of dollars on corporate training for an experience of this sort. Our course fee is only \$300 for five days of training including room and board. Our low fee is due to your employee's enthusiasm to "rough it" as a Scouter and our staff's dedication to training fellow Scouters to deliver the best program to the youth they serve. You see, even staff pay a fee to be part of the course because they believe in the results achieved by this program.

This training program is delivered at a staff ratio of roughly 1 to every 3 participants. The Pathway to Adventure Council considers our staff to be a good example of the program and the best possible trainers having staffed other BSA training programs offered locally. Although some staff are new to Wood Badge, two thirds have staffed Wood Badge previously. Our recently updated BSA national curriculum consists of over 700 pages which the staff will be intimately familiar with. We have several staff development days where we are each challenged to reach a new personal best after seeing the capabilities of the other staff members.



The course content is formulated around five major themes, as follows:

- **Living the Values** - about “being” the values, who you “are” personally, setting the example
- **Growing** - about knowing and growing thyself first – a commitment to continuous improvement and lifelong learning
- **Connecting** - with other people
- **Guiding** - focusing on enabling and developing others
- **Empowering** – ultimately helping other people to become healthier, wiser, freer, more autonomous, and more likely to “serve and to lead” other people themselves

With presentations and activities in 14 competencies:

- Drive Vision, Mission, and Values
- Know Thyself
- Communicate Effectively
- Include and Optimize Diverse Talent
- Learn to Listen, Listen to Learn
- Plan with a Bias for Action
- Develop Individuals and Teams
- Know the Territory
- Apply Interpersonal Savvy
- Manage Conversations
- Coach and Mentor
- Embrace and Lead Change
- Create a Culture: “Train Them, Trust Them, Let Them Lead!”
- Inspire the Heart

Leaders at many companies (such as IBM, Motorola, and Intel) have recognized the value of this training to their employees. As such, many agree to reimburse the course fees and/or give time off. We have heard comments such as; “This is the third most important experience of my life after my wedding and birth of my children.”, or “I wish I knew this before I started my business.” In any case, a successful participant will not only become a better Scouter but also a better employee by learning and practicing the skills taught in Wood Badge.

We feel this investment in your employee will be well spent with us.

Bob Johnson

Pathway to Adventure Council, BSA

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<http://pathwaytoadventure.com/training/schedule/woodbadge>

