



Exploring leadership training is designed to provide all youth and adult leaders with a series of simple but effective training opportunities that will meet the varying needs of Exploring leaders. All sessions are flexible so that the council training team can construct the best plan to meet local conditions. The plan requires a minimum of equipment and materials and is scripted to support those instructors with limited Exploring experience.

The continuing success of Exploring across America depends upon the program skill and enthusiasm of volunteer adult leaders. It is hoped that this plan will provide them the necessary knowledge and inspiration.

OBJECTIVES

The Exploring leadership training plan is designed to:

- Convey an understanding of how Exploring achieves the purposes of the Boy Scouts of America.
- Teach the best methods of program planning and use of resources.
- Give insight into the skills of leadership.
- Provide ongoing opportunities for communication, idea sharing, and updating of techniques.
- Share information about local and national program support, activities, and resources.
- Provide each leader with the specific skills and tools available for his or her job.
- Encourage recognition and inspiration for all leaders.

DEFINITION OF A TRAINED EXPLORER LEADER

An adult Explorer leader is considered to be trained after completing the sessions found in either the group or self-study courses in Adult Explorer Leader Basic Training or equivalent training for leaders in highly specialized programs of special interest posts.

New Posts Start-Up Orientation (Advisor Fast Start training), No. 23-878, shows how using the Exploring program planning process can get an Explorer post up and running and off to a successful start. It also provides helpful information for the first meeting between Advisors and youth. Details on post operations, program planning, and elected youth officer training can be found in the *Explorer Leader Handbook*, No. 34637. *New Posts Start-Up Orientation* is included in the *Explorer Post New Unit Kit*, No. 23-909.

Adult Explorer Leader Basic Training, No. 34633, is designed to introduce adult Explorer post leaders to Exploring to provide the basic information needed for operating a post. This includes the (1) purpose and mission of Exploring; (2) characteristics of Explorer-age youth; (3) orga-

nization and leadership of the post; and (4) program planning and officer training. The course can be offered in four separate sessions, in two longer sessions, or in one day with a lunch break.

Adult Explorer Leader Basic Training Self-Study Course, No. 23-314, is a program designed so that leaders who cannot attend regular courses can study the literature on their own. Group training courses and the self-study course help all Exploring leaders, regardless of their positions, to complete basic training.

Post Officers' Seminar (elected officers' basic training)

This training experience is conducted by the post Advisor or ship Skipper to orient newly elected youth officers, plan programs, and develop the annual post activity schedule. The seminar outline can be found in the Advisors section of the *Explorer Leader Handbook*, No. 34637.

Exploring Advanced Leadership Development Workshop

The Advanced Leadership Workshop, No. AV-03G006, with videotape No. AV-03V006, consists of four single-concept training modules for experienced Explorers and adults. This leadership workshop is designed to (1) help Exploring leaders apply Ethics in Action concepts to the practical aspects of operating their post; (2) improve the post program planning and implementation process; and (3) help Advisors and officers build better relationships among themselves and the post members.

Participation is by invitation from the division/district Exploring training team for experienced Explorers and adults. Adult leaders should have completed Adult Explorer Leader Basic Training. This leadership workshop is designed to be a fun and stimulating three-hour group activity

SUPPLEMENTAL TRAINING

Moments in Common

This video, No. AV03V005, includes a workshop training outline for post Advisors and other adults involved in Exploring. The workshop teaches characteristics of Explorer-age youth and what Advisors can do to encourage healthy youth development. The video is designed to help Advisors understand the potential of their relationship with young people in those significant "moments in common" shared in a program like Exploring. This 24-minute video carries a powerful message: Caring adults can make a difference in the lives of young people.

The Post in Action

This video, No. AV-03V007, with suggested user's guide, is a documentary of existing posts from around the country that represent the unique and special qualities of Exploring. The video is primarily intended to be an educational tool for post Advisors. Exploring trainers, service teams, and professionals can use the video as a guide for reflection on the way Explorer posts operate, an Advisors relationships with youths, and on the purpose of Exploring. Segments of the video can be used as an Exploring promotional tool for a "firstnighter," fund-raising, and recruiting volunteers.

Post Leader Workshop Instructor Guide

This three-hour workshop, No. 23-277, provides an introduction to leadership skills, communication, problem solving, planning, and leadership roles. It is designed for the post Advisor and post officers and is conducted by instructors who have been coached by the council Exploring training team.

Quarterly Advisors' Meetings

These meetings, held four times a year to provide ongoing training, idea sharing, communication, and fellowship, are attended by post Advisors and ship Skippers. The programs are conducted by the council Exploring training team. Suggested meeting agendas are included in the Training section of *Council/District Exploring Operations Manual, No. 33630*.

Sea Explorer Specialized Leader Training

In addition to the Advisor training listed above, a special three-hour course provides an introduction to the Sea Explorer program. It is designed for all Sea Exploring adult leaders and is conducted by the council Exploring training team or council Sea Exploring committee. A suggested instructors' outline is included in the Training Section of *Council/District Exploring Operations Manual, No. 33630*.

Sea Badge

An advanced weekend training conference for Sea Explorer leaders is conducted on a regional basis or region-approved council invitational basis. See the *Sea Badge Conference Staff Guide, No. 23-269* (available ONLY through regional service centers, which can order guides from the national Exploring Division, S2 10).

EOA Explorer Program Conference

This conference is a councilwide gathering of Exploring leaders for idea sharing, event scheduling, ongoing training,

and interpost activity planning. It is conducted by the council Explorer officers' association and Exploring program team and involves the Advisor and elected youth officers of each post or ship. See the Program section of the *Council/District Exploring Operations Manual, No. 33630*, for a suggested agenda and more information.

Explorer Officers' Association Training

A four-hour training course for the council Explorer officers' association reviews the responsibilities of the Explorer officers' association officers, defines what is to be done in support of individual post programs, and provides experience in planning activities, events, and effective meetings. See *Explorer Officers' Association Training Guide, No. 23-273*.

Service Team Training

The Fast Start training, *So You're a New Exploring Service Team Member*, is designed for immediate orientation of a new service team member (included in Training section of the *Council/District Exploring Operations Manual, No. 33630*).

A two-hour Exploring service team training conference is conducted annually See *Exploring Service Team Training Conference Instructors Guide, No. 23-268*.

Council/District Exploring Committee Workshop

This one-hour workshop outlines the basic objectives of the Exploring committee and describes the tasks to be carried out by the Exploring committee and the team to which these are normally assigned. See *Council and District Exploring Committee Workshop, No. 23876*.

Exploring Training Team Workshop

This workshop is designed for those who conduct training for leaders in Explorer posts, the Explorer officers' association, and council/district Exploring operating committees. This three-hour workshop consists of three sessions: (1) Exploring Leadership Training Plan; (2) Training Methods; (3) Styles of Training Profile. See *Exploring Training Team Workshop, No. 23-234*. Also see *Council Train-the-Trainer Conference, No. 34168*.

Council Exploring Sales Team Marketing Workshop, No. 23-233, provides information on the marketing plan of Exploring and the steps leading to the organization of an Explorer post. The session includes: student interest surveys; impact plans; selecting organizations; selling Exploring; and steps to organize a post.