

# RETENTION IDEAS FOR LEADERS

## 10 Ideas For Increasing Leader Tenure In Your Unit

1. **Proper Recruiting.** Use proper recruiting techniques. Show the need—boys need quality leadership. Be sure you ask the right persons. Stress commitment, support, and training.
2. **Training.** Leaders need training. Introduce them to Fast Start and the other web-based trainings, and offer them an early invitation to Leader Specific. Impress upon them the importance of Roundtables. Continuous training is vital.
3. **Recognition.** Recognize your leaders for a job well done. Let them know they are important and appreciated.
4. **Support.** Leaders need good support. Let them know what support and what resources are available. Publicize your program.
5. **Uniforming.** Leaders must set the example of proper uniforming. Make uniforming important. Investing in a full uniform shows commitment and belief in Scouting principles.
6. **Family Participation and Cooperation.** Stress the whole family concept. Secure parent cooperation as each family joins. Provide good family orientation. Inform parents—involve parents.
7. **Good Communication.** Good communication is vital for good leadership. Communication is through Roundtables, Commissioners, and planning meetings. Follow Unit/District/Council calendars.
8. **Chartered Organization and Unit Relationships.** Make Scouting important! The chartered organization provides a FULL Committee for the unit. Use the unit budget plan. Follow through to ensure a quality program. Plan and work toward the Centennial Quality Unit Award.
9. **District/Council Cooperation Relationships.** Develop a good relationship between the unit and its District and Council. Participate in District and Council activities, training, etc. Get to know the Unit Serving Executive and Commissioners. Invite leaders to visit your unit. Strengthen relationships. Let your leaders get involved and participate in Council and District events.
10. **Relax and Enjoy.** Leaders should relax and enjoy their assignments. Be flexible and follow the Scout program as outlined. Try it—it works! Plan well, keep unit standards high. Enjoy your time with the boys! Create lasting friendships with boys, leaders, and parents. There is great joy in giving service to boys! Scouting is a great program.

**HAVE FUN!**

“Float out” a list of jobs that need to be filled by parents.  
Only do it once and after that, pick a parent and ask them to take a specific position.

## MORE ADULT RETENTION TIPS

- Recruiting: Start on the adult as soon as you start to get the boy's interest. Hit them fast!
  - Establish the formal aims and methods of Scouting. Methods should be fun. Establish positive character development. Get them excited about their son's future.
  - Communicate unit activities with a good printed calendar and phone list (youth/adult). Make sure you communicate 2 to 3 ways to each event/meeting.
  - Establish the need for help in your unit: fill out personal resource sheet early, establish the idea of the parent's activity as supporting the son's interest, leading, not following youth in the right direction (leadership by example).
  - Emphasize the fun activities and family orientation.
  - Give them a **JOB!!** Drivers, lining up drivers, membership, babysitter for single parents, finance drives, Committee Chair, Pack/Troop liaison.
  - Get them **TRAINED!!** Show them the way the unit and the District works.
  - Keep meetings timely—have a written agenda and try to stick to it (Planning), then allow time to socialize, some have greater needs than others.
  - Listen to them!!! (Adult/Scout leaders conference). Give them individual time.
  - Don't overwork them.
  - Record their tenure and recognize them often.
- PUNCH LINE:**
- Scouting is not just for your son—you could discover it's fun for you.
  - Why sit on the sidelines?
  - Develop real quality time with your son.
  - Become part of the Scouting movement and have fun.
  - The bonding is as good as it gets.
  - Your child's interest level in any subject is affected by your level of interest up to their mid-teens.
  - Get involved!!