

2010 National Youth Leader Training Conference
January, 2010

About National Youth Leader Training

Welcome to the National Youth Leader Training Conference

The National Youth Leader Training Conference is an exciting week long period designed to provide youth members with a meaningful experience in Scouting that will enhance their knowledge and create a deeper understanding of their roles and responsibilities as leaders in their home Units. The Boy Scouts of America developed this leadership development course to enable the Scouting youth to lead their Scouting organization. NYLT uses the methods of Scouting to teach leadership skills.

By attending the National Youth Leader Training Conference, NYLT, you are embarking on a unique adventure in leadership skills training. You have an opportunity to develop and broaden your knowledge and skills in many areas, to apply what you know and what you learn, and to share your knowledge with other Scout Leaders. A week is spent in an environment that exemplifies the "best" that Scouting can be and is the vision that Baden Powell intended. Youth will experience a "Boy led Troop: as the program is run by youth. Participants do not have to be serving currently in a leadership position, but should have the skills and abilities to do so in the future. Each participant must be at least 14 years of age and a First class Scout. Experience has shown that younger Scouts often lack physical and emotional maturity to benefit fully from this experience.

Program Details

Consistent Leadership Modeling:

The staff members of the NYLT course are wonderful role models who continuously set the example using the NYLT skills for the participants. They work hard to ensure that they use effective communication skills, model EDGE (TM) throughout the course, share their own visions with the troop, and demonstrate servant leadership throughout the week. They create a rich learning environment that focuses on the "scouting" so that each participant comes away from the course with a full learning experience.

Leadership Requires:

Vision Goals Plans The scouts are shown several video clips with the theme of Finding Your Vision/Creating a Future. They learn that if you can see it, you can be it. Each Scout develops his personal vision for what future success looks like.

Four Stages of Team Development:

All teams and individuals go through development stages when facing any new task or project. They begin as highly enthusiastic but relatively low-skilled team members. As they begin to realize the task may be harder than they thought, and that their skills may need some work, their enthusiasm dips. Soon, however, they begin to gain some expertise in the skill, and their confidence begins to grow. Finally they get it, and are a highly capable and enthusiastic team.

Toolbox of Leadership Skills:

Each skill is summarized on the memory tips card as follows:

1. Vision—Goals—Planning: Creating Future Success

The participants learn the process of creating a powerful vision, and then building goals and plans to accomplish that vision.

2. SMART Goals—Specific, Measurable, Attainable, Relevant, Timely

This method of setting goals keeps them tight and focused, and thus ensures that the goals can be accomplished by the youth and the patrol.

3. Planning and Problem Solving Tool—What, How, When, Who

Setting priorities, assigning tasks, deciding how to actually carry out a plan are simplified for the youth with this easy-to-follow planning guide.

4. Assessment Tool—SSC—Start, Stop, Continue

SSC provides a non threatening and highly effective tool to assess progress of a team and/or an individual. By looking for new things to try, stopping actions that are not effective, and ending on a "what are we doing well" note, this tool keeps projects (and behavior) on track.

5. Teaching EDGE (TM)—Explain, Demonstrate, Guide, Enable

The Teaching EDGE (TM) tool is a simple four-step process used for teaching any skill.

- **Explain**—The trainer explains how something is done.
- **Demonstrate**—The trainer demonstrates while explaining again.
- **Guide**—The learner tries the skill while the trainer guides him through it.
- **Enable**—The learner works on his own under the eye of the trainer.

6. Leading EDGE (TM)—Matching the leader's behavior to the team's stage

As described above, all teams (and individuals) go through stages when facing any new task or project. The Scouts learn to diagnose the stage that their team is in and then use the most effective leadership style for that stage. Leadership behavior depends on the group:

- **Explain** when the group is in the FORMING phase.
- **Demonstrate** when the group is in the STORMING phase.
- **Guide** when the group is in the NORMING phase.
- **Enable** when the group is in the PERFORMING phase.

7. Valuing People—ROPE—Reach out, Organize, Practice, Experience

Recognizing diversity allows the youth to learn to appreciate the differences and leverage the strengths of all of the team's members.

8. Conflict Resolution Tool—EAR—Express, Address, Resolve

No one likes conflict, and yet all of us face conflict at some point in our lives. Learning to effectively resolve conflict is a lifelong skill that many people are not very good at. NYLT teaches youths how to listen to all sides, address each party's concerns, and then work to effectively resolve the conflict.

9. Ethical Decisions—Right vs. Wrong, Right vs. Right, Trivial

We face ethical decisions every day. Some are easy to resolve, clearly right or wrong. The NYLT course goes a step further, teaching the participants how to use the Scout Oath and Law to make ethical decisions in situations where there seem to be multiple right answers.

10. Communication—MaSeR—Message, Sender, Receiver

Communication is essential to all, yet so often we fail at it. Why? We teach the participants the steps of effective two-way communication so that misunderstandings are avoided and real communication occurs. As with all of the other tools, this is a skill that will provide lifelong value.

Required Forms are available on Iroquois Trail Council web-site: www.itcbsa.org

Participant Application

Equipment Checklist

Annual Health and Medical Record

Medication Permission for Scout Camp

Staff Development Schedule

Scoutmasters Obligation

The NYLT program is targeted at youth who are 14 years old and have experienced the Troop's leadership training (TLT). The program is a week of constant activities from 7:00 AM till 11:00 PM, thus requires a participant have desire, commitment and maturity to successfully complete the program. The program relies on the Scoutmaster to select Scouts that have the qualifications to benefit from the program. Questions about qualification should be directed to the course director.

•Education

Scout leaders desiring more information can contact the course director for presentation to adults and or youth.

•Visitation

Scout leaders desiring to visit a NYLT course are welcome. It is requested that interested leaders contact the NYLT course director for more information.

•Participation

Registered adult Scout leaders can participate in the NYLT program by becoming an adult staff member. Adult staff members are required to make a commitment to the program by participating in staff development events and to strive to continue the quality of the program.

Expectations for Trained Youth

Scouts completing the course have the skills and enthusiasm to lead a Scout Troop. Utilizing and reinforcing the leadership skills learned will allow the youth to further develop.

Frequently Asked Questions

What is NYLT?

NYLT is a week long outdoor experience for present and future youth troop leaders, designed to help a Scoutmaster in his responsibility to train his scouts in being better troop leaders and in maintaining a youth-run Scouting Program. It is based on the BSA National Youth Leadership Training Program.

The Course focuses on teaching advanced leadership and planning skills in an intense, team-building atmosphere. Participants will be regularly challenged to accomplish time-sensitive tasks using the team-building and leadership skills taught in the Course. Participants will also have opportunities to improve their outdoor skills and apply them.

What is the purpose of NYLT?

NYLT has six major aims:

- To give participants the confidence and knowledge to run the troop program;
- To teach and practice key leadership skills and relate these skills to the Scout's troop responsibilities;
- To give Scouts the opportunity to share ideas and experiences that other Scouts have found to be successful and useful in their home troops;
- Give each Scout a varied experience with emphasis on the patrol method and new ways to teach Scout craft skills in a fun atmosphere back in his home troop.
- To create an atmosphere where scouts will experience "Scouting at its best".
- To enhance the relationship between the participant and his home troop's scoutmaster.

Is NYLT a week at summer camp?

NO. NYLT is a leadership training course in an outdoor environment. There are no rank advancement or Merit Badge opportunities during the week. The purpose of this course is to develop leadership skills that scouts will use in their home troop and throughout their lives.

Where is NYLT?

NYLT is held at Camp Dittmer, Phelps, New York

Dates for NYLT?

Orientation: May 19, 2010

An orientation meeting will be held the First United Methodist Church on 8221 Lewiston Road, Batavia New York. Scouts, Parents and Scout leaders are expected to attend. If you have not already done so, please bring the official BSA medical form, payment, completed application and a signed Code of Conduct.

Course start: Sunday, August 1, 2010 at 10:00 AM at Camp Dittmer's dining hall. After check-in, the Scouts will move their equipment to their camp-sites.

Course end:

On Saturday, August 7, 2010 parents and other visitors are welcome to the dining hall for the closing ceremony, which will begin at 2:00 PM. Please park in the parking lot where you dropped off your Scout. Please do not arrive any earlier as participants and staff will be busy with clean up and preparations for the closing ceremonies. The course ends at 3:00 PM. Scouts must be picked up by that time.

How can I contact a participant?

In case of an emergency, call the Course Director 585-409-5134 or the Scoutmaster 585-356-4134. He will get a message to the NYLT Staff and we will then get the message to the Scout. If you would like to mail letters (which Scouts just love to receive),

The camp address is:

Scout name, NYLT

Camp Dittmer

2228 Toll Road

Phelps, N.Y. 14532

Due to the schedule that is run at NYLT, visitors are discouraged because of disruption to the program and the difficulty in providing make-up sessions.

Who should attend NYLT?

NYLT participants must be fourteen years of age and First Class Rank by the first day of course and be in a position of leadership (Senior Patrol Leaders, Assistant Senior Patrol Leaders, Patrol Leaders or who will be candidates in the near future). A scout must want to attend NYLT and have the enthusiasm and desire to participate in this learning experience. Because NYLT requires camping skills, Scouts must have had at least one long-term camp experience (such as summer camp) in order to attend.

Who should not attend NYLT?

- Scouts with significant homesickness issues or discipline problems,
- Scouts who have little camping experience,
- Scouts who have never camped without a parent in attendance, or
- Scouts who are generally not leaders counted on by your troop.

NYLT will not “fix” your “problem scout” and cannot change scouts who do not want to learn or participate. NYLT will nourish the leadership ability of the Scouts that you count on to run your troop. NYLT will not help Scouts with discipline problems or homesick problems.

Scouts with discipline issues will only disrupt efforts to train other Scouts as leaders and will likely be sent home without a refund. Removal of a Scout from the program is not done lightly and is reviewed thru a multi-level process and ultimately the Course Director. If a Scout is removed from the program, his parents will be called and need to pick him up at camp. All of our staff members are very busy training leaders during course week and do not have time to tend to Scouts who are not mature enough to attend a week long leadership camp.

If you have any questions about the appropriateness of any scout attending NYLT, please contact the Program Director.

When does registration close?

The Course closes for Registration when the Course fills up. The current enrollment limit is 48 scouts per course. Once that limit is reached, all other Scouts will go on a waiting list. Register soon to avoid problems.

What Paperwork is due when?

Last day to register is on May 7, 2010. After that date, Scouts are taken if space is available. At Orientation, you need to bring a copy of the completed and signed application and Code of Conduct. An official BSA medical form, N.Y.S Medication form and course fee payment.

- Completed Official BSA medical form
- Completed and signed registration form
- Completed Code of Conduct form
- Course fee payment

What is the cost?

The Conference fee is \$250.

A \$100/scout deposit is due by March 31, 2010. Full fees are due by May 7, 2010.

How will Scouts live during NYLT?

Scouts will be placed into a patrol consisting of six to eight Scouts from many Districts. Each patrol has its own site with its own stoves and patrol cooking equipment. Scouts will prepare their own meals as Patrols. Tents are provided with 2 Scouts sharing a tent. We have no trading post at NYLT.

What about meals and special dietary needs?

Scouts will eat "Jamboree" style. The patrol will pick up food at the Commissary before each meal and will prepare meals in camp. The scouts will be cooking on camp stoves. Scouts with special dietary needs should contact the Course Director before the course and also document the special needs on the health form. We can accommodate most dietary needs but do require advanced notice.

Is any special equipment needed?

It is imperative that each scout has a full scout uniform with shorts or long pants. No participants will be allowed to begin the course without a full National BSA Boy Scout Uniform

Do I need a backpack?

Yes. You will be expected to carry all of your equipment to and from your campsite. There will be other times during the week when the backpack is essential.

Is it possible to arrive late, leave early, or miss a day during the course?

The NYLT conference will be quite intensive with many activities that build upon one another. Participants must plan to remain the entire week without interruption from sports and family commitments. There is often a waiting list for the conference. If you will be unable due to other commitments to give your full attention this year, please allow another scout to take your place and join us next year.

What training has the staff received to prepare them for their responsibilities?

All youth staff has previously attended an NYLT conference. Several of the youth staff members were participants in last year's conference, while the remainder is experienced staff members. Staff members are rated on their performance, attitude, and commitment. Each staff member will have committed 100 hours, plus individual practice efforts in preparation for the conference before the arrival of the first participant arrives at camp.

Contact Information

Iroquois Trail Council Service Center
45 Liberty Street Suite 2
Batavia, N.Y. 14020
(585) 343-0307

For detailed NYLT Questions::

Contact Jack Vosburg, NYLT Course Director at (585) 409-5134

Last Updated (January 2010)