

*A Leadership Course For
Cubscouts*

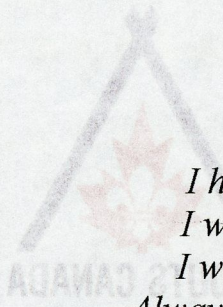


*Valley
Highlands
Sixers
Council
2003*

Name

.....





*I have to live with myself, and so,
I want to be fit for myself to know.
I want to be able as the days go by
Always to look myself straight in the eye.
I don't want to stand with setting sun
And hate myself for the things I've done.*

*I never can hide myself from me:
I see what others may never see;
I know what others may never know;
I never can fool myself, and so
Whatever happens I want to be
Self respecting and conscience free.*



Job Description – CUB PACK SIXER.

So you have been elected (or appointed) a Sixer!
So what is a Sixer ?

- As part of the Leadership Team, the Sixer is the elected leader of a bunch of Cubscouts – called a Six.
- He represents the wishes and views of the Six at the monthly Sixers Council – or Court of honor.
- Assists in planning worthwhile, fun programs for his Six and the Pack as a whole.
- Sets an example to his Six
- Wears the uniform correctly.
- And shows Scout Spirit at all times.

Duties.

- Chooses the Assistant Sixer.(seconder)
- Works closely with the Adult leaders and other Sixers to ensure the success of the Pack program.
- Represents the Six at the Sixers Council.
- Organizes his Six.
- Plans and steers Six meetings and activities.
- Helps the Cubscouts in his Six to learn and advance through program.
- Acts as Chief recruiter for his Six.
- Keeps his Six informed.
- Knows his resources, his Six members and other leaders.
- Works with all members of the patrol to build Six Spirit or “Esprit-de-corps”
- Helps to control the behavior of the Six members.
- Appoints duties to other Six members such as:-
 - Six Scribe, Six Quartermaster, Six Grubmaster, Six cheermaster,
- Manages the Six-in-Council. A discussion/Planning meeting of the Six, separate from the P.L.C.
- Praises the Six when things go well, takes the blame when things go wrong.

SIXER's name..... Six.....

**MAKE A WISH LIST OF THINGS YOU AND YOUR SIX WOULD
LIKE TO DO AT PACK MEETINGS AND CAMPS. Take it to the
Sixers Council or Court of Honour.**

Things like Horseback riding, Canoeing, Cave exploring. etc

1. (Me)

2. (Seconder)

3.

4.

5.

6.

7.

Esprit de corps.....

Or "Team Spirit" is vital to every Six. So.... What is it and where do I get it ? *"It is the good feeling of comradeship and loyalty between friends"* It is the "Spirit" which each member brings to a well organized, well run team or gang to which they belong. It is the sense of being accepted as a team member; it is the joy that comes from collective ambition and achievement. It is the pleasure one feels when his or her teammates say "Well Done." It is the joy of saying "Well Done" or "Good Show" to other members of your team. It is also the privilege of sharing your knowledge and skills so that other members of your team can act and perform their duties to the best of their ability, and encouraging them to do better IF you know can. It is the respect that team members give to the decisions of the leader, however unpopular that decision may be, in the interest of safety or the benefit of the whole team. It is the sharing of leadership and capability of the team members under certain conditions when the P.L. does not have all the answers but other members do. But most important it is through the sharing of ideas and collective debate between team members that brings the team closest together..... The *Esprit de corps*. The feeling of one-ness. The feeling of belonging. Respect for other members feelings. The joy of working together to get the job done.

.....The Esprit de corps.

Have you ever seen eleven soccer players all playing center forward at the same time ? It may be good for a laugh, but it would never win them the world cup. Teamwork is what the crowds go to see, each player being in the right place at the right time, doing the right thing, collectively achieving their goal.

The soccer coach has the responsibility of getting his team to work cohesively and in a coordinated series of moves that will bring results.

You as team leader cannot be everywhere at once, but you still have to lead. Your team must be able to carry out instructions whether you are present or absent. Your team needs coaching now – Ready for the big event.

Get your team working together, each member taking responsibility for one particular task within his or her capability. Then share out the rest of the work equally, making sure that no one individual gets all the rotten jobs or all the dirty jobs or heavy work. Set up a duty roster and make sure that each individual knows what, when and how to carry out the appointed task.

Is this really a time for traditions? If everyone is to have an unusual and stirring experience from each unique event then possibly its time to forego the tradition and concentrate on a Fair-for-all Policy.

Keep yourself free to help out individuals from time to time, to answer questions, and give a little tlc should the occasion arise. *Be there for them Its easier to Lead.... So pull....Don't push.*

Valley Highlands Area. Sixers council 2003. Goal setting.

Pick three youth and ask them this question.

“If money, time and skill are not counted... What would you most like to do with your life”?

Make sure they understand the question.

List answers on the flip chart.

- 1.
- 2.
- 3.

These three youth have just set goals for themselves.

What needs to be done to make these goals into reality?

List a few on the flip chart. (you may have to help with interpretation to get to the right answers here)

- 1. Planning (long term)
- 2. Planning (Short term)
- 3. Planning (Immediate)

How can we achieve this type of goal for the Pack?

- 1. Discussion at SIX In. Council.
- 2. Discussion at the SIXERS COUNCIL. or Court of Honor.
- 3. Individual Planning. (with Parents at home)
- 4. Learn the skills needed to complete the Goal safely.

What are some of the goals we might want to set for the Six and/or Pack over the next few months.? How about making your Pack a “Commissioners Quality Award” Pack. What about a Pack Holiday camp next summer.? Or Winning the region Cooking competition.?

Make a short List of goals for your Pack.

- 1.
- 2.
- 3.
- 4.

Now list some ways of meeting these goals....

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Sharing the Leadership.

One of the more pleasant tasks of the Team leader is to appoint one of the team to be second in command, the Assistant Sixer or **SECONDER**.

This must be someone you trust, someone you like, and someone you can work with and share information with.

You're Seconder. should be apprised of everything that's going on, he/she will be the one to take control of the team when you are absent for any reason, so it makes sense that he/she will need to know the plan so that he/she can cover for you. Otherwise your plan may fail.

But not only the Sixer and Seconder can share the leadership. There will be times when a team member has more knowledge or skill in certain areas, so it makes sense to use that knowledge or skill for the benefit of the whole team.

Knowing the Resources of the Team.

Much of the skill of leadership is knowing where to acquire information or skills, materials or possibly even transport for the team.

Ask each team member what the parents do for a living, and their hobbies. Maybe there is a resource among them for Pizza for the Six meetings? Or maybe a supply of wood offcuts for use in making scoutkars etc. Maybe one of them can make an interesting evening teaching a skill such as Welding or wood carving. Maybe one is a radio enthusiast who could help with JOTA. What about uncles and aunts, older brothers and sisters, neighbours.... All good reliable sources of inspiration material and help. Of course you will need to keep notes to help you remember just who can help with what.

What about the adult leaders, not only the Pack leaders but the Beaver, Scout and venture Leaders as well. Another good bunch of people are the Group committee, the local service club, like the Lions or Odd fellows, what about the youth club leader? And of course the Library and its staff. Think about the teachers at school ! ... yes I know you hate them all... but really... some of them would be only too willing to help you out and are really quite different creatures out of school. (One the teachers I hated most actually gave us sailing lessons and eventually the boat... and we turned out to be the best of friends and still write to each other)

Setting the Example.

Yes It needs to be said, to make sure that you understand the vital role of the Sixer.

- You cannot expect your team pay attention to what is being said if you don't.
- You cannot expect your team to stand still if you are wandering around.
- You cannot expect your team act sensibly and behave in public if you don't

Setting the example is paramount, not only at Pack meetings but **all of the time**. At school, church, camp or just in the neighbourhood, you are always going to be seen as the Team Leader and what your team see, **in and out of uniform** is what they will follow. They will do what you do.

- If you break the rules..... They will.
- If you use foul language.... Guess what.... They will too.
- If you tell lies to cover-up misbehaviour... so will they.
- If you cheat..... yes.... you've got it.... So will they.

The Leader sets the standards for the team, and maintains them. By being a living example to your team they will respect your wishes and obey your rules.

Communicating.

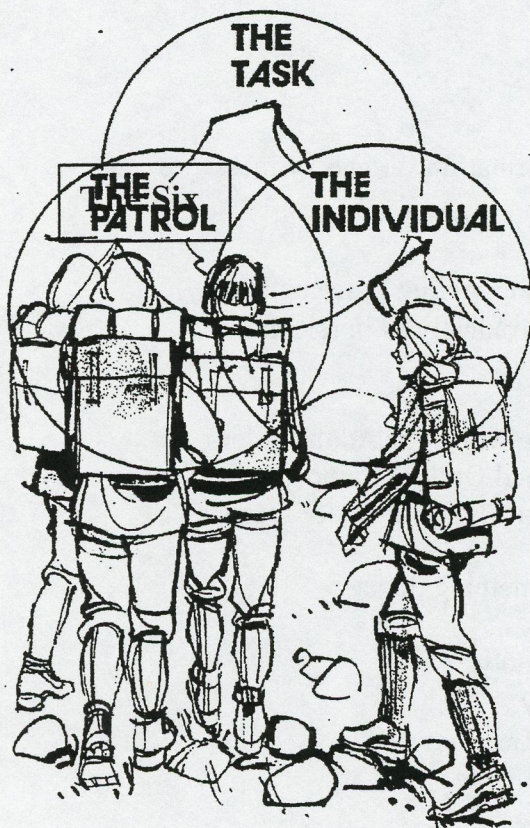
As a Sixer you will have to do a great deal of communicating. Not only by talking to your team members, but, getting your point across to them so that there is no room for doubt.

Dates, Times, Places, What's Happening, Costs involved, Who is expected to be there, Who is not. Are a few things that spring to mind immediately. There will be a great deal more.

Using diagrams, maps, calendars, written word, posters, telephone calls, just about anything to make sure that the message is out there and that each team member understands exactly what you are trying to communicate to them.

Telephone "No Shows" there may be a good reason why they did not show up or maybe you failed to get the details through to someone. Perhaps someone is sick, a word of condolence from you shows them that you care... and you should.

Be careful how you treat a new member, his/her first impression of you is vital if they are to respect you as their leader. If you get it right they may well become the mainstay of the team but if you get it wrong you may never get a second chance.



As a SIXER, there are three things to keep in mind in getting the job done.....

THE TASK... whatever it is, will be easier to do if you are organized.

The SIX.... Will work better if they are Led, rather than ordered to something.

The Individual.... Needs encouragement and praise, and a thankyou at the end of the job.

Remember the three "E's"

EFFORT.... Being properly organized.

ENCOURAGEMENT... The Six to....

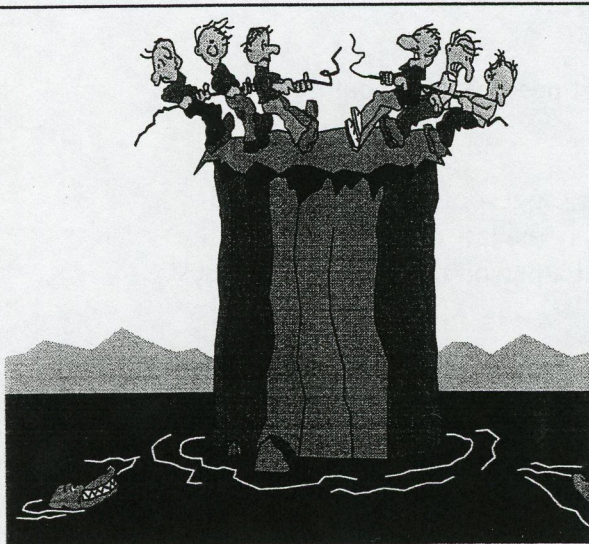
- Join in,
- Help you and each other,
- When they find the task difficult,
- When things go wrong.

ETHUSIASM..... You cannot possibly expect your Six to

- Be Keen - if you are not,
- To Tackle something new – If you won't
- To look forward to an adventure – If you don't

AND "I"

"I" is for involvement..... Make sure that you involve your SIX in the initial stages of planning, Get their ideas, but keep the bigger picture in mind.



Have a planning party – without any of the normal distractions

“The Two Way Street”

“Communication.”

1. **Com-mu-ni-cate** To give or exchange information, signals or messages
In any way.
2. **Com-mu-ni-ca-tion.** The act of transmitting, giving or exchanging
Information, by Talk, gestures, writing, or Electronically as in telephone or
Email.

As a Team Leader you will need to communicate with your Adult leaders,
Other Sixers, Your team Members, Parents (Yours and Others) Camp Wardens or
Landowners (Permissions) The Public at Large, for a whole variety of reasons.

The main reason for communication is to get something done.

Therefore you could:-

- Demand It. E.g. Aggressively, Loudly.
- Ask politely. E.g. Passively, Quietly.
- Suggest It. E.g. Enthusiastically, Energetically.
- Request it. E.g. Authoritatively, Firmly.

Which would you use ?

WHY ?

The Answer should be C and if that fails, then B. if need be use D but never –
ever use A.

Most of our fellow men respond quite happily to a suggestion or to being asked
politely to do something. Sometimes we have to lay the law down and use our
authority as a Leader and Request quite firmly that a person respond to the request
Without further delay.

Too often people use too little information or too much detail, confusing the
receiver - with the end result not being what you wanted at all. Everything then
has to be done over resulting in lost time, frustration on the part of the doer and
lack of respect for the asker.

Communication cont'd.

Body Language plays an important role in communication.

- You cannot be authoritative whilst lounging in a chair. If you must sit, sit up straight with your shoulders back and look directly at the recipient/s.
- You cannot be enthusiastic whilst gaping round the room and yawning. To show your enthusiasm sit forward, be attentive, LISTEN to (and watch for) the response that your request or idea attracts.
- When shaking hands with someone, especially the elderly, do it firmly but GENTLY, they may suffer from acute arthritis ! There is nothing worse than a limp handshake except the pain of a handshake with too much force.
- Watch your P's and Q's. Always be polite. Say Please and Thankyou every time you ask for information or give an instruction. In Scouting we do not *normally* give ORDERS.

Every Team Leader needs to be able to communicate well.

Here are some ideas for you to consider when you have to share information with your Six. Many of these points should be borne in mind by those receiving the information too.

The Sixer Should....

- A. Make sure that the members are listening and not distracted while he is speaking.
- B. Speak slowly and clearly, using terms that can be easily understood by all.
- C. Reinforce information with diagrams, posters, circulars, notices etc.
- D. Encourage the Six to take notes, if necessary.
- E. Repeat main items of information E.g. Dates, Times, Place, Cost Etc.
- F. Ask questions to ensure that what has been said, is clearly understood.
- G. Ask the Six to confirm that they have understood the information.
- H. Summarize the information from time to time.

It is important to be sure that the "New" member is welcomed into the Pack and the Six in the proper manner, The way this is done will communicate something to him/her - for good or ill. It is also a good idea to make sure he/she understands the terms that we usually take for granted. What is known as Scout Jargon.... "Six" instead of Team. "SIXER" instead of Team Leader, "C.L" instead of Cub Scout Leader, "Pack" instead of Club etc.

Lastly, remember that to be a good communicator also means to be a good LISTENER. If you miss a point or do not understand ... ASK. It is sometimes a good idea to repeat what you have heard back to the informant, just to be sure that you heard and understood what was said correctly.

PLAN FOR IT.

Planning a Day Hike in the wilderness.

Part of the duties as a Team Leader is planning. That's a simple way of saying "Making it happen."

Lets say that one of your team (Your Six) expresses a wish to have a trip to the moon with the Six..... How can you fit such an unrealistic theme into your Pack Meeting ? Think about this a moment.

Now think about the last couple of Christmases and Birthdays you have had, The gifts you received, the super meals to help celebrate.... How do you think those wonderful things came about... What made them happen ?

That's right Planning. Someone, somewhere had to sit down and make a plan that would put everything in the right place at the right time so that when you woke up on Christmas morning your presents were there waiting under the tree for you to open and enjoy.

Is it really just coincidence that we have roads to take us from "A" – "B" or trains that connect all the big city's across Canada?

Is it really an accident ... that when your hungrythere is food on the table ?

Is it really so strange that workers in a factory in China made clothes which were shipped to a store near you ... so that when you started back at school you had nice clothes to wear ?

Not at all..... All of these things and many, many more are planned every minute of every day. Almost everything that happens (including the games in the Nintendo and pictures on the TV screen) happens because someone somewhere sat down and made a plan or series of plans. Sometimes Many people are involved in making just one little tiny plan.

Suppose for a moment that you want to give me your math homework..... Tell me.... What things you need to plan accomplish this little task.... Lets make a list.

1. Stand up. 2. Get your balance,,,, 3. Pick up math homework from table.... 4. Turn to your left.... 5. Walk forward three steps.... 6. Turn right.... Walk 6 large steps...
7. bend arm from elbow.... 8. Hand math homework to me..... thankyou.

You have just planned an eight point program,,,, Now try this.....

With your team Plan everything you will need for a one day Hike in the wilderness.

PLANNING.

Every Leader must master the craft or art of Planning. It is the beginning, the middle and the end of success in Leadership.

Getting started is like getting up in the morning.... It is much easier once you're out of bed. Whatever job you are tackling the hardest part is getting started, but start you must and the best place to start is to create a Plan around these three very important guideposts.

1) THE INDIVIDUAL. 2) THE PATROL. 3) THE TASK.

First the Individual...

- Each Cub in your Six should be made to feel welcome and among friends each time he/she turns up for an activity or meeting.
- Each Cub in your Six should learn something new every time.
- Each Cub in your Six should have a particular goal in mind and you should have a plan ready, with which to help him/her achieve that goal.

Secondly the Six....

Yes that's right, that wanton mixed up bunch of flesh and bone that turn up week after week expecting you pull a miracle out of your hat and show them a good time. This is after all, the objective... isn't it.

You have to decide if the planned activity:-

- is within the scope of the members taking part.
- Will meet the expectations of the Six
- If the Six will make progress as a team and as individuals.

Thirdly The Task....

Whether it be stripping wallpaper off an elderly persons room and preparing to redecorate or going on a world cruise the same meticulous planning is involved.

- What exactly has to be achieved ?
- What is the Aim ?
- Are permissions needed ?
- What equipment and people are available ?
- Do you need Transport ?
- What alternatives are there ?
- Food ? Costs ? Timing ? Weather ? All need to be thought about.

Remember the most important Three "E"s

Duty to God..... Spirituality in Scouting.

The Scouts Own.

We are a nation of a God fearing people's made up from a multitude of different religions, some with the same God, others with a different entity for theirs. Scouting is based on Christian beliefs and includes references to God in the Scout promise and Law. Scouting seeks to build on those beliefs by encouraging our members to pursue our religion and further our understanding the part that our God plays in our everyday lives. When we are away from home, the SCOUTS OWN fulfills this aspect of scouting especially well. It is non sectarian and should be Youth oriented.

We use readings to remind us of Gods love and acts of compassion towards us, We use Prayer to speak to God and ask for the things we need or to bless the things we have and to say sorry for the bad thoughts or bad acts we have committed through the day or the camp.

We use Yarns or short stories to equate certain circumstances to our understanding of God, the world he has created and the many ways that we can serve God.

The Scouts Own is the way we do these things because it is free and clear of dogma and expresses only our own feelings and helps us to communicate with God in our own particular way.

As a Patrol Leader you are duty bound through the Scout Promise to take a full and effective part in Planning and taking part in the Scouts Own service.

It should be kept simple and plain, so that your Patrol members understand what is going on and can participate fully.

You will need a Reading of some sort.

A Prayer or two. Followed by a few moments of silence, which may well allow God to talk to Us or for us to make silent prayer to God.

And a short Yarn or story, which illustrates a thought or theme, relating to God.

The Following will give you an idea of what the writer has in mind..

The Reading. This may be a passage from the Bible but not necessarily. There are many good books of poetry and short readings, thoughts for the day and many others which might prove ideal for the Scouts own. Check with your library they will be pleased to help you find suitable material.

Try this one...

Spirituality 2.

A READING

Is it trying to be helpful when you feel like sitting down?
Is it putting on a smiling face when you'd really rather frown?
Is it holding onto temper when you're tempted to let fly?
Is it doing what you're asked to do without the question Why?
Is it sharing your possessions pushing selfish thoughts right out?
Yes... It's all these things ... and more, that makes a youth...
a real good **Scout**.

A YARN

We all have dreams about our future and the three trees growing on the Mediterranean hillside were no exception.

The first tree dreamed of growing up straight and strong and eventually being made into a cradle for a baby... lovingly smooth and polished.

The second tree dreamed of being a part of a great sailing ship carrying Kings and Queens safely on their travels.

The third Tree wanted to become a thing of beauty to bring joy to all those who saw him.

Each of the trees had a dream of how they could best serve God - their maker.

I wonder how your dreams measure up to these three.?

Well as I said just now, each of the trees had a dream of how best to serve God, but God had other plans....

When they were cut down, the first tree was sawn into small pieces to make a feeding rack in a cow shed. The second was sent to the boatyard and thought his dream had come true But he was made into a common fishing boat, destined to make the same dreary journey each day. The Third tree was sawn into rough planks and made into a cross. – no thing of beauty here.

None of these trees had their dreams come true, yet each was able to serve our lord – as a manger, a fishing boat, and a cross.

A Prayer

Prayer is talking to God. And we should let him talk to us. Keep the language simple such as –

O God Thankyou for making me as I am, Thankyou for health and strength, Eyes to see and feet to run. For hands to work, a mind to think, and a heart to love with. Help me to grow and to serve you in the way you think best. Amen.

QUALITY

**ONLY HAPPENS WHEN YOU CARE
ENOUGH TO "DO YOUR BEST"**

Johnny was going on a hike with his patrol, "Don't forget to bring your water bottle" said Tim, the P.L. So Johnny packed his water bottle and his rain suit in his backpack and went off to meet the others.

About two hours after they had started walking, Tim declared that it was time for a drink. Alex pulled out his water bottle and savored the Lemon and lime mix, swishing it round his mouth with a satisfied smile. The others did the same, then Johnny asked if he could have a swig of someones drink as he had only brought the bottle with nothing inside it.

All too often our troop program is a bit like Johnny's water bottle. The opening and closing are a norm but there is nothing in between to satisfy the thirst.

As a Patrol Leader you can change all that by making sure that you do your best to satisfy the needs of your patrol members in Patrol Meetings and activities, Adventures and Camps.

The secret is in the planning. Do your best to plan a program that meets the needs of ALL your Patrol Members (Not forgetting your self) at least some of the time and you will be on the right track.

QUALITY IS ALWAYS BETTER THAN QUANTITY !

SAFETY FIRST.

THE BUDDY SYSTEM.

The Buddy system is used to pair-up youth in “two’s” or “Threes” who watch out for each other at Cub pack meetings – especially outdoors.

Every time the program changes activity, the Leader (or Sixer) calls “BUDDIES” The youth then join hands with the their Buddy and hopefully all are accounted for in a short time.

Should a “Buddy” be missing a search can be made without too much delay, hopefully with a happy outcome.

The “BUDDY SYSTEM” is there to help and protect you.....USE IT.

EMERGENCY KITS.

What is an emergency? Cubs to define with leader help

Contents..... What should your emergency kit contain ?

Display the contents of my Kit listed on next page.

Discuss.

Youth make up a list for their kit.

Emergency Kit.

Leaders should take extra precautionary measures when taking youth out into wilderness.

The personal Emergency Kit may not be sufficient for a GROUP.

With the use of dry ingredients rations for one meal should be included

A flavoured drink, Dry soup powder, one serving of oatmeal per person, bouillon cubes, Nuts and raisons, and Chocolate bars should be each individuals responsibility.

The following is list of contents for my own Emergency Kit.

The whole is packed in a fanny pack.

QTY	Description	Use.
	TOP FLAP	
1.	Length of cord	Tying things
1.	Pencil and Paper	Note taking etc
1.	Lip Salve	Prevents wind chaffing
1.	Sealed napkin	Clean up
1.	Hotshots	Instant warmth
1.	Fish hook & line. Coins for Phone, Key Chain	
	BACK POCKET	
1.	Emergency list of names and contacts	For all group members
1.	Poly Bag	Emergency Water container
1.	Scout Prayers pamphlet	Spiritual comfort
1.	Battery for F/Light, Lighter.	
	MAIN POCKET	
3.	Packets Oatmeal	
1.	Packet Orange crystals	Emergency Meal
6.	Bouillon Cubes	
10ft	Aluminum Foil	Cup, Plate and Cooking
6	Popsicle sticks	+aid splint and fire kindling
1	¼ roll toilet Paper in poly bag.	Packing out !!
1.	Pencil and Paper	Notes and information
1.	Shampoo sachet	Poison Ivy etc.
1.	Triangular Bandage	Sling or bandage
qty	Elastoplast dressings	Blisters, cuts etc
1.	Eye Pad, sterile	Eye injury.
2	Boxes safety Matches	Fire lighting.
	Coffee, Tea bags, sugar, Creamer	I LIKE MY COFFEE
1	Tool Kit. Pocket Knife, Pliers, Eye glass kit	Multiple use
1 each	Knife, Fork. Spoon Teaspoon. Wand pen(doubles as fish pole)	Mealtime preparation and eating.

ROUTE CARD.

Event..... DATE
Group..... Section.....
Six/Patrol..... Leaders Name.....
Plan reviewed by.....

Next Senior Council.

Number of persons involved.....

Names 1.....	Contact Phone #.....
2.....	Contact Phone #.....
3.....	Contact Phone #.....
4.....	Contact Phone #.....
5.....	Contact Phone #.....
6.....	Contact Phone #.....

Start from.....Finish at.....
Start Time.....am/pm Finish time.....am/pm

Travel arrangements.....
.....
.....
.....

A copy of this Route Card is left with Phone #.....
(Call this person if you get into difficulties but especially when the activity is finished so that they can stand down and get on with their own program)

Make a sketch Map of your intended route with emergency escape route(s) Continue over the page if needed. (Stick to it)

Ten steps to effectively misuse a Member of your Six.

1. Do not explain what the job is and what it requires.
Argument... Everybody knows what it is.
2. Do not treat them as a full member of the Team.
Argument... They are only a child and are therefore too young to participate as a Team Member.
3. Do not include them in your planning meetings.
Argument... They do not understand the process and, anyway, we meet too late for them to participate
4. Do not communicate with them in a meaningful and useful way.
Argument... They only need to be told what to do when it is required.
5. Do not give them responsibility.
Argument... They do not understand what responsibility is and therefore will not live up to it.
6. Give them meaningless tasks to perform.
Argument... They have to do something with their time to keep them out of our way.
7. Ignore their ideas, comments and suggestions.
Argument... They are not mature enough to be able to contribute in a worthwhile manner.
8. Do not give them any training appropriate to the job they are to perform.
Argument... Who needs Training ?
9. Do not treat them with respect.
Argument... Everybody knows that they are only a child pretending to be an adult
10. Ensure that you are continually criticizing them
Argument... Everybody has to have his or her mistakes identified.