



## Unit Committee Q&A in helping strengthen Den Leaders:

The purpose of visits to Packs will help fulfill the council strategic plan and focus at the ground level in developing and recruiting den leaders. Being able to listen firsthand and help provide resources in creating a culture of building bench strength at the den leader level. Beginning with the end in mind of successfully recruiting Den Leaders or Assistant Den Leaders to increase the packs number of den leaders in return will provide quality programing and additional support.

Being able to get a volunteer to attend the pack unit committee meeting to share leader of the pack incentive and den leader recruitment helps to strengthen the den and ultimately the pack to ensure quality programing is being delivered to youth.

### Questions to discuss with Pack Committees:

#### List of Candidates:

Q: How does your unit identify Den Leaders?

When hiring an employee for a job you likely have a list of candidates. The same discipline holds true when identifying and recruiting Den Leaders. Having a short list of parents and volunteers that the unit committee can review monthly is a great way continuing session planning and leadership cultivation.

What parents do you know who have upcoming kindergarteners or 1<sup>st</sup> graders incoming to that new den? Incoming parents can be asked in person to become a den leader before the kids are recruited. Starting early in Spring or Summer before the den forms in which they can help recruit the kids and get signed up.

A: Spending time at unit committee meetings reviewing the short list of parents is a great way to proactively ensure dens are continues filled with great Den Leaders.

Q: Once identified how are you making the ask to that individual to become a Den Leader?

A: Have you thought of making an in person ask to that person one on one. Or bringing another volunteer from the unit with you to help talk with the person about the opportunity.

#### Overcome Objections:

Q: What materials does the pack help provide to minimize uncertainty or a feeling of "I can't do that, or I do not know anything about being a Den Leader"?

A: Address the concerns that may be holding back a parent from volunteering. Discuss the available training, especially online training, and have handouts available with local training schedules.

Show a copy of one of the meetings from a *Den Leader Guide* to show that the planning has already been done, and their job is to simply use the plan. Explain no training is necessary as the BSA will train them 100% through an online or in-person course. In short, tell them, "We'll teach you how."

**Utilize Lion and Tiger parents required attendance to a benefit.**

Q: How does your pack engage parents attending Lion or Tiger meetings?

A: Many hands make light work. Parents are required to attend with their child to Lion and Tiger den meetings. Sprinkle in tasks to all parents so they each have a part in leadership, and you may see parents bubble up to the top. It may just take empowered leadership for a volunteer to see and believe “Hey I can do this”.

**Observation:**

Q: Does your pack take observation in parents and how they act around children?

A: Take note on school open house nights or at soccer practice or baseball or other non-Scouting activities. Observe at sign up nights on how engaged the parents are. Is the parent walking their son or daughter through the application? Look for mannerisms in how they communicate with their child. If strong in this area they could make a great teacher and Den Leader.

**Mentoring:**

Q: Does your pack partner an experienced den leader with a new den leader to help provide mentorship?

A: One great way to retain the den leaders you’ve recruited is to include experienced den leaders in mentoring new ones. This can help spur confidence and help them feel included and gives the new den leader the ability to ask questions or look for advice when questions arise.

