Making a Succession Plan

Which positions need a succession plan? All of them!

- Committee Chairperson, Cubmaster, Den Leaders, Advancement Coordinator, Treasurer.
- Non-formal roles such as the Popcorn Kernel, Outing Coordinator

Where do you find the next wave of adult leaders?

From the parents! That means “proactively looking forward not just to fill the slots you need filled right now but to be growing and guiding and encouraging and training your parents and adult leaders into, who they can be tomorrow and who do you need them to be,” Daggett says.

- **What are your leadership roles?**
  - Every unit has a leader (the Cubmaster or Scoutmaster), assistant leaders and key committee members.
  - Which are the most critical?
  - Assess the likelihood of who may be leaving over the next few months to a year.

- **Evaluate your resources.**
  - For every parent in a role of responsibility in a typical unit, there are often at least two or three others who are not actively involved.
  - List the adults and determine their talents and abilities. Which job are they best suited for?
  - Ask your current leaders to be on the lookout for their replacements.

- **Approach the prospects.**
  - After confirmation of a leader’s departure at some future date, invite your prospects to consider the first steps toward taking over.
  - Planned Ahead? The new leader may now shadow the current person and receive on-the-job training in the new position.

- **Set a date certain for the transition.**
  - Agree with all parties on a transition date.
  - Have all new leaders complete Youth Protection
  - Register them with the BSA
  - Complete basic training for position specific

- **Recognize the new volunteer.**
  - Introduced your new leader at a court of honor, pack meeting or other gathering where families are present.
  - Present them with an adult position patch, even if they don’t yet have a uniform. Seeing other parents come forward in service encourages others to take the step as well!

9 Rules to Follow:

1. Tell your prospect why you volunteer. What does it mean to you?
2. Build the relationship
3. Don’t say “No” for anyone
4. Ask your future leader individually
5. Don’t undersell the importance of them volunteering! Prevent misunderstandings, be honest about the time commitment
6. Allow time to have them think it through. Don’t pressure them into taking the role
7. Scouting is a team effort! Let them know that there is training and persons at the District level where other volunteers can help them.
8. Follow-up
9. Once recruited: Orientation, Train, and Support