



Pathway to Adventure Council Wood Badge 2023 Information for Employers

Wood Badge is the premier leadership training program for adult volunteers offered by the Boy Scouts of America. You are receiving this letter because one of your employees is a volunteer Scout Leader who has requested time and/or financial support to attend Wood Badge training. We hope that this letter will help you better understand the benefits to you and your employee to attend and complete Wood Badge training as well as how you can support their learning experience.

Participants spend five full days and nights learning modern leadership techniques based on the works of contemporary leadership and management scholars while conducted in a Scouting format. Among others, the course incorporates materials from Robert Greenleaf, who pioneered the topic of servant leadership; Warren Bennis, rated as one of the top international leadership professionals; Ken Blanchard, who authored “One Minute Manager”; Steven R. Covey, rated one of Time Magazine’s 25 most influential Americans; and Spencer Johnson, known for his book on change, “Who Moved My Cheese?”

Wood Badge is a leadership training program that challenges your employee in a series of intense training scenarios over two long weekends in a retreat like setting. These sessions incorporate both experiential learning and interactive classroom experiences. Wood Badge is taught using multi-media presentations, hands-on exercises, case studies, role playing, and a unique after course commitment to practice the leadership skills taught in the course. The participant develops five significant Scouting goals during the course. The participant is mentored to successfully lead others in completing those goals within eighteen months. After completing their self-developed five goals, Participants will have successfully completed their “ticket” and they will have satisfactorily completed Wood Badge.

Many companies and organizations spend thousands of dollars on corporate training for a similar training experience. Our course fee is \$325.00 for five days of training which includes room and board. Our low fee is possible because your employee has the desire and enthusiasm to “rough it” as a Scouter in training. In addition, our Wood Badge staff is made up from volunteer Scout Leaders who are dedicated to train fellow volunteer leaders to deliver the best program to the youth that they serve. Even staff members pay a fee to be part of the course because they believe in the results achieved by the Wood Badge program. This training program is delivered at a staff ratio of roughly 1 for every 3 participants.

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The Pathway to Adventure Council considers our staff to be a fine example of the Scouting program and the best trainers who have staffed other BSA trainings offered locally. All Staff members have completed their own Wood Badge course and two thirds of the staff have served as Wood Badge staff on a prior course. Our recently updated national BSA Wood Badge curriculum consists of over 700 pages of material which the staff will be fully prepared to present. Staff members participate in a series of staff development sessions where they are each challenged to achieve their best by the leadership team and their fellow staff members.

The Course content is formulated around five major themes:

- Living the Values –
- Growing –
- Connecting –
- Guiding –
- Empowering –

Staff deliver presentations and activities which explore fourteen competencies:

- Drive Vision, Mission and Values
- Know Thyself
- Communicate Effectively
- Include and Optimize Diverse Talent
- Learn to Listen, Listen to Learn
- Plan with a Bias for Action
- Develop Individuals and Teams
- Know the Territory
- Apply Interpersonal Savvy
- Manage Conversations
- Coach and Mentor
- Embrace and Lead Change
- Create a Culture: Train Them, Trust Them, Let Them Lead!"
- Inspire the Heart

Leaders at many companies large and small have recognized the value of this training to their employees. As such, many agree to reimburse the course fees and/or give their employees time off to attend the training. We have heard comments from past participants such as, "This is the third most important experience of my life after my wedding and the birth of my child", or "I wish I knew this before I started my career." A successful participant will not only become a better Scout Leader but they will also become a better employee by learning and practicing the

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skills they learn at Wood Badge. We trust that your investment in your employee will be well spent with the Wood Badge training.

Cedric K. Bodley

Cedric Bodley
Deputy Scout Executive
Pathway to Adventure Council

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