



## **Crew Leader Training**

**Baltimore Area Council  
Philmont Training – April 16, 2005  
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- 1) The role of the crew leader
- 2) Working with your crew: The “Quarterback” and His/Her Team
  - the elected/selected leader
  - using leadership abilities & interpersonal skills
  - Leadership: giving the crew a game plan
    - Planning and goal setting
      - Every night
      - The entire crew’s decision
      - Accomplishment of goals measure success of planning
    - Planning ahead
      - Route
      - Duration of day’s hike
      - Water sources
      - Geographical landmarks/features
      - Order of meals to be eaten
      - Selecting program activities
      - Conservation work
    - Setting Goals
      - Getting up
      - Breaking & leaving camp
      - Getting to next camp
      - How often to stop
      - Making program times
    - Preparing for any circumstance...”Plan B”
      - Getting “lost”
      - Weather situations
      - Program problems
  - Leadership: assessing and asserting leadership styles
    - The position gives you authority, but you have to earn respect
    - Time to assert leadership
    - Times to use diplomacy
    - The extremes: “Dictator” to “Pushover”
    - Shared leadership: the backbone of scouting
      - Assign responsibilities
      - Delegate tasks
      - Monitor performance
      - Assigned crew gear
    - Leading by example
    - The crew comes first
  - Interpersonal Skills: developing teamwork

- Setting the tone for positive attitudes
  - Resolving conflicts early
    - “Thorns & Roses”
    - Daily devotions
  - The duty roster
    - Fair responsibilities
    - Don’t put tent mates on same job
  - Shakedown hikes
- 3) Working with your advisors: The Coaches
- Who runs the crew? Three common models
  - Who really runs the crew?
  - Adult vs. Youth – different perspectives
  - The role of advisors: Health and Safety
  - Definitions of Health and Safety
  - Crew size and other factors which impact adult involvement
  - What can you do to ensure successful “Quarterback/Coach” relationship?
- 4) Working with your Ranger: Your Expert Consultant
- The role and responsibilities of the Ranger
  - What’s a “typical” Ranger?
  - How he/she makes your job easier
  - Is he/she part of your crew?
  - Don’t tell what you know: show what you know
  - The advantages of being a Baltimore crew (e.g. “Be Prepared”)
- 5) Rules for Success
- Camp set up
    - Find campsite
    - Circle around fire ring
    - Identify Bear-muda Triangle
    - Crew gear, food, water bottles and personal smellables out of packs
    - Bear bags go up
    - Put up crew tarp
    - Crew gear under tarp
    - Water gets purified
    - Personal tents go up
    - Showers, recreation, etc.
    - Exceptions?
  - Concentrate on the journey instead of the destination
  - Polish your own backcountry skills
  - Practice “Leave No Trace” Camping
  - Learn from failures and successes
  - Have fun!
- 6) What to expect at Philmont