



Boy Scouts of America's Wood Badge Leadership Training Program Information for Employers

Wood Badge is the premier leadership training program for adults offered by the Boy Scouts of America. Participants spend five full days and nights learning modern leadership theories and techniques based on the works of contemporary leadership and management scholars.

Among others, the course incorporates materials from:

- Warren Bennis, who has been rated as one of the top international leadership professionals. He has authored over 30 books, including *On Becoming a Leader*, which has been translated into 21 languages.
- Ken Blanchard also rated one of the top international leadership professionals. He also has authored over 30 books, including *The One Minute Manager*, which has been translated into 37 languages.
- Stephen R. Covey, who was rated one of *Time Magazine's* 25 most influential Americans. He has authored several significant books, including *The 7 Habits of Highly Effective People* and *Principle-Centered Leadership*.
- Spencer Johnson, who is known for his book on change, *Who Moved My Cheese?*

A full biography of source references is attached at the end of this letter.

Wood Badge is taught using multimedia 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, and then mentored to successfully complete those goals within eighteen months.

There are five themes that are presented and discussed in this course, and they are implemented using 14 competencies. The themes and corresponding competencies are:

- **Living the Values**—personifying the values, setting the example.
 - Drive Vision, Mission, and Values
 - Know the Territory
 - Inspire the Heart
- **Growing**—knowing and growing yourself first—a commitment to continuous improvement and lifelong learning.
 - Know Thyself
 - Learn to Listen, Listen to Learn
 - Apply Interpersonal Savvy
- **Connecting**—with other people.
 - Communicate Effectively
 - Learn to Listen, Listen to Learn
 - Include and Optimize Diverse Talent
 - Apply Interpersonal Savvy
 - Manage Conversations
- **Guiding**—focusing on enabling and developing others.
 - Include and Optimize Diverse Talent
 - Plan With a Bias for Action
 - Develop Individuals and Teams
 - Manage Conversations
 - Coach and Mentor
 - Embrace and Lead Change
 - Create a Culture: “Train Them, Trust Them, Let Them Lead!”
- **Empowering**—ultimately helping other people to become healthier, wiser, freer, more autonomous, and more likely, themselves, “to serve and to lead.”
 - Plan With a Bias for Action
 - Coach and Mentor
 - Embrace and Lead

Leaders at many companies (such as IBM, Motorola, and Intel) have recognized the value of this training to their employees. As such, many agree to pay the course fees and/or give time off as part of their employee's professional development and training plan. In any case, a successful participant will become a better Scouting volunteer and a better employee by learning and practicing the skills taught in Wood Badge.

Prepared. For Life™



Wood Badge Training Resources

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