

3117 Patterson St  
Anchorage, AK 99504

Dear

Your team member, \_\_\_\_\_, is an adult volunteer with Great Alaska Council, Scouting America, and has an interest in attending Wood Badge, Scouting's premier leadership and professional development experience for adults.

We would appreciate your consideration of the role this course can play in your employee's professional development and how it may contribute to the effectiveness of your organization. The information below outlines the value Wood Badge offers, not only to Scouting, but directly to workplaces and professional teams.

Wood Badge is an intensive, nationally and internationally recognized leadership development program, built on decades of research and modern leadership theory. It is designed to develop effective leaders in nonprofit, corporate, public service, and community organizations.

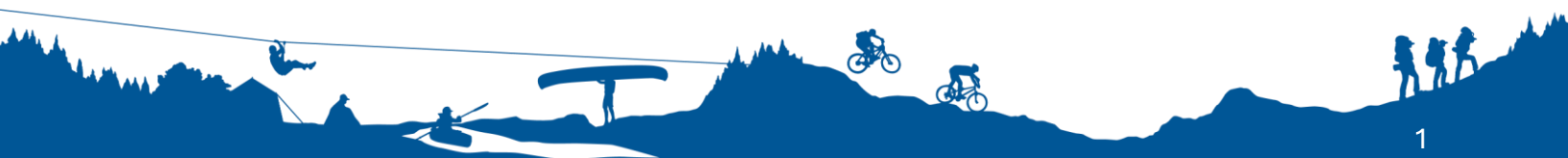
### **Course Format and Structure**

Great Alaska Council's Wood Badge course is delivered over two extended weekends, totaling five full days of instruction. This format allows for deep immersion while minimizing extended time away from work.

The course is conducted in a retreat-style setting and combines:

- Experiential learning
- Interactive classroom instruction
- Team-based leadership simulations
- Case studies, facilitated discussions, and guided reflection

This blended approach mirrors many high-end corporate leadership programs, with a strong emphasis on applied learning and measurable outcomes.



## **Leadership Skills with Direct Workplace Application**

Wood Badge draws from the work of respected leadership scholars such as Stephen R. Covey, Ken Blanchard, Warren Bennis, Robert Greenleaf, and John Kotter and focuses on practical competencies currently in use across organizations.

Key professional skills emphasized include:

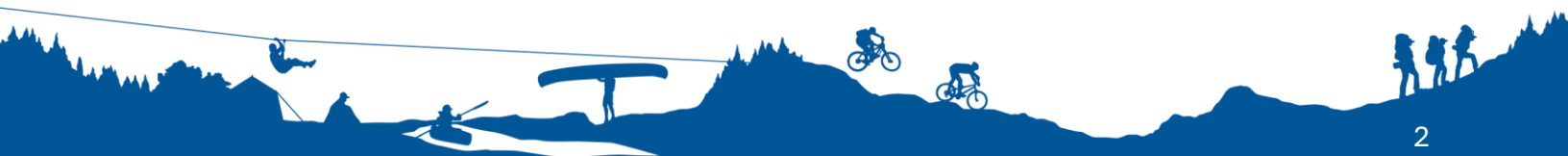
- **Values-Based Leadership**  
Aligning personal and organizational values with mission and vision to support ethical, principle-centered decision-making.
- **Communication and Listening Skills**  
Practicing clear, purposeful communication and developing active and empathetic listening, especially in complex or high-stakes situations.
- **Team Development and Collaboration**  
Understanding team dynamics (forming, storming, norming, performing) and adapting leadership styles to maximize team effectiveness.
- **Emotional Intelligence and Interpersonal Awareness**  
Learning personal behavioral styles (utilizing tools such as DISC) and improving collaboration across teams comprised of diverse personalities, backgrounds, and perspectives.
- **Coaching, Mentoring, and Talent Development**  
Developing individuals through feedback, mentoring, and empowerment, key skills for supervisors and emerging leaders.
- **Planning, Execution, and Change Leadership**  
Leading with a “bias for action,” managing change, and building a culture of trust, accountability, and shared leadership.

These competencies are immediately transferable to the workplace and align closely with common corporate leadership and professional development goals.

## **Applied Learning and Long-Term Impact**

A defining feature of Wood Badge is its strong emphasis on application beyond the classroom. During the course, each participant develops a set of personal leadership goals and then works over the following months to intentionally practice and apply the skills learned.

This process, referred to as the Wood Badge “Ticket,” moves learning from theory to practice, requiring participants to demonstrate leadership growth with an emphasis on outcomes. Participants receive mentoring and accountability throughout this period, reinforcing retention and long-term behavior change. These benefits extend well beyond the scheduled training weekends.



## Return on Investment

Comparable leadership programs with similar depth and content often cost thousands of dollars per participant. Wood Badge is offered at a substantially lower cost because it is delivered by a highly trained volunteer faculty, committed to leadership development and community service.

Employers who recognize Wood Badge as professional development frequently report improvements in:

- Team effectiveness
- Communication skills
- Leadership confidence
- Ethical decision-making

Organizations that support employee participation often report greater confidence in leadership roles based on the aforementioned improvements. As such, employers often will choose to allow participants to attend using professional development time and recognize Wood Badge as formal leadership training.

## A Shared Investment in Leadership

Participation in Wood Badge represents an investment in ethical leadership, community engagement, and professional growth. Graduates consistently report returning more focused, more effective, and better equipped to lead people and projects.

We appreciate your consideration and would be happy to provide additional information or answer any questions.

Sincerely,



Sully Dieffenderfer  
Course Director  
Wood Badge 2026



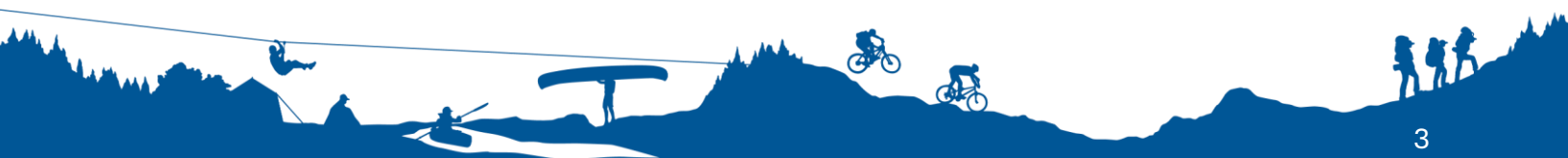
Dave Snider  
Chair  
Council Training Committee



Sam Giacalone  
Scout Executive / CEO

Enclosures:

MMM/mmm



## **Wood Badge Course Information – 2026**

### **Course Overview**

Wood Badge is Scouting America’s premier leadership development program for adults. It is a five-day, immersive course designed to develop leadership skills that are immediately transferable to professional, civic, and community environments.

The course integrates modern leadership theory with experiential learning, team-based problem solving, and guided application.

### **Course Dates and Schedule**

Weekend 1 – Friday, September 25<sup>th</sup> at 7:00 am to Sunday, September 27<sup>th</sup> at 5:00 pm

Weekend 2 – Saturday, October 10<sup>th</sup> at 7:00 am to Sunday, October 11<sup>th</sup> at 5:00 pm

Total instructional time equals five full training days, delivered over the two weekends to minimize time away from work.

### **Location**

Camp Gorsuch, Locate on Mirror Lake approximately 30 minutes North of Anchorage

The course is conducted in a retreat-style outdoor setting that promotes focused learning, collaboration, reflection, and team development.

### **Course Cost**

The course fee is \$350 (\$300 if enrolled and paid by August 1<sup>st</sup>). This fee covers all instructional materials, needed supplies, lodging and meals during course.

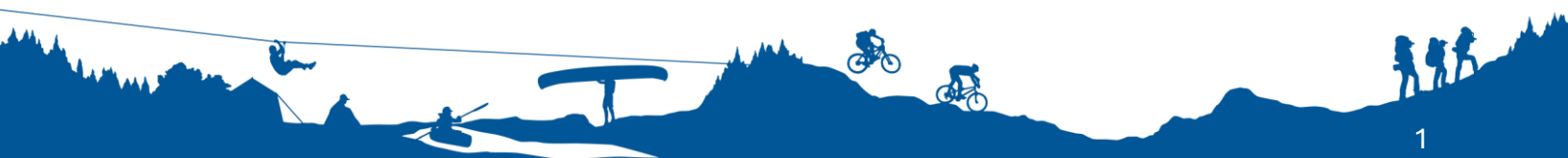
Comparable leadership programs with similar depth and experiential learning commonly cost significantly more.

### **Course Contact**

Course Director: Sully Dieffenderfer

[sdieffenderfer@me.com](mailto:sdieffenderfer@me.com)

<https://event.scoutak.org/Woodbadge2026>



## Employer Request for Professional Development Support

### I. Purpose

This optional addendum allows an employee to formally request **professional development recognition and/or financial support** for participation in the Wood Badge leadership development course.

Employer support is not required; however, many organizations choose to support participation due to the relevance of the training to workplace leadership competencies.

### II. Employee Information

**Employee Name:**

**Job Title:**

**Department / Team:**

**Employer / Organization:**

**Supervisor / HR Contact:**

### III. Request for Professional Development Time

- I am requesting the use of **professional development leave**
- I am requesting **flexible scheduling**
- I am requesting approval to attend **without use of vacation time**

**Requested date:**

- September 25–27, 2026
- October 10–11, 2026

**Additional comments:**



**IV. Request for Course Fee Assistance**

- I am requesting **reimbursement of the full course fee**
- I am requesting **partial reimbursement**
- I am requesting **consideration for professional development funding**

**Amount requested (if applicable): \$**

**Preferred reimbursement method:**

- Employer reimbursement
- Direct payment
- Other:

**V. Acknowledgment (Optional)**

I understand that any support provided is subject to employer policy and approval.

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**VI. Employer Acknowledgment (Optional)**

- Approved
- Approved with conditions
- Not approved

**Authorized Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Title:** \_\_\_\_\_

